



COMMUNITY/ A RECORD-BREAKING RACE UNDER THE RIVER – P4



INVESTORS IN PEOPLE/ ALL PULLING IN THE SAME DIRECTION – P8



CHILDREN IN NEED/ GETTING OUR SPOTS ON FOR CHARITY – P10

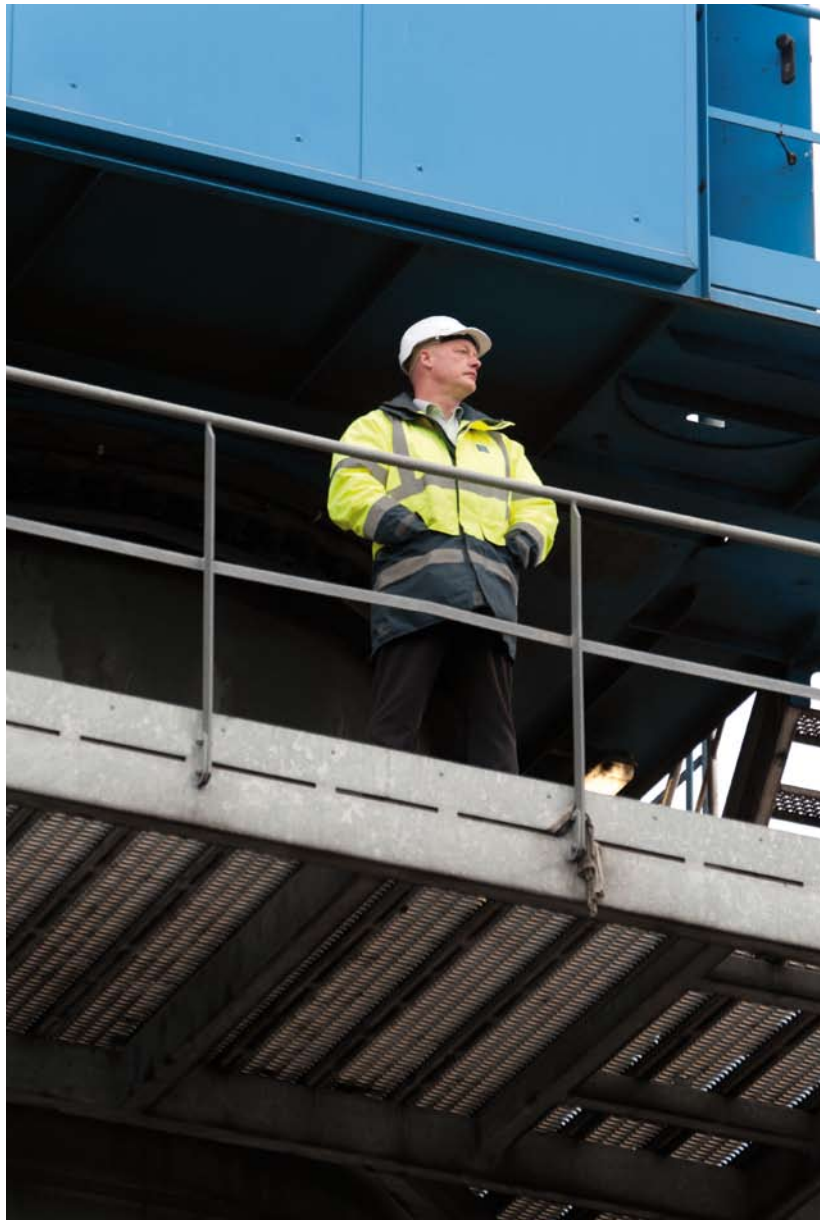
ALSO IN THIS ISSUE/

OUR FIVE YEAR PLAN/ ALL THE INFO ON OUR FUTURE PRIORITIES

A FLYING VISIT/ DUTCH TALL SHIP MAKES A RETURN TO THE TYNE

BIDDING FOR BEDE/ WORLD HERITAGE SITE STATUS GETS A STEP CLOSER

QUARTERLY RESULTS/ FIND OUT HOW WE'VE DONE SO FAR THIS YEAR



PUTTING SAFETY FIRST

Making sure the Port is a safe place to work is our number one priority, but to achieve the highest nationally-recognised standards we need to make a major gear change in our approach to health and safety.

The certification we are aiming to achieve is called OHSAS 18001 and we have been making some significant progress. However, a recent visit from the assessors to check up on our health and safety systems process and practices has identified a number of non-conformances. We will have to deal with these as a matter of urgency if we are to stand a chance of achieving certification when the assessors return in February.

The man with the job of leading how we improve our health and safety performance at the Port of Tyne is Head of Health and Safety, Steve Reid, who reports directly to the Chief Executive Officer, Andrew Moffat. "There were a number of issues that the assessors identified that we really

need to get grips with," explains Steve. "Things like failing to wear seat belts when driving on-site and not being able to demonstrate that we've carried out proper testing and inspection of all of our lifting equipment, are all issues that we can easily deal with as long as everybody follows our own rules and procedures."

