

A unique industry, with unique companies and unique news

Elements

In this issue:

- **We launch our 2022 Awards, to find the best of the best in our region**
- A look back at the successes of ChemUK 21
- How to introduce new talent the right way!
- EOT – the benefits for staff and customers
- Hydrogen production steps up in the North West
- Patents – understanding when and how to protect your innovation
- Managing change at COMAH sites
- **...Plus, news and articles from a wide range of members**

Chemicals
northwest

2022

AWARDS

save the date and book your seats

24th March 2022

@ **The Point** - Lancashire Cricket Club



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Further details available via the awards pages on the website <https://www.cia.org.uk/chemicalsnorthwest/>

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RISK & HAZARD MANAGEMENT

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Membership

Would your company benefit from joining an organisation that supports and promotes the chemistry-using sector in the Northwest? Do you want to understand more, and contribute to, the industry issues within the region?

If you are a manufacturer, chemical user or offer products and services to the sector, why not join us today? See over for details.

<https://www.cia.org.uk/chemicalsnorthwest/Membership/Benefits-Costs/2022-rates>. (from 1st April 2022)

Micro corporate membership	(1 - 10 employees)	£453+VAT
Standard corporate membership	(11-100 employees)	£789+VAT
Large corporate membership	(100+ employees)	£1004+VAT

Our membership year runs from 1 April to 31 March. A pro-rata basis usually applies to joining at other times in the year and we'd be happy to discuss on application.

Welcome

Dear Reader,

Welcome to the Winter edition of Elements magazine.

It's been quite a busy period over the last few weeks. We've really enjoyed getting back to some semblance of normality and seeing actual people, rather than faces on a screen. Obviously working life is still a little different to how it used to be and much is still managed virtually, but it has been great to see people actually interacting with each other, and the pleasure it brings to everyone is clear.

First came ChemUK, the success of which you can read about inside the magazine. Equally, we held our first networking event, since lockdown, in October in Daresbury when we enjoyed some breakfast, some interesting presentations and members were able to chat about the issues that are on their minds at the moment. We'll be holding another in January, so do look out for the date on our social media posts and emails.

We recently had the news that Hynet has been awarded Track 1 status, ensuring that the North West will begin decarbonisation from 2025. Many of our member companies are involved in the project, which sees them employ really creative and innovative solutions to the issues around hydrogen production and storage, as well as carbon capture and storage, raising the prominence of the North West chemicals sector.

Also in this issue, we launch the Chemical Northwest Awards for 2022, which you will remember are taking place at The Point, Lancashire County Cricket Club, Emirates Old Trafford, Manchester on the 24th March 2022. We're currently planning the event to make sure it is the highlight of your social calendar!

Members have provided a range of articles and news stories for you for this issue, covering topics such as nurturing and rewarding talent, tips for those seeking patents or protecting those already in place, the value of data analysis and management through to managing risk and assets on sites. We hope you enjoy them.

Please keep an eye on our website for upcoming events, news, industry updates, careers information and the latest Elements magazine <https://www.cia.org.uk/chemicalsnorthwest/>

If there is anything else you need from us, please don't hesitate to get in touch.

Fiona Hought - Member Services and Events

About us...

Chemicals Northwest is an established business network wholly owned by the Chemical Industries Association.

With around 160 members we actively promote this important regional sector and our objective is to help membership to grow through;

- **facilitating** networking events, common interest groups and interactive workshops, all aimed at covering topical industry issues.
- **supporting** projects and programmes that identify and enhance business performance and generally support continuous improvement across the sector.
- **promoting** science and engineering based skills, helping to address the region's future needs.
- **improving** the image of the industry overall, including generating a positive reputation, through communicating achievements and success.
- **contributing** to the industry's strategic voice and the national growth agenda aligned to the work of the Chemical Industries Association.
- **connecting** the community of chemistry-using businesses and the vital supply chains here in the Northwest.

Chemicals Northwest really does bring people together! It is an essential feature of successful networking strategies used by many organisations. We coordinate a range of meetings and events to enable 'face to face' networking for the benefit of all members. Every successful business networking organisation also needs effective communications channels.

As a result of gradual development over recent years, getting messages across, promoting member companies and reporting news, Chemicals Northwest has reached new levels of topicality and quality. Here are the the main features and benefits of membership...



Annual Awards Dinner - During the annual CNW awards programme we are privileged to witness the many achievements made in our local sector. Culminating in a great night of celebration each year's awards are a fantastic way your company can support the region's chemicals sector and help raise your own profile. Up to 300 guests from across the industry gather on the night and everyone can see for themselves the amazing achievements made by our people and organisations.

Partner events - Over the years CNW has focused on a range of highly topical and relevant business issues. We run these focussed events in conjunction with members. Technical, regulatory and operational insights have been delivered by experts in their fields. These events ensure good practices are shared and all attendees gain new knowledge. As businesses get to grips with the changing landscape there will always be new issues for members to analyse.



Breakfast Networking - Chemicals Northwest is gaining a growing reputation for high quality breakfast networking events. With no specific theme, delegates are encouraged to make new contacts and some will make short pitches about their company, its products and services plus news announcements! The breakfast meetings have proved to be very popular and currently run on a 2 monthly basis. New contacts can lead to new opportunities and new business. All are welcome.

Common Interest Groups - Chemicals Northwest's **REACH** group has followed closely the developments within this complex and long term piece of legislation. The initiative allows the sharing of experience, best practice and knowledge between manufacturing, supply chain and support service providers, all with a keen interest in REACH. The group meets three times a year

CNW started the **Brexit** user group straight after the referendum in 2016 and it is gaining more and more support from membership. Whilst there is still uncertainty, many businesses will be looking to the future impacts, so we are enabling all interested parties to meet and discuss in more detail their common issues and concerns. Up to date information, expert insights and reports form the basis of each agenda, which will run parallel to the national work carried out by CIA.

Elements magazine - This is a great opportunity to establish an association between your organisation and important sector issues, by contributing free editorial and press releases. Companies who do business in the chemicals sector may also wish to look at advertising options. The CNW sector directory is now integrated into Elements.

Website - The website is regularly updated with industry news and the events programme. Companies are increasingly using it for enquiries and advertising. There is an efficient "e-shot" function which allows direct messaging to our contacts list. Viewers of the directory pages can search the whole of our supply chain providers to find where to buy products and services.

LinkedIn - The Chemicals Northwest LinkedIn group provides the opportunity for chemical industry professionals to share ideas and knowledge. There is also the CNW LinkedIn company page which provides a forum for information sharing between CNW and our members.

Twitter - Why not follow us. In addition we'd be happy to re-tweet any news or updates that members themselves tweet.





RISK & HAZARD MANAGEMENT

Understanding and facilitating the effective management of risk is our core business. Our expertise covers the full range of risk assessment and management services.

"We cannot solve our problems with the same level of thinking that created them." Albert Einstein



Safety Risk



Business Risk



Environment Risk

Only when the risk facing an organisation is well understood can it be effectively managed. Key to the successful identification, assessment and management of risk is engagement with the right people, using the right processes at the right time. We believe we are different to many of our competitors and our approach is distinctive, we don't always walk the well-trodden path but look at each client's particular risk context and develop a tailored solution, working in partnership with our client.

We work across all aspects of risk, from Quantitative Risk Assessments and Predictive & Consequence modelling, through to the 'softer' risks which may affect an organisation's reputation.



Cogent assured providers –
Process Safety Management for Operations (PSMO)

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Making Changes at COMAH Sites

How significant is significant?

There is a lot to think about when making a change at any establishment. Whether those changes affect people, plant, or process, it is imperative that the knock-on effects are identified and suitably managed. This is especially true for COMAH establishments where the stakes are even higher.

There is a requirement set out in the COMAH Regulations to notify the Competent Authority (CA) of “any modification of the establishment or an installation which could have significant consequences in terms of major accident hazards”. Significant is a key word here, but it is such a subjective term. How can we make sure we are comfortable when we decide what is, and what isn't, significant?

In most cases, a review of the risk assessment is an obvious place to start – if there is an increase in risk, then the change is significant. If the risk stays the same, or is lower, then we don't need to worry, right? Well not necessarily. The regs talk about consequences in terms of major accident hazards, not just the risk, so we need to look at the full picture, including how the change might impact on how we prevent, control and mitigate the consequences of our hazards.

Our sites are complex systems, and when one component changes, it will inevitably cause a ripple effect that reaches several other components; nothing can happen in isolation in our systems. For example, an upgrade to a piece of equipment out on plant might require changes to the control system, new maintenance schedules and training for those working with it. A change in organisational structure might take vital knowledge and experience from a team, and impact on task management and workload. It is clear that a systematic

approach is needed to fully understand the magnitude of the change in relation to major accident hazards.

A useful tool for taking a systematic approach is the COMAH Safety Report. The Safety Report is a tool for demonstrating that risks are understood and managed, and so it should already describe all the elements of the system that are in place to prevent, control and mitigate the consequences of hazards. Using the report as a framework can therefore make for a robust management of change process by highlighting which of our system components are sensitive to the change, both negatively and positively.

Using the COMAH Safety Report in this way is a good excuse to keep it updated and fresh, even where it is found that the change isn't significant enough to notify the Competent Authority. We put a lot of resource and effort into producing our Safety Reports, so why not make the most of that by using them as a map to help us understand, communicate and navigate our complex systems?

Of course, it is better to let the Competent Authority know about your change in any case, but being prepared to outline why it is, or isn't, significant will provide a strong demonstration that the risks at the establishment are well understood and managed.

Making a change at a COMAH establishment can be daunting. There is a lot at stake if the impacts of the change aren't identified, and with such complex systems it is difficult to know where to start. COMAH establishments already have a valuable tool at their disposal, the Safety Report. Using the report as a framework for identifying system components not only keeps the report itself live, but it ensures that the approach to change management is comprehensive and robust.

Jenny Hill and Carolyn Nicholls - enquiries@ras.ltd.uk



UK Government to introduce Import Controls from 1 January 2022

Import controls that might have been imposed on 1 January 2021 coinciding with the start of trading under the EU-UK TCA will now be introduced from 1 January 2022. New controls on safety and security declarations will be required from 1 July 2022.

Exports to the EU from Britain have been subject to controls since 1 January 2020, but the government decided to opt for a phased approach on EU imports to give hauliers and business time to adapt. Covid 19 recovery measures were also cited by the UK Government when further delaying import controls.

The revised timetable will take effect as follows:

What changes will take effect on 1 January 2022

- full customs declarations and controls; and
- pre-notification of Sanitary and Phytosanitary (SPS) goods (extended from 1 October 2021).

Changes to take effect on 1 July 2022

- the new requirements for Export Health Certificates (extended from 1 October 2021);
- Phytosanitary Certificates and physical checks on SPS goods at Border Control Posts (extended from 1 January 2022); and
- safety and Security declarations on imports (extended from 1 January 2022).

The timeframe for new rules on product labelling has not changed as that already allowed producers to continue to use an EU, GB or NI address for products sold in GB until 30 September 2022.

The Chemical Industries Association and Chemicals Northwest are not pushing for a further delay to controls being introduced. Members believe the current delay exacerbates the uneven playing field between EU versus GB producers. In short, the delay creates one way traffic whereby GB producers exporting into the EU are subject to rigorous regulatory requirements whereas EU exporters into GB can benefit from the less restrictive regulatory procedures.

Made in the UK, Sold to the World

The Government has launched a new export strategy to help businesses across the UK double exports and sell their products around the globe.

The Department for International Trade promise to give businesses the tools needed to become a nation of exporters

and reap the benefits of the free trade deals they are busily negotiating.

The new *Export Support Service* offers a one-stop shop for exporting advice, and the launch of a new UK Tradeshow Programme tailored to help businesses, particularly those outside London and the South East, to attend and promote their products around the world. Chemicals Northwest was aware that the replaced TAP programme was not popular in parts of Whitehall, but it did provide up to six funded grants for SMEs to participate at international shows. The new scheme provides only a single opportunity for companies to establish their export credentials.



