

# BREAKTIME

News and views on the logistics industry from **Maritime Transport**



**DRIVER BONUS SCHEME / EMPLOYEE ASSISTANCE PROGRAMME / KEYWORKER TRIBUTE**



# HAVE YOU APPLIED YOUR HANDBRAKE?



PLEASE ENSURE YOU HAVE  
APPLIED THE HANDBRAKE  
WHENEVER YOU HAVE  
PARKED

# MESSAGE FROM JOHN...

We are cautiously emerging from the pandemic which has affected so much of our lives. Some of the events of the last 12 months have been life-changing and tragic, and will live long in the memory.

It would be too soon to claim we are through it but I believe we are through the worst of it and can begin to look forward to a more normal resumption to our lives.

We are now returning all our colleagues to work safely at all our locations and I want to thank you all for your incredible support and flexibility in contributing to the company's safe passage through these very difficult times.

We never expected to face a situation such as this, nor did we expect to have to deal with the consequences of the blockage in the Suez Canal.

Logistics and the role we play in everyone's daily lives is now firmly in peoples' minds.

Despite these incredible challenges, Maritime is emerging in good shape and we have continued to prepare the company for a great future.

This is a testament to our strength and resilience and the passion which our entire workforce has demonstrated that we can look forward with great confidence.

As I have mentioned previously, we have continued to invest in the projects that we commenced albeit we paused on the acquisition of new vehicles in 2020, however, we are now taking delivery of the largest intake of equipment, vehicles, and plant in our history.

The fleet department and the drivers in particular have had a lot to contend with working through the obsolete Wincanton fleet and adjusting to the suspension in vehicle testing, plus the repositioning of Mercedes vehicles to areas where their dealers have a better chance of looking after them, has been challenging and I'm grateful for your understanding and patience.

We now own one of the largest fleets of container handlers in the country, Rail Mounted Gantry Cranes, straddle carriers, reach stackers, and empty container handlers. **Tom Glenn, Ian Caldwell** and the team have done a magnificent job catching up on maintenance, introducing new equipment, and improving uptime and reliability. We are now receiving the latest batch of straddle carriers and reach stackers to increase the fleet and replace ageing equipment.

I honestly believe that Ian in his role has a more difficult job than the Head Keeper of Regent's Park Zoo.

The investment in network infrastructure has continued unabated with the eventual and satisfying upgrade to our depot in Avonmouth, replacing the oldest depot in the network.

**Ollie Crofts** and his team now reside in better conditions in Alconbury finally, but this is a temporary solution ahead of receiving planning consent which I am delighted to reveal we obtained at the time of writing this piece. We can now go full steam ahead to create a fantastic facility for our colleagues in Alconbury.

We are halfway through the complete refurb of our rail terminal in Trafford Park which is a £12million investment, creating a spectacular facility in the heart of Manchester. We are already operating from one of the refurbished phases and our contractor, Buckingham, are now focused on completing this mammoth project by late Summer. The workaround by our team has been a credit to all and I'm sure they will be delighted with the finished result.

East Midlands Gateway opened a month before lockdown but this has not affected our incredible progress where we have established one of the best intermodal facilities in the country, now receiving six daily services from a clean sheet start. **John Bailey, James Tierney, James Lawrie** and the entire team consisting of rail, depot, and terminal colleagues should be very proud of their achievements. East Midlands Gateway will also now feature prominently in the successful Freeport bids which will unlock tremendous potential for the entire area and communities.

We were also able to finally complete London Gateway which was abruptly halted so close to its completion.

We have also commenced the refurbishment of our Wakefield depot adjacent to the rail terminal and will create, for **Ryan Rhodes** and the team, the best road and rail hub in Yorkshire.

These are projects which are finally completing this year and will contribute significantly to the company's future.

We are also exploring other opportunities to expand the rail, depot, and transport network, and I hope to provide you with further updates in the near future.

Our strategy to develop the next generation to lead the company continued with **Alex Williams'** appointment as the Managing



Director of Distribution, and we are excited at the prospect of the new team creating a very bright future with his leadership.

The container business, led by **Tom Williams**, has had an incredible year despite the COVID-19 impact. The performance of this business is exceeding all our expectations.

Under **John Bailey**, the intermodal division, which only started in April 2019, is now firmly established, profitable, and leading a revolution in connected logistics. This was recognised by Maersk who awarded us with a significant contract recently.

Special mention must be made for **Matt Heath** and his team at Secondhand Trucks who continue to produce an amazing performance selling a large number of vehicles this year already.

Our Marketing and Communications department led by **Lucy Gregory** have worked tirelessly to ensure our activities are fully recognised by the industry and wider community.

Our finance teams are keeping our bank balance in a healthy position, long may that continue. Very well done and thanks.

I couldn't be more proud of our board, led by **Simon Smart**, with **Andrew McNab** (Property), **Richard Lond** (Finance), **Paul Heyhoe** (Fleet), **James Andrews** (IT), **John Bailey** (Intermodal & Terminals), **Shaun McConnell** (HR and Payroll), my sons, **Alex** and **Tom Williams**, and also the COVID Response Team, who have navigated our business through this incredible period, safely and successfully.

**The future is bright, it's blue and white.**

**My thanks to every one of you.**

**Stay safe.**

*John.*

# COMPANY NEWS

All of the latest news from around the business...



## COMPANY STRUCTURE

Creating the path to succession is a challenging journey but necessary as we continue to grow, and as a result, we were delighted to announce three new appointments to the board of management in January to evolve Maritime into its third decade.

**Alex Williams** assumed the role of Managing Director – Distribution, **Shaun McConnell** was appointed to Human Resources Director, and on 1<sup>st</sup> February, **Vincent Van Mackelenbergh** joined the board as Chief Commercial Officer.

Vincent has occupied roles at senior management level with various organisations across the globe. In his most recent role at ICAP Deutschland GmbH where he spent six years as Executive Managing Director, Vincent developed the vision and strategy for the German entity and merged the two country organisations, preparing the company for the new regulation under MiFid II and Brexit whilst continuing to identify new opportunities with trends, future markets, products, and clients in focus. Vincent also served as a director for NIBC Bank NV, developing new and existing business relationships, expanding the sales network for the bank, and supporting the acquisition of major customers. Throughout his career, he has invested in people, and will play a significant role in elevating Maritime commercially, in all areas of the business.

Having fulfilled a breadth of both operational and commercial roles during his time with the company, Alex was appointed to the board in 2019 as Commercial Director for Distribution. Whilst predominantly focusing on our distribution division, he has worked on a number of key projects including the construction of our rail terminal at East Midlands Gateway, and our move into the intermodal market. Alex' substantial expertise will enable him to bring new and exciting ideas to distribution, and help us develop in this area whilst examining opportunities elsewhere.

Shaun has led numerous HR functions in a career that spans 20 years, including Colchester Institute and Hutchison Ports' HR Service Centre at the Port of Felixstowe. Joining Maritime as HR General Manager back in 2019, Shaun's experience has been instrumental to progressing HR management in a business now employing over 3,000 personnel, whilst ensuring we remain at the forefront of the industry. In his new role as Human Resources Director, Shaun will continue to lead the HR and Payroll team and advise the business on HR strategy.

We have also seen a number of staff promotions throughout our network that will help us to continue to build on the exceptional progress that has been made across our divisions.

### Containers

- **Craig Bickley** – General Manager
- **Adam James** – Transport Manager
- **Jack Clement** – Operations Supervisor
- **Lee Golland** – Operations Supervisor
- **Josh Rose** – Operations Supervisor
- **Jon Kerrison** – Operations Supervisor
- **Michael Sinclair** – Operations Supervisor

### Distribution

- **Richard Taberner** – Network Manager
- **Tom Ward** – Network Manager
- **James Otto** – Operations Manager

### Intermodal

- **Ed Roe** – Intermodal Manager

### Depots and Terminals

- **Jack Machin** – Terminal Manager (Manchester)
- **Wojciech Pasternak** – Terminal Supervisor (BIFT)
- **Joe Stratford** – Terminal Supervisor (East Midlands Gateway)

## Fleet

- **Ben Cook** – Fleet Supervisor

## Marketing and Communications

- **Lucy Gregory** – Marketing Manager

**Congratulations and very well done to you all!** We look forward to you developing your careers at Maritime.

We would also like to extend our congratulations to **Craig Matthewman**, **Matt Hoddell**, and **Christian Heyhoe** who have all passed their Transport Management CPC exams.

This highly-valued, internationally-recognised, and difficult-to-achieve qualification is divided into two assessments; a two-hour-long multiple-choice examination, and a two-hour-long written exam containing a case study with eight questions.

The course prepares individuals for all the technical and legal aspects of road haulage and covers a wide range of important topics including health and safety, Drivers' Hours regulations and record keeping, business and company law, and driver licensing, equipping candidates with the knowledge required to manage an efficient road haulage operation.

