

# The Wet End

WJ Groundwater's In-House Magazine

Autumn 2013

30th Anniversary Edition



WJ Director Profile  
with Dr Toby Roberts



30th Anniversary Party  
Thames River Boat Cruise



Masters of The SM5  
Drilling Rig



Dune Bashing  
with the Qatar Team



Also featuring:  
WJ Groundwater Memories with Richard Fielden,  
Poland Project Overview &  
Health & Safety Issues with Steve Cooke. Plus more...

WJ Groundwater Limited  
Experts in Groundwater



Leading the way in dewatering,  
remediation & instrumentation since 1983

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London / Nottingham / Abu Dhabi / Dubai / Qatar

**Introduction:**  
**WJ Groundwater:**  
**30 Years and Still Pumping**

It all started a long time ago when I was a research assistant at London University. I was studying groundwater flow under the supervision of Professor Jim White. On my return from holiday, one year, my comfortable academic life was shattered when Jim announced,

*“I’ve started a contracting company to do dewatering in the UK and you’re in charge.”*

At the time there wasn’t a great deal to be in charge of, but it seemed like an exciting opportunity for an impressionable young engineer like me, and so it proved to be.

WJ has certainly had many triumphs and a few tribulations - overall the last thirty years have been an absorbing journey for me. I have learnt that the successful control of groundwater requires a sound understanding of engineering and hydrogeology plus a wealth of practical experience.

I have come to value the vital contribution made by the many supervisors, drillers and operatives who install and operate our systems and can rightly claim to have more raw practical experience than an office engineer like me. I have also learnt that good plant maintenance and financial management help to avoid long days and sleepless nights.

We are well placed to benefit from the renewed commitment to investment in infrastructure around the world and, with an excellent track record, over 200 employees, plus current projects in the UK, Poland and the Middle East, the future looks very bright for WJ.



**Dr Toby Roberts,**  
 Managing Director

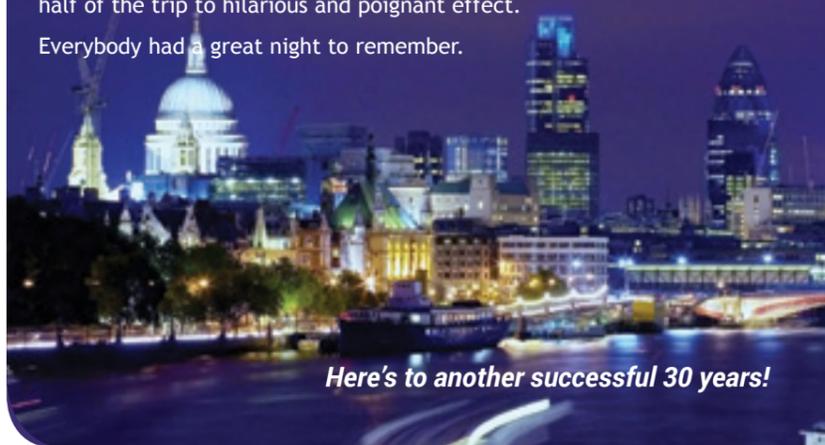
**30th Anniversary London Boat Trip**

How better to celebrate 30 successful years in the dewatering trade than a boat-trip along the River Thames in London? Founding fathers Jim White and Toby Roberts mingled with employees and friends for an evening of music, drink, good food and a spot of gambling.

It was also an evening for reflection as the course of the boat’s journey took in the sights of several early landmark projects like Hays Wharf and Canary Wharf. The live music was supplied by The Aviators and the dancing was supplied by just about everybody else onboard.

Speeches and an informal prize-giving ceremony took place in the latter half of the trip to hilarious and poignant effect.

Everybody had a great night to remember.



*Here’s to another successful 30 years!*

**Meet the Designers**

During a typical week the WJ Groundwater design team can be found hard at work on a huge range of schemes.

Projects range in scale from small residential basements through to deep shafts, road tunnels, sewage works, underground railway stations and even airport terminals. Whilst size has its challenges some of the most complex schemes are small projects with tight construction programmes in a congested urban setting.

