



NEWS

A newsletter from AEGIS

Issue 7 Spring 2019

SOME CURRENT HIGHLIGHTS

1 AHB + Safety Engineering Support

AEGIS is pleased to provide further support to Network Rail with their initiatives to improve safety at level crossings. We will be undertaking safety engineering for the AHB+ development project, which aims to enhance the safety of Automatic Half-Barrier Crossings through the addition of exit barriers, obstacle detection and CCTV. Our support follows the CSM RA (Common Safety Method) process, and includes safety planning, hazard identification and risk assessment, through to gaining approval of safety cases for the generic system and trial applications.

2 Siemens Mobility A/S - Notified Body

AEGIS Certification Services has recently completed a project with Siemens Mobility A/S providing Notified Body (NoBo) Services. Siemens Mobility A/S in Denmark appointed AEGIS to fulfil the role of NoBo for the extension of their Quality Management System Certificate (SD) for the installation of GSM-R voice cab radio in Denmark. The activity included an audit in Denmark performed by AEGIS personnel and enabled Siemens to continue the installation of cab radio system on numerous vehicles for the Banedanmark project.

3 Eurotunnel – Approvals Management Support

AEGIS Engineering Systems is providing approvals management support to Eurotunnel for the supply of 19 new hybrid shunting locomotives, being built by Socofer. One key feature of these locomotives is the ability to haul works trains in tunnel possessions for up to 8 hours entirely on battery power.

AEGIS Certification Services is acting as the ICB and AsBo on this project.

4 Plasser - NoBo, DeBo, AsBo and CSM support for 2x Tampers

AEGIS is delighted to have been selected by Plasser & Theurer as the UK approvals partner for their contract to supply two Unimat 08-4x4/4S tampers to Balfour Beatty Rail Limited for working on Network Rail infrastructure. The AEGIS group of companies will be providing a range of services to assist Plasser with the approval and certification of these machines in the UK, including Safety Management and Assessment, certification through Designated and Notified Bodies, Product Acceptance and Compatibility Support. AEGIS will also undertake the Product Acceptance scrutiny process. We are excited to have been given this opportunity to offer our services to another industry leading OTM supplier.

Welcome to the AEGIS Spring Newsletter



Our team continues to grow with 4 new engineers joining us already in 2019, taking the AEGIS team to 45 people. We continue to actively recruit and have more people joining us soon.

You can read more about these newcomers to our team in the recruitment section on the last page.

To house our ever-expanding team, we have recently opened a second office at 35 Brunel Parkway, Pride Park - just a few doors along the road from

our existing office. We held a grand opening event on 9th April to celebrate with our staff and local clients – many thanks to all who came along. This additional office has now doubled our office space and is a bricks-and-mortar confirmation of our ongoing commitment to provide growing support to our clients and the railway industry in general.

We hope that you find this newsletter of interest and welcome your comments and feedback about the contents or any of the projects we are working on.



A Year on for the AEGIS PAB Team



Twelve months on for AEGIS' Plant Assessment Body (PAB) and life is very busy assessing the introduction, change and upgrade of all types of Railborne Plant.

AEGIS Certification Services Ltd was accredited as a Plant Assessment Body (PAB) in early 2018, and shortly afterwards was appointed by Network Rail to undertake Product Acceptance (PA) reviews on its behalf. This means that AEGIS is now able to offer the full suite of 3rd party certification required for plant to be used on the Network Rail Managed Infrastructure (NRMI).

AEGIS' PAB activity is focussed on assessment of conformance with applicable Rail Industry Standards (RIS-1710-PLT, RIS-1702-PLT and RIS-1530-PLT). This technical review of the design and build of a machine covers aspects such as stability, control systems, structural integrity and prevention of derailment.

By contrast, the PA review ensures that the product is fit for purpose for the NRMI; its focus is on demonstrating safety, performance and compatibility. Areas of review include risk management systems, training material and operational outputs.

This wide-ranging review requires the PAB team to have a broad knowledge base, extending from the design of rail plant right through to its operation, maintenance and management. Accordingly, AEGIS' PAB team come from a variety of backgrounds, including plant hire firms, manufacturers, depot plant and Infrastructure Managers.