Elsewhere, we are pleased and very proud to announce that HR Administrator, **Ellie Anthony**, has successfully completed her Level 3 apprenticeship in HR Support! Ellie has worked incredibly hard for the duration of her apprenticeship and will continue to play a key part in strengthening the capability of our Payroll and HR department and delivering HR support to the business.

We're delighted the hard work and studying has paid off – **well done guys!**





### A DECADE IN DISTRIBUTION

The 1<sup>st</sup> February was a milestone for Maritime!

Ten years ago, on 1<sup>st</sup> February 2011, we began our diversification from a pure container transport company into the bigger world of distribution, with an ambition to take on larger challengers and competitors!

The strategic decision to diversify was made in order to reduce our exposure to container transport customers including shipping lines and freight forwarders, following the catastrophic impact of the global financial disaster and the staggering effect it had on the shipping lines in 2008/2009.

Shipping lines had pre-ordered a significant number of larger ships causing a huge increase in capacity when volumes reduced. This quickly led to collapsing freight rates which in turn saw prices being slashed and contracts voided!

John decided enough was enough and took on the immense and risky challenge of starting our distribution business from scratch. We immediately purchased 100 tautliners, and got our first major breakthrough with Tesco.

It has been a remarkable and hugely successful strategy, and we are now firmly established as a leading logistics company servicing a vast number of blue-chip customers including Coca Cola, Heineken, Mars, Nestlé, IKEA, and Amazon, and we are now Tesco's largest primary haulier.

From a standing start ten years ago and thanks to the incredible efforts of our distribution colleagues, we have created a £150million-per-year business and have developed skills which have enabled us to operate containers and distribution more efficiently by working together.

We are now in a great place with all our activities and will capitalise on the incredible opportunities ahead of us.

**Congratulations and thanks to all our distribution drivers and staff!**

### OUR BEST DEPOT RESULTS YET

The collective efforts of all our depots last year was truly remarkable despite the countless challenges 2020 delivered! As many of you will know, one of our key focus points is each depot's average infringement record. This record is published via a monthly report from data collated by Logistics UK (formerly the Freight Transport Association), and which includes a Maritime depot league table highlighting the percentage of infringements made over shifts completed.

As a bit of fun, each year sees an outright winner – the depot with the lowest percentage – who receives a trophy and bragging rights for the rest of the year!

It is important to note that all depots managed to achieve our lowest-ever annual company average (0.02%) in 2020, well within our 0.04% target. In comparison to the sector average of 0.135 and a national one of

0.185, this is a fantastic achievement for a company of our size, and one that isn't matched by many transport operators!

For the third consecutive year, **Snodland** took the title of best depot! We know we've already congratulated you on iWave but again, we'd like to say an enormous **well done** to all of our drivers and staff there – this is the first time that any depot has ever managed to retain this prestigious award three times on the trot!

As you can see, it was a very close call, with all depots finishing the year within the 0.02% range. Coming in at second was **Fenny Lock**, followed by **Bristol** and then **Peterborough**, our most improved depot in 2020 – **excellent work Peterborough!** 🏆

Irrespective of where depots finished, all drivers and staff should be justifiably proud! Once again, very well done to you all and thank you for all your hard work and focus!

WK49	WKS3	DEPOT	
2	↑ 1	SNO	0.01
3	↑ 2	FEN	0.01
1	↓ 3	BRI	0.01
6	↑ 4	PET	0.02
4	↓ 5	SOU	0.02
5	↓ 6	MCR	0.02
10	↑ 7	ALC	0.02
11	↑ 8	DON	0.02
8	↓ 9	LEE	0.02
7	↓ 10	MED	0.02
9	↓ 11	MK	0.02
12	↓ 12	LIV	0.02
16	↓ 13	TIL	0.02
14	↓ 14	NOR	0.02
17	↓ 15	BAR	0.02
15	↓ 16	DES	0.02
13	↓ 17	TEE	0.02
18	↓ 18	WID	0.02
19	↓ 19	IMM	0.02
20	↓ 20	BIFT	0.02
22	↓ 21	LGW	0.03
21	↓ 22	FXT	0.03
23	↓ 23	iPORT	0.03
24	↓ 24	EMG	0.03
25	↓ 25	REA	0.04

2015	2016	2017	2018	2019	2020		
N/A	N/A	2	1	1	↓ 1	SNO	0.01276
3	4	1	2	4	↑ 2	FEN	0.01336
1	3	3	8	3	↓ 3	BRI	0.01634
N/A	N/A	N/A	N/A	21	↑ 4	PET	0.01634 🏆
2	6	5	10	10	↑ 5	SOU	0.01688
12	17	10	11	2	↓ 6	MCR	0.01732
15	19	18	17	15	↑ 7	ALC	0.01744
9	13	16	16	22	↑ 8	DON	0.01792
7	8	2	5	8	↓ 9	LEE	0.01797
10	15	17	4	13	↑ 10	MED	0.01899
5	1	13	3	7	↓ 11	MK	0.01900
13	12	8	15	6	↓ 12	LIV	0.01905
N/A	18	4	7	19	↓ 13	TIL	0.01924
11	7	9	9	11	↓ 14	NOR	0.02030
N/A	10	12	6	12	↓ 15	BAR	0.02053
N/A	N/A	N/A	N/A	16	↓ 16	DES	0.02067
N/A	N/A	7	20	14	↓ 17	TEE	0.02072
N/A	N/A	N/A	N/A	5	↓ 18	WID	0.02099
14	11	19	14	9	↓ 19	IMM	0.02324
8	5	14	13	18	↓ 20	BIFT	0.02399
6	9	6	12	14	↓ 21	LGW	0.02684
16	16	15	19	23	↓ 22	FXT	0.02743
N/A	N/A	N/A	N/A	N/A	↓ 23	iPORT	0.02889
N/A	N/A	N/A	N/A	N/A	↓ 24	EMG	0.03127
4	14	11	18	20	↓ 25	REA	0.03611

0.02335% 1<sup>ST</sup> PLACE TO 25<sup>TH</sup> PLACE

## DRIVER HAZARD WARNING APP

On Thursday 11<sup>th</sup> February and after much anticipation, Microlise finally installed its Driver Hazard Warning (DHW) application on all of our DriveTab 2s and DriveTab 3s!

The DHW has been developed to offer increased safety to drivers, and as a solution to bridge strikes. In short, the application, which continuously runs in the background on the DriveTab (with no manual intervention ever required), alerts drivers of low bridges, providing plenty of time for drivers to divert.

Specifically, the application operates independently of satellite navigation, and alerts drivers four times at quarter mile intervals before approaching a low bridge. Drivers are warned through both visual alerts which appear on the DriveTab screen and audio alerts which are read aloud.

IT had been testing the DHW app rigorously for over two years prior to the big rollout. More recently, the application underwent trials over a six-month period

with 25 Maritime vehicles before it was increased to 116 vehicles in June.

The rollout, monitored closely by Microlise and our IT department on the day, was an astounding success – **a big well done to our IT department for ensuring a smooth operation.**

For further information regarding the Driver Hazard Warning application, head to iWave and type **Driver Hazard Warning** in the search bar.

## A MESSAGE TO SPACE INVADERS

May we remind all drivers that tailgating through exit and entrance barriers when in control of **ANY VEHICLE** is unacceptable.

We have seen a number of incidents take place across our network where vehicles, including cars, have tailgated. This is dangerous and will often result in thousands of pounds' worth of damage.

To remind you of the correct procedure to

follow when entering any site with a barrier system:

- Wait until the barrier arm has lowered behind the vehicle in front of you before you commence your routine to exit the site.
- Check that there is at least a truck/trailer length space beyond the barrier before proceeding, and there are no hazards ahead, including approaching traffic.
- When the barrier arm is in its fully-upright position, drive through and continue until you have cleared the barrier before stopping.

Several of our sites have secondary loop systems to indicate a trailer has cleared the barrier before dropping the barrier arm, however some do not, so please ensure you have cleared the barrier properly.

We may be forced to charge offenders with repair costs should we continue to see these completely unnecessary incidents occur.