Ground conditions change from site-to-site and WJ have a full-time team that make it their business to analyse all the information available and come up with viable solutions. Overcoming access restrictions, selecting the appropriate equipment, and offering the client a practical and cost effective solution is just part of the challenge.

If you have any queries regarding a project - whether it’s at the early planning, tender stage or if you’ve encountered challenging ground conditions on site - please don’t hesitate to get in contact with the WJ design team.



Ula Markowicz

Ollie Vincent

Warren Beltran



The evening begins...



Richard Fielden: Contracts Director, Annabel Levick & partner  
 Ollie Vincent: Design Engineer



James & Steph Keane with Debra & Mark Nelson from Soilmecc UK



Stef Thomas: Site Supervisor &  
 Richard Fielden



Rhys Holmes: Dewatering  
 Operative & Steve Cooke:  
 Health & Safety Manager



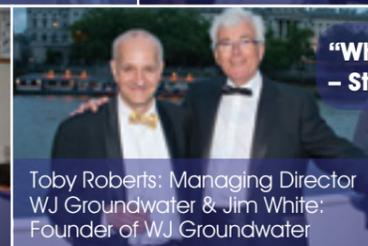
Maria & Barbara



Darek Zeiba: Site  
 Supervisor, Artur Bieniek:  
 Project Manager &  
 partner Maria



Frances Dewitt: Office Manager  
 & husband Martyn



Toby Roberts: Managing Director  
 WJ Groundwater & Jim White:  
 Founder of WJ Groundwater



Martin Loughney: Driller, Ilir Shabani: Dewatering Supervisor,  
 David Cahill: Driller **An Aerial Shot! (Boom! Boom!)**



Gary Holmes: Technical Director,  
 Joanna White & Rosa Holmes



Paul Turner: Overseas Director, Paul  
 Judge: Major Projects Manager



Lino Meza, Michelle Fielden, Steph Keane, Darek Zeiba, Alfred Stärk  
 from BMW, Jim White, Stephyn Harris: Finance Director, Kevin Holden  
 from Lees & Toby Roberts



Tom Stockman: Project Engineer, Annabel Levick, Ollie Vincent,  
 Richard Fielden, James Stockwell: Assistant Engineer, Jane Stockman,  
 Neil Coulter & wife Pippa



**“A totally brilliant evening.”**  
 – Richard Fielden  
 Pablito Calpito: Site Engineer, Richard Fielden and Mike Deed: Supplier  
**Richard playing hide and seek!**





# Boat Trip

"Let's do it again next month."  
- Ollie Vincent

Sizewell B, UK

Conwy Crossing, Wales, UK

Canary Wharf, London, UK (phase 1)

Lee Tunnel, Cork, Eire

Jubilee Line Extension, London, UK

Burj Al Arab, Dubai, UAE

CTRL, UK (phase 1)

Canary Wharf, London, UK (phase 2)



1987



1988



1990



1995



1995



1995



1998



1999

**Qatar: 30th Birthday Celebration**  
by Lawrence Mendoza

As part of WJ Groundwater's 30th Anniversary celebrations in Qatar we chose to enjoy a desert safari trip. We thought it would be a great opportunity to bond and get to know one another even better.

After travelling 2 hours south from the Doha office, we went dune bashing in a procession of 4x4s. It was a breathtaking experience. As our masterful drivers went up and down across the dunes at a frightening speed, a lot of the guys screamed (especially Pablito) as we held on to each other for dear life.

After that exhilarating experience we proceeded to our camp, located on the coast near Sea Line Beach Resort. We made ourselves at home in the Bedouin tents and got ready for an activity packed evening. We thoroughly enjoyed the swimming, beach volleyball and sand boarding that took us through to our evening meal - a delicious Arabian buffet of barbecued meats, salads and fruits. After the meal we continued to play games and we even had a raffle.

All in all, the trip was fantastic. It really was one of our best memories so we certainly won't be forgetting our stay in Qatar in a hurry.



**The Qatar Team**

**Going Underground - Masters of The SM5 Drilling Rig**

Stuart Ward is one of WJ's elite team of Drillers. The Wet End caught up with him between tasks to talk about his working day and his favourite toy, the Soilmec SM5 rotary drilling rig.