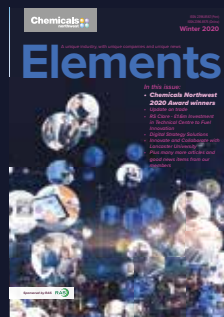
The UK exported £600 billion in goods and services last year but only around one in ten GB businesses currently export with the number of goods exporters falling behind continental competitors like Germany, Denmark and the Netherlands. Government commissioned research estimates that exports support 6.5 million jobs across the UK, and that exporters pay higher wages. Separate analysis shows that goods exporting businesses are on average 21 percent more productive.

The Export Strategy - titled 'Made in the UK, Sold to the World' - will see government work hand-in-hand with business to help them to succeed in the global marketplace through a first-class export support framework.

The 12-point strategy includes:

- Launching the 'Made in the UK, Sold to the World' campaign.
- The Export Support Service provides a single point of contact for exporters to Europe.
- UK Export Academy expansion to offer SMEs in all parts of the UK the chance to learn how to navigate the technicalities of exporting and how to find new opportunities in overseas markets.
- A new UK Tradeshow Programme will give UK companies, especially SMEs, assistance to exhibit their first-class products at the world's biggest tradeshows.
- UK Export Finance will expand its offer with new products and a wider delivery network.
- Export Champions, ensuring businesses can build and learn from exporting successes through business-to-business networking and peer-to-peer learning.
- Internationalisation Fund, open to SMEs in England, will aim to grow international sales, and has facilitated £4 million of support to SMEs attending Trade Fairs.

Ian Cranshaw
cranshawi@cia.org.uk



The largest chemicals cluster in the UK

Chemicals northwest

An industry-led, chemical cluster support organisation for the chemical sector. Wholly owned and supported by the Chemical Industries Association. We are a membership organisation of over 140, who support and promote the interests and activities of chemistry-using industries.

“Great minds collaborate, lets think together”

- become a member...

www.chemicalsnorthwest.org.uk

CIA

**CHEMICAL
INDUSTRIES
ASSOCIATION**

- Connecting the community through 'Elements' Magazine
- Contributing to the industry's strategic voice
- Promoting science and engineering
- Networking events & yearly awards
- Improving our industry image
- Interactive workshops
- Supporting projects





Department for
International Trade



Looking to grow your business internationally?

The UK chemicals industry is one of the most important exporting sectors in the UK, with more than £55bn of goods exported overseas each year.

Demand for UK chemical products is increasing and the best companies in the world choose the UK to manufacture their products.

Find out more about your Trade and Investment opportunities on [great.gov.uk](https://www.great.gov.uk)

**PLAN FOR
JOBS**

Patenting research outputs – identifying your true invention

Before making the leap into patent law as part of WP Thompson's chemical and life sciences team, Dr Ian Wilson worked and studied in academia for over a decade. In the third part of our series highlighting the key considerations for researchers thinking about patenting an invention, Ian investigates how to identify which features of your chemistry-based invention truly set it apart from the crowd.

Frame and focus

In this series, we have discussed early intellectual property (IP) considerations and the role quantitative data play in supporting a patent application. Now we must consider how to frame and focus an application. There may be existing products or processes similar to your invention but, if you can identify and focus on the features that make your invention unique, you can make the process of acquiring a patent considerably easier.

Prior art searches

Inventions often arise when nothing pre-existing in the public domain meets the inventor's needs. Similarly, an invention may be stumbled upon by considering a new application for an existing technique or product. It is therefore common for only parts of an invention to be novel and inventive. For example, if someone claims to have invented a method of extracting a naturally occurring compound from plant tissue, they might be the first person to have developed that extraction technique, or merely the first person to have used it for that specific application. Searching materials in the public domain – be they in scientific journals, patent databases, books or blogs - prior to filing a patent application can help identify the truly novel and inventive features of your invention. This will help a patent attorney construct the narrative of the patent specification and direct the claims to protect the core invention and reduce the likelihood of surprises when the Patent Office conducts its own prior art search.

Considerations in chemistry

Chemistry-based patent applications come with their own unique requirements. For example, disclosure of a compound at any purity is generally considered a disclosure of that compound at every purity, unless it can be shown that certain purities could not be achieved by conventional means. However, in other scenarios, where a subset of a known disclosure is shown to provide a non-obvious technical effect, patent protection for that specific variant may be obtainable. For example, a previous disclosure relating to the use of "metal" may not prevent subsequent patenting of a largely

equivalent product or process which specifically claims the use of "iron" if it has an unforeseen technical effect. Such concepts ensure fairness and encourage genuine innovation, and appropriate legal advice in the early stages can help identify patentable subject-matter.

Excluded matter

As well as identifying inventive features, it is important to know that there are certain types of subject-matter that are formally excluded from patentability. These include scientific theories, mathematical methods, rules for games or doing business, and mere scientific discoveries, i.e., the simple act of finding a new naturally occurring substance without considering its isolation or technical application. Additionally, certain acts, such as methods of treating human or animal bodies by surgery or therapy, diagnostic methods performed on such bodies, and plant and animal varieties (or essentially biological processes used to produce them) are also excluded from patentability. These restrictions seek to limit any potentially negative health and/or socioeconomic consequences which could arise from the misuse of patent protection. Such excluded subject-matter may still be patentable if it has a technical application or implementation in the physical world and is claimed in an appropriate manner, but this is not always a simple barrier to overcome. This is, therefore, an important factor to consider when contemplating your IP strategy.

Preparation is key

As you can see, understanding the hurdles to be overcome and what makes your invention unique are important first steps in identifying its inventive features. Yet they are steps that can easily be overlooked in the rush to gain patent protection. Again, as we have discussed throughout this series, the importance of preparation and planning in the world of IP cannot be understated.

To find out more, including how IP could benefit your work, please visit <https://www.wpt.co.uk> or contact Stuart Forrest at sfo@wpt.co.uk



Inovyn at Runcorn to ramp up hydrogen supply to fuel trucks, buses and power generator sectors

Inovyn has announced investment plans to upgrade existing production at Runcorn so that it can supply compressed fuel-cell quality hydrogen to mobility and power generation sectors. This is part of more than €2bn investment in Green Hydrogen recently announced by parent company INEOS.

Inovyn, which has been producing and using low-carbon hydrogen at its Runcorn site for over 100 years, is set to ramp up supply of hydrogen to fuel the UK's transport network. Specifically, the investment will deliver dedicated on-site facilities for the purification and compression of existing low carbon, fuel cell quality hydrogen for subsequent loading and transportation and distribution to fuelling stations across the UK.

Low-carbon hydrogen from Runcorn will help to decarbonise the UK and accelerate the drive to net-zero, confirming Inovyn's position as the leading producer of low-carbon hydrogen in the UK. Hydrogen production at Runcorn has the potential to provide low-carbon fuel to power over 1,000 buses, which equates to

roughly the entire fleet of Liverpool City Region, or 2,000 trucks, where battery electric drive systems are not appropriate due to range, payload and critical refuelling times. Inovyn is already Europe's largest operator of electrolysis technology, which is used to make clean hydrogen. The investment will kick-start the emerging hydrogen market and further support the North West's regional commitment to carbon neutrality.

Geir Tuft, CEO Inovyn said: "Our expanding portfolio of clean hydrogen projects strengthens our sustainability strategy and supports the drive to net-zero across the UK and the rest of Europe. Inovyn is in a unique position to reaffirm its expertise in hydrogen production and electrolysis, and to progress the green energy transition through the use of clean hydrogen."

The project builds on Inovyn's hydrogen portfolio within the UK, including involvement with consortiums such as HyNet North West, a clean hydrogen development project underpinned by Inovyn's storage technology infrastructure to unlock a low-carbon energy for the North West of England and North Wales. The total energy stored by the project will be 1.3TWh (1300GWh), which is enough energy to make about 50 billion cups of tea (50,000million).

The INEOS logo is positioned in the upper right corner of the image. It consists of the word "INEOS" in a bold, white, sans-serif font, with a stylized circular symbol to the right of the letter "O". The background of the entire page is a scenic landscape of rolling green hills and mountains under a sunset sky with orange and blue tones. A winding road is visible in the lower right portion of the landscape.

INEOS

HYDROGEN

FUEL OF THE FUTURE

FOR MORE INFORMATION VISIT:
INOVYNHYDROGEN.COM

inovyn
An INEOS company

Stepan links schools' careers education to the Chemical world

On the 6th of October, Stepan facilitated a visit from 10 teachers from a local high school (All Saints Catholic College in Dukinfield).

The event was driven by George Forrest, Plant Manager; he and Viv Dennis, HR Manager, are both Enterprise Advisors within schools in the Tameside area. By way of explanation, Enterprise Advisors are business volunteers who work in senior roles. They volunteer their time to help bridge the gap between the world of work and education, working with the Careers Leader and wider senior leaders of the school or college to create opportunities for young people.

The main purpose of this visit was to highlight the industry, the very real issue posed by an ageing workforce, the kind of positions offered on site, and what Stepan can do, to link to their everyday lessons in school.

Who can be an Enterprise Advisor?

The key role of Enterprise Advisor requires the following from any individual interested in being involved:

- A business professional who comes from any industry sector or professional background, be that employed, self-employed or recently employed.
- Dedicated to making a lasting impact on the future outcomes of young people.
- Willing to volunteer their time to achieve positive change in local schools and colleges, using core skills including relationship building and being analytical.

They do this by working with school leaders in helping them work towards the 8 Gatsby Benchmarks.



What are the Gatsby benchmarks?

Since they were first piloted, the Gatsby benchmarks have been adopted as national policy and all secondary schools and colleges in England are using them as the framework to guide their careers programmes, they are a statutory requirement for maintained schools, academies, further education colleges and sixth form colleges.

Providing high-quality career guidance in schools and colleges is vital to young people so they can make well-informed decisions on their future.

The eight Gatsby benchmarks of Good Career Guidance are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

What are the benefits of becoming an Enterprise Advisor?

There are a great many benefits to becoming an Enterprise Advisor, both personally and professionally. However, our list below highlights a few of the ones we consider to be the most important:

- Undertake strategic planning in a new context
- Develop your skills in communication and strategy development
- Support your local school or college to deliver world class careers guidance to their students.
- Build strong working relationships with your local school or college and provide insight into your organisation and industry.
- Join a national and local network to develop your own skills.
- Give back to your local community.
- Better understand the education sector and the challenges faced.

For more information on the eight Gatsby benchmarks of Good Career Guidance visit www.gatsby.org.uk/education/focus-areas/good-career-guidance

www.stepan.com

5 Simple Steps to Perfect Onboarding

When you take on a new recruit, a smooth and well-planned onboarding process will help them have the best possible start in their new role. If you can spend time getting this process right, then you can be sure it will lead to contented and more productive employees.



Recruitment Management Group's Principal Consultant, Anita Caldwell, shares the firm's five simple steps to ensure your recruit hits the ground running.

1. Start with a comprehensive induction

The first thing a new employee will need is to understand the basics of how to function day to day while at work,

which should be covered in their induction on day one if possible. This covers everything from recapping on their benefits, to where to park their car and how to find their way around the building. If you're the type of organisation that likes to use acronyms, it can be helpful to provide your new employee with a glossary that they can familiarise themselves with or refer to during their early days. It will help them feel less alienated and embarrassed in meetings.

2. Help them integrate

As a new employer, it's your job to make sure that your new recruit understands and can align themselves with your organisation's values. This means having conversations about the company history and brand, also how performance is measured and how success is celebrated. Part of the initial integration plan should be to meet with key stakeholders, introduce them by name, job title, and provide an overview of where they sit in the organisation and why it's important for them to connect. Virtual platforms have made it much easier to do that now but try to get a good blend of both face-to-face and virtual.

3. Determine what excellent looks like to your brand

As part of the recruitment process, it's fair to assume that you've employed your recruit based on their particular experience and qualifications for the role. You shouldn't assume that just because they have the qualities and experience you desired at the interview stage, they automatically know how to deploy them at your company.

Providing a detailed job description and regular coaching in the early months, covering things like understanding responsibilities, accountability, and authority levels to undertake certain tasks, need to be clearly set out so everyone knows what is in their remit and where to go for anything that falls outside their role.