**Wait your turn!**



**DON'T BE  
A TAILGATOR!**



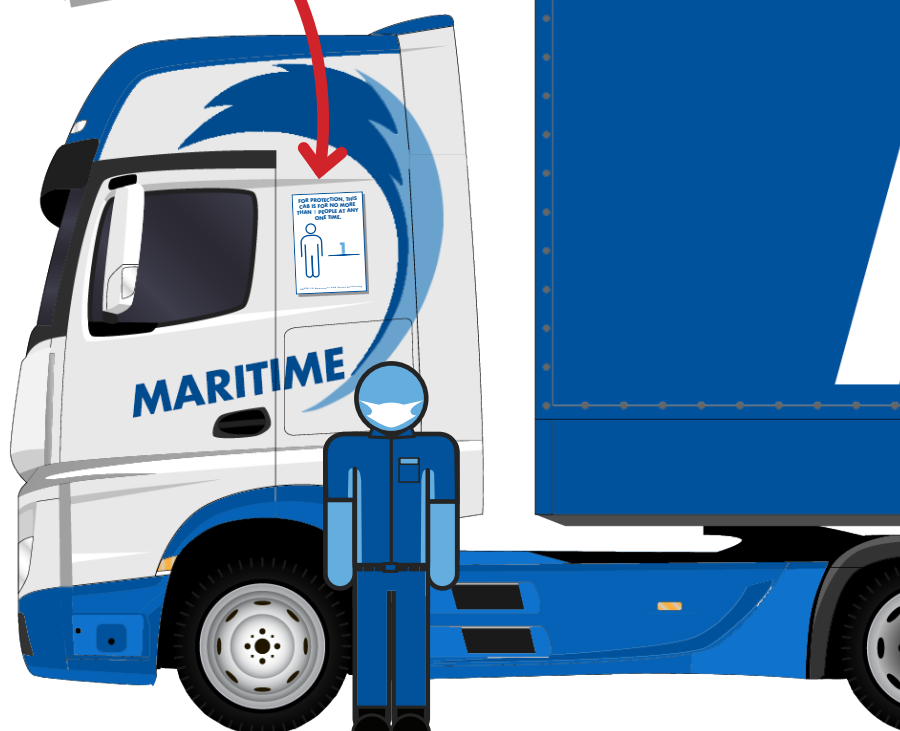
## BREAKTIME NOW EVEN MORE ACCESSIBLE!

For several years now, our Breaktime magazine has been a fantastic tool for keeping all Maritime employees up to date with company and industry news and events!

As many of you will know, the magazine is printed and then distributed across our entire depot network for drivers and staff to help themselves to.

Due to incredibly high demand however, we have made the decision to start sending copies directly to the home addresses of all Maritime employees (one copy per household), as well as sending a few copies to each depot and uploading it to iWave like we usually do.

We hope this will make Breaktime more accessible so everyone has the opportunity to read about all things Maritime!



### COVID-19: SOCIALISING IN CABS

Sharing a cab, purely for social purposes e.g. eating or conversing with other individuals, could put you and others at risk of infection.

Social distancing is essential to preventing the spread of COVID-19, as it is more likely to spread when people are in close proximity. An infected individual can pass on the virus through talking, breathing, coughing, or sneezing, even if they do not have any symptoms.

As all drivers and staff are aware, in light of the pandemic, close contact should be avoided wherever possible, whilst maintaining high personal hygiene standards, particularly when it comes to washing or sanitising your hands and wearing face coverings when necessary.

We fully understand there are specific circumstances where a vehicle will be used for multiple occupancy and as such, protocols have been implemented to reduce the risk of transmission when this takes place; please refer to our [COVID-19 FAQ's](#) on iWave for more information.



# EMPLOYEE ASSISTANCE PROGRAMME

As a business, we recognise that our drivers and staff are our greatest asset! As a result, we are committed to continuously improving the well-being of all our colleagues at Maritime both inside and outside of the workplace, and as such, we are delighted to introduce EASE, a confidential and free-of-charge employee assistance programme provided through renowned health and well-being company, Westfield Health, which offers advice on legal, medical, and domestic issues to all Maritime employees, 24/7! Let's take a closer look at this fantastic employee benefit!

## INTRODUCING EASE

The Westfield Health EASE programme gives all Maritime employees immediate access to professional help with various issues including:



**FAMILY DIFFICULTIES**



**STRESS**



**DEPRESSION**



**LANDLORD/TENANCY**



**BEREAVEMENT**



**MEDICAL INFORMATION**



**CONSUMER DISPUTES**



**FINANCIAL WELL-BEING**

## TELEPHONE COUNSELLING

Problems with stress, anxiety, depression, family, bereavements, relationships, and money management can all have a debilitating effect. EASE is there to ensure you never have to face problems like these alone.

A team of fully-trained, qualified counsellors are on-hand 24 hours a day, 365 days of the year, to give you the help you need when you need it most. Each telephone session can last up to an hour, and you can choose to work with the same counsellor for future sessions.

All counselling, medical, and legal advice is provided by Health Assured.

## HEALTH E-HUB

Support is also available online, with access to the Health e-Hub, the UK's largest library of well-being resources including videos, guides, webinars, factsheets, self-help programmes, interactive tools, and educational resources.





## COUNSELLING SESSIONS

If a counsellor believes it would be beneficial, they can arrange for you to have up to six sessions of counselling, which might sometimes include Cognitive Behavioural Therapy techniques.

Therapy will take place with a qualified counsellor or therapist, at a location close to your home or company premises (dependant on government guidelines during the pandemic), or over the phone or a webcam. EASE covers the cost of up to six counselling sessions in any consecutive 12-month period, starting from the first session. Counselling won't be offered if it's clinically inappropriate for the service to take on a case e.g. if it would be more beneficial for you to seek long-term counselling or medical care.

**PLEASE NOTE:** counselling is confidential. Counsellors only divulge the content of sessions if there is a serious risk to you or to someone else.



## HELP WITH HEALTH AND WELL-BEING

There are times when a sympathetic ear can make all the difference! A team of nurses and doctors can help with a wide range of health, well-being, and lifestyle issues including:

- **Medical symptoms and conditions**
- **Pre-travel advice**
- **Childhood illnesses**
- **Baby and child development**
- **Medical and surgical treatments**
- **Caring for the elderly**
- **Hospital tests and procedures**
- **Sexual health**
- **Patient rights**
- **Stopping smoking**
- **Disability aids**
- **Reducing alcohol consumption**
- **Diet and exercise**
- **Details of a range of local and national support groups**



**PLEASE NOTE:** the programme provides general guidance **ONLY** and is not intended to replace your normal personal medical care. This is not an emergency service and will not provide diagnosis or prescribe treatments.

## LEGAL INFORMATION

Getting the right legal information at the right time can really help. If you have an issue which is causing you stress or anxiety, you can get free telephone legal information from an experienced legal professional on a number of issues including:

- **Consumer disputes**
- **Property**
- **Motoring**
- **Landlord/tenancy**
- **Debt**
- **Welfare benefits**
- **Matrimonial**
- **Family**
- **Wills and probate**



**PLEASE NOTE:** advice is never provided on employment disputes.

## TO ACCESS EASE:

Call **0800 092 0987** and quote scheme number – **72114** (if you don't have this number to hand, don't worry, simply say 'Maritime'). Available 24 hours a day, 365 days a year. Please note call charges may apply. This does not in any way identify you as an individual, and no personal information relating to your call will be released to Maritime. **Your family can't use this service** - it is only for Maritime employees.



## TO ACCESS THE ONLINE HEALTH E-HUB APP:

As mentioned previously, the Health e-Hub is the UK's largest library of well-being resources, including videos, guides, webinars, factsheets, self-help programmes, interactive tools, and educational resources.

Visit [www.healthassuredeap.co.uk](http://www.healthassuredeap.co.uk) and download the Health e-Hub app on the Apple App Store or Google Play. Please enter **72114** as your username and password.



# PARKING IN THE SOUTH EAST CORNER

Following a number of Dear John's and frequent conversations around the depots about parking in the London area, we thought it might be worthwhile explaining the set-up that we have in the South East.

This article will explain the number of spaces we have and the facilities available for use, whilst also shedding some light on the parking process as well - as we know that the DCM messages are becoming an everyday occurrence now telling you to divert because the depot is full, even though it is only 3 o'clock in the afternoon!

So, what do we have available and where is it:

M
LONDON GATEWAY - SS17 9GA

P

<b>BASE FLEET:</b>	<b>PARKING SPACE:</b>
66	88

M
TILBURY - RM18 7AN

P

<b>BASE FLEET:</b>	<b>PARKING SPACE:</b>
8	165

M
MEDWAY - ME2 4SY

P

<b>BASE FLEET:</b>	<b>PARKING SPACE:</b>
24	52

## MARITIME DEPOTS:

So as you can see, we have a fairly substantial-sized fleet in the area, but we also have a lot of parking spaces that can be used on a daily basis. Unfortunately, due to the current operations in place with the shipping lines, London Gateway has become an export-dominated port, and this means on a daily basis we have a high number of export containers going to the area, which causes a large proportion of our fleet to flood the South East. As a result, we need to be really proactive with our parking operation, and also, we need to prioritise the base fleet of the area – imagine how annoying it would be if you lived in Gateway, yet you had to park at Thurrock services and so couldn't go home!