Following high and increasing demand for AEGIS' plant approval services, the staff total has doubled since the creation of the PAB team,



with the introduction of multiple Assessors and Lead Assessors. The team has also expanded its Signatory base by supporting and developing existing staff to gain Signatory status.

From On-track machines, through Road Rail Vehicles (RRVs) to trailers, trolleys and depot plant, the team have worked on some exciting projects over the last 12 months. With 185 certificates being issued in 2018, and 2019's total to date already in excess of 50, it's going to be another busy year.

The certification team have worked on some high profile and novel projects over the year. 2018 kicked off with the NoBo, DeBo, PAB and PA certification of the first rail milling train ever to be approved for use in the UK. Delivered to exceptionally tight timescales, the machine was carrying out its first shifts by June of that year.

AEGIS also carried out the certification of Allan J Hargreaves Plant Engineers' (AJH Plant) first two in house built

RRVs: a drain clearing wagon and a 360° excavator. Following the success of these first two machines, AEGIS are now carrying out the certification of further new build RRVs from AJH Plant, as well as their high volume of upgrades and engineering changes.

In the world of non-railborne plant, AEGIS carried out the PA review of the Harsco Vehicle Awareness System. This system gives warnings to ground staff and machine operator's when exclusion zones have been breached.

With 2019 come many new and exciting challenges. AEGIS has been appointed by Plasser & Theurer to carry out the NoBo, DeBo, PAB, PA

and AsBo certification of two new build tampers and detailed review work starts shortly. In the RRV world, AEGIS will be certifying Fitzgerald Plant Services' first ever in-house built machine; a road rail personnel carrier.

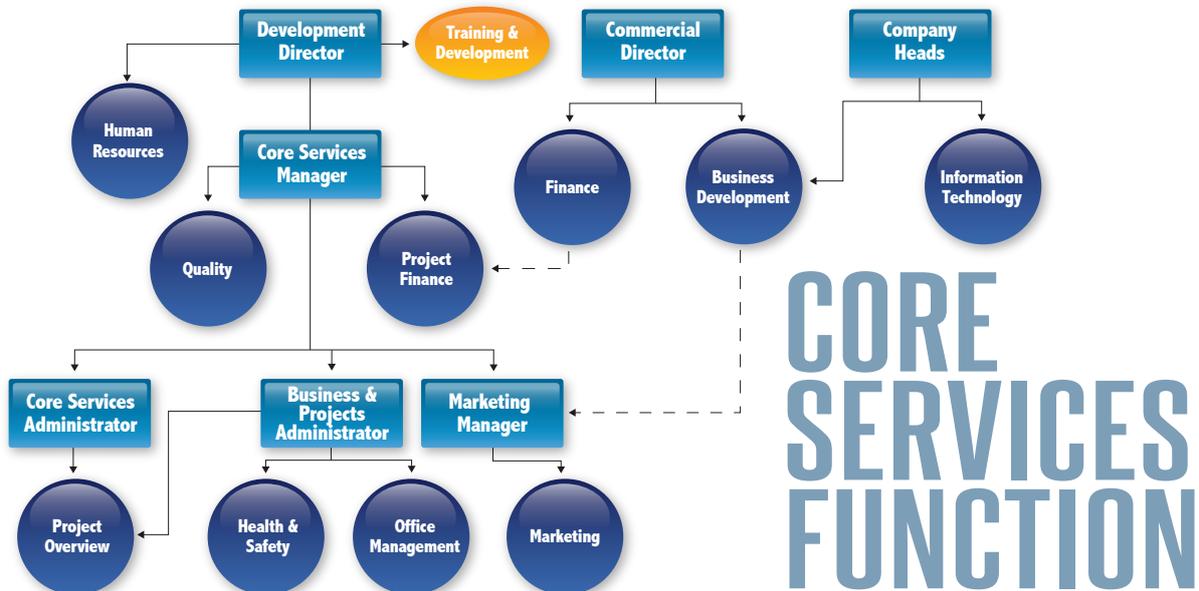
With its continued focus on high quality and robust technical reviews, outstanding customer service and competitive pricing, AEGIS' PAB team look set to continue their growth through 2019 and beyond.