As an organisation we have a duty to every member of staff, and to everybody else who is affected by our activities, to make sure that we are doing everything to safeguard their health, safety and welfare. But it's also the responsibility of every member of staff to look after their own safety, and the safety of their colleagues. With the diversity of our operations, a wide range of health and safety challenges need to be addressed, and Steve's role is to ensure that we all have the systems and procedures in place to prevent incidents occurring.

Continued overleaf...

FAST FACTS

815 TOTAL INCIDENTS REPORTED (JAN-NOV 2011)

2.5 AVERAGE NUMBER OF INCIDENTS PER DAY (JAN-NOV 2011)

127 TOTAL WORKING DAYS LOST DUE TO INJURY (JAN-OCT 2011)



WELCOME...

...to latest issue of *Tyne Crier*.

This is our third issue in the new style and we're still getting positive responses from you about the content and style. We're keen to encourage you to see *Tyne Crier* as your magazine, so we'll be conducting a small survey in the New Year to get your detailed feedback and also to find out more about the sort of stories that you want to see in the magazine – that way we can fine tune your magazine to make it even better.

In this issue of *Tyne Crier* we're making sure we keep you informed about some of the big issues affecting our business. Five-year strategic plans may not be everybody's cup of tea, but we feel it's important to give you a summary of what the Port's priorities are going to be for the future and how they'll affect your work area. We've also got a breakdown of how we've been supporting our local area and culture through our fund at the Community Foundation, so that you can see where our investment has gone.

Andrew Moffat
Chief Executive Officer

PUTTING SAFETY FIRST *CONTINUED...*

"People often think that my job is to look after health and safety issues on their behalf, but it's everybody's job to work safely and help prevent incidents. It's about awareness really – making sure that everyone at the Port knows what the regulations are in relation to health and safety in their area and that they have the right level of competence, the correct tools, equipment and full management support to do their job."

As part of this awareness programme process, Steve has been working with the marketing team to develop a new campaign to make everyone more aware of the importance of health and safety and make it a key objective for every individual in the workforce.

"We've created leaflets and posters which are being distributed around all areas within the organisation and I would urge everyone to make sure they get hold of a copy," says Steve.

"Gaining the OHSAS 18001 certification is an imperative for the business, and to achieve it we have to really go back to basics and believe that all incidents are preventable. When we investigate any incident that we've had at the Port, there's always a root cause behind it – a point where if someone had just taken a moment to stop and think about the job they are about to do, been more aware and had thought or acted differently, then most if not all could have been avoided.

"All our staff should take ownership of this principle in their everyday working life and feel empowered to act appropriately to avoid incidents."

To find out more about the Port's health and safety policy, pick up a leaflet or contact Steve on 0191 440 7447 or email steve.reid@portofityne.co.uk ■



"WE HAVE TO REALLY START FROM THE MINDSET THAT ALL INCIDENTS ARE PREVENTABLE..."

WORLD HERITAGE BID MOVES A STEP CLOSER

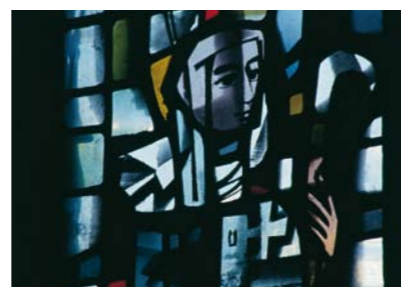


The bid for World Heritage Site Status for the twin monastery of Wearmouth-Jarrow moved a step closer with the recent visit of one of UNESCO'S international assessors.

Professor Adriano Boschetti, spent three days exploring St Peter's Church in Wearmouth and St Paul's Church in Jarrow, which was home to the Venerable Bede.

The buffer zone includes part of the Port of Tyne land and we will be liaising closely with the World Heritage site team.

The World Heritage Site bid is for the twin Anglo-Saxon monastery sites of Wearmouth-Jarrow. The Bishop of Jarrow, the Right Reverend Mark Bryant, accompanied Professor



Boschetti during his visit as he toured some of the 7th century archaeological remains, the only ones like it in the world and one of the reasons the site has been nominated.

The decision as to whether the bid has been successful will be made in 2012. ■

DUTCH TALL SHIP MAKES A FLYING VISIT

Holland's largest three-masted schooner, the 'Eendracht', made a flying visit to the Tyne last month.

The attractive-looking schooner is a training vessel, run by a charitable foundation, with a crew of 13 who teach trainees of all ages how to sail. At over 60 metres long with a 44.7 metre high mast, the *Eendracht* has competed in every Tall Ship Race since she was built in 1989.

And she won admiring glances from onlookers as she sailed up the Tyne to berth along Newcastle quayside.

Captain Gerrit Roorda has visited the Tyne with the *Eendracht* several times before, the first visit being just after the ship was first built, and most recently for the Tall Ships Race in 2005. "We always get a good welcome on the Tyne," Captain Roorda commented. "The people are really friendly and I like the area a lot." ■



DAY IN THE LIFE OF... MEL KINGSTON



Mel Kingston is a full time Security Officer at the Port of Tyne International Passenger Terminal, a role he has held for seven years after retiring from 30 years service in the Northumbria Police.