Therefore, on a daily basis, the Gateway depot will do a yard check at 14:00, and they will count the number of trucks already in the yard and who will stay there for the rest of the day. They will then count the number of base trucks that are due back in the depot at some point that afternoon/evening. These two numbers are added together to tell us the total planned trucks in the yard that evening, and whatever spaces are left are then offered on a first come, first served basis. Unfortunately, we often have in excess

of 50 vehicles headed to the area, hence the need to send out the DCM message and divert vehicles to other locations, such as Tilbury or Medway (should they be on the route).

So you may be in an empty yard at Gateway and receive a message saying the yard is full; this isn't a hoax, there is a reason behind the message, and we appreciate your support at this time!

Looking ahead, we know the shipping rotations will change, reducing the number of exports heading to London, and this should reduce the strain in the area. Furthermore, we are exploring the rail options from the port, which will also reduce the number of vehicles we send to the South East.

If the Maritime locations are also not possible, then there are third-party parking locations that can also be used below:

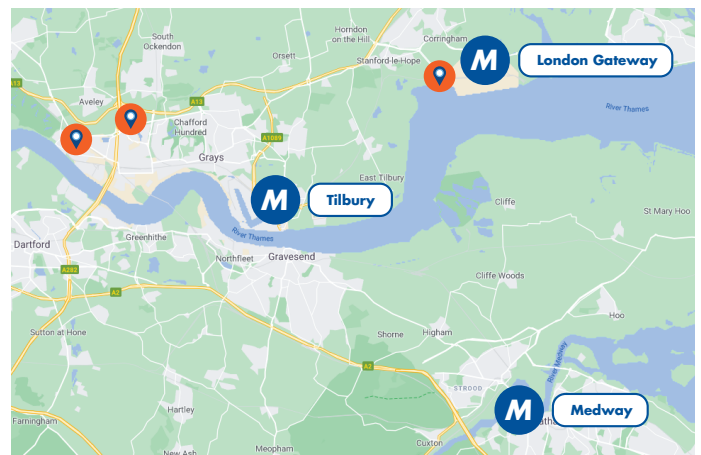
## THIRD-PARTY PARKING LOCATIONS:

- M
HIRECO TRUCK PARK - SS17 9FA

**DP WORLD LONDON GATEWAY  
SOUTH 3, PACIFIC AVENUE**
- M
PURFLEET TRUCK STOP - RM19 1RR

**BOTANY WAY, PURFLEET**
- M
THURROCK TRUCK STOP - RM16 3BG

**JNC 30, M25  
ARTERIAL ROAD, WEST THURROCK  
(EMPTIES ONLY)**





# A LITTLE RESPECT

Working with other people requires much, much more than just doing a fantastic job each day! To build a healthy, happy, productive working environment, **RESPECT** is key.

Often, we take feeling respected for granted.

## WHY?

In most cases, people treat each other with kindness at work!

Unfortunately, this isn't always the case, and when someone is disrespectful, it can have a bad impact, which in turn has a damaging effect on our attitude towards our job role and company culture. Examples can include not saying who we are to fellow workers when we speak with them or being sarcastic to annoy rather than as humour.

The benefits of respecting each other is fairly obvious: increased productivity, a sense of honesty and trust, a more close-knit culture, transparent communication, and healthier, happier colleagues!

**REMEMBER:** respect in the workplace requires a conscious effort by each and every one of us.

## A MORE SERIOUS SIDE

Harassment on the grounds of a 'protected characteristic' can be unlawful under the Equality Act 2010 and can lead to very serious repercussions and use of disciplinary procedures. The definition of 'protected characteristic' includes all of the following:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race including nationality**
- **Religion or belief**
- **Sex**
- **Sexual orientation**

Harassment can take place if someone engages in unwanted conduct related to a protected characteristic where the conduct has the purpose or effect of violating another person's dignity, or by creating an offensive environment for that other person.

The person who takes offence can be anyone; it does not need to be the person with the protected characteristic, it can be a bystander. Also, a person does not need to actually have a protected characteristic for there to be harassment; instead, they might simply have others thinking they have that protected characteristic – in that case, it is still covered.

And there is no defence for harassment by simply saying something was done or said as a joke or banter - that simply will not wash.

Maritime's policy is to eliminate harassment and there is further information on this and other areas of employee policy in the [Employee Handbook](#) available on iWave.

## FINAL WORD

It's simple really and it starts with you. Think about your own actions and treat everyone else with respect - **if we all do that, we will all be winners.**



# PROPERTY DEVELOPMENTS: PART TWO

It's been all hands on deck since we last reported changes across our depot network!

We gave you just a small taste of the fantastic progress being made on the construction of our new Avonmouth depot in our last Breaktime issue! At the time of writing our previous property update in December 2020, the contractor had just completed earthworks at Avonmouth and was starting to progress with concrete pouring!

## How time flies...

Our incredible property department, committed to improving Maritime's depot network and the infrastructure and fabric of our sites across the country, have been working tirelessly on our new Avonmouth depot (and a million-and-one other projects!), and we are delighted to share with you the final result!

Located on Ironchurch Road at the Port of Bristol's doorstep, the £5million masterpiece is already being heavily-utilised for container operations in the immediate vicinity and beyond!

As you may know from our previous property update in Issue 59, we'd been searching for a new, permanent home for our busy Bristol operation for some time, to improve the conditions and facilities for the team and to accommodate our expanding fleet to meet the growing demand for our services in the West Country.



## NOW!



Works on the new site commenced in July 2020, and included the full design and construction of a new depot to replace our former Bristol depot, the oldest in our network which had served the company since 2003! Drivers and staff relocated to the new Avonmouth site which became fully operational at the beginning of the year; works were completed on time and to budget.

Accompanying the new premises is a 4.5-acre haulage yard with safe, secure parking for 80 HGVs and 20 trailer spaces, car parking with electric vehicle charging, security features comprising CCTV, lighting, and a dedicated security office on site, a refuelling island for diesel and AdBlue, and a vehicle wash facility. Also completed as part of the project was a brand-new office building with open-plan staff desking, offices and a meeting room, as well as state-of-the-art driver welfare facilities, including locker rooms, showers, a restroom and kitchen area.

Depot Manager, **Clive Cook**, and his team of 6 office staff and 38 drivers have firmly settled into their new home after very patiently waiting to relocate, and as you can see, **Kerry Cook** is loving her new workspace!





On a side note, **Tripod the cat**, our Bristol depot mascot who served as a loyal, valuable, and highly-respected member of the Maritime family for 12 years, was rehomed prior to the big move, and is now living the dream with Avonmouth-based, **Allen Carter**, and his two other cats.

Tripod has settled in really well to his new place of residence and we hear he has taking a particular shine to the Maritime train that goes round and round Allen's train set – classic Tripod.

We were all sorry to see Tripod go but it really was for the best! **Farewell and best of luck to you on your new journey with Allen and Co!**



# Meanwhile...

**Manchester Euroterminal**, the biggest of three Maritime sites in **Trafford Park**, is undergoing a substantial refurbishment and reinvestment.

For those of you unfamiliar, the 25-acre terminal, situated just off the A56 in the heart of Trafford Park – one of the largest industrial estates in Europe – is a vital connection between the major UK ports and the large consumer and manufacturing conurbation in the North West region and beyond. At present, the facility has storage capacity for up to 3,000TEU (3,500TEU when works are complete), with four daily services currently operating in and out of the terminal, including two Maritime Intermodal services from DP World Southampton and DP World London Gateway hauled by DB Cargo UK, and two GB Railfreight services from the Port of Felixstowe and DP World Southampton, equating to around 2,000 container moves per week currently.

**BEFORE...**



**NOW!**



Works include a new pavement, gatehouse, M&R facility, reefer points, and security – fencing, barriers, lighting, and CCTV is now a third complete and together with a full office and welfare refurbishment, will make Manchester Euroterminal the most modern intermodal facility in the North West. The first section of the new terminal has been handed over and is now being fully utilised to service trains and for container storage operations. The project is due to complete in October.

**Watch this space for future updates on how works are progressing!**

Other projects currently underway include redevelopment works at our **Alconbury** depot and at a new 8.1-acre transport depot in **Wakefield**, less than a mile from our rail terminal at **Wakefield Europort**, as well as the construction of a 5.8-acre, loaded container storage facility in **Felixstowe**, following the demolition of the unused **Anzani House**.

Again, further updates on these projects will be provided in future issues!

The new premises in Avonmouth and the refurbishment works being carried out at Trafford Park are a crucial step in our ambitious expansion, and a testament to the hard work of our people!

**Well done everyone!**

**No more Anzani House! Yay!**





# FLEET

Your latest update from our fleet department.

## FLEET ADDITIONS

As we continue to provide the best equipment and facilities for our drivers and to support our growth in the road-rail sectors, we have recently made some significant investments in our fleet, including 250 sliding skeletal trailers, 100 Mercedes', 150 Volvo's, and 100 Scania NGT's.