4. Build a sense of community

We all have social needs, even the most highly qualified executives, and it's well reported that new employees often feel lonely and alienated when starting a new role. HBR reported if an employee feels lonely, they are more likely to isolate themselves and feel less connected to the organisation. Creating a sense of team community early on is critical to maintaining contented employees and helps new recruits feel more included. It's easy to do with just a few simple gestures. Providing your recruit with ample opportunities to make connections across the office is critical for building their professional network and to understand other roles in the workplace community.

5. Set short term goals

Employees are more productive when they're working towards clear objectives. Yet, a huge number of employers forget to set short term goals for new recruits. This seems strange when goals give us motivation and focus. A good starting point would be to set a goal for what you would like achieved in month one, then three, six or nine months starting with objectives you know they can easily meet. Make the recruit schedule meetings with the key stakeholders that will be involved in meeting these short-term objectives, as well as regular coaching with their line manager to help with any questions they might have.

In conclusion

In busy high paced environments, it can be easy to overlook the onboarding process but it's important to have a plan before your recruits join so it can be implemented from 'day one'.

But when is day one? In this current very competitive, candidate-led market we believe day one is the date that the candidate accepts the offer - this may be many weeks or months before the legal start of their contract of employment. It's important to communicate with the new recruit between finalising an offer and start date because you can be sure if you don't, that other employers in the market will.

For help with Onboarding please do get in contact with a member of the RMG Team for support and further guidance.

<https://www.rmg-uk.com/>

The benefits of being an EOT for both staff and customers

Otto Simon is an independent engineering consultancy and project delivery organisation based in Manchester. We have more than 140 years of company history and in 2019, we became an Employee Owned Trust. Since then, we've seen a number of benefits for both our employees and our clients, and we're not alone.

Employee ownership in the UK has seen unprecedented growth in the past 18 months. According to the Employee Ownership Association (EOA), the number of employee owned businesses in the UK increased from 470 in June 2020 to 730 in June 2021. The North West saw a 10% increase in employee ownership during this time, with Professional Services (40%), Manufacturing (13%) and Construction (11%) now comprising the top 3 sectors. Employee ownership is particularly popular with SMEs with a total of 567 employee owned SMEs across the UK.

What is Employee Ownership?

'Employee-owned' businesses include companies that are totally or significantly owned by their employees. There are many forms of employee ownership including:

- Direct employee ownership – where employees become registered individual shareholders of a majority of shares in the company;
- Indirect employee ownership – where shares are held collectively on behalf of employees through an employee trust; or
- Combined – a combination of individual and collective share ownership.

What are the Benefits?

Surveys show that employee owned businesses achieve higher productivity, improved innovation, and better resilience to economic turbulence, and that their workforces are more engaged, more fulfilled, and less stressed.

Social Responsibility

The White Rose Centre for Employee Ownership (WRCEO), a consortium between the Universities of Leeds, Sheffield

and York, conducted a survey of employee owned businesses and found that 70% saw employee ownership as the socially responsible thing to do, and 77% of companies had 'making a positive contribution to society and environment' written into their purpose.

Improved productivity

Ownership of the shares brings with it ownership of the operations. Staff members are more likely to be invested in delivering great services to the clients because they have a personal stake in the company's success. Productivity

is also enhanced by the company culture created through collective employee ownership.

Company culture

By giving employees a stake and a voice in how the business is run, employee ownership helps to promote the general wellbeing of employees. 'All of Our Business: Why Britain needs more private sector employee ownership', a report

commissioned by the EOA in 2011 talks about 'wellbeing as a business value'. With the growing recognition of the importance of mental health, many businesses now realise the positive link between a healthy, happy workforce and productivity.

Not only does improved wellbeing promote increased productivity, but it also reduces staff turnover.

Staff continuity and knowledge retention

Employee ownership provides an incentive to stay with the same company for a longer period of time because there is more opportunity to benefit from the company's success. A lower staff turnover means the knowledge and experience of the employees stays within the company, enables long running relationships with clients and encourages repeat business.

Economic resilience

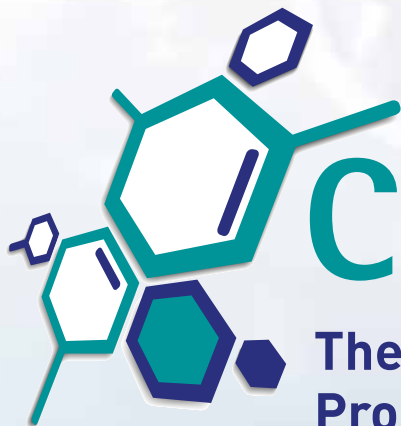
Research suggests that employee-owned businesses have more patient business models, focussing on the longevity of the company rather than short-term profit gains. These more sustainable business models are rooted in long term business growth, investment and promote job stability, which suggests employee-owned businesses should have greater economic resilience.



EOT Employee Council

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The UK's Chemical Industries reunite at CHEMUK 2021, NEC Birmingham

As one of the first post-lockdown national trade show events scheduled at the NEC in Birmingham, CHEMUK 2021, the UK's Chemical Industries Supply Chain Expo, opened its doors on Wednesday 15th and Thursday 16th September, prompting delight and enthusiasm from across the sector.

Ian Stone, MD of event organisers UK Industry Events commented "In the wake of unprecedented challenges and disruptions thrown up to all industries, with the outbreak of the global Covid-19 pandemic, the CHEMUK team were so delighted to see attendee groups from across all segments of the Chemical Industries, as well as representation from across all regions...it was so satisfying to bring the industry back together again!"

Showcasing some 350+ exhibiting companies representing hundreds of product, technology and service brands supporting the broad chemicals, chemical formulated products and chemical-using industries, the busy 10,000 sqm expo floor welcomed some 2,400+ visitors (and a further 1,000+ from across exhibiting teams) over the 2 days, creating a combined 3,500+ attendance.

On this year's attendance, Ian Stone comments "With strong pre-registration levels and a great 'buzz' across industry and social channels, the industry's eagerness to engage again in a dynamic physical trade show environment was palpable and borne out as soon as the doors opened on Day 1"

Busy & Vibrant Expo

CHEMUK 2021 Expo followed on its hugely successful inaugural event, held in Harrogate in 2019 and represents the UK's only dedicated national supply chain expo for the chemicals industries, attracting highly specialised attendee groups from across the UK's chemicals, chemical products and chemical-using industries, converging to see the very latest plant, equipment, technologies, supply chain partners and specialist services driving operational performance, plant and process efficiency, sustainability goals, future-proofing, safety, compliance, supply chain fulfilment and more...

2-Day integrated conference

A packed 'free to attend' 2-day speaker programme presented 2021 attendees with some 150+ expert speakers, across the four integrated show floor stages, including feature session and panels discussing the big trends, challenges, opportunities and innovations affecting the UK's chemical industries.

Speakers and guest panellists were drawn from across the sector, contributing to some 40+ hours of overall vital market

intelligence, tech insight, best practice, case studies, solutions updates and more, for attendee groups. Big topics taking centre stage this year included Sustainability/NetZero, Post-Brexit, Green Chemistry/ Biobased, Process Intensification, Digitisation and Automation, Innovation, UK REACH, Sector Skills and more.

Great to be back 'live'

Summing up, Stone added "Nothing beats the 'live' trade show experience for networking and connections, vital intelligence, ideas, inspiration, and just soaking up your sector's current position. You can also see what is happening immediately 'over the horizon' as well as longer term, in a dynamic, spontaneous, and visually engaging way; empowering and informing those crucial next steps... Can't wait to welcome the industry back in 2022!"

... And dates for Diary: **CHEMUK 2022, 11-12 May 2022 (NEC Birmingham)**

TESTIMONIALS:

- "Airedale Chemical was delighted to play our part in our very first trade show at this year's CHEM UK. It proved to be a decisive kick start to the chemical trade show calendar and an event that certainly delivered in footfall. We look forward to showcasing all our Airedale Group business divisions at next year's event."

Daniel Marr - Group CCO - Airedale Group

- CHEMUK2021 was a fantastic opportunity for Holiferm. We are really looking forward to coming back in May 2022 to share the progress we have made and renew the relationships we have formed.

Richard Lock - Managing Director - Holiferm

- "Wow ChemUK what can I say? Such a fabulous exhibition. I don't think any of us knew what to expect this year, with the whole pandemic situation, but the event was superb.

Dr Kerry Elgie, Business Development Director, Asynt



Sustainability shouldn't be the new buzzword – *it's nothing new*

As we head back to the office, and some form of normality, we recently surveyed our LinkedIn connections to understand what they feel is driving growth and diversification onwards, within the ever challenging and changing operational landscape. The feedback came back loud and clear. Sustainability.

The survey results showed **60% of respondents see environment and sustainability at the forefront of the need to evolve**. Others stated it was new and emerging markets, BREXIT and the supply and cost of crude oil that was forcing diversification in the chemicals market.

Each of these factors will play a part for every chemical business in strategic marketing and business growth terms. The impact of the Covid pandemic over the last 18 months has demonstrated the strength and tenacity of companies within our industry, and more than ever, we have seen them needing to evolve and adapt.

Geoff Mackey, Sustainability Director at BASF, tells us what "sustainability" means for his industry in terms of business growth and individual opportunities for us all.

"Once upon a time sustainability was about keeping people safe at work but progression over the last 40/50 years has been very clear. Today it's about making the best use of resources, it's about valuing and respecting people – your staff, your suppliers and partners, your supply chain, manufacturing, and selling and distributing chemicals and solutions to businesses sustainably, whilst managing risk to the business. It's not just about installing some solar panels on your warehouse or planting trees to combat your carbon emissions; sustainability should be the cornerstone of any business who want to drive growth."

What sustainability means to BASF

"It's our business plan – it drives our portfolio. At BASF sustainability is about providing quality of life for everyone", he continues.

For a business who's starting point is usually crude oil producing plastics and battery materials to catalysts and insulation and agricultural products, it feels a difficult place to be, but for BASF sustainability looks at the use of chemistry for their customers and society and looks to make the best use of the resources with that chemistry.

"We look at the value chain – starting with sustainable sourcing, safe production, build in efficiencies, the best sustainable solution and along the way you have to have the idea of valuing people. It's not just about being green aware and hitting net zero. There's no one answer. But as a strategic direction it's what's driving BASF's vision and growth and we really think we can hit net zero. Waste isn't a word we like to have in the business and in time it won't be a reality either."

BASF is going to reduce CO2 emissions by 25% by 2030 with a net zero commitment by 2050. "Most of us believe it will be sooner than that but if you start by putting a stake in the sand, both BASF and the industry will begin to move in the right direction."

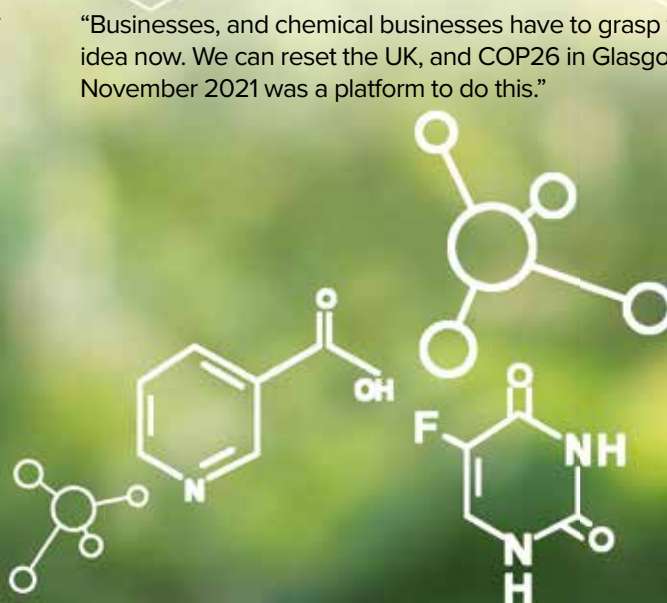
It's no surprise then that the "Who we are" page on BASF's website starts with "We create chemistry for a sustainable future".

So, what should chemical companies realise today?