Mel explains how he came to work at the Port.

"After working the maximum 30 years within the police, I felt I was too young to give up work full-time, so came to the Port. It is the perfect place for me to utilise the skills and knowledge I amassed as a police officer. I only intended to work for a couple of years, but here I am seven years later.

"Each day is different; one day I can be searching the passengers and their luggage, before they board the ferry. Other days I will work in the garage area and conduct a thorough search of the vans, cars and caravans. In general we are looking for dangerous items such as weapons, explosives, anything that can cause harm to the ships and our passengers.

"This year we caught someone with four kilos of cocaine strapped to his body. I instinctively knew there was something happening as he refused to have a body search. He tried to get away, but we managed to catch him and is now serving a prison sentence. Thankfully this isn't an everyday occurrence.

"I enjoy the variation of the job as well as getting to work with people. The tourists are always happy and I like to be jovial with them, whilst performing my job.

"It is hard work but I really get a lot out of my job. The summer is our busiest time as we have cruise ships coming in as well as the ferries. Next year we are booked for 37, so it will be a busy time. The team here are great, we all pull together and get the job done.

"When I do eventually retire, I will really miss working at the Port, the camaraderie and working with the tourists." ■

SUITS YOU SIR!



The Port of Tyne has just entered into a new contract with one of the country's leading workwear suppliers, the Co-operative Clothing Group.

The contract is to store, handle and despatch thousands of uniforms for employees of the Co-operative's huge variety of businesses, which range from the supermarkets and travel bureaux to finance, healthcare, funeral care and legal services. The new 'tailor-made' deal will mean that Co-operative's employees will be able to order a full set of uniform to their own personal specification, right down to their shoe size.



"THE FLEXIBILITY OFFERED BY THE PORT OF TYNE MEETS OUR SUPPLY CHAIN NEEDS WELL."

As John Tye, Commercial Director at the Port explains, the Co-operative had very specific requirements when looking for the right provider for their uniform distribution service.

"The Co-operative has a high set of standards in their own operation – from environmental responsibility and high standards of customer service to watertight levels of security. We were able to prove that we could deliver in line with the Co-operative's environmental and ethical principles, which was key in us winning the contract. New innovations such as our more eco-friendly vehicles as

well as our excellent customer service standards convinced them we were the right people for the job."

Howard Davies, Warehouse Manager for the Co-operative Clothing Group said: "The flexibility offered by the Port of Tyne meets our supply chain needs well. The fact that both the Port of Tyne and the Co-operative use the warehouse management system, ATMS, provides a great way of being able to check and track our stock items at all times." ■

CONTACT

Tyne Crier is your magazine and we want to make sure it's full of the right information to keep you informed about the issues that are important to you.

We know from the employee survey that you think *Tyne Crier* is an important means of communication, so please get in touch with any comments you have, any information you want to see included and any news you want to publicise.

We look forward to hearing from you!

Lisa Donohoe
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lisa.donohoe@portofityne.co.uk

SUPPORTING THE COMMUNITY/

PLAYING OUR PART



As one of the biggest employers in the area the Port of Tyne wants to be an integral part of the local community and help organisations that support community life.

The Port helps many community organisations in numerous and diverse ways – from providing safety cover for river based events as ‘in kind’ support to charitable donations and sponsorship. The Port of Tyne has a fund which is managed by the Community Foundation which offers grants to local organisations.

Here are some of the organisations that have been helped by Port of Tyne in the last few months:

- Bede's World**
Paying for publicity materials for the award-winning museum's community programme
- Newcastle Gateshead Bridges Festival**
Supporting the businesses and communities of Newcastle's Quayside
- The Customs House**
Helping produce the annual Pantomime for an audience of 25,000 people this Christmas
- Durham County Cricket Club Foundation**
Encouraging young people in schools in North and South Tyneside to learn through cricket
- Westoe Rugby Club**
Sponsoring the shirts gives the clubs much needed income to support junior teams
- Citizens Advice Bureau**
Providing computers to enable the South Shields centre to link to the national network

- Tyneside Raleigh Jarrow Sea Cadets**
A donation towards their running costs
- Live Youth Theatre, Quayside**
Giving young people in the East and West ends of Newcastle a chance to participate in drama
- The Marine Society and Sea Cadets Tyne and Wear**
Helping develop the Derwenthaugh Boat Station
- British Trust for Conservation Volunteers**
Removing invasive plants from the Tyne
- Mission to Seafarers' Christmas Appeal**
Allows visiting crews to celebrate – and a telephone call home on Christmas Day
- North East Maritime Trust**
Restoring a lifeboat
- TT2K**
Headline sponsor of the fastest wheelchair race in the world, through the Tyne Tunnel

IN KIND....

- Opening the Swing Bridge and the Piers on Heritage Open Days
- Manning the Swing Bridge for the spectacular Newcastle Gateshead Bridges Festival
- Tours of the Swing Bridge for the Tyne & Wear Archives and Museums Late Shows
- Providing safety cover for the Great North Swim
- 12 school and community tours of the Port
- And more safety cover for three charity abseil events this year. ■

BUSINESS PERFORMANCE/

HOW ARE WE DOING? QUARTER THREE PERFORMANCE



We've committed to keeping you informed about our financial performance during the year, so that all members of staff have a clearer understanding of how our business is performing.