Our new Volvo FH vehicles started to arrive in December 2020. 10 of the first 50 were classic cabs with the new turbo compound engine. The remaining 100 (with the updated cab and turbo compound engine) are due to start arriving July 2021, and offer an outstanding driver environment with a number of first-rate specifications:

- New digital dashboard platform
- 12-inch driver information display
- 9-inch touch secondary information display
- Improved aerodynamics
- Upgraded I-See software
- New and improved LED headlights



These Volvo's will ensure complete coverage of current and additional contracts we are awarded.

Fulfilled by Scania's dealer for East Anglia, TruckEast, our latest Scania NGT order comprises 100 R450 6x2/2 mid-lift units. Each truck is equipped with the long distance sleeper cab with upgraded storage and infotainment packages fitted. They come with Scania's fully-automated Opticruise gear-selection system, and will be kept for a minimum of five years during which time they will average 160,000 kilometres per vehicle per annum. As with previous orders, each vehicle is being supplied with two-year Scania repair and maintenance programmes.

Similarly, the Actros 5 boasts some state-of-the-art specifications – turn to pages 16 and 17 for a full breakdown!

### What a way to start the year!





## SCANIA NGT TOWING EYE

Fleet has received several enquiries from drivers asking where they can find the towing eye on our Scania NGT's.

The eye is stowed in the tool kit located inside the vehicle's offside outer storage locker.

There are two removable covers on the front of the vehicle as per the images to the right.

Behind the covers is the mounting to attach the towing eye to the vehicle.



## VEHICLE NIGHT HEATERS

To assist in minimising the heater issues we have experienced during the winter months, please can all drivers ensure they are operating their vehicle night heaters all year round.

As you know, the vehicle auxiliary heating system operates independently and complements the vehicle heating. If the auxiliary heating has not been used for a period of time, deposits can form in the heater fuel system which can result in malfunctioning.

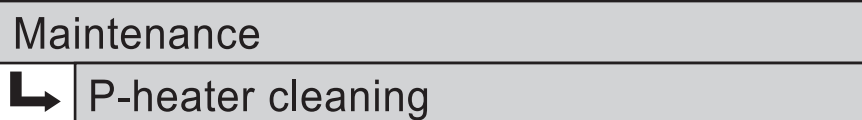
Our vehicle manufacturers advise that the auxiliary heating system should therefore be switched on, set as high as possible, and then left to run for approximately 20 minutes. This task should be carried out once a month, all year round, to keep the heater functioning correctly. If the weather is particularly hot, feel free to open your windows and doors if necessary and safe to do so.

The Volvo FH has an in-built thirty-day reminder on the dash display for drivers to activate the heater cleaning function. This needs to be carried out even in hot weather. If you choose not to start the heater when the message appears, a new reminder will appear a week later.

It is also possible with the Volvo FH to start the auxiliary heater cleaning function directly from the vehicle menu.

Should you have any queries regarding vehicle night heaters, please speak to your transport manager or driver administrator.

## Driver Information Display



## TACHOGRAPH D-TYPE INFRINGEMENTS

We are aware that a number of drivers have experienced an increase in D-type tachograph infringements, particularly D3.

Further investigations have indicated that the issue is prominent with Scania NGT's fitted with the Stoneridge SMART Tacho. This type of tachograph has been installed in our Scania NGT's since June 2019.

It is also apparent that there is a connection with the SMART tachograph in these vehicles recording higher levels of harsh

braking events. When the tachograph harsh braking events were compared against the Microlise harsh braking events, these did not tally, signifying that the tachograph is recording false harsh braking events.

We have been in regular contact with Scania GB's technical department, who have confirmed that the factory in Sweden is aware of the tachograph issue however, currently, there is no resolution.

In the meantime, we have asked all driver administrators across the Maritime network to log and record all D-type infringements until the issue has been fully resolved.



# MERCEDES ACTROS 5 - THE LOWDOWN

Big news – we’re introducing 100 all-new Mercedes Actros 5’s to our fleet!  
Let’s take a closer look at the new model...

We are super-duper excited to welcome 100 brand-new Mercedes Actros 5’s to our fleet! Supplied by Orwell Truck and Van, these absolute beauties are due to arrive in April/May, and will be distributed across our depots and terminals to be utilised on both container and distribution operations.

Actros 5 trials began shortly after the Wincanton Container Logistics acquisition. Using the Mercedes demonstrator that Wincanton had on loan from Mercedes-Benz, the trial allowed us to make some interesting comparisons between the demonstrator and our Actros 4’s which we currently utilise on our fleet.

Warning: before you read on, please excuse our repetitive use of praiseworthy adjectives – the Actros 5 is extraordinary (another adjective – sorry!) making it difficult for us to contain our excitement...

## MIRROR CAMERAS

One of the biggest and most beneficial Actros 5 specifications is the state-of-the-art Mercedes ‘mirror cam’, which replaces the conventional mirrors with a camera system with screens mounted internally on the ‘A’ pillars of the vehicle. The idea behind mirror cam is to increase the streamline of the cab, thus improving fuel consumption.

Mirror cam also aids the driver enormously, improving vision by having marker lines on the internal screens showing the driver where the rear of the vehicle is in comparison to other vehicles on the road. Additionally, mirror cam also lights up, reducing blind spots in the driver’s line of vision and increasing visibility when it’s dark. It also self-adjusts around corners so the rear of the trailer is always in the mirror cam display.

Amazing, we know.

In essence, the mirror cam wonder provides an all-round better experience for the driver and operator. The rest of the external features, as striking as they are, remain very similar to what we currently have on our fleet!

The Actros 5 interior has been updated significantly, including a digital dashboard and infotainment system. The



infotainment system is touchscreen, meaning less buttons on the dash and all internal controls in one place! There are also touch pads on the steering wheel to control the infotainment screen and digital dashboard. Elsewhere, the Actros 5 boasts keyless ignition and an electronic handbrake with auto door open activation, meaning the handbrake is automatically applied (if it hasn’t been) as soon as the cab door is opened, therefore stopping any possibility of a rollaway incident – a major step forward in safety!

Drivers will also be delighted to hear that the Actros 5 rear cupboards have seen massive improvements, which are now just as spacious as those in our Scania’s and Volvo’s!

From a driving perspective, one of the main upgrades is the new enhanced predictive powertrain control. This feature allows the vehicle to predict what gear is needed for the next stretch of road, ensuring it uses the correct amount of power at the right time to enable the vehicle to maintain speed up steeper inclines, whilst maintaining optimum fuel consumption.

Another new addition is active drive assist. This is a steering aid that ensures the vehicle is kept in the middle of the lane at all times, further enhancing the driving experience for the driver!



## THE FUEL NUMBERS - ACTROS 5

Month	September	October	November
Miles Covered	6744	7018	7476
Average MPG	11.62	11.13	10.89

## THE FUEL NUMBERS - ACTROS 4

Month	September	October	November
Miles Covered	5360	6454	5911.1
Average MPG	10.63	9.99	10.08

When comparing the two vehicles (Actros 5 demonstrator vs Actros 4), both were run on our Felixstowe 5 traffic sheet, operated by trampers to make the comparison as accurate as possible.

The demonstrator returned an impressive 11.21mpg during the 12-week trial, with the highest mpg return of 12.04 mpg in week 40 and the lowest being in week 47, which dipped at 10.28mpg over the week, which is shown in the table below. This is nearly 1mpg higher than the Actros 4, which averaged 10.23mpg over the same 12-week period!

Week	37	38	39	40	41	42	43	44	45	46	47	48
Miles Covered	1686	1208	1908	1942	2089	1771	1639	1519	2084	1986	1579	1827
Average MPG	11.60	11.62	11.20	12.04	10.95	11.32	11.21	11.03	11.16	11.59	10.28	10.51

We have always found with our Actros 4's that we're not returning the best mpg the truck has to offer until their third year of running. So for the Actros 5 demonstrator to be leading the fuel consumption over the Actros 4 when it is only ten months' old and hasn't been put to proper work due to being a dealer demonstrator is fantastic!

Meanwhile, we've quickly come to the realisation that the term 'Actros 5' makes John grasp his wallet! When driven efficiently, there's a whole host of opportunities for drivers to really maximise their year-end bonuses!