Stuart has worked his way up in WJ from Assistant Driller (known as 2nd Man) to Driller over the last four years.

He happily remembers learning the trade from his friend, mentor and Driller, Mick Crowley. Stuart has been enjoying a lot of fresh air doing surface drilling work over the last six months but has recently returned to the shady depths of Whitechapel Station in East London as part of the ongoing Crossrail Project.

Stuart explained that although his day always begins with a Health & Safety briefing and overview of the day's tasks, no two days are ever the same. A lot of his work involves using the SM5 which is a sophisticated remotely controlled tracked drilling rig. At only 5.6 tons and with a fully articulated mast, it is ideal for drilling in situations where access is restricted.

"I favour the SM5 because it's agile," offered Stuart. "It can be set up to drill at unusual angles and because of its size, it can fit down tunnels whereas other models are far too big."

Stuart has fond memories of working on several WJ dewatering projects citing Beckton Sewage Works as being a particularly good challenge. He is also proud of qualifying as a land driller gaining his NVQ.

A former soldier, Stuart saw active service with the Queens Royal Lances in Iraq. In his spare time, he likes to relax by fishing and riding his motorbike.

**Stuart Ward with the Soilmec SM5 Drilling Rig**



**New Starter Corner: Lee Stone**

WJ Groundwater welcomes Lee Stone, who joined the company back in May as the Yard Manager at our northern UK office in Nottingham.

As a qualified plant mechanic, Lee previously spent many years as a service engineer. His work, which took him all over the UK and Ireland, involved looking after a range of plant including impact hammers, vibratory hammers and piling rigs. He has since settled down and prefers to stay close to home with his work.

Lee took some time out of his busy schedule to chat to The Wet End to bring us up to speed with where he fits into the big picture at WJ Groundwater.

**What challenges has your new job brought?**

Dewatering is a totally new industry for me. I'm familiar with the rigs but obviously I'm unacquainted with some aspects. There are different types of pipe work, pumps, tanks, it's also getting used to the terminology. But I enjoy a challenge and learning about new technology.

**Could you describe a typical day at the Nottingham yard?**

Every single day is different. I'm responsible for arranging the transport of all the equipment in the yard and collection of the kit from site. We get given an equipment list from the contracts managers and project engineers for each job - we check our stock. If we don't have it to hand, we'll either hire it in or buy it. It's important that we don't miss anything off their list so when they actually turn up on site, they have got everything they need to start the job.

**What else do you do?**

I've been put in charge of transport. We run a fleet of vans and trucks from Nottingham. We're also working towards our crane operator's accredited certification (OSHA).

**What would you say is your proudest achievement?**

A big personal achievement was passing my CPC course to become a transport manager. It's a big mark of success and it also proves that training programmes do work.

*WJ Groundwater wish Lee continued success with his career.*



**Racing for Life**

*"Overall, we have raised about £2,000 so a big thank you to everybody at WJ Groundwater that has sponsored me."*

Office manager, Frances Dewitt is one of several employees at WJ Groundwater that regularly roll up their sleeves to raise money for worthy causes.

Close to her heart is the Race For Life, which is part of a national campaign organised by the Cancer Research UK charity. The 5km challenge takes place at venues all over the UK each June to raise money and awareness of breast cancer - and to fund research into better preventative medicine, and possible cures.

Frances has run the 5km race about four times at Cassiobury Park in Watford. "I first got involved because my sister-in-law and my niece work for Cancer Research UK and they wanted to get a group of us together," explained Frances. "It's such a fantastic day out and a vital cause for which to raise funds and awareness."

Frances' husband had a heart pacemaker fitted eight years ago and that has had a huge impact on her life. In the near future she would like to raise funds through participating in future events for the British Heart Foundation as well as the Race For Life - maybe even a bike ride.

Cancer Research UK is the only charity that researches into all 200 cancers. Also, survival rates have doubled in the last 40 years.