In the last issue of *Tyne Crier*, we reported that halfway through the year we were broadly in line with our budget in terms of both turnover and profit. Since then, business performance has been encouraging.

For the nine months to the end of September 2011 we handled just over half a million tonnes of bulk cargo more than we had forecast, with nearly all of this due to the handling of coal shipments destined for power stations. We've had a very welcome recovery in coal handling volumes, with an estimated 2.1m tonnes of coal being handled in total for 2011, a significant improvement on the 0.8m tonnes we handled in 2010.

Nissan's continued success continues to impact favourably on our performance, as well as the number

of finished car units being shipped through our car terminals being higher than budgeted. Nissan continue to lease Warehouses 5 and 20 and generate container traffic within our logistics business.

For the first nine months of 2011 our turnover was £2.1m ahead of budget, which helped our Earnings Before Interest Tax and Depreciation (EBITDA) to be £9.5m, around £0.7m better than budget. We have been putting the cash generated to good use by investing to help secure current and future business opportunities. Nearly £4m has been spent in deepening one of our Riverside Quay berths to accommodate larger bulk cargo ships and our new plough dredger is due to be delivered later this year.

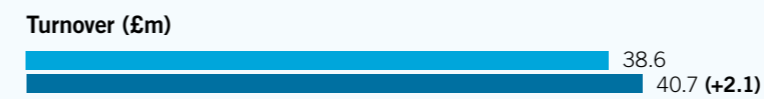
While some engineering repair costs will now happen later in the year than we originally budgeted, we still anticipate our full year 2011 trading performance to achieve its EBITDA target of £14.8m and profit before tax of £8.4m. ■

“WE'VE HAD A VERY WELCOME RECOVERY IN COAL HANDLING VOLUMES.”

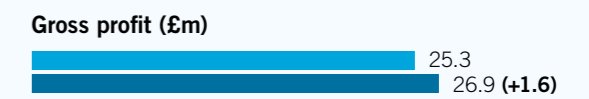
John Hudson
Chief Financial Officer

PROFIT & LOSS ACCOUNT TO END OF SEPTEMBER 2011

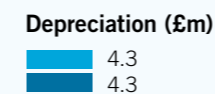
Key
Budget
Actual



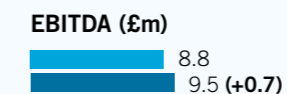
In nine months turnover was £40.7m, £2.1m more than budget



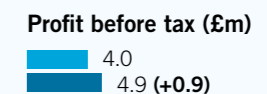
In nine months gross profit was £26.9m, slightly more than budget



Depreciation was as budget



EBITDA was slightly ahead of budget



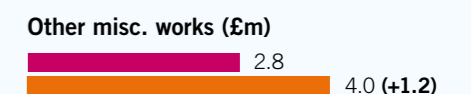
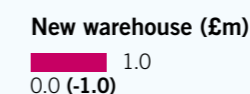
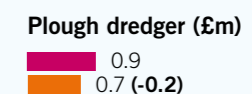
Profit before tax is ahead of budget

CAPITAL INVESTMENTS FOR 2011

Key
Budget
Quarter 3 forecast

We are forecasting that we will spend £11.5m on capital investments this year, which is higher than originally proposed. We have brought forward some of our planned

investment expenditure for 2012 to enable us to put in place infrastructure to accommodate anticipated growth in demand for our services.



THE PORT OF TYNE'S 5-YEAR PLAN/

PLANNING FOR THE FUTURE

At the Port of Tyne, we believe in planning for the long-term so that we make sure we achieve our aim of creating a vibrant and successful Port of Tyne.

The main way we do this is through our 5-year strategic business plan. This charts our strategic direction, looking at how we can exploit the opportunities in the marketplace, how we can develop our infrastructure to help us grow the business and how we make the most efficient use of our resources.

We review this 5-year plan every year, reviewing the current economic trends and the health of our markets. This enables us to forecast where our main areas of business are likely to be over this future period. From these forecasts, we then decide on the resources we are going to need to deliver that level of business and where our priorities are for capital expenditure and investment so that we can take advantage of forthcoming opportunities.

The 5-year plan therefore guides our annual business plans. Every year the Port evaluates the past year's performance and identifies the targets for the year ahead, making sure that we have the resources and investment available to win the amount of business needed to meet and ideally exceed our forecasts.

This year the business is performing well against the 2011 budget and next year we anticipate further growth on the back of increased volumes coming into the Port.