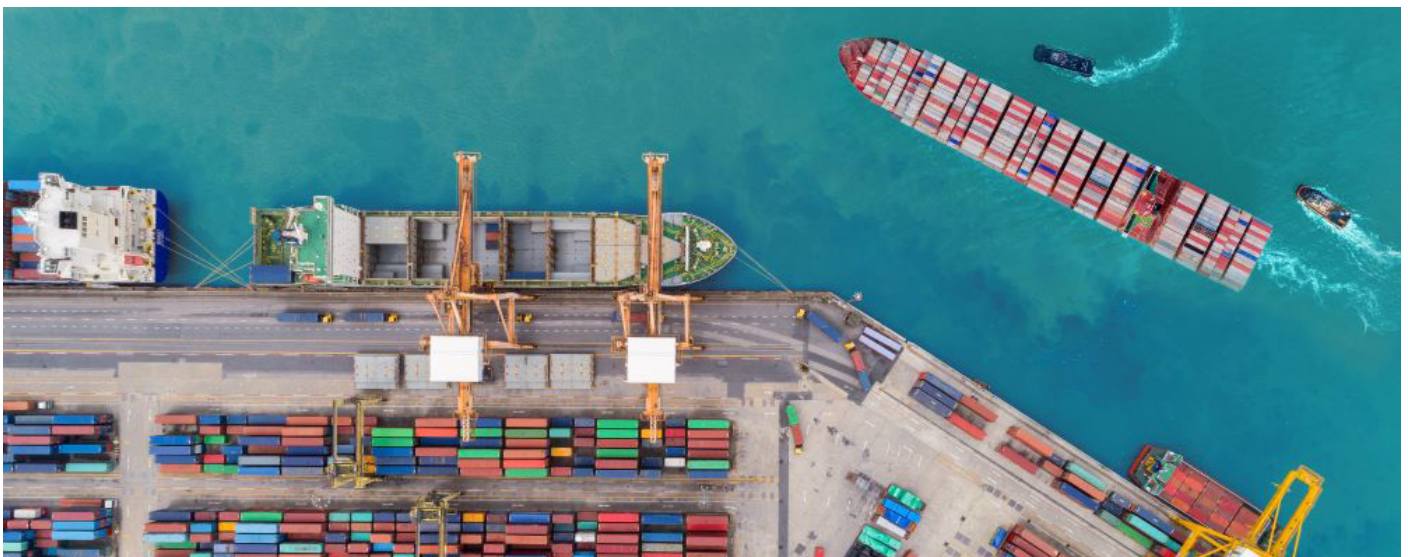
The Actros 5 is ahead of its time to say the very least! With enhanced efficiency, unique comfort, and exemplary reliability, we look forward to introducing them in full force over the coming weeks!

You lucky lot!



# INDUSTRY NEWS

We take a look at what's been going on elsewhere in the industry.



## FREEPORT FRENZY!

Several bids for freeport status were submitted ahead of the deadline on 5th February.

The government has said that the establishment of new freeports is a means of boosting trade, jobs, and investment across the nation, following the UK's departure from the European Union.

Areas given freeport status will benefit from a wide package of tax reliefs, simplified customs procedures, streamlined planning processes to boost redevelopment, and government support to promote regeneration and innovation.

Applications are thought to have come from port authorities in Dover, Southampton, Felixstowe and Harwich, London Gateway and the Port of Tilbury, Hull, the Port of Tyne, Teesport, Bristol, Milford Haven and Grangemouth among others, as well as at least two UK airports - East Midlands and Bournemouth International.

Applications were assessed in March and

eight new freeports were finally announced which should open for business later this year:

- East Midlands Airport (which includes East Midlands Gateway)
- Felixstowe and Harwich
- Humber region
- Liverpool City Region
- Plymouth
- Solent
- Thames
- Teesside

## How were the freeport sites chosen?

The government confirmed that 18 areas in England bid for freeport status. Of these, four failed to meet the minimum criteria, with 14 receiving more detailed assessment by officials before ministers then made final decisions.

One of the most important factors, according to the government, was to show how a freeport could bring economic opportunities to regions and 'level up' the country. Ministers said other factors,

such as the impact of COVID-19 on local areas and ensuring freeports are 'spread fairly' across England, were also taken into account.

## Are freeports a new concept?

Freeports have existed for many years. During the nineteenth century, for example, bonded warehouses handed out tax breaks on alcohol and tobacco.

More recently, in 1959, Ireland created the Shannon Free Zone to encourage activity.

Britain operated several freeports as recently as 2012, when the government stopped renewing their licences. Created in the 1980s, they included Birmingham, Belfast, Cardiff, Liverpool, Prestwick, and Southampton. A freeport remains in operation on the Isle of Man - a crown dependency and therefore not part of the EU or UK.

Freeports will offer unique opportunities for the logistics industry and we look forward to seeing how the concept develops - stay tuned for further updates!



## ORION SHOWCASE STARRING BIFT

Over to BIFT now, where Orion high speed logistics, a subsidiary of Rail Operations (UK) Limited, held a demonstration of its first high-speed logistics train!

The showcase took place in January, providing potential Orion partners and customers with an opportunity to take a look at the interior and exterior of the innovative multiple units that have been adapted for high-speed logistics usage, and to learn more about the train's capacity and loading options.

Several international logistics and parcel firms took this opportunity to discuss how Orion high speed rail logistics could be used for moving their goods between the Midlands and other key regions.

Orion is due to start customer trials this month and roll out to full-scale service later this year.



## EVER GIVEN

Yes, the incident that continues to receive unprecedented global coverage!

Egypt has impounded the giant container ship, Ever Given, which blocked the Suez Canal in March, until its Japanese owner pays \$900million (£652million) in compensation, a figure based on 'the losses incurred by the grounded vessel as well as the flotation and maintenance costs'.

One of the Ever Given's insurers, UK Club, said the Suez Canal Authority (SCA) had rejected its offer to settle the claim. It described the claim, which includes \$300million for a salvage bonus and \$300million for loss of reputation, as 'extraordinarily large' and 'largely unsupported'.

At the time of writing, the Ever Given is anchored in the Great Bitter Lake, the canal's midway point.

The 400m-long (1,312ft), 220,000-tonne ship became wedged diagonally across the waterway on 23<sup>rd</sup> March after running

aground amid high winds and a sandstorm that affected visibility. It was eventually freed six days later, after a salvage operation involving a flotilla of powerful tug boats and dredging vessels that shifted an estimated 30,000 cubic metres (1.1m cubic ft) of mud and sand. More than 400 vessels had to wait to pass through the 193km (120-mile) canal, which connects the Mediterranean Sea to the Red Sea and provides the shortest sea link between Asia and Europe.

UK Club - which insured the ship's owner, Shoeni Kisen Kaisha, for third-party liabilities, including damage caused to infrastructure or claims for obstruction - said in a statement that it had been negotiating in good faith with the SCA 'despite the magnitude of the claim'.

*'On [Monday], a carefully considered and generous offer was made to the SCA to settle their claim,' it added. 'We are disappointed by the SCA's subsequent decision to arrest the vessel.'*

*'We are also disappointed at comments by the SCA that the ship will be held in Egypt until compensation is paid, and that her crew will be unable to leave the vessel during this time.'*

UK Club said the SCA had not provided a detailed justification for its claim, noting that the grounding resulted in no pollution and no reported injuries. It also said the claim did not include the fees of the specialist salvage company brought in to help refloat the Ever Given, which the owner and another insurer expected to pay separately.

## RECORD-BREAKING YEAR FOR EAST MIDLANDS

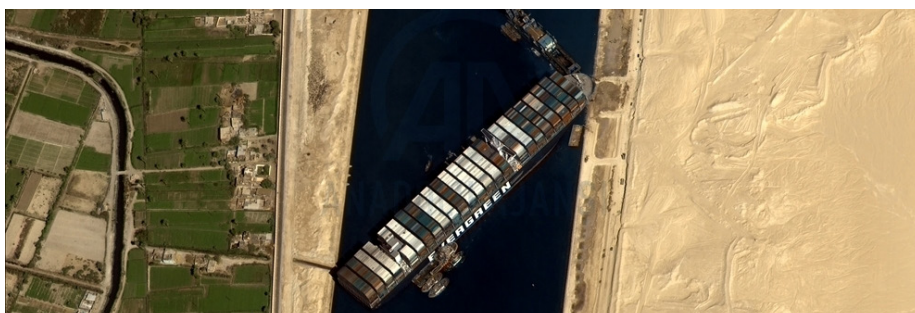
New figures revealed that record volumes of goods were handled by East Midlands air and rail operators (yours truly) in the run-up to the festive period!

Much of the demand was driven by consumers who turned to online shopping in a year when lockdowns and restrictions closed many non-essential shops.

East Midlands Airport recorded its heaviest-ever peak season for air cargo. Around 46,320 tonnes of goods were handled in December, an increase of 43% compared with the same month in 2019 (32,281).

Maritime also saw a rise in rail freight volume in the second half of the year with an average of 1,500 containers a week to and from Felixstowe, London Gateway, Liverpool, and Southampton moving through the terminal.

To see our East Midlands Gateway terminal now processing up to 100 vehicles every 24 hours and keeping customer goods flowing around the UK and rest of the world is incredibly satisfying, and entirely down to the phenomenal work carried out by our drivers and staff - well done!