"Thinking about sustainability, making sure sustainability is part of the business and sharing this with suppliers, customers, staff and investors allows organisations to shape the future of their business and their growth." Geoff continues "Those that are seeing sustainability as any sort of bolt on extra to their business offering are sadly misinformed."

"Businesses, and chemical businesses have to grasp the idea now. We can reset the UK, and COP26 in Glasgow in November 2021 was a platform to do this."

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An exciting opportunity for those working in chemicals today

The chemicals industry is facing a double transition today.

1. A dated perception that needs to be reviewed

The industry is still seen as people with hard hats in a manual labour industry.

Indeed, looking back to the survey, technology was shown to be a driver for diversification also. So, with technological advancements driving sustainability as we see drones delivering our parcels and AI becoming more prevalent than the hard hat, digital growth has a big part to play. For those joining the chemical industry today or reskilling and upskilling it's an exciting time to be in the sector.

"COP 26 has been a chance for the UK to state its credentials, showcase its R&D, its world leading research. It's not just about hitting net zero. It's an opportunity for businesses to drive growth through technological advancements which will drive career opportunities and business development. And, in turn, provide a sustainable future for our children."

2. Chemicals companies need to make investment decisions right now for the next 25 years.

"In a world where chemical demand is growing two or threefold because of the rise of the middle classes across the world, somewhere along the line we have to make sure we don't keep repeating the same mistakes – plastic for instance is a wonderful product but we treat it so badly, using it once and throwing it away."

Chemical companies need to be circular and sustainable by design to tackle climate change for the future of the market.

The future of chemicals business - COP 26 and beyond.

a) Strategy

"Maybe a starting point is a look at chemical companies' logistics and their distribution channels. It's got to be a start. At BASF, when your starting point is fossil fuels it's a little bit more complicated, but we are committed to net zero carbon emissions. BASF know the cost of our energy usage and the cost of our waste. COOs must make the decisions now.

There is a rise in chemicals usage across the world. Whether that be in construction, cosmetics, agriculture or automotive. Chemicals drive all of this. We have to make sure the developing world doesn't make the same mistakes as the developed world."

But what if sustainability is just used as a PR exercise?

"Ask the questions. Challenge the status quo. The role of every generation is to be better. When you're looking for your next role in chemicals, ask your future employer what their carbon footprint is or ask the HR Manager what their sustainability goals are in the working environment. Does the business have climate commitments?"

b) Diversification driving opportunity

If the chemicals industry is to focus on sustainability and optimising the changes they can make in terms of environmental impact, this holds exciting opportunities for recruitment, as well as career opportunities for those working in it, both in terms of high investment and high R&D spend.

And, as businesses look to provide sustainable workplaces, post Covid, sustainability means flexible working opportunities too.

"At BASF business sustainability looks at the working environment. We want a sustainable workforce. We don't want burnout much like we don't want waste. It's the bigger picture," continues Geoff.

It's a wider view that many may not have considered when we think about sustainability. It's not all about "going green". The Brundtland Report of 1987 set the stage for sustainability down three avenues: economical, ecological and societal. The report defined 'sustainable development' as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

Are we providing sustainable opportunities for our staff? Something to think about for all hiring chemicals companies today.

Summary

Many people from all over the UK are already doing their bit on climate change, from the engineers working on the offshore wind farms now powering our homes and businesses, to local initiatives encouraging children and parents to walk to school. We want to celebrate them and inspire more to join them, and we look forward to the opportunity it gives the global workforce in chemicals in 2021 and beyond.

This interview was conducted by eleven recruitment.

To get in touch please contact David Hoggart, Divisional Manager – Chemicals and Alternative Technologies

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Why is it important to be ‘HAZOP ready’?

The end of the HAZOP process is closeout; something which is often neglected. In this article we talk about what we’ve learned from HAZOP closeout, and why ignoring it can be at your peril!

Firstly, our starting point is after the study has ended, and everyone has often got other things on their mind. The HAZOP action due date becomes imminent, and actions have not been addressed. Unfortunately, this can’t be fired back up the chain of command, so the person allocated the action has no choice but to get on with it.

So why shouldn’t you let your actions slide?

It’s worthwhile saying that a HAZOP facilitator will not raise actions unless they think they’re necessary. If you’re given a HAZOP action to close but you weren’t part of the HAZOP team and don’t think it’s a priority, it’s important to remember that the team did. So, it needs addressing.

Secondly, designs change (hopefully not without management of change) and details get missed. The item that the HAZOP team recommended (e.g., include a second, dissimilar non-return valve in the line) might have been included already. But it’s still important to answer the action.

It’s also worthwhile saying that if recommendations aren’t implemented, the risk reduction they offer has not been realised. This might still leave you in the intolerable region. Surely no-one would operate their facility with intolerable risk? It does happen; we’ve seen it. ALARP waivers do not risk reductions make.

Thirdly, time flies, whether you’re having fun or not. Trying to pick up old actions, trace back the paperwork, find out what’s been done, how, by whom, and to what specification takes a long time or costs you money. We have been involved in legacy HAZOPs that took nine months to close because we had to find all the information and go to site to survey what had been done, determine if it met the requirements of the action and if it didn’t, evaluate whether what had been done was sufficient. It is an expensive way to close things out.

When we HAZOP something that has been subjected to HAZOP study previously, the first thing to ask is what actions have not been closed out and what evidence there is to support those that have. It is nearly always spreadsheet based and lacking evidence. Although not usually with EPCs. They’re very good at this and they get paid to provide HAZOP close-out reports. It’s operators of facilities, who are often the guilty party.

So, you’ve had a HAZOP and actions were raised. What now? Our recommendations are as follows:

1. Set a time to review the actions in a careful and diligent manner. What does it ask for? Why was it asked for? Look at the HAZOP report, it will give you guidance. If need be, contact the facilitator and ask if they can give you some pointers, they may be able to help you and it probably won’t cost.
2. Keep a HAZOP action response log. It keeps the actions and the evidence you gather to support close-out together and is easily handed over to someone lucky enough to take over ownership.
3. Engineering managers: hold a monthly review of progress. Set a deadline for completion. Two weeks isn’t going to be sufficient. Ensure there is sufficient resource to allow timely and diligent completion.
4. Engineering managers again: insist on a HAZOP closeout report which contains the required evidence. File it in your document control system with a proper title and document number so you can find it again.

Finally, all this work requires coordination. It’s a superb job for a graduate engineer or a student and they don’t cost much. If you’re the coordinator, sitting on someone’s desk until they agree a time to speak to you about action close-out is extremely effective; emails get ignored.

Good luck, and if you need any advice, then 6 Engineering are here to help!

Nick Howard is the Director of 6 Engineering and a functional safety expert with over 20 years’ experience within global engineering contractors, operators and specialised consultancy services supporting onshore and offshore Oil & Gas, Chemicals, Petrochemicals.

If you need support, please call on 01925 357677 or visit the website www.6engineering.co.uk



Improve safety culture and drive operational efficiency with Digital Safe Systems of Work

We live in an era where many of our day-to-day activities are carried out digitally – and many aspects of our daily work routine are performed digitally. Is it, therefore, a reasonable assumption that the same can be true for safe systems of work?

Like many questions in life, the answer is a bit yes and some no. Few individuals would fully entrust their own well-being or the safety of personnel they supervise to an algorithm. Not many companies would stake their reputation as responsible employers entirely in the hands of a software program. On the other hand, there is plenty we can do digitally to help ensure personnel safety.



Could we digitally assess risk?

Currently, risk assessments rely on several sources for information. Experience leads the way, with years of work in particular work environments informing many decisions. Standards, legislation, best practices, and common sense also play a part, but staff possess different experience levels and common sense. These types of variations often result in unacceptable levels of consistency or accuracy.

It is difficult to imagine a completely digital solution where a risk assessment software program trawls safety and other information and spits out a comprehensive solution. The risk assessment software would undoubtedly find instances of things going wrong, and it could possibly identify some learnings from these incidents. However, what most people consider experience is also made up of things that don't go wrong, as when long periods with no incidents are used as evidence of safe work practices.

When things don't go wrong, they will not make it into any recordkeeping system, which would not be found by any digital system. So, are digital solutions therefore of no use for risk assessment? Fortunately, it is possible to address these issues by combining digital systems with human experience to produce better risk assessments.



Risk management software solves the problem

Risk assessment software helps deliver consistency. Manual use of standard risk assessment techniques typically produces very different results among different people. People's skills and attributes differ, including risk perception, so two people assessing the same job often come up with different findings.

Risk assessment software can address this by prescribing a risk level to each element contained within a task, thus guiding users to help them reach a consistent and accurate conclusion. The risk levels of these elements can be adjusted at any point to reflect continuous learning from actual workplace experience.

Risk assessment software can incorporate learnings from accidents and incidents into their knowledge base for future use by users. Defining company standards and best practices for health and safety, along with a safety knowledge base, helps organisations gain an early warning of sub-standard practices and improve the safety culture within their business.

The knowledge base of the software can be translated into different languages. This means that every worker can follow the same standards and consistency wherever they may be located worldwide. It also means best practices identified at one site in one language can be quickly assimilated at other sites, so a plant need not experience an incident to capture learnings from others.

In the foreseeable future, it is difficult to envisage a stage where risk assessment will be completely carried out using only digital methods. Still, one can undoubtedly anticipate how risk assessment software can augment the experience, incorporate learnings, and provide consistency and accuracy when assessing risk. Yokogawa RAP digital safe systems of work help organisations globally ensure the safety of their workforce daily. The knowledge bases contained within these types of software applications will naturally grow and improve through use, eventually transforming to add wisdom by representing the desired safety culture of the organisation.

**To find out more, please contact
uk.marketing@uk.yokogawa.com**

A Braver Future

The last 18 months have been tough on everyone, from the uncertainty of Brexit to the challenges both on industry and in our everyday lives from Covid-19. These factors mean that Industry in the North West – and those working in and supporting our industrial base – have faced challenges in recent times that were never envisaged. However, in the face of hardship, together we have emerged stronger.

Leading engineering solutions provider, Axiom Engineering Associates, has continued, through these trying times, to forge ahead with its ambitious localisation strategy to establish regional presences in key Chemical and Process sector hubs. This led to the opening of their now established office at one of the UK's leading independently owned business and technical parks, The Heath in Runcorn.

Supporting the nationally important Chemical and Process industries across the North West has been vital, as operators were tested to the limit in implementing integrity management strategies whilst navigating the impact of reduction in resources, both people and finances.

However, through close client engagement, and development and deployment of full life cycle solutions based on a continually evolving base of technical expertise, Axiom supported their clients in facing these challenges head-on. Axiom's understanding of risk factors, and strategies to mitigate these on ageing plant, resulted in us helping many clients to optimise their inspection and asset management scopes, therefore driving down cost and increasing asset life cycle efficiencies.

Although skilled labour shortages in some sectors have been evident, Axiom were still very keen to seek out local engineering talent in the North West region to realise their growth aspirations. This commitment to investment in the local economy led to Axiom's integration of additional experienced Inspectors, Peter Watkinson and Brett Haywood, to support in the delivery of Axiom's services to clients in the North West. Both Peter and Brett are familiar with local sites, personnel and are committed to building upon Axiom's track record of excellence. The enhanced regional team will ensure that Axiom continue to deliver an efficient and responsive service that allows their clients to safely, and economically, operate their ageing assets

with minimal business risk. Axiom's integrity management services continue to thrive in the area as more operators realise the benefit of the integrated approach, and the business now has a solid platform for continued growth in 2022 and beyond.

More resilient than before, the industrial base within the North West has demonstrated that it can weather the uncertainty of the

economic environment as it moves forward. As the recent COP26 UN climate summit focuses our drive towards net-zero, we all have much work to do. Both operational and strategic investments must also include initiatives to mitigate climate-related costs and risks to the value chain. Axiom has already engaged in advising and supporting emerging companies involved in renewables and green technology solutions. With their regional base in Runcorn already delivering localised value-added support

to a growing portfolio of clients in the North West, Axiom are well-placed to support the development needs of a hydrogen-based economy.

A braver future is in our hands, and it is up to all of us to work together to seize the opportunity.