Each department produces an annual business plan and it's important that you get involved and contribute to this. In the coming weeks, your manager will let you know how you can get involved and help achieve their objectives. ■

SNAPSHOT OF THE PORT OF TYNE STRATEGIC PLAN

Strategic objectives

- Exploiting existing markets
- Identifying new markets
- Developing and maintaining infrastructure
- Efficient use of resources

Operational objectives that apply to all business areas

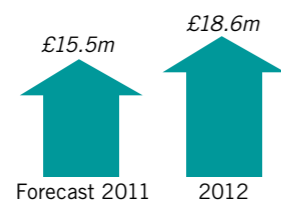
- Develop and implement improvement strategies for health, safety and environmental management
- Measure and react to customer feedback
- Develop and implement sales and marketing plans
- Deliver the business area plans within budget

Borrowing

The shortfall in cash generated by the business compared with the required level of capital expenditure will be met by borrowing.

Budgeted growth targets

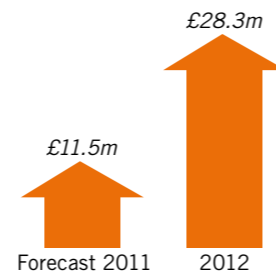
EBITDA



Profit before tax



Capital expenditure



LOGISTICS

Objectives

- #### Exploiting existing markets
- Maximise the usage/revenue of existing capacity, by increasing business from existing customers
 - Develop the current feeder container services
 - Establish medium to long term contracts with minimum volume guaranteed where possible
 - Undertake a pricing policy review in relation to opportunities for growth
- #### Identifying new markets
- Maximise the usage/revenue of existing capacity, by increasing business from new customers

- New customers should provide the opportunity of additional Port business
- Identify opportunities to exploit rail capability and diversify the customer base, as well as exploit opportunities associated with other Group business areas
- Attract new feeder container services

Developing & maintaining infrastructure

- Deploy the appropriate container handling infrastructure and ensure that the Container Terminal is suitably configured to accommodate growth opportunities

Efficient use of resources

- Improve utilisation of resources including labour and fleet

ESTATES

Objectives

Exploiting existing markets

- Achieve maximum value from the Port's currently tenanted land

Developing & maintaining infrastructure

- Expand the Port's landholding/ infrastructure capability

Efficient use of resources

- Establish a strategy for ensuring that all tenancy agreements are consistent with the requirements of the Port's Strategic Plan
- Reduce unit operating costs

CRUISE & FERRIES

Objectives

Exploiting existing markets

- Retain and expand existing business streams
- Increase revenue obtained from added value streams
- Maintain current cruise customer base and where possible increase revenue streams
- Gain incremental calls from existing cruise line customers

Identifying new markets

- Establish at least one additional ferry route
- Seek to increase the number of cruise companies using the Port of Tyne

Developing & maintaining infrastructure

- Ensure infrastructure requirements meet needs of business

Efficient use of resources

- Reduce unit operating costs

CONVENTIONAL & BULK

Objectives

Exploiting existing markets

- Renewal of existing coal contracts on an ongoing basis
- Put in place comprehensive commercial agreements, to include service levels, with all other existing customers
- Leverage existing commercial relationships to increase cargo volumes

Identifying new markets

- Obtain incremental business through leveraging existing commercial relationships, developing partnerships and joint ventures
- Target business growth in the renewable energy market

Developing & maintaining infrastructure

- Ensure infrastructure requirements meet the needs of existing and potential new customers

Efficient use of resources

- Achieve improvements in operational productivity; reduce unit operational costs

MARINE SERVICES & SECURITY

Objectives

Exploiting existing markets

- Provide/facilitate services to third party berths (pilotage, dredging, advice) to encourage trade

Developing & maintaining infrastructure

- Monitor and ensure compliance with environmental legislation
- Maintain depths in river where cost effective and improve depths where needed

Efficient use of resources

- Advance all pilots to 'unlimited class' in preparation for the increased number of larger vessels expected
- Ensure compliance with the International Ship and Port Facility (ISPS) Code
- Through Safety Management System, maintain PMSC (Port Marine Safety Code) compliance

ENGINEERING

Objectives

Exploiting existing markets

- Maintain and update the Asset Risk Register to identify and help prioritise investments required to maintain existing assets

Efficient use of resources

- Service level agreements and KPIs to be implemented to enable assessment by internal customers of the performance of the engineering function

ENVIRONMENT

Objectives

Efficient use of resources

- Drive and implement strategies for environmental management systems across the Port of Tyne, to go beyond compliance with recognised international certification, (ISO 18001)

CARS

Objectives

Exploiting existing markets

- Retain and expand existing business with Nissan, VW Group and NSA/Höegh
- Undertake a review of the Port's existing car terminal business with a view to maximising growth opportunities and deliver additional value

Identifying new markets

- Attract new manufacturers to the Port's car terminals

Developing & maintaining infrastructure

- Ensure the infrastructure requirements are identified and planned

HEALTH & SAFETY

Objectives

Efficient use of resources

- Achieve OHSAS 18001 accreditation and drive and implement improvement strategies for health and safety management systems across the business

ADMINISTRATION

Objectives

Human Resources & Facilities

- Ensure the organisational structure is consistent with and contributes to the achievement of the company's strategic objectives
- Enhance employee engagement
- Progress the achievement of Investors In People (IIP)
- Implement a Management Succession Plan

Finance, Legal & IT

- Further to the centralisation of finance establish internal customer service levels with each business area
- Document key financial processes; improve cash generation management
- Improve timeliness and quality of management reporting