# KEEPING THE NATION ON THE RIGHT TRACK

You may recall we published an article in our previous Breaktime issue highlighting some of the developments that had taken place across our rail terminals. Well, as expected, our amazing intermodal division has been busy again conquering the UK rail network, and there's plenty of exciting developments to tell you about...

On Monday 8<sup>th</sup> March, we expanded our rail freight capacity with a new intermodal service from the Port of Felixstowe to our Wakefield terminal!

Operated by our long-standing partners, GB Railfreight (GBRf), our eleventh service to date and second Felixstowe to Wakefield connection runs five days a week from Monday to Friday, with a total transport capacity of 73TEU in each direction which will expand to 90TEU over the coming weeks – boom!

The rake initially comprises of a mix of wagon types, including two Eco Triples, two Q8s and eleven IKA Twins. The combination of a variety of wagons is significant, as it allows for enhanced flexibility, maximising the number of boxes that can be carried to better satisfy our customers and make more effective use of overall capacity.

GBRf now operates seven intermodal services into BIFT, Trafford Park, Wakefield, and East Midlands Gateway.

'I am thrilled to see the beginning of this new service,' said **John Smith**, Managing Director at GBRf Railfreight. 'We are

*extremely proud to be able to continue our work with Maritime to deliver first-class service, which demonstrates sustained growth for our companies and shows an inherent trust in our long-standing partnership. Our growth in intermodal shows GBRf's dedication to innovation, offering flexible door-to-door solutions that meet our customer's needs, as well as a consistently reliable service.'*

At present, Wakefield has storage capacity for up to 2000TEU, with four daily services currently operating to the UK's major deep sea ports, equating to around 1,400 container moves and 3,200 yard movements every week!

We have also launched a rail service operated by DB Cargo UK (DB), connecting the Port of Felixstowe to East Midlands Gateway (EMG).

The five-day-a-week service, our fifth to operate from the Port of Felixstowe, launched on Monday 15<sup>th</sup> March and runs from Tuesday to Saturday, bringing our total TEU availability per week to 8,000!

To service the unprecedented demand our rail division has seen, we have expanded our operational team on site, from three employees in April 2019 to now ten employees in total, led by **John Bailey**, Managing Director – Intermodal and Terminals, and **James Tierney**, Rail Development Manager.

**Andrea Rossi**, Chief Executive at DB, stated: 'This new service, which once again brings together two of the largest and most successful freight companies in the UK, is a testament to the successful partnership we have forged with Maritime, and reinforces our commitment to keeping the nation on track during these challenging times. We look forward to maintaining our close alliance as the industry focuses on modal shift, while delivering sustainable solutions and innovation to our customers.'

Our alliance with DB continues to go from strength to strength, and as a result, we were thrilled to be named joint winners of the Rail Freight and Logistics Excellence category at this year's Rail Business Awards, a prestigious accolade which recognises our innovative intermodal partnership.

The 23<sup>rd</sup> Rail Business Awards took place across the 22<sup>nd</sup> – 25<sup>th</sup> February as an online broadcast to celebrate major



achievements in the UK rail industry across technical projects, safety, and marketing and customer service, as well as the success of individuals and teams who make such a difference to the industry!

As many of you know, our partnership with DB commenced on 1<sup>st</sup> April 2019, which immediately saw us acquire four dedicated rail services out of the ports of Felixstowe and Southampton, as well as our rail terminals at Trafford Park and Wakefield. Our alliance has seen significant growth since; to date, DB operates nine daily services into our rail terminals in Trafford Park, Wakefield, BIFT, and East Midlands Gateway (EMG).

Elsewhere, we were delighted to win additional business from Maersk earlier this month!

As part of the agreement, Maersk is now utilising four of our rail services daily to transport an estimated 25,000 containers annually:

- **Felixstowe – EMG**
- **Felixstowe – Wakefield**
- **London Gateway – Wakefield**
- **London Gateway – Trafford Park**

For over eleven years, Maersk has been a much valued, long-term customer of ours, and we look forward to our ongoing collaborative approach that will no doubt bring further value to its network.

Meanwhile, EMG had its first anniversary in March – how time flies!

For those of you who don't know much about EMG...

Located within SEGRO's 700-acre development adjacent to East Midlands Airport, the 17-acre open-access terminal, capable of handling up to sixteen 775metre-long freight trains daily with storage capacity for over 4,000TEU, is the first to connect to the Castle Donington freight line, providing direct access to the UK's network of rail freight interchanges and all major UK Ports.

Following its official opening in March 2020 in a ceremony led by Rail Minister, **Chris Heaton-Harris** MP, EMG has seen substantial growth, and to date, operates six daily services including three to the Port of Felixstowe hauled by DB and Freightliner, one to London Gateway operated by DB, and two services to the Port of Southampton and Liverpool hauled by GBRf. Planning is underway to bring more services to the terminal throughout 2021 and beyond, connecting more of the UK.

To service these trains, we have invested significantly in all-new top specification container handling equipment at EMG, consisting of five loaded reach stackers and two empty container handlers (with more on the way!), oh, and some incredibly talented terminal staff to operate them!

EMG will eventually host a three-storey, 20,000 sq. ft. headquarters for our Maritime's intermodal division, to house operational teams, state-of-the-art training facilities, and parking for a fleet of up to 100 trucks.



Altogether, we now operate or have contractual commitment on the following services:

- **Felixstowe to EMG (x3)**
- **Felixstowe to Doncaster iPort**
- **Felixstowe to Hams Hall**
- **Felixstowe to Wakefield (x2)**
- **Felixstowe to BIFT (Birmingham Intermodal Freight Terminal) (x2)**
- **Felixstowe to Trafford Park**
- **London Gateway to Wakefield**
- **London Gateway to Trafford Park**
- **London Gateway to EMG**
- **Southampton to BIFT (x2)**
- **Southampton to Wakefield**
- **Southampton to Trafford Park**
- **Southampton to EMG**

We are immensely proud of the milestones we have achieved in our first year of operating EMG, which really highlights the commitment and dedication of all our drivers and staff!



# THE TELEMATICS BONUS

Despite the challenges 2020 delivered, last year was yet another phenomenal one for our telematics bonus initiative, which saw **£1,300,000** paid out to drivers for their outstanding efforts!

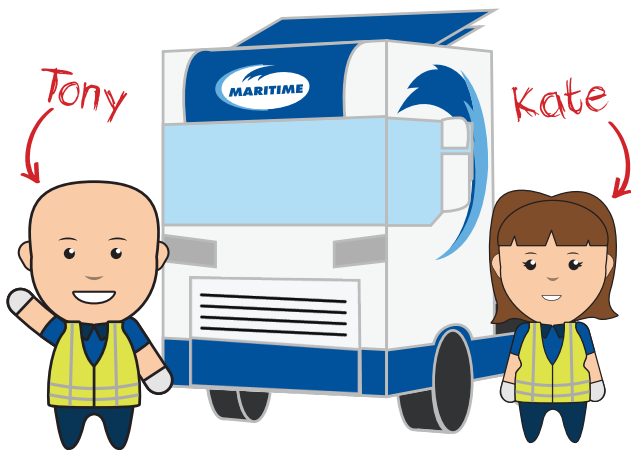
Our amazing drivers were able to bank more than £2,500 by focusing on their telematics grades and remaining Maritime-fault incident-free. Once again, 99% of eligible drivers qualified for the telematics bonus, whilst a further 73% remained Maritime-fault incident-free, a 5% uplift from last year which is down to the incredible effort from you all each and every day. Fingers crossed we continue to achieve year-on-year growth and top these stats in 2021!

Given the integrations from our colleagues from Wincanton as well as any new starters, we thought it would be worthwhile going over the KPI's that remain at the core of calculating the telematics bonus. There are five individual safe and economical KPI's in total, which each contribute to your overall daily/weekly/monthly telematics rating.

Your monthly rating is the grade used for calculating the telematics banked bonus value.

The five KPI's each have their own A-G threshold; we've broken these down for you below! The five KPI's then combine, each carrying a percentage of the overall grade, to calculate your overall rating.

We also spoke with our Driver Administrator at Medway, **Tony Weller**, who provided some 'top tips' on how to achieve A grades in each KPI!



## GREEN BAND DRIVING:

Green band driving is a percentage of your total drive time. The ranges have been set based on manufacturer recommendations; if you have an automatic vehicle with eco roll functionality, then the green band range minimum is 500rpm with a maximum of 1,500rpm, whereas all other manual and automatic vehicles have a range of 700rpm to 1,500rpm.

Using the exhaust brake is green driving; time spent using the exhaust brake will add to your green band score.

**Plain English:** Exhaust brake usage will improve your green band score!

## TONY'S TOP TIP:

When in the green band your vehicle's engine is in its comfort zone. If you let it rev outside the green band, then it's not in its comfort zone anymore. The torque and power of the engine starts to drop as the fuel usage goes up.