Brett Haywood



Peter Watkinson

For further details, please contact
<http://www.ax-ea.co.uk> or email info@ax-ea.co.uk

Key steps to select your preferred translation company for chemical documentation

Due to the nature of the chemical industry and the close relationship with people's health and wellbeing, chemical companies and manufacturers require accurate and certified translations of their chemical documents. This is not only to comply with complex laws and regulations, but to safeguard their clients, who may be other businesses that handle these chemical products or consumers themselves who will use these chemicals. When you need professional chemical translations, how do you choose the best translation partner?

Here are some of our top tips

Tip#1 – Choose a chemical industry expert translation company

There are many outstanding and reputable translation companies around, but it does not mean they are the perfect choice for translating your chemical documents.

Always look for those specialising in the chemical sector, ideally with a team of linguists with qualifications in sciences and chemicals. This way you can be assured that your chemical documents are being translated by those with an in-depth knowledge of the terminology involved and can expertly translate from the source language into the target language.

Tip#2 – Choose an ISO 17100 accredited translation partner

You should always consider certifications and only choose a company with accreditation from organisations such as Association of Translation Companies in the UK and have ISO 17100 certification, the standard specific to the translation industry. These are two of the main criteria that you should consider when choosing your chemical translation partner.

Tip#3 – Ask for chemical industry experience

Translation companies that are confident and well-established will be able to provide details about their experience. You could also ask for specific feedback by chemical companies, as it will give you a deeper insight.

Tip#4 - Look for a Full-Service Provider

When browsing a potential translation company's website, it is easy to get lost in detail about the translation and pay little attention to how the process will work in practice.

A professional translation company will have a very well-defined process of handling your project along with a team of expert native linguists. You should always be assigned a competent project manager who will be the main point of contact for the duration of the project.

Another area to consider would be the ability of your selected provider to provide all the services you are looking for, these may not be limited to translations, but as the pandemic has shown,

the need for over the phone or video interpreting may now be a key requirement for you.

Tip#5 – Search Quality Control

A professional, accredited company will have a very strict quality control process that incorporates rigorous principles that will be applied to the various phases of translation to eliminate errors and inefficiencies. During the initial translation, the qualified translators carefully translate the source content into the target language. They use translation memories and glossaries to efficiently translate the text with consistency, with a separate reviewer examining the translation finally to ensure it meets the quality standard.

Tip#6 - Do Not Compromise on Price

Even though sourcing a low cost may be high on your list of priorities, it should never be the factor that guides your selection of the best provider. This doesn't mean not seeking value for money, just remember not to let the translation costs play a major role in your final decision at the expense of quality.

Tip#7 – Turnaround

Always allow sufficient time for your translations. Often, they come towards the last stage in a complex process of producing documentation but should never be rushed!

TW Languages ticks all the boxes above by providing clients with accredited chemical translations from experienced and qualified linguists. Our translations are provided with a quality service to match and go through a rigorous proofing process to ensure your translation is of the highest order. To discuss your chemical translation requirements, speak to our friendly team today!

Mark Whiteman
Director of Business Development
mark.whiteman@twlanguages.com



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Why human factors are an essential element in preventing major accidents

Managing human failures is essential to prevent major accidents, occupational accidents and ill health, all of which can cost businesses money, reputation and potentially their continued existence. Successful businesses achieve high productivity and quality while ensuring health and safety. Many recent examples of major accidents that have occurred across the world at high hazard sites have been contributed to by human failures.

Human factors has been a hot topic for the Health and Safety Executive (HSE) for several years; however, many companies are only just starting to consider them. The term 'human factors' refers to the environmental, organisational and job factors, and human and individual characteristics, which influence behaviour at work. Almost all major accidents are caused by human failure in some way, whether that is due to poor leadership and management, design, operation, or maintenance. By applying proven human factors techniques, grounded in the principles of human and organisational psychology, you can reduce human error to deliver improvements in safety and operational performance overall.

A human factors approach recognises this and focuses on how to make the best use of capabilities; by designing jobs and equipment which are fit for people. This not only improves their health and safety but often ensures a better managed, more effective organisation. Sites can expect significant business benefits from lower downtime, fewer incidents and better operational performance if human factors and the associated behaviours are fully embedded in the organisation.

Staffing issues at high hazard sites

Staffing issues have been at the forefront of many operators minds throughout the recent pandemic and is a key area for consideration in a human factors approach. Safe operation and maintenance of plant will rely upon a core skillset and specific staffing levels to ensure adherence to safety critical procedures. When gaps in competence appear due to absence, or because of limits placed on staffing volumes on site, this presents a significant problem. Equally, as those on site are spread more thinly and begin to suffer fatigue, the problem is compounded. Fatigue in staff can lead to reduced vigilance and attention, and to errors and accidents causing ill health and injury. Assessments should be made as to what can be safely achieved with a reduced capacity of staff in place and then determine whether in a worst-case scenario,

some operations may have to be discontinued until they can be safely resumed. The first step would be to refer to your management of change processes, which such risk assessments would fall under.

Choosing a Suitably Qualified and Experienced Person (SQEP)

Where reliance is placed on people for safe operation, the COMAH Competent Authority's expectations are for operators to address human factors including human reliability with the same rigour as technical and engineering measures. The HSE's Human Factors Roadmap [1] provides a practical framework for managing human factors at COMAH establishments by linking major accident hazards to processes for improving the performance of those undertaking safety critical tasks. This includes tasks where human failure could result in a major accident to the environment (MATTE).

The following topics are considered key to managing human factors at COMAH establishments:

- Managing human performance
- Human factors in process design
- COMAH-critical communications
- Design and management of procedures
- Competence management systems
- Managing organisational factors

The HSE has suggested that from experience, inadequate technical competence is a significant barrier to human factors integration at COMAH establishments, and operators are being challenged to demonstrate that they have access to appropriate human factors expertise.

Guidance for inspectors [2] states that 'COMAH operators may choose to draw on external, competent support to help inform and direct certain aspects of human factors integration (e.g., a Chartered Ergonomist or a Chartered Human Factors Specialist accredited by the Chartered Institute of Ergonomics and Human Factors)'. However, in doing so they should still maintain an effective process to maintain oversight and coordination of safety critical activities.

In order to meet these requirements, SLR provide Suitably Qualified and Experienced Personnel (SQEP) and Chartered Human Factors Consultants, who have extensive experience in leading HRA studies across a wide range of hazardous industries including Defence, Aerospace, Chemicals, Nuclear and Oil and Gas. They are fully conversant with the COMAH Competent Authorities' expectations in relation to human factors.

References:

- [1] <http://www.hse.gov.uk/humanfactors/resources/hf-roadmap.pdf>
[2] <https://www.hse.gov.uk/comah/guidance/hf-delivery-guide.pdf>

**Author – Sarah Grindrod, Technical Director,
SLR Consulting www.slrconsulting.com**

Double Celebration at Catalyst!

There was cause for a double celebration at Catalyst, when friends and relatives of the famous Brunner family gathered to witness the naming of the Henry and John Brunner room in the Catalyst archives, and the presentation of two artefacts for permanent display in the museum.

Born and educated in Liverpool, Henry and John Brunner came to Widnes in 1861 to work for John Hutchinson whose offices were based in the very building that today houses Catalyst Science Discovery Centre and Museum and where they later met Ludwig Mond with whom John subsequently formed the chemical company Brunner Mond and Co. in Northwich.

The Henry and John Brunner room was formally opened by George Windsor, Earl of St Andrews whose mother Katharine, Duchess of Kent is descended from the Brunner family, her mother was the granddaughter of Sir John Brunner. Also in attendance was Robert Mee the High Sheriff of Cheshire, Derek Twigg MP for Halton, Alex Cowan, one of the founders of Catalyst and descendants of both Henry and John Brunner.



George Windsor outside the Henry and John Brunner Room

Opening the room, The Earl of St Andrews said "I was delighted to be asked to open the Henry and John Brunner Room at the Catalyst Centre. Catalyst does fantastic work in showing young people (and not just young people) the fascination, excitement and importance, both today and in the past, of chemistry and the chemical industry, while not ignoring its negative aspects such as damage to both health and the environment. I wish you all success in your work. We need chemistry more than ever to meet the challenges of today's world, from clean and renewable energy to carbon capture and storage."

The two artefacts presented to Catalyst by Sir Hugo Brunner, Great Grandson of Sir John Brunner are family heirlooms and comprise a ceremonial key that was presented to Sir John Brunner when he opened the Transporter Bridge in 1905 and a silver table bell, also presented to Sir John Brunner on the re-opening of the Transporter Bridge in 1913 after its generator was replaced by mains power. These artefacts will be on permanent display at Catalyst. CEO of Catalyst, Martin Pearson commented "It has been a delight to host the extended Brunner family here at Catalyst. Their family is directly linked to our local heritage and their continued support to everything we do at Catalyst is very much appreciated. The gift of the Transporter bell and key will form a significant addition to our archive and one I'm sure our visitors will enjoy seeing and reading about the history of the Transporter bridge in our Brunner gallery."



Sir Hugo Brunner and Martin Pearson with the ceremonial key and the silver table bell that was presented to Catalyst

Chair of Catalyst Trustees, Dr Diana Leitch MBE said "Although we have named rooms after some of the greats of the early chemical industry world in Widnes – William Gossage, Henry Deacon and John Hutchinson, we have never had a named room commemorating the work of the brothers Henry and John Brunner. This was a great opportunity to do that in the presence of assembled descendants of both brothers – Henry the qualified and knowledgeable scientist who spoke German from his student days in Switzerland and John the gifted entrepreneurial clerical and financial person. Henry's work with German-speaking Ludwig Mond led to the first-ever adoption of Mond's sulphur recovery process at Hutchinson's Works where he went on to be Works Manager. In 1881 he was a founder member of the Society of Chemical Industry (SCI) which started in Widnes as the Lancashire Chemical Society. The room is a fitting tribute to these greats of the Victorian 'Northern Powerhouse' which Widnes was and is rising to be again. Catalyst is very proud to be part of that"

Gexcon UK welcomes new energy transition technical lead

Gexcon UK has welcomed Dr Karina Almeida Leñero as Energy Transition Technical Lead & Business Development Manager to support its continued growth plans.

Karina will focus on helping companies entering the alternative energy value chain, from hydrogen production, transportation, storage, CCS, biogas and other bio-derived energy sources. A key part of the role will be working with customers wishing to transition from fossil to alternative fuels, through to research and development and demonstration projects.

With a strong scientific background and broad knowledge of process safety, Karina has worked with leading organisations and contributed research papers and presentations to the field of chemistry and process safety.

She has held positions as Senior Safety Design Engineer and Process Safety Technical Lead with TGE Gas Engineering and spent 14 years with Shell Global Solutions where she progressed from Research Chemist to Technical Safety Engineer.



Karina said: "What attracted me to Gexcon was its involvement with hydrogen projects and renewables, which is something I have wanted to revisit from my background with biofuels and energy efficiency.

"The oil and gas industry has learned process safety the hard way after many serious accidents costing many lives, injuries and environmental damage. We cannot afford for the same to happen with alternative energies. It is imperative that lessons learnt in other industries are applied.

"This is where Gexcon can have an impact, using its expertise and knowledge to ensure an appropriate process safety methodology is applied to all emerging energy technologies."

Karina, originally from Mexico, holds a Ph.D. in Chemistry from the University of Amsterdam which has enabled her to apply knowledge to the development of energy-efficient processes including the extraction of second generation biofuels from marine algae.

Karina is also experienced in hazard identification, consequence modelling, dust explosions, functional safety as well as risk assessment and mitigation.

WARNING! – Does your business design around the patents of others?

The test for assessing whether a product, process or use infringes a patent in the UK has changed significantly.

The balance of power has been tipped toward patent owners. The scope of protection that is provided by many patents has expanded. While this change has the potential to increase the value of many patent portfolios, the task of designing around the patents of others has become significantly more difficult and higher risk.

In 2017 the UK Supreme Court introduced a ‘Doctrine of Equivalents’ test for assessing infringement of patents in the UK. This has resulted in the infringement of patents now occurring with increasing regularity in cases that would not have been infringement prior to 2017.