THE NEW ORGANISATION AND CORE SERVICES ROLE IN IT

In the latter part of 2018, AEGIS underwent a re-structuring exercise which amongst other significant changes, recognised the need for a central function encompassing the support functions of the business that, whilst not being income generating, add value to the business by facilitating the efficient, safe, productive - and compliant – operation of AEGIS. The team currently comprises of Chris Hoare as Development Director, Victoria Adams as Core Services / Quality Manager, Bethany Henson as Business and Projects Administrator / Office Manager, Nicola McGuire as Marketing Manager and Jane Bucknall as Core Services Administrator. Hayley Thorne as our Finance Manager plays an integral part within the team although her reporting line is to Phil Bebbington as the Commercial Director.

The current structure of the Core Services team is as defined in the graphic below and shows some of the areas of responsibility and how these functions are controlled.



Chris Hoare

Chris Hoare as AEGIS’ Development Director is responsible for the wellbeing and engagement of all members of staff, ensuring that they are developed and looked after. He is also accountable for the overall

People Strategy of the AEGIS business, which covers the whole range of people issues, from recruitment, training and development, remuneration and benefits, company culture and values to wellbeing and the working environment. Amongst Chris’ specific responsibilities are direction and implementation of the company’s Developing Engineer Scheme, ownership and development of the Company’s People and Performance Management process, maintenance

and development of AEvolution, the Company’s Training and Development Platform and in addition he leads the company’s recruitment activities in accordance with the recruitment strategy.

Chris also has the overall accountability for the Human Resources function, in which role AEGIS is delighted to be working with Claire Nicklin of Magenta Iris. This deals with all areas of employee management, development and wellbeing and offers support to Chris with recruitment, training, employee benefits and the creation and updating of policies and procedures. A more detailed discussion of Chris’ role as Development Director can be found in the previous newsletter Issue 6 Winter 2018/19.



As Core Services Manager, **Vicki Adams** leads the Core Services team specifically in the delivery of Quality, Health and Safety, Project Management, Project Finance, Office Management, as well as providing support to the Finance function. Vicki also currently holds the position of Data Protection Officer for the company.

As Quality Manager she is responsible for AEGIS' Quality Management Systems, which entails the management and upkeep of our numerous accreditations:

- BSI accreditation to BS EN ISO 9001:2015
- UKAS accreditation in accordance with BS EN ISO/IEC 17020:2012 which covers the requirements for the impartiality and competence of Bodies performing inspection activities (in the rail context, this means Assessment Body (AsBo) activities) and consistency of their inspection activities
- and UKAS accreditation in accordance with BS EN ISO/IEC 17065:2012 which specifies the requirements for bodies certifying products, processes and services (i.e. Notified and Designated Body activities).



Bethany Henson, our Business and Projects Administrator / Office Manager is solely responsible for the day to day management of the Company's project/time management system and supports our ever-expanding team of engineers with any queries. She is also the forward face

of AEGIS and manages the day to day running of the three AEGIS offices.

Bethany is also undertaking a course of study to assist her in her role as the AEGIS Health & Safety representative in which, with input from the company Directors and other staff, she has the responsibility for ensuring that AEGIS adheres to all laws, rules, and principles that are intended to keep people safe from injury or disease at work and in public places. She also keeps the office functioning daily and assists the AEGIS team, our clients and other visitors. Aside from all the day-to-day activities that Bethany undertakes for AEGIS, she also

recently played an integral role in the planning and refurbishment of the new AEGIS office.



Nicola McGuire is our Marketing Manager and so is responsible for creating and managing the company's

Marketing Plan, including updates to our Website and Social Media platforms. She is also responsible for the creation of the company's newsletters, the updating of company brochures, marketing campaigns and supports and co-ordinates the delivery of company mailshot programmes. As part of the team's commitment to both employee and client engagement and satisfaction, Nicola co-ordinates annual feedback surveys and analyses the results. Nicola also manages the company's events programme and attends exhibitions and networking events to promote AEGIS externally.