Kayleigh (niece), Louise (sister), Frances, Vicky (mother), Tracey (Sister-in-law) and friend



## 1983 – Interesting factoids

- McDonalds unveils the ‘McNugget’
- Michael Jackson introduces the ‘Moonwalk’
- Space Shuttle Challenger launches
- The birth of the modern Internet
- Breakfast Time TV launched by the BBC
- Compact discs goes on sale in UK
- Austin Metro becomes UK’s bestselling car
- One pound coin introduced in the UK
- Wheel clamps introduced in London
- Richard Noble and turbojet car Thrust 2 take the landspeed record to 633 mph
- England beat Luxembourg 4-0 but still fail to qualify for Euro ‘84
- M54 motorway opens linking M6 to Telford
- James Dyson produces his prototype vacuum cleaner
- Thames Water shut down their last steam engine pumping station in Croydon
- Thames Barrier becomes fully operational protecting London from flooding
- ‘Star Wars - Return of The Jedi’ is released at the cinema
- WJ Groundwater founded by Jim White & Stephan Jeffries



### Equipment Quickie: The Control Cabin

As part of WJ Groundwater’s on-going commitment to developing and investing in new technology, it has added four new ‘mega’ pump control cabins to its fleet.

Design Engineer, Ollie Vincent stated that “The new control cabins fulfil our requirement for units that can provide a greater power handling capacity, whilst maintaining the reliability and option for the remote monitoring given in our existing control cabins.”

### Now Updated!

### Project Map

Check out our project map at [www.wjgl.com](http://www.wjgl.com) to see the location of some of our projects.



Image used from Google.

## NEW PROJECT OVERVIEW

### Lodz Fabryczna Railway Station, Lodz, Poland by Ula Markowicz

**W**J Groundwater’s first foray into Poland is a dewatering contract at the site for Lodz’s new railway station and transport hub.

The construction of a multi-modal station - Lodz Fabryczna is to be the largest of its type in Poland. The three-level station will make travelling between Lodz (Poland’s third largest city) and Warsaw easier. It will also connect four of Poland’s major cities, reducing travelling times radically. The inclusion of two platforms for high-speed trains will aid this important improvement. Lodz Fabryczna will also be a hub for long-distance buses, taxis and city public transport.

The station will be a key element of the new centre for Lodz and will be able to deal with 20 times more passengers - up to 200,000 per day. The historical façade of Lodz Fabryczna will be reconstructed for its completion and official opening in 2015.

Dewatering is required within the excavation area to facilitate the construction of the station box. The railway station involves an excavation of plan size 780 m long, between 50 and 130 m wide (approx. 6 football pitches) and 20 m deep. The excavation is supported by a diaphragm wall that has been installed around the station to a depth between 23 and 31 m.

The ground conditions consist of made ground, overlying 12 to 30 m of upper glacial till (a sandy clay matrix), and 70 to 80 m of fluvio glacial deposits (sands). Fifty three deepwells will be installed around the perimeter of the excavation to lower the groundwater by pumping from the fluvio glacial deposits. An array of piezometers will be installed across the site, which will be connected to a data logger to allow water levels to be remotely monitored.

The drilling is currently ongoing having started on 8th July 2013, and to date 15 wells have been drilled and installed at the eastern end of the station. Pumping is due to commence this October and will continue for the next 15 months.



**A** lot can happen in 30 years. If you were born before 1983, when WJ Groundwater was founded, you won’t have much trouble coming up with a long list of contrasts - both positive and negative - to how life was back then. Having been with the company since the very start, we thought it would be timely to get some perspective from WJ’s Managing Director, Dr Toby Roberts.

Born in the British Military Hospital, Kinrara, Malaysia, Toby moved around a lot during his childhood. His father was in the Sappers otherwise known as the Royal Engineers of the British Army. As well as Malaysia, he also spent time growing up in Canada, Singapore, Germany and the UK all before the age of 17. This may explain why he has lived in the same house for the last 23 years with no plans to move. He commuted to boarding school in the UK from the age of six attending Rendcomb College in Gloucestershire, going on to study Civil Engineering at King’s College; London, where WJ was founded in 1983. We went on to ask a series of questions about how the groundwater control industry has changed and how WJ has weathered their share of fortunes and follies.