TOTAL DURATION OF 100 HRS DRIVE TIME		A	B	C	D	E	F	G
	Max	100hrs	89hrs	84hrs	79hrs	69hrs	59hrs	49hrs
Min	90hrs	85hrs	80hrs	70hrs	60hrs	50hrs	0hrs	

23% OF OVERALL GRADE Kate had 100 hours of drive time last month and spent 86 hours in the green band. Kate achieved a B for green band.

## ENGINE IDLING:

Engine idling is a percentage of your total drive time. An idling event is triggered when your vehicle is stationary for two or more minutes with the engine running.

**Plain English:** If you know you'll be stationary for a while, switch off your engine!

## TONY'S TOP TIP:

If your bum's not in the seat, turn off the heat! Simple as that!



TOTAL DURATION OF 100 HRS ENGINE RUN TIME		A	B	C	D	E	F	G
	Max	0hrs	1hr	2hrs	5hrs	7hrs	10hrs	12hrs
Min	1hr	2hrs	4hrs	7hrs	9hrs	12hrs	100hrs	

8% OF OVERALL GRADE Kate had 100 hours of engine run time last month and spent 30 minutes idling. Kate achieved an A for idling.



### HARSH ACCELERATION:

A harsh acceleration event is triggered when you accelerate aggressively. Smooth, slow, and steady application of the throttle is required to increase vehicle speed without triggering a harsh acceleration. This calculation is based on the number of events that occur per hour.

**Plain English:** Don't accelerate aggressively! Go easy on it and you'll limit the number of harsh acceleration events that are triggered!

#### TONY'S TOP TIP:

Imagine your accelerator is a dimmer switch. Be smooth and steady with it to increase your speed gradually.



TOTAL EVENTS RECORDED IN 100 HRS DRIVE TIME		A	B	C	D	E	F	G
	Max	0	151	251	451	651	851	1,051
	Min	150	250	450	650	850	1,050	10,000

23% OF OVERALL GRADE Kate had 100 hours of drive time last month and had 450 harsh accelerations. Kate achieved a C for Harsh Acceleration.

### HARSH BRAKING:

Stopping the vehicle sharply will trigger a harsh brake event. To help limit the number of harsh brake events that occur, don't leave it until the last second to brake. Instead, use the service brake pedal in a controlled way. Calculations for harsh brake events are based on the number of events triggered per hour.

**Plain English:** Anticipate the road ahead to maximise braking time and distance – this will mean you can reduce vehicle speed in a smooth and steady fashion.

#### TONY'S TOP TIP:

It's better to anticipate and then to react as opposed to simply reacting. Keeping the truck moving is the way forward and by anticipating, you're more likely to be able to do that.



TOTAL EVENTS RECORDED IN 100 HRS DRIVE TIME		A	B	C	D	E	F	G
	Max	0	1	6	11	16	21	26
	Min	0	5	10	15	20	25	10,000

23% OF OVERALL GRADE Kate had 100 hours of drive time last month and had two harsh brakes. Kate achieved a B for Harsh Braking.

### OVER-REVVING:

Over-revving indicates if a vehicle is being excessively revved, wasting fuel, and causing unnecessary wear on the engine with no additional torque generated. We differentiate between exhaust brake usage and over-revving; an over-revving event triggers when a vehicle is above 1,700rpm for more than three seconds with the accelerator pressed down. This calculation is based on the number of events triggered per hour.

**Plain English:** Keep an eye on the rpm of the vehicle; avoid high rpm (1,700rpm+) with the accelerator pedal pressed.

### TONY'S TOP TIP:

Use the truck's systems to help you. Get used to using resume on Cruise Control as and when you can!



TOTAL EVENTS RECORDED IN 100 HRS DRIVE TIME		A	B	C	D	E	F	G
	Max	0	1	2	3	4	5	6
	Min	0	1	2	3	4	5	10,000

23% OF OVERALL GRADE Kate had 100 hours of drive time last month and had four over-revs. Kate achieved an E for Over-Revving.

The individual KPI scores total together to make your overall rating/grade as shown in our example

23%	23%	8%	23%	23%
Green Band	Over-Revving	Engine Idling	Harsh Braking	Harsh Acceleration

In order to achieve an overall A grade in the month, you have to achieve an A grade in each of the five KPI's. This may seem challenging, but drivers are achieving A grades each month!

So, how is the monthly bonus calculated based on the above thresholds and weights?

As previously indicated, each KPI has its own A-G threshold i.e. a set number of events per hour of drive time (over-revving, harsh acceleration, and harsh braking), a percentage of time spent over drive time (green band) or engine run-time (idling). Achieving specific events per hour, or a percentage over the period, categorises a driver with a grade for each KPI (see earlier explanation for thresholds based on 100 hours of driving!)

The first stage in getting to grips with the calculation is understanding that each A-G grade carries a numerical value (1-7) with the lowest number meaning a higher score.

A	B	C	D	E	F	G
1.00	1.01-2.00	2.01-3.00	3.01-4.00	4.01-5.00	5.01-6.00	6.01-7.00

Based on our run-through of the KPI's (100 hours of driving), we explain the calculation below:

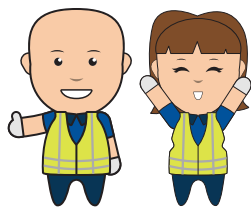
KPI	%	Weight	Driver Grades		Calculation	
			Grade	Numerical Grade		
			Number x Weight			
Green	Green Band	23	3	B	2	6
	Over-Revving	23	3	A	1	3
	Engine Idling	8	1	A	1	1
Safety	Harsh Acceleration	23	3	B	2	6
	Harsh Braking	23	3	C	3	9
<b>Total</b>	<b>100</b>	<b>13</b>	-	-	-	<b>25</b>

Best Possible (A Grade)		13
Kate's Score		25
<b>Kate's Total Monthly Rating</b>	<b>(25/13)</b>	<b>1.92</b>

Good job, Kate!  
**B**

Kate achieves the following monthly grades:

- Green band - B**
- Over-revving - A**
- Engine idling - A**
- Harsh acceleration - B**
- Harsh braking - C**



Each KPI has its own effect on the overall monthly rating. This percentage effect on Kate's overall score can be seen in column 1, and translates to a weight value in column 2. The weight column allows us to fine-tune how much of Kate's overall rating each individual KPI carries. Over-revving is 23% of Kate's overall rating, or 3/13 of the total weight. Kate's individual KPI grades can be seen in column 3. As previously indicated, Kate understands each A-G grade carries its own numerical value (column 4 i.e. A = 1, B = 2 etc.)

For each of Kate's individual KPI's, the system takes the weight (column 2) and multiplies it by the numerical grade (column 4) to make column 5. The system then takes the total sum of Kate's calculation (column 5) and divides it by the sum of the best possible score achievable if Kate achieved an A in each KPI (column 2). Kate's overall decimal grade is  $25/13 = 1.92$ .

Using the numerical grade boundaries, we can see that Kate achieved a 1.92 (B grade)!

Good job, Kate!

A	B	C	D	E	F	G
1.00	1.01-2.00	2.01-3.00	3.01-4.00	4.01-5.00	5.01-6.00	6.01-7.00
Kate's Total Rating	B					

Kate bank's her telematics bonus by taking her overall monthly Microlise grade (A-G) and multiplying the monetary value the grade attracts (A = £4, B = £2, C = £0.50) by the number of contractual, holiday, and sick days she had in the month.

For example, Kate had 20 contractual days in a month, 2 holiday days, and 1 day sick (20 contractual days – 2 holiday days – 1 day sick = 17 days). Kate achieved a monthly rating of B (£2.00) which means  $17 \times £2.00 = £34.00$ . Kate banked £34 for the month! Nice!

If Kate had achieved an A for the month, she knows she would have banked £68.00 (17 days x A = £4.00).

### MAXIMISING THAT VALUE!

The real key to maximising your year-end driver bonus value is to remain Maritime-fault incident-free for the bonus year; achieving this nets a 50% uplift on the end-of-year banked value. Given its importance, taking a bit more time and caution when performing duties (especially when manoeuvring at low speeds) will help achieve this. Not only will your banked value increase by 50%, but you'll also position yourself with a shot at best-performing day, night, or tramper at your depot! Achieving this top accolade rewards an additional £1,000 on an already-incident-free uplifted value - definitely not something to be sniffed at!

### Alex Williams, Managing Director – Distribution, Maritime Transport:

'Our drivers once again performed magnificently last year and are a source of great pride for us – particularly through their reaction

to the impact and pressures of COVID-19. We were delighted to record positive results across every aspect of road safety which has improved every year since the introduction of our bonus scheme. By equipping our fleet with a best-in-class safety, compliance, and fleet management solution, we are able to provide a fantastic working environment for drivers and maintain our focus on quality for which Maritime is renowned. Well done to everyone for all their hard work in 2020.'

### Tom Williams, Managing Director – Container Transport