- Improve resourcing, value and perception of Risk Management & Internal Audit
- Establish a central repository for KBI data (Key Business Indicators)

- Implement and maintain a regular schedule of disaster recovery testing to ensure backup and restore systems are adequate for business needs
- Compile and implement IT department Continuity Plans in the event of IT failure

- Working with the HR department, identify IT core competencies for Port employees and assess subsequent training requirements
- Support the Business Technology Steering Group in the development and implementation of appropriate technologies into the business that deliver competitive advantages

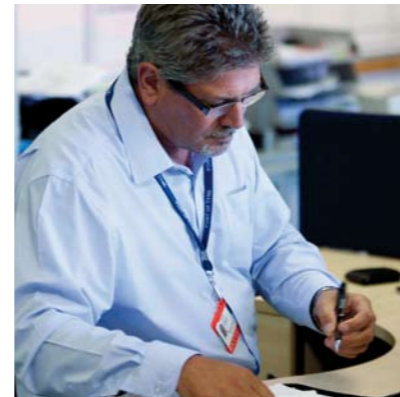
Marketing & Communications

- Raise and maintain the profile of the Port and improve/monitor the perception and awareness of the Port of Tyne brand
- Maintain and enhance the Port's commitment to, and visibility within, the region and dedication to the local community
- Ensure a consistent approach to all internal and external communications
- Provide marketing service to assist business areas in the delivery of their objectives
- Exploit the business marketing opportunities provided by the web site and other digital tools
- Develop and implement a Customer Focus Strategy and Corporate Responsibility Strategy

INVESTORS IN PEOPLE/

FOCUSSING ON OUR PEOPLE

The Port of Tyne has been working hard over the last few years to achieve Investors in People accreditation. Here's a reminder of what it means and why it's important for everybody here at the Port.



WHAT IS INVESTORS IN PEOPLE (IIP)?

The Investors in People accreditation is an international quality standard which sets a level of good practice for improving an organisation's performance through its people.

The IIP standard is now a well-recognised business improvement tool and over 48,000 UK organisations, covering a wide spectrum of industries, have now achieved accreditation.

IIP is a flexible framework for improvement which is based on three key principles:

Plan
Developing strategies to improve the performance of the organisation.

Do
Taking action to improve the performance of the organisation.

Review
Evaluating the impact on the performance of the organisation.

WHY DOES IT MATTER?

Independent research has shown that the Investors in People Standard provides real business benefits to the organisations achieving accreditation. These include:

Greater customer satisfaction
Helping employees become customer focused and enabling organisations to meet customer needs more effectively.

Improved motivation
Greater employee involvement, personal development and greater recognition of achievements helps staff to identify with the goals of the organisation as a whole.

Reduced costs and wastage
Better skilled and motivated people are constantly looking at what they do so as to contribute towards reducing costs and wastage.

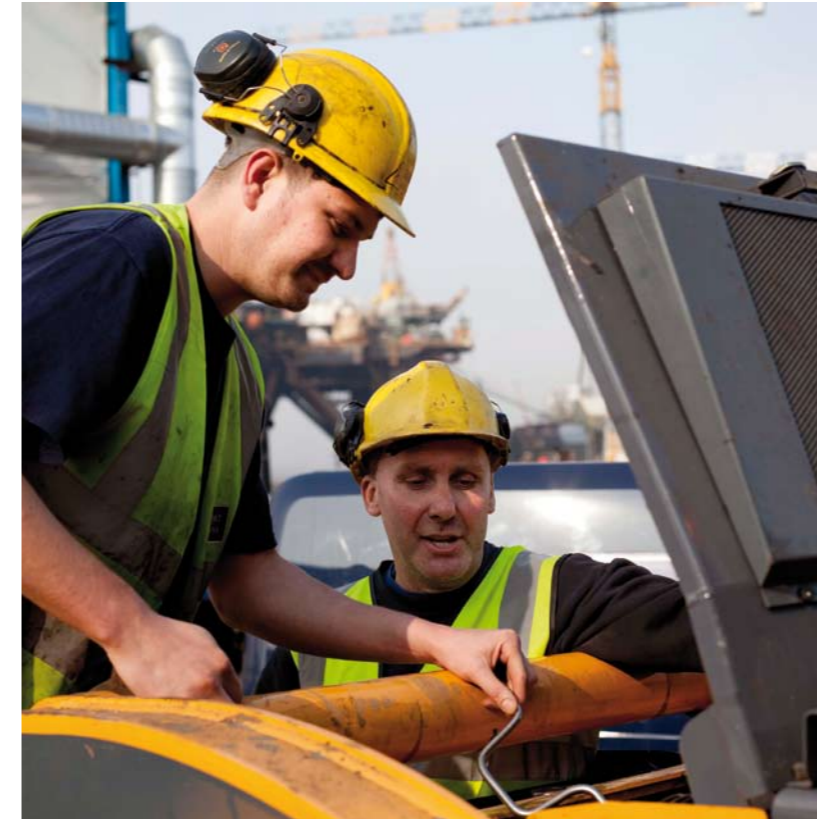
Enhanced quality
Investing in people significantly improves the results of quality programmes.