Business Development is also covered by Nicola's role with the assistance of the company department heads and her reporting line for this activity is to our Commercial Director, Phil Bebbington.



Jane Bucknall is the most recent addition to the team and in her role of Core Services Administrator she supports the Finance Manager in various tasks such as credit control and keeping the company's accounting software up to date.

Working with Chris Hoare, Jane is developing new processes and procedures for improving the way we manage and report on projects. She also supports the Core Services Manager by taking responsibility for certain key accountabilities within the Quality Management System, while keeping a constant review of how we operate to identify ways we can continuously improve.



Our Finance Manager, **Hayley Thorne** is responsible for the day to day maintenance and control of all aspects of AEGIS' financial wellbeing. In addition to the daily tasks of managing bank accounts and keeping the accounting system up to date, Hayley administers

our auto-enrolment pension scheme, deals with monthly payroll and the payment of associates and deals with the important issue of credit control. She is also responsible for producing monthly and quarterly management accounts for the Directors. With such a diverse range of business-critical activities, Hayley is supported by the other members of the Core Services team. Hayley's direct reporting line is to AEGIS' Commercial Director, Phil Bebbington.

With this team in place, AEGIS has established the systems and structures to sustain the fast-growing pace of the business into the years ahead.

IMECHE ANNUAL RAILWAY DIVISION LUNCHEON

For the second year running AEGIS was proud to sponsor the IMechE Annual Railway Division Luncheon at The Grosvenor House Hotel in London.

Guests joined us from Eurotunnel, NR, Stadler, Siemens Mobility and Plasser UK. A good time was had by all!



WOMEN IN RAIL



AEGIS is taking part in the Women in Rail - Big Rail Diversity Challenge on 27th June at Newark County Showground.

We are keen to compete in this event as the diversity initiative fits squarely with our company core values. Find out how we get on in the challenge in the next issue of the newsletter!



ROLLING STOCK NETWORKING EVENT



AEGIS is joining over 100 companies exhibiting at the inaugural Rolling Stock Networking event on 11th July at Derby Arena.

Register at www.rsnevents.co.uk to visit us on stand M8 at this free to attend event.



STEM INVOLVEMENT

Our Development Director, Chris Hoare has joined fellow rail professionals in supporting the activities of Derby College in developing the rail engineers of the future.

He has joined the Board of the College's Rail Employment and Skills Academy (RESA) and through this will help to provide industry skills and training for the students.



DERBY college



New Starters



ROSIE WEBSTER

Rosie has joined as Graduate Electrical Engineer.

She previously worked at Wabtec. Rosie is studying an MSc in Electrical and Electronic Engineering and is following our IMechE accredited AEGIS Developing Engineering Scheme. She will be working within the Rolling Stock Engineering team.



TAWINAN WEERABAN

Tawinan has joined as Electrical Engineer.

She previously worked at Wabtec for 2 years. Like Rosie, AEGIS is supporting Tawinan's studying for an MSc in Electrical and Electronic Engineering and is following our IMechE accredited AEGIS Developing Engineering Scheme and joins our Rolling Stock Engineering team.



COLIN PLACE

Colin has joined as Principal Engineer.

Colin has 28 years of electrical engineering experience within the UK rail industry, 20 years of which has been spent at Bombardier. He is a well-recognised authority on Electrical Compatibility issues and specialises in Propulsion System Engineering, Train & Infrastructure Compatibility Assessments and EMC Engineering. Colin will be working within our Safety Engineering Team.



KRISH CHEDUMBARUM

Krish has joined as Rolling Stock Engineer.

Krish has 6 years' experience working in the Rail Industry. He graduated from the University of Sheffield with a MEng in Aerospace Engineering. He has previously worked for SNC Lavalin and Ricardo Rail. His experience is wide ranging including Passenger Information Systems, Software Solutions, Project Engineering, PRM requirements and Rolling Stock Engineering. He also has experience writing Maintenance Documentation.

We would like to welcome Rosie, Tawinan, Colin and Krish to the team!



THE POSITIVE CHOICE

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