### What major changes have you seen in the industry over the last 30 years since you’ve been with WJ Groundwater?

Nowadays the UK construction industry is a great deal more professional and client focused with most projects run on schedule and accounts settled on time. This represents a massive cultural shift from a fragmented confrontational industry rife with delays, late payments and disputes. The Middle East has been a thrilling place to work with massive projects being designed and delivered at breakneck speed. Despite this dynamism the construction industry culture in the Middle East today bears some comparison to the UK 30 years ago when WJ started out.

### Have the designs for dewatering schemes altered radically over the last 30 years?

They haven’t altered much. The design process remains the same, meaning the



## Step Into My Office: A chat with WJ’s Managing Director, Dr Toby Roberts

*“I’m proud of making it to 30 years with WJ; my first and only employer”*

application of ‘engineering judgment’ still involves a combination of experience and theory plus a healthy dose of risk management. The projects have become more complex and these days most enquiries start with a vast input of electronic information. We now use numerical models and CAD drawings to help visualise and assimilate this information. I still use hand drawn sections and ‘back of the envelope’ calculations but these are looked at with sympathy by my more youthful colleagues.

### What fond memories do you have of the last 30 years?

There are very few definitive eureka moments in dewatering contracting - it’s always a relief when you get a big tender out the door but it’s time wasted if you don’t win. It’s a thrill when you win but the next thought is ‘OMG’ we have to deliver this now, a sense of relief pervades when the drawdown is achieved but this may be just the start of the tussle for payment. By the time the final payment comes in you are dug in to the next project. Our input is generally at the start of a project when we are often one of the first contractors on site and this may be forgotten several years later when the client sends out the invites for the opening party. However, I find most of my days at work entertaining and I rarely experience disappointment.

### What is your proudest achievement?

Project-wise it would have to be the Conwy Crossing in North Wales. It remains

an outstanding accomplishment that catapulted WJ from bottom to top of the dewatering industry. I am proud to have been awarded three prizes for published papers; two from the Institution of Civil Engineers and one from Engineers Ireland. I am also involved in the current update of the CIRIA guide ‘Groundwater Control Design and Practice’ which was originally prepared by WJ in 2000. I am honored to have recently been elected a ‘Fellow’ of The Royal Academy of Engineering.

### What are your hopes for the future?

Steady organic growth for WJ. For me, I’d welcome an opportunity to stand back and focus on team building and staff development for the long term.

### A typical day at work involves?

I am lucky enough to enjoy a varied working week with a mixture of travelling to visit sites, meetings - plus time in the office in front of my computer. I rarely drive to meetings and am an enthusiastic user of public transport. Apart from travelling abroad, I am grateful that I almost always get home to the family in the evening.

### What do you do outside of work to relax?

My main pleasures are yoga, touring cycling, cross-country skiing and sailing - all with family and friends. Nothing competitive, mind you!

# Divining Rods, Nuns and Dewatering

with Richard Fielden, Contracts Director

*“WJ probably has one of the best well drilling fleets in the UK. We’ve got 20 rigs worldwide and we’ve drilled in places under incredibly difficult ground conditions that other companies would run a mile from.”*

**T**hirty years is a long time from any angle you look at it. In industry terms it’s an eternity.

Dewatering has come a long way since the days of planning jobs by scribbling on the back of an empty cigarette packet, and that’s largely down to WJ Groundwater’s arrival on the scene.

The Wet End got a rare chance to reminisce with Richard Fielden about the highs and lows of the trade and the last 30 years at WJ Groundwater. We asked him about his favourite projects, industry breakthroughs and to share some fond memories.

Richard started at WJ Groundwater back in 1994. It was a big year for him because he also got married and bought his first house. His first job at the company was as a Site Engineer and he has worked continuously on WJ’s biggest (and smallest) projects ever since.

## Why was WJ Groundwater first set up - was there a gap in the market?

What was needed at the time was designed dewatering processes. Dewatering had a terrible reputation of being a bit of a black art and installations would take place without much thought or design. So, WJ decided to step in and offer a much more design-based approach to the market.