Competitive advantage
Organisations with IIP accreditation gain a significant competitive edge.

Public recognition
Gaining IIP accreditation improves the status and standing of an organisation with its customers and stakeholders.

VISION & STRATEGIC DIRECTION

Our vision is to create a vibrant and sustainable Port of Tyne by **exploiting our opportunities, developing our infrastructure and making efficient use of our resources.**



VALUES & BEHAVIOURS

We live by our values of **customer-focus, people-focus** and **future-focus**, always operating with **integrity** and **professionalism** and being **open and clear** in our communication.



THE PORT OF TYNE'S IIP JOURNEY

The Port of Tyne started its IIP journey in 2009. To achieve the IIP accreditation, we have to provide evidence in 39 different areas relating to communications, training and business processes.

Our key milestones along the journey have been as follows:

FEBRUARY 2009

An initial assessment to identify how we measure up to the IIP standard:
15 areas achieved

DECEMBER 2010

A first-stage annual assessment to measure our progress and further develop our action plan:
25 areas achieved

DECEMBER 2011

Employee involvement in the latest assessment to evaluate our progress:
target of 39 areas

WHAT ARE OUR IIP GOALS?

What we hope to gain from IIP is a framework to help us ensure that the Port and its employees are all pulling together in the same direction for the success of the business.

The assessor will be having informal discussions with people across all business areas to establish:

- Whether people feel informed about and involved in the Port's plans for the future

- How effective communications activities are, such as Insight and team briefings, in keeping staff informed about the Port's performance

- How clear people are about the Port's vision and values

- Whether people feel recognised and rewarded within the organisation and how initiatives such as the profit share scheme are making a difference

- If people feel like they get the opportunity to develop their skills and therefore play their part in the future success of the Port

LOOK OUT FOR...

the new Port of Tyne's IIP newsletter or ask your line manager for more details. ■

STAFF NEWS/

60 SECONDS WITH... JO-ANNE PAYNE



What is your role at the Port of Tyne?
I work as an Administrator for the Engineering Department. I am the first point of contact within the business area before projects get passed over to the Foreman. I organise the team and ensure that pre-meeting actions have been carried out.

Likes about your job?
I love working with the team in the Engineering department, I am the only girl in the office but they are a great bunch of guys – the best people you could ever work with. Each day is really varied and I love that each day is so different. I have to input the timesheets everyday but I could get a phone call that needs me to turn my attention to that.

What did you want to be when you grew up?
When I was much younger I wanted to do something quite glamorous.

The older I got I knew I wanted to do something with finance and admin, my first job was an office junior.

Hidden talent?
I don't have one, I can't sing or dance; except when I've had a drink!

Proudest moment?
It would be when I worked full time whilst studying for my HNC in Business & Finance. I was so proud when I got that qualification; it was worth all the hard work over the two and a half years.

Favourite sound?
Any song by the Kings of Leon – I love them.

Favourite book?
I have just started reading the True Blood books; which are fantastic.

Favourite drink?
Tea when I am at work and after hours I like a Vodka and Cranberry.

Karaoke classic?
I don't have one.

How do you relax?
With friends and my boyfriend.

What historical moment would you witness?
A Beatles concert.

What your colleagues don't know about you?
We share everything, so there isn't anything they don't know.

What's been your 15 minutes of fame?
I haven't had one.

What are you looking forward to in the future?
To continue working in this department and developing my career at the Port. ■

SHOWING OUR SPOTS

Port of Tyne went Pudsey-mad for this year's Children in Need event, with lots of staff members getting enthusiastically involved in a variety of fundraising activities.

Beauty therapists from Savannah Salon & Spa in Newcastle gave relaxing pamper treatments to the Port's staff of dockers, electricians, fitters and directors. Across the river in North Shields, the International Passenger Terminal team set themselves a marathon challenge; to row the 300 miles distance to Amsterdam in under 16 hours. Two exercise bikes and two rowing-machines provided by DW Sports helped them beat their target by almost 200 miles in under 6.5 hours!

Other activities included a raffle, a silent auction and cake sale and congratulations are due to everybody involved for such a great response. ■



£1,946 ...AND COUNTING RAISED BY PORT OF TYNE STAFF

EVENTS FOR THE DIARY

Saturday 17– Sunday 18 Dec

Enchanted Christmas at Bede's World

Tuesday 13– Thursday 22 Dec

Monument Movies free outdoor film screenings

Friday 23 December

Port of Tyne Christmas Party
Gill Scott
0191 440 7497

New Years Eve Saturday 31 Dec

NGI Winter Festival – Carnival Parade 3pm & Fireworks 6pm

Until Sunday 8 January

Turner Prize at the BALTIC

IT'S A KNOCK-OUT



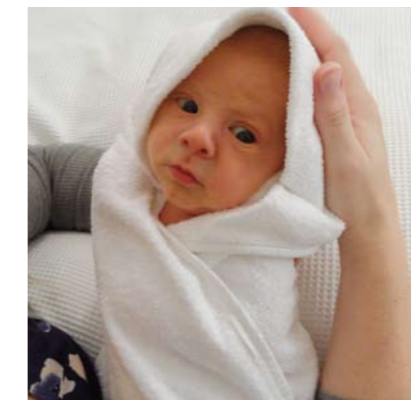
Employees from the Port of Tyne took part in this year's 'It's A Knockout' challenge at Monkton Stadium in Jarrow, to raise £2,000 for St Clare's Hospice on Sunday 9 October.