The new equivalence test considers whether an allegedly infringing product/process/use falls within the scope of a patent by representing a mere ‘immaterial variation’ of the inventive concept of the patent, even if the product/process/use falls outside of the explicit features required by the claims.

Essentially, this new test asks – does the alleged infringement take the ‘clever bit’, the inventive core, taught by the patent?

When faced with a potentially blocking patent of a competitor, some businesses have historically adapted the n-1 approach to getting around these patents. If ‘n’ represents all of the features of claim 1 of the competitor’s patent, a business may take a view that if it can do without one of these claim features in their product/process/use then their activities will fall outside of the patent. It also seems that it is not uncommon for businesses to adopt this approach without consulting professional patent attorney counsel. This kind of approach to dealing with a competitor’s patent can be especially prevalent in the chemical industry, where claims are often defined in easier to grasp structural or quantitative terms, rather than the more nebulous functional language that can be more commonly found in other fields.

This approach has always carried some risk, however in view of the introduction of a formal Doctrine of Equivalents in the UK, it now represents a very high risk.

What does this mean in practice? Here are a few examples where there may have seemed to be a straightforward way to design around a claim pre-2017, but which now represent unviable options:

- A competitor’s patent relates to a new cancer treatment using an antifolate in combination with vitamin B12.
 - *Claim 1 of the patent requires inter alia the use of a disodium salt of an antifolate active agent.*
 - *You design your product to use a dipotassium salt of the same antifolate active agent.*
- A competitor’s patent relates to a way of preparing blood plasma using a new type of thixotropic gel.
 - *Claim 1 of the patent requires that a buffer solution is used at 0.10M.*
 - *You design your product to use the same type of thixotropic gel, but with a 0.13M buffer solution.*
- A competitor’s patent relates to a new way of tilting a freight container for loading/unloading using a unique tilting arm system.
 - *Claim 1 of the patent requires attachment of the arms to a side wall of the container.*
 - *You design your product to use the same tilting arm system but with attachment to the front wall of the container.*

These are all examples from real UK High Court decisions post-2017 which found that the attempted ‘design around’ products infringed claim 1 of the patents despite the absence of an explicitly required claim feature.

Designing around the patents of others without infringing is now much harder. The litmus test has shifted from “do we have all of the required claim features” to “are we copying the clever bit”. If you find that your business is being blocked by a competitor’s patent, we strongly advise that you seek the assistance of a patent attorney to develop a viable way forward.

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Data Analytics will become the norm - are you at risk of being left behind?

Data Analytics and Management (DA&M) is the science of examining available data to inform and improve business and technical decisions. This relatively new area of business analytics is being driven by the 'Big Data' phenomenon and is becoming commonplace in many sectors where organisations are using historical performance data and predictive modelling to support a wide variety of operational and business needs.

Despite this, Data Analytics (DA) for the more technical applications (e.g., engineering, operations and maintenance) in oil, gas and chemical sectors is less mature and is, often by necessity, more customised. However, the forward-leaning companies are recognising that applying incisive analytics has the potential to support improved and timely decision making to deliver significant performance improvements related to safety, environmental protection, operational efficiency and profitability.

Eventually, the application of DA will become the norm, and those who embrace it early are starting to differentiate themselves by how well they are applying it.

Lessons from the Early Adopters

ABS Group has been supporting organisations in building innovative digital platforms that use data to monitor, analyse and manage a broad range of operational risks to develop data-driven risk models that generate accurate and timely information to base sound decisions on. During that time, we have seen and assisted with many of the issues that the early adopters have faced.

A fundamental issue is to have clearly defined linkage between the potential data sources and the real-time and strategic decisions they need to make.

It is useful to visualise the data management process in the layers presented in Figure 1.

Technology already allows the design of data-driven, self-aware, physical assets, whose performance and state of health are being continually and holistically monitored and predicted.

Other key success factors have been to adopt a structured and managed approach, typically having the following attributes in Figure 2, and considering what is possible in the future as well as what they can do now.

The benefits of DA & DM have industry-wide potential, with applications ranging from basic equipment optimisation to enterprise-wide asset performance improvement. However, companies need to understand the value of data and recognise DA & DM as "good investment" vs. "cost of doing business." It is fundamental that they consider questions such as "where are we today, what are the asset management needs, what are the regulatory compliance needs, how can we use data as an asset?"

Data analytics will become the norm - are you at risk of being left behind?

*For more information, please contact Brad Eccles
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www.abs-group.com*

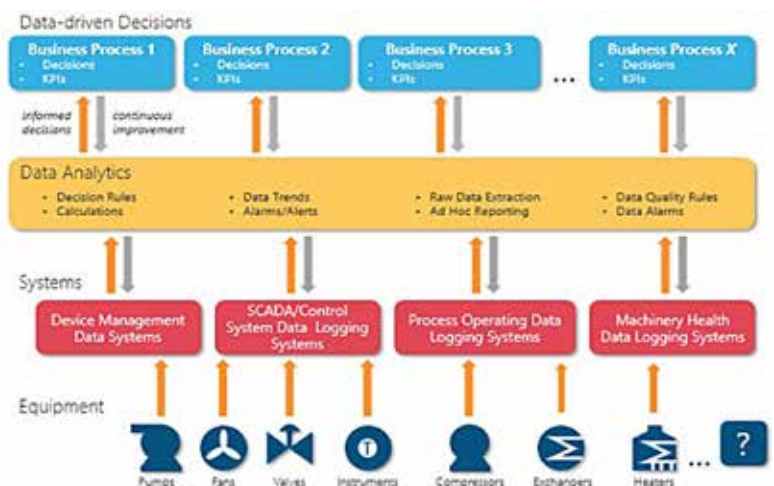


Figure 1 – Data Management Levels
(Source – ABS Group)



Figure 2 – Data Analytics Workflow
(Source-ABS Group)

Holiferm Ltd

Holiferm was founded on the back of patented gravity separation technology developed at the University of Manchester. As a company we hope to disrupt the market and replace all petrol chemical produced surfactants with our naturally produced biosurfactants. These are not only more economically viable, but more environmentally friendly too.

Economically, utilising our gravity separation fermentation process we are able to manufacture and provide a range of biosurfactants at half the price and a third of the CapEX compared to current processes. We can achieve this due to our process being a continuous cycle, rather than the more commonly used batch production method.

We are an environmentally conscious company. We use natural products, including yeast derived from honey, to produce our biosurfactants. Our process results in a carbon reduction, when compared to

petrochemical surfactants, that is estimated to be around 3 tonnes of CO2 for each tonne of sophorolipids produced.

Our biosurfactants have applications in many products found around the home including cosmetics, skin care, shower gels and hand cleansers. They also have uses in the agricultural and oil and gas industries. We currently have two products on the market; HoneySurf LF and HoneySurf HF. We will soon launch HoliSurf LF and HoliSurf HF for the cosmetics market.

We currently have office space and a test lab in Manchester and a pilot plant in Daresbury. We have recently raised a significant investment from Rhapsody Investments, which will allow us to build our first commercial plant in Wallasey. This will allow us to bring biosurfactants to mass market for the first time.



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Holiferm is a technology development company that holds proprietary technology developed by the founders at the University of Manchester.

We are a purpose-led company that aims to accelerate the transition to a circular economy by developing and supplying sustainable, non-fossil-based, fermentation-derived ingredients for industrial and consumer products.

We transform existing biosurfactant and lipid production processes by taking traditional, expensive batch fermentation and developing commercially viable, continuous manufacturing processes to deliver green products to the mass market at the correct volume and price.

Our products

- HoliSurf HF
- HoliSurf LF
- HoneySurf HF
- HoneySurf LF
- HoneySurf AG




	HoliSurf HF	HoliSurf LF	HoneySurf HF	HoneySurf LF	HoneySurf AG
Personal care	✓	✓			
Home care			✓	✓	✓
Industrial cleaning			✓	✓	✓
Agriculture			✓	✓	✓
pH	6-8	5-7	6-8	5-7	3-5
Wetting	++	+	++	+	+
% active	~60	~60	~60	~60	~60




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Flexim Instruments UK Ltd

For 31 years, FLEXIM has pushed the boundaries of what is possible to measure from outside the pipe. Founded on research by four engineers from Berlin & Rostock Universities, FLEXIM's sole ambition is to develop & deliver the world's most advanced non-invasive flow metering solutions.

FLEXIM's range includes:

- Portable or permanent FLUXUS metering for liquids, gases & steam
- MCERTS certified meters for environmental discharge monitoring
- SIL 2 certified flow meters for safety critical duties (FLEXIM is the only clamp-on flow metering company certified for safety critical duties in the UK nuclear sector)
- ATEX certified meters for hazardous areas
- P10X S mass flow & concentration metering; ideal for monitoring caustics or acids
- All FLEXIM flow meters are temperature compensated, thus uniquely meeting the requirements of ASME MFC-5M, providing not just 0.15% repeatability, but reproducibility at any temperature

- All flow meters are supplied pre-calibrated & certified to +/-0.3% uncertainty (installed accuracy of +/-1% for liquids & +/-1 to 2% for gases)

The advantages of FLEXIM non-invasive metering over inline flowmeters:

- Virtually zero maintenance
- No expensive bypasses, isolation valves, or even any leak paths
- No cost escalation with exotic pipe material, pressure or temperature
- No outages for commissioning or maintenance – everything is outside the pipe
- Works on almost any pipe material and sizes from 10mm to 6.5m

FLEXIM Instruments UK Ltd was established in 2012 to support UK clients with their measurement, commissioning, verification & maintenance needs. We welcome the opportunity to discuss your unique measurement challenges. We look forward to supporting you.



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The new mass flow meter – P10X® S

Smart clamp-on technology for density and mass flow

- Pressure up to 3000 bar
- Pipe sizes up to DN1000
- Suitable for all corrosive liquids
- Easy upgrade in running production

sales@flexim.co.uk
01606 781 420
www.flexim.co.uk



Supplying to the Chemical Industry

Knowing your local supply chains is important, and suppliers of expertise, solutions and great products are right here in the northwest. CNW members have a strong association with and many years of experience supplying to the chemical industry. The companies listed in this directory cover a wide range of products and services. They have established customers in the sector, with proven track records. Many will be well known, long-standing firms and there will also be new and innovative businesses that you may not have heard about. Effective supply partnerships, delivering success for all! For more details, the websites for the listed companies and organisations can be found at:

<https://www.cia.org.uk/chemicalsnorthwest/Membership/Our-Members/>

Chemicals Distribution, logistics & chemical handling

2M Holdings Ltd

Chemical distribution and related services of sample management, storage and blending. Provision of AdBlue, Samsol products, packed chlorine and TRIKLONE & PERKLONE chlorinated solvents. Markets served include: automotive, precision cleaning, coating, oilfield & refineries, flavours, fragrances, surfactants for personal care, household and industrial cleaning and pharmaceuticals.

Actikem Ltd

An ISO9001 certified business, specialising in a range of chemical processes and manufacturing services, including mixing, storage and re-packaging. We provide toll and custom manufacturing services for SMEs as well as blue-chip organisations, and supply customers with on-tap production facilities, offering them potential cost-savings and greater flexibility.

Brenntag UK & Ireland

Connects chemical manufacturers and chemical users in a value-adding partnership through tailor-made distribution solutions. Offers specific application technology, extensive technical support and value-added services (i.e. just-in-time delivery, product mixing, formulation, repackaging, inventory management and drum return handling). High safety standards and strives to make served industries sustainable.

F2 Chemicals Ltd

As a specialist in the handling of fluorine gas, F2 Chemicals Ltd offers a variety of organofluorine products all manufactured at our Preston plant. Our primary product is a range of high specification perfluorocarbons, such as octafluoropropane and perfluorodecalin, under the Flutec tradename, used in applications including medical, tracers, plasma-cleaning, cooling and cosmetics.

Holiferm Ltd

Holiferm uses patented gravity separation technology developed at the University of Manchester to create biosurfactants. These are not only more economically viable, but more environmentally friendly too. Our biosurfactants have applications in many products found around the home including cosmetics, skin care, shower gels and hand cleansers.