Also, at WJ, our technology is very important to us because it’s this that differentiates us from everybody else in the market place. It also reinforces the fact that we’ve been technically and design theory orientated from day one.

The technology is pretty unique to WJ - especially the applications needed for the depressurisation tasks like the huge caverns that are being constructed for the London Crossrail project. We’re using novel techniques for installing inclined wells that have not been used before on this scale.

## What lurks beneath...

The most interesting thing below the surface for me is the actual water we

pump. It could be thousands and thousands of years old. For instance, water could have been trapped since Britain was a tropical swamp. You never know and that’s what makes it exciting.

## Do you get a feel for what a job’s going to be like from the beginning or does every single job spring its own surprise?

You never can tell, especially in the UK because ground conditions are so different. So, it’s very unusual to work on a structure that has exactly the same ground conditions throughout. However, we do a great deal of background research and design to minimise any surprises.

## Do divining rods work and does WJ Groundwater own any?

As far as I know WJ doesn’t own any (at the moment). I think we tend to drill to far deeper depths than levels where divining rods would still be effective. By the way, do I look like a druid?

## Do you remember the first project you worked on outside the UK?

WJ started working in Ireland on a tunnel

underneath the River Lee in Cork in the mid-nineties. Our work in Ireland has contributed a great deal to company growth.

Incidentally, my favourite dewatering job was in Ireland. It was an underground car park at a huge shopping centre on the banks of the River Shannon.

## WJ Groundwater moved into the Middle Eastern market in 2002.

2002 was absolutely ground breaking for us. That year, we were awarded the dewatering contract for the Dubai Airport expansion, which happens to be my other favourite project. It was hard work. Drilling rigs, generators and pumps were working 24 hours a day. It was 40 degrees at midnight. There was no on site lighting and you could see the big generators powering our pumps glowing red hot in the dark. There was all this noise and dust. It was thrilling.

We continued our Middle Eastern expansion by establishing an office in 2008 in Qatar which is currently growing rapidly.

## Did you ever find the equipment that you used in the UK wasn’t as effective abroad?

At Dubai Airport we installed about 100 pumps in wells that we had drilled and we were a bit baffled as to why after three months they seemed to just fall apart. It transpired that the water was hyper-saline. It was about three times the salinity of seawater. The pumps are made of stainless steel, and there was a little nut that was made of another metal that would corrode. So, by working with suppliers, someone made a rubber sleeve to protect the bottom and increase the lifespan of the pumps.

Overall though, I think we have adapted our technology accordingly. If we look back as to how we do things now, compared to 10 years ago, it is completely different. And that’s down to a process

of continually fine-tuning, adapting, changing and learning.

## Are there any funny dewatering stories that you would like to share?

I was involved in a job, long ago, for a convent in West London. The nuns required an irrigation well for their garden and we’d warned them that the ground conditions were not very conducive to having a water supply well. However, they wanted us to go ahead. We drilled the well and it was just clay down there, which is not a good stratum from which to extract water. At the end of the first day we said, “Sorry Sister, but the well is dry”. Then we left it, but when we came back the next day the well had filled up. We were amazed and told them that it had turned out good after all. The head nun just smiled and told us she knew it would be. Now that’s what I call divine intervention!

## What does the future hold for WJ Groundwater?

We have invested heavily in our future and plan to sustain our rate of growth. WJ are looking forward to our continued involvement in big infrastructure projects across the world. In the UK, we potentially have the mega-sewer scheme called the Thames Tideway Tunnel, along with the London Crossrail initiative. We have our first project in Poland, Lodz Railway Station, as well as many on-going projects in the Middle East.

We have a lot of confidence in being able to maintain our high standards. WJ probably has one of the best well drilling fleets in the UK. We’ve got 20 rigs worldwide and we’ve also drilled in places under incredibly difficult ground conditions that other companies would run a mile from.

*“Our technology is very important to us because it’s this that differentiates us from everybody else in the market place.”*

## Continued from Back Page...

forget that Health & Safety policies are not in place to hinder your work, they are there to protect you and others from injury.