The two Port of Tyne teams finished in second and third place overall making it a very successful day all round. ■

NEWS & ANNOUNCEMENTS



CONGRATULATIONS
to Malcolm Duddin, Logistics Driver and his wife Janice who got married on 27 August. What better form of transport to ensure Malcolm made it on time! ■



A NEW ARRIVAL
Congratulations to Nicola Smith, HR Administrator and her husband Paul who are celebrating the arrival of baby boy Isaac, born 6lb 3oz on 31 October. ■

NEW STARTERS

We have had 11 new starters since the last issue of *Tyne Crier*, so give a warm welcome to:

Tom Hall
Apprentice (Electrical)

Jordan Gibson
Apprentice (Mechanical)

Andrew Stronach
Simon J Clark
Keith O'Hara
Port Operatives Grade D

Denis Foulds
Operations Manager

Jenna Spencer
Interim HR Administrator

Suzanne Burdis
Credit Controller

Barry Muldoon
Security Officer Tyne Dock

Craig Hughes
Craftsman (Mechanical)

John Dunn
Terminal Operative

STAFF BENEFITS FOR YOU

SAIL AWAY WITH DFDS

Port of Tyne staff can receive discounted rates when travelling with DFDS Seaways.

The full details on this offer will be sent to all members of staff via email. It will also be posted on the intranet and discussed at your next team briefing.

CHILDCARE VOUCHERS

Start saving money on childcare costs, through the Port of Tyne childcare voucher scheme.

You will receive a weekly voucher allowance which can be used at any number of Ofsted registered or approved childcare providers. Speak to the HR team to find out more information about the scheme.

IN GOOD HEALTH

It is important to us that our staff are happy and healthy. Every member of the team is entitled to assistance with the cost of everyday health

care including dental treatment, eye tests and much more.

Find out about the Health Care Plan and how to claim money back by speaking to the HR team.

DISCOUNT AT BALTIC

Port of Tyne staff receive a 12.5% discount at the BALTIC restaurant SIX and the cafe.

Present your Port of Tyne security pass to make the most of this offer.

RUGBY RULES

Free entry to Westoe Rugby Club to watch any home game.

To claim this offer, all you need to do is present your Port of Tyne security pass on entry to the match.

FANCY A NISSAN?

If you are in the market for a new car make sure you look at Nissan. We have recently negotiated discounted rates for any employee who buys a new Nissan vehicle.

Up-to-date employee price lists showing the applicable discounts will be posted on notice boards and the intranet.

2 FOR 1 AT TYNESIDE CINEMA

Every Thursday Port of Tyne staff receive 2 for 1 entry to Tyneside Cinema in Newcastle city centre.

To claim this offer, all you need to do is present your Port of Tyne security pass at the box office. For information on what's currently showing please visit www.tynesidecinema.co.uk.

PORT IN PICTURES/



SHOP TILL YOU DROP/ NORRÖNA BRINGING AROUND 1,400 CHRISTMAS SHOPPERS ON THE ANNUAL TRIP FROM THE FAROE ISLANDS



VIPS AT THE PORT/ IN NOVEMBER WE WELCOMED A NUMBER OF VIPS ON BOARD FRED OLSEN'S MOST TRADITIONAL AND INTIMATE CRUISE SHIP *BOUDICCA*



CULTURE CULTURES/ VISITORS FLOCKED TO THE TYNEMOUTH LIGHTHOUSE AND THE SWING BRIDGE IN SEPTEMBER AS PART OF OUR ANNUAL HERITAGE OPEN DAYS



SWEEPING THE PORT/ HMS LEDBURY, A NAVY MINESWEEPER CAME TO THE PORT OF TYNE ON 21 OCTOBER TO CELEBRATE ADMIRALTY DAY



HELLO VERA/ THE INTERNATIONAL PASSENGER TERMINAL WILL BE STARRING IN ITV'S MURDER MYSTERY DRAMA 'VERA'



PICTURE PERFECT/ PORT OF TYNE IT TECHNICIAN, SIMON NICHOLSON AND HIS CHILDREN EMMA (5) AND LUKE (2) ENJOYED TAKING PHOTOS FOR OUR REFLECT COMPETITION



EASTERN VISITORS/ THIS SEPTEMBER WE WELCOMED 22 RUSSIAN STUDENTS, STUDYING FOR AN EXECUTIVE BUSINESS MBA, TO THE PORT



SHIPS AHOY/ THE HMS BULWARK, THE ROYAL NAVY FLEET FLAGSHIP, SPENT FIVE DAYS AT NORTHUMBRIAN QUAY THIS NOVEMBER