Hosokawa Micron Ltd

Integrated powder processing technologies including: size reduction, air classification, mixing, drying, containment equipment such as gloveboxes and downflow booths. Contract processing services for 1kg to multi-tonne lots. Remote monitoring solutions that include: condition monitoring, analytics for improving product quality and energy efficiency and on-line diagnostics for predictive maintenance and improved plant availability..

Itac

Itac specialise in developing high performance solvent-based adhesives and coatings. We design and manufacture bespoke adhesives and coatings formulations, enabling our customers to develop market leading products critical to countless end use applications. Itac also provide confidential toll manufacturing services allowing our clients to focus on their business objectives.

Kanon Liquid Handling Ltd

Design and manufacture of drum, IBC and container filling systems ranging from fully automated robotic systems to simple manual machines. Full range of marine, road and rail tanker loading/unloading and safe access equipment. Distributor for Mann-Tek couplings, with repair facility and 'return to base' option.

Education, training & skills

All About STEM

Lots of different projects to bring exciting Science, Technology, Engineering and Mathematics to schools across the region, linking them with business and industry expert volunteers inspiring the next generation of STEM specialists. Building and maintaining relationships with our schools, businesses, industry, colleges and universities so that we can strategically match-make opportunities with need.

Catalyst Science Discovery Centre

An independent charitable trust playing a pivotal role in promoting science across the Northwest. Catalyst works in conjunction with industry partners to excite young people about all STEM subjects and careers available within the science sector. Companies can also sponsor a local school to visit and attend industry days.

Centre for Industry Education Collaboration

CIEC supports companies in making credible and sustainable links with primary schools, in order to inspire the next generation of scientists and engineers. We train STEM professionals to improve their communication skills, and develop industry-focused activities for use directly by teachers or by ambassadors visiting schools.

Chemistry with Cabbage

We work with students of all ages, demonstrating through practical experiments, the relevance of chemistry in solving problems. Research shows that children make career choices very early on, so capturing their imagination early is important. Chemical companies are welcome to support our hands-on work in primary schools.

EngineeringUK

Not-for-profit organisation promoting the contribution made by engineers to society. We partner business and industry, government and the wider science & engineering community, producing evidence of the state of engineering. Sharing of knowledge and inspiring young people to choose a career in engineering.

Lancaster University

Lancaster University's award-winning partnerships and engagement team facilitates business collaborations, including student placements, access to over £45m scientific facilities, training, contract research, and multi-partner collaborative research projects. We liaise with all areas of the chemical industry, from multinational oil, chemical and pharmaceutical companies, to SMEs producing new and specialised products.

SEERIH

The Science & Engineering Education Research and Innovation Hub positively influences the experience of young people in science and engineering. Expertise in curriculum and teacher development, applied research and creation of innovative projects related to primary science and associated STEM disciplines. Inspiring excellence in teaching and learning in science education.

The Outward Bound Trust

An educational charity that uses the outdoors to help develop young people. Experts in the development of early talent and specialising in providing experiential learning and development programmes for apprentices and graduates. Identification, development and change of people behaviours in line with organisational needs.

TTE Training Ltd

Engineering training and apprenticeships focused on whole person development and bridging the sector's skills gap. The learning environment will be one which is welcoming, safe and inspiring, appropriate to the subjects and responsive to the needs of the learner.

Warrington & Vale Royal College

Delivering vocational, professional and apprenticeship qualifications across science and engineering. Home to a new Advanced Manufacturing & Engineering Training (AMET) centre and dedicated science laboratories. Continually building relationships with schools, businesses and industry to help bridge the skills gap. Bespoke course and packages available. www.wvr.ac.uk

Wirral Met College

Provision of education and training, supporting innovation and development. The College is pioneering SIP traineeship programmes with local employers, preparing young people for science apprenticeships. New STEM Centre opened in 2016.

Engineering products & services

Addison Project

Addison Project is a Multi-Disciplined Engineering Project Management & Design organisation, established in 1997, with offices located in Cheshire, Lancashire and Teesside. We have an in-house team of engineers and designers circa 130 people, catering for mechanical, civil, structural, EC&I, process engineering and a full range of CDM services.

CDR Pumps UK

A leading independent Pump manufacturer. Since opening our doors 60 years ago, we have gone from strength to strength bringing you a company that has the product, service and knowledge to support the chemical, nuclear and pharmaceutical industries on a global scale. And small enough to give you the individual care and attention you need yet big enough to support multi-site, multi-national blue-chip chemical companies. Our global manufacturing facility in Milan is strategically located to support our customers across the world.

Know your supply chains

DHD Cooling Limited

Design, installation and maintenance solutions for industrial cooling. Our service extends to cooling system inspection, testing, service, maintenance and new equipment capability. Regulatory and reliability assessments, thermal performance improvements, turnkey projects and carbon footprint reduction.

Dron & Dickson

Dron & Dickson are recognised market leaders in the supply and maintenance of hazardous area electrical equipment. Our Engineering Services and Wholesale divisions offer bespoke solutions incorporating the very latest industry standard and safety legislation.

Flexim Instruments UK Ltd

We support UK clients with their measurement, commissioning, verification & maintenance needs. Offering clamp-on flow metering of liquids & gases; SIL 2 for safety critical duties; mass flow or concentration measurement options from outside the pipe; virtually zero maintenance; no cost escalation with exotic pipe, pressure or temperature; no outages for commissioning or maintenance; zero leak paths

HTS Engineering Group Ltd

Process safety and safety instrumented systems, delivered with a high level of engineering and expertise with cost efficiency. Four key engineering services that can be tailored individually or as one complete solution: process control & software engineering, engineering & design, site installation and inspection services.

Laker Vent Engineering Ltd

Supply, fabrication and installation of process and utility piping systems. Project management, detailing, procurement, on and off-site fabrication and installation of pipework and coded welding. Associated steelwork supporting and mechanical installation of plant and equipment. Testing and Handover. Pipework and steelwork is fabricated to specific customer-needs and conforms to all appropriate ISO, BS EN and ASME standards and specifications.

Manntek AB

Supply of safety dry disconnect and safety breakaway couplings. Comprehensive range of specialist dry quick release couplings to suit 99% of known chemical applications. Bespoke solutions with a size range of ¾" to 8" nb. Dry disconnect couplings are made to NATO standard Stanag 3756.

MCE Group

Offering valve service and overhaul in our state-of-the-art service workshops, or on site, using OEM parts, from single valves to complete outages.

European distributor for ValTechnologies, providing severe service, zero-leakage isolation valve solutions, setting the standard for the next generation of valves for the chemical industry.

Michael Smith Engineers Ltd have been supplying pumps to the UK Chemical industry since 1971. We specialise in sealless pumps and our product range includes gear pumps, centrifugal pumps, high pressure pumps, piston pumps, side-channel pumps, vane pumps, AODD pumps and barrel emptying pumps with thermoplastic, metal or PTFE-lined wetted parts.

Perry Process Equipment Ltd

Buying and selling of high quality used processing plant and equipment. Savings of up to 70% on the cost of process equipment, full mechanical and electrical refurbishment and equipment immediately available from stock. Centrifuges, dryers, evaporators, filters, heat exchangers, mills, mixers, reactors, separators, tanks.

ProDecon®

Providing industrial service solutions to the Oil&Gas, Chemical, Power, Pharmaceutical and Industrial sectors. Specialising in hazardous hydrocarbon and chemical environments. ProDecon® has a unique range of technical expertise, that enables us to support customers with restoring process performance and providing maintenance risk management through bespoke industrial cleaning solutions.

SABSCO (Steam and Air Blowing Service Company) is the British subsidiary of the Solarca Group, with offices in Kent. They have been providing world-class steam/air blowing services on projects across the globe since 2003. With the addition of SABSCO, the Solarca Group gained a major competitive advantage: the ability to offer integrated chemical cleaning and steam/air blowing services. World-renowned in their field, they have been selected by leading engineering companies for large-scale steam/air blowing projects in every corner of the globe

Studley Engineering Ltd

A multi-disciplined mechanical and electrical engineering contractor, providing a comprehensive service to the process industries in disciplines including: steelwork, welding, maintenance, site services, pipework, tanks and vessels. Over time we have gained an enviable reputation as a reliable, responsive, motivated contractor that delivers safe, high quality, cost effective work.

Swagelok Manchester

Fluid system solutions, products, training and services. Supply of over 7000 fluid system components including; fittings, hoses, tubing, regulators, equipment servicing and custom fabricated solutions. Provision of practical information, know-how, tools and speciality services needed to purchase, manage and apply them successfully.

Yokogawa

Yokogawa is a leading provider of field instrumentation, safety systems, industrial automation and digital transformation solutions. I/OT, OT Cybersecurity and Alarm Management are specific areas of focus for Yokogawa's Advanced Solutions team with a number of major projects currently being delivered across Europe.

Engineering project management & energy

6 Engineering

Is a safety engineering consultancy for the major hazard industries specialising in process and functional safety. Our mission is to provide world class safety expertise, helping you to keep people and assets free from unnecessary risk. Our site engineers can be there to support you when you need us. See more at www.6engineering.co.uk

Atlas Copco Rental UK

Provides temporary cost and energy efficient solutions for long- or short-term demands, planned maintenance or unexpected emergencies. Our engineers design the most suitable temporary installation, utilising our fleet of state-of-the-art equipment which includes 100% oil-free Class 0 and oil-injected compressed air at medium or high pressure, generators for power, and nitrogen. Quality of service, environmental care and personnel safety are guaranteed by our triple ISO certification.

Axiom Engineering Associates Ltd

An award-winning company specialising in the provision of UKAS accredited inspection services, backed up by a mechanical and materials asset integrity section. Acting as the design and inspection authority to many blue-chip companies, working across a broad range of process sectors such as: chemicals, petrochemicals, bulk storage, power and pharmaceuticals.

Clarke Energy

Specialists in the engineering, installation and maintenance of reciprocating engine-based Combined Heat & Power (CHP) plants. Offering ranges from supply of an engine through to turn-key installation of a multi-engine power plant. Our facilities deliver fuel efficiency, dramatically lower energy costs and help reduce carbon emissions. Carbon dioxide can also be recovered.

Graham Hart (Process Technology) Ltd

Delivering high integrity heat transfer equipment for over 45 years. The company has a strong emphasis on Chemical/Process & Mechanical Engineering backed up by an advanced manufacturing facility.

Otto Simon Ltd

Diverse engineering consultancy and project delivery organisation. Initial consultations, technical and commercial due diligence and front-end design and definition. Feasibility studies through design, supply, erection, and commissioning services using in-house and licensed technology. Services for complete plants or upgrades. Procurement, construction management, start-up and operation & maintenance expertise.

PM PROJEN

A multi-disciplined engineering, design and project management business working across a range of market sectors for a diverse mix of clients from SMEs to multinational blue-chip companies. We are part of PM Group, a 2,200 strong, employee owned company operating across Europe, Asia and the USA.

Engineering, IT & process consultants

EJ Peak Technology Solutions

Process control, industrial automation systems and manufacturing analytics. A unique combination of automation projects, consultancy, and performance improvement services delivered by experienced teams. FEED, process control projects, legacy asset replacements, control room and operational technology, modern manufacturing analytics solutions.

Gexcon UK Ltd

Safety and risk management and advanced dispersion, explosion and fire modelling. Unique expertise and shared knowledge on how to prevent explosion accidents. Carrying out accident investigations and dedicated facilities for physical testing. Ventilation and dispersion modelling also available. Hazardous area classification and quantitative and qualitative risk analysis and assessment.

Siemens Digital Factory & Process Industries and Drives

Productivity and efficiency requirements continuously increase in the field of process automation. A comprehensive range of process automation and Drives products as well as an award-winning range of training and support services.

Environment, health & safety risk management

ABS Consulting

A global process safety consultancy and training services provider with regional headquarters in Warrington, UK. Our expertise in data-driven risk and reliability includes a range of capabilities: root cause analysis, incident investigation, organisational culture evaluation, risk management, process hazard analysis, bow-tie and data science techniques. Our approved process safety leadership training courses and proficiencies also include building risk assessments, HAZOP analysis, compliance auditing, asset integrity management competency assurance and management systems certification services.