As subcontractors we generally work on sites run by our clients which can sometimes be rewarding or a challenging experience. Whatever the case as a company we have no interest in working for clients who do not take their H&S responsibilities seriously. The potential risk to our staff and reputation can never be justified.

## Quality Standards

WJ has now grown to a size and complexity that we would benefit from operating within a defined written framework. This is being achieved by working towards the international standards for Quality (ISO9001), Occupational Health & Safety (OSHAS 18001) and Environmental (ISO14001) Management Systems which are recognised around the world.

Note that the aim is NOT to generate waste paper or promote pointless box ticking tasks. We want to promote best practice by standardisation of management systems and procedures which should be of lasting benefit across the company. The aim is to deliver the best possible service to our clients and to strive to continually improve what we do. Built into the systems will be arrangements for changing and improving them including streamlining and where appropriate, discarding aspects that do not work. The plan is to develop and implement the procedures over the coming year and apply for endorsement, firstly for quality management, because this sets up the basic framework for the others.

## Paperwork

Having said that the aim is not to generate paperwork, we do need some! The timely feedback of paperwork from sites back to the office has and always will be vital (at least until someone comes up with a smart phone app). It’s crucial to have all the right material on hand for reference and future use. In the UK we’ve recently invested in stamp-addressed envelopes to aid this process. Please use them or ask for some if you don’t have any.

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## Health & Safety with Steve Cooke

### Steve Cooke Joins Up

WJ Groundwater's Health & Safety (H&S) manager, Steve Cooke may be a familiar face but he's actually the company's newest member of staff! Steve has been a freelance consultant to WJ on all H&S matters since 2001. He was first brought in to get more staff trained up for their construction industry competency cards - the CSCS / CPCSS cards all UK site staff now carry. He then got involved with some slinger signaller (aka banksman) training and this led to back-to-back assignments with WJ ever since. With an expanding workforce and recognition of the vital importance of a strong H&S culture WJ welcomed him into the fold as a permanent member of staff in June.

Welcome to Steve's Health & Safety column.

### Health and Well-Being Scheme

I would like to draw your attention to a new UK Government promoted initiative called the 'Health and Well-Being Scheme'. It is Department of Health led and primarily concerns occupational health and lifestyle issues for all UK employees. We've pledged to encourage all staff to get involved in improving their own well-being, for example by giving up smoking; taking regular exercise; sticking to a healthy diet; and cycling to work. Please see me for more details.

### Manual Handling

Manual handling is a daily activity for everyone but especially for site and yard staff. As a specialist contractor we install a lot of equipment that isn't light and in some cases requires a crane to lift it. Items like pipe fittings, pumps, all sorts of drilling attachments and drill rods need to be moved around frequently in our line of work.

For many projects our heavy lift requirements are sufficiently intermittent and infrequent that it makes sense to rely on lift plans provided by the main contractor. However, on the day there may be a queue to use it and we are usually some way down the pecking order (at least until the water level rises above the top of everyone's wellies). We've noticed a spike in accident statistics from manual handling in colder months which we are looking into. This might be due to risks being taken when the frustration of waiting for a lift gets too much or because the cold affects muscles or perhaps both.

Whilst all WJ staff members have manual handling training it is essential that staff should only lift within their abilities. Always report issues to managers who can help raise awareness of the knock-on consequences of waiting around for heavy lifting equipment. The aim is to combat unnecessary periods of waiting

around that can lead to impatience and accidents.

### Contrasts in H&S Management in the UK and Abroad

The legal, legislative and cultural framework for management of H&S varies widely from country to country around the world. In practice although the framework may be different the intention is the same - employees and the public should be protected from harm at all times. The real variations tend to be in the level and application of regulations, external inspection, enforcement and sanctions. As a consequence some arrangements are better at promoting prevention and recognise that this can be preferable to punishment after the event.

We recognise that wherever you live and work and whatever you do, we all have the right and expectation of returning home in good health every day. As a result WJ aim to treat all employees with the same level of care regardless of their location or level of responsibility. Of course all staff also have responsibility for caring for themselves and looking out for others. It is all too easy to

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