BakerRisk Europe Ltd

Dedicated to help predict, prevent and mitigate hazards and explosions, fires and toxic releases. Specialising in process safety and risk management, we help clients understand their risks and offer cost-effective risk management solutions. Success is delivered through proven knowledge and experience, innovative research and unique engineering capabilities.

Chemical and Industrial Consultants Association

An association of independent consultants with extensive experience, many having worked in the chemical industry, across various fields. Provision of technical and business advice on almost every aspect of chemical manufacture, development, marketing and management.

RAS Ltd

Expertise that covers the full range of risk assessment and management services across; safety risk, business risk and environmental risk. Carry out Quantitative risk Assessments and Predictive & consequence modelling, through 'softer' risks affecting an organisation's reputation.

RPS Group

Provision of specialist consultancy to help those with responsibility for health and safety achieve compliance. With particular expertise in the chemicals sector, we provide support from plant development through to operation. Core services include: ATEX/DSEAR, asbestos, BowTie analysis, CDM, COMAH support, fire safety engineering, functional safety, hazard identification, Legionella, occupation health and risk assessment/analysis.

SLR Consulting

A unique blend of leadership, management, consulting, engineering and training services is offered to the chemicals industry. A forerunner in sustainable process safety management combined with proven business improvement capabilities enables delivery of practical solutions to promote safety and efficiency in design, operation and maintenance of complex hazardous facilities.

Facilities, finance and other business services

ChemQuest Ltd

Sourcing and procurement solutions for research and development. Expertise in biochemical, chemical, nanotechnology, cell cultures, equipment, consumables and sundries. Streamlining and simplification of importing and purchasing processes.

Department for International Trade – Northwest

Operational support for British exports as well as facilitating inward and outward investment activity. Support is given to first-time exporters or established exporters requiring more help with accessing more difficult markets or putting strategic alliances in place. Access to expert advice, trade services, training and events.

Halton Borough Council

World renowned research facilities such as Sci-Tech Daresbury and The Heath alongside many companies at the cutting edge of science, technology and advanced manufacturing. We oversee capacity in terms of land, buildings, people and business support creating a world class location.

Pen Underwriting incorporating OAMPS

Specialist Insurance services to high hazard manufacturing and haulage industries. Motor fleets, property, liability and transit policies. We help clients minimise risk through proactive risk management and a range of training and response services to assist companies in planning for and dealing with incidents and emergencies.

Sci-Tech Daresbury

We are a national science and innovation campus, and enterprise zone providing a range of office, laboratory and workshop accommodation for technology companies (from a desk to large laboratory and office units). Companies have access to a range of facilities covering material analysis, virtual design & simulation, and rapid prototyping.

STFC Innovations Technology Access Centre

A unique, fully equipped space for innovation, research and development. Providing flexible access to laboratory space, "hot labs" and scientific equipment. Ideally suited to start-up companies, smaller and medium size enterprises and R&D team from established companies.

TW Languages Ltd

Provision of a professional and reliable multi-lingual translation service delivering high quality translations. We specialise in business, technical and scientific translations into 250+ language combinations. We provide certified translations for legal purposes. We are full members of the ATC & EUATC and ISO 17100 Translation Services certified.

Laboratory products, testing and services

XCellR8 Ltd

A world leader in animal-free testing. Our GLP accredited laboratory provides groundbreaking in vitro safety tests for the chemical and personal care industries. We are passionate about delivering testing strategies that are both scientifically advanced and ethically sound. Our award-winning work is recognised at a regulatory level by the OECD and ECHA.

Legal & patents

Appleyard Lees LLP

Patent and trademark attorneys. Aim to obtain the best possible patent protection for clients. Experience of product clearance against competitor patents and in due diligence for mergers and acquisitions. Advice on licensing issues and collaboration agreements relating to IP.

Bawden and Associates

A legal firm providing professional services across all IP matters. Drafting and prosecution of patent applications, handling opposition and appeals in the EPO and in litigation in UK and international courts. Business led and strategic approach to generate assets of real commercial value.

RW Legal Ltd

Provision of pragmatic legal advice to companies in the chemical sector. Particular expertise in drafting and negotiating commercial contracts. Managing legal risk through early involvement to save time and resources in the long run. Competitive rates and flexible fees without sacrificing quality.

Squire Patton Boggs (UK) LLP

Global legal company providing legal, regulatory and advocacy assistance to the chemical and performance material industries. Expertise that emphasises areas that mean the most to industry such as environmental, mergers and acquisitions, commercial finance, construction, litigation, IP, public policy and international expansion.

Symmetry Law

Specialist law practice structured to provide "partner" level experts at "junior" level prices, with a focus on the "high consequence" end of the spectrum. Legal services include: environmental, safety, regulatory, contracts, tax, construction, green incentives, litigation.

Withers & Rogers LLP

A leading UK and European intellectual property law firm with five offices including London and Munich. We offer a range of IP services including obtaining UK, European and worldwide patent or trade mark protection, the handling of contentious matters, advice surrounding licensing arrangements and issues including validity of patents and "freedom to operate".

WP Thompson

Intellectual property attorneys providing high quality advice to start-ups, SMEs or FTSE 100 companies. Team of experienced IP attorneys specializing in chemistry and life sciences, with first degrees and PhDs in these fields. Securing the most appropriate, cost effective and commercially valuable protection for your intellectual investment and innovation.

Know your supply chains

REACH and chemicals services

Dr Knoell Consult Ltd

An independent service provider for the chemical and related industries. Globally the Knoell group has over 450 employees covering all aspects of regulatory compliance for industrial chemicals, agrochemicals and biocides: e.g., strategic planning, dossier preparation, exposure assessment, SDS preparation, and from REACH to K-REACH!

GlobalMSDS

A complete safety data sheet/literature and regulatory service for your entire product communications in any language, style and format required. Hazmix is a new 'pay as you go' web-browser product that is setting a new standard in SDS authoring. A Solutions service that also provides technical advice.

Intertek Regulatory Services

Health, environmental and regulatory services for implementation of chemicals management. Worldwide registration of chemicals, food contact compliance and notification, global chemicals compliance, design/optimisation of toxicological and eco-toxicological studies, hazardous substance management, EU cosmetic and biocidal products compliance, classification & labelling, SDS consulting.

Stewardship Solutions Ltd

Provision of chemicals regulatory services to organisations across many industry sectors and throughout the world. REACH and CLP compliance is a primary focus, and REACH registrations programmes are a core strength. The company has achieved significant savings in the costs of REACH compliance on behalf of many of its SME clients. Stewardship Solutions is a REACHReady-approved service provider.

Yordas Group

Yordas Group is a leading provider of scientific, environmental, human health and global regulatory consulting services. They offer chemical regulatory support, expert scientific services and support on chemicals management and product stewardship, global hazard communication, hazard and risk assessment, analytical and (eco)tox testing.

Recruitment

Adepto Technical Recruitment

A specialist engineering, manufacturing and scientific recruitment consultancy that focuses upon the provision of permanent staff and contract resource to the Chemicals industry. Established in 2015, Adepto has quickly become the partner of choice for many blue-chip and SME manufacturers, engineering companies and consultancies due to our deep knowledge of the industry, credibility and professionalism.

Eleven Recruitment

Eleven Recruitment has been a specialist recruiter in the chemicals, energy and commodities sectors since 1999. We have a strong track record of sourcing mid and senior level talent, including C-Suite, with specialist knowledge and experience. We can provide both contingent and retained recruitment services or work with clients as an integrated recruitment partner.

Handley James Chemical

Mid to senior level appointments solely within the Chemical Manufacturing space. Over 30 years search experience. The company was built on the success of Stuart Tomkinson's successful 11-year recruitment career primarily within the chemical manufacturing arena. Focusing on providing the best talent in the chemical industry. We work closely with you, to understand your business, your culture and exactly what you are looking for from a recruitment partner.

Millbank

With over 30 years' experience providing recruitment solutions to major clients in the chemical sector, Millbank has an extensive database of experienced candidates and contractors ready to join projects across the region. A true recruitment partner, Millbank offers services ranging from contract and permanent placements through to fully managed services.

RMG

RMG is an award-winning headhunting consultancy with a difference - we make it our business to search and understand who's who in the Chemicals and STEM sectors and have the know-how to find talented people who will deliver lasting impact and add financial value to your organisation.

Science Recruitment Group

Experts in the recruitment of scientific, regulatory, quality, engineering and technical professional across all areas of the industry. Support in recruiting temporary, contract or permanent staff for your team.

Science Solutions Recruitment

Is a specialist science & technical recruiter with specific expert teams to service niche fields, including speciality chemicals, drug discovery, polymers, materials, cosmetics, personal care, household products, pharmaceuticals, biotechnology & medical devices.

TransitionPlus Ltd

Executive search for science-based organisations, talent development, outplacement and career transition support. Experienced chair, NED, coach and business development consultancy. The "Plus" is to ensure that considerable attention

Your invitation to enter the Chemicals Northwest 2022 Awards - Entry deadline 21st January 2022

Chemicals
northwest

Engineering firm of the year 2022 - sponsored by CIA

Winning this award will represent the ultimate accolade for excellence in the supply of engineering products and services to this great industry. The scope is wide as we are aware of many engineering solutions that have led to success in the industry, from project management and maintenance support to process consultancy and equipment supplies.



Manufacturing company of the year award 2022 – sponsored by PM PROJEN

This award recognises how a company has demonstrated excellence in developing and bringing its products to market. It will also recognise significant operational improvements made to an established process. The winner will also have a clear plan for sustainable growth of the business and its contribution to the wider chemical industry in the region.



Health & Safety award 2022 – sponsored by Livent

This award will recognise exemplary practices or services that have made a chemicals operation safer or healthier. The winner will be able to demonstrate how a single, or range of site improvements or the provision of valued expertise, has significantly contributed to the improved safety performance of a chemical business, or a supply chain partner.



Sustainability award 2022 - sponsored by INOVYN

Recognition of how an organisation has demonstrated an innovative and holistic application of sustainability principles across a project and/or its wider business practice, leading to measurable positive change.



Operational excellence award 2022 – sponsored by Koura

Successful practices in improving the efficiency and productivity of a chemical manufacturing process. The award winner will be able to demonstrate that real business improvements have been made following the implementation of a new project or operational programme.



International trade award 2022 – supported by Department for International Trade

Innovative approaches to effective exporting involving the latest systems and thinking. This will be awarded to a company that is new to, or experienced in, import/export and who has significantly developed their business in new markets or achieved an outstanding international trading record. This award is also open to service providers who have helped other businesses to take their international trading to new levels.



Innovation award 2022 – sponsored by SLR Consulting

Demonstration of creative solutions that present major commercial opportunities for a business. This award is open to individual organisations or academic/industrial collaborations. The winning recipient will be able to demonstrate how they have successfully invested in the research and development of a commercially viable new product, or enhancement to an existing product, or designed/modified and implemented a process that delivers demonstrable benefits to the business.



Young talent in the chemical industry award 2022 – sponsored by SRG

The contribution made by a young person to the success of a chemicals business or service provider. The award will also recognise the learning of vital business skills and their application in taking the organisation forward.



Charity of the Year award 2022 – sponsored by Valtris

If you represent a charity which you think deserves a special recognition, or you have been involved in charity events through the company you work for, or raise money for a charity, then please submit your entry. Winners will also receive £1000 towards their charity.



Supplier to the chemical industry award 2022 - Otto Simon

This award covers a broad scope of entries and the winner could be reflected within the provision of innovative problem solving anywhere in supply chains, to the chemicals sector. The winner will be able to demonstrate how their products or services have successfully responded to a customer problem and helped deliver effective supply partnerships.



There is a limit of 1000 words per entry and you may find the following helpful in structuring your entry.

1. Description of your entry (project/person/application etc) 2. How was it successful? 3. Why you think it should win the award. To enter the awards please email fiona.hought@chemicalsnorthwest.org.uk by 3pm on Friday 21st January 2022 with the title of the award as the email header and include your contact telephone number.

https://www.cia.org.uk/chemicalsnorthwest/awards_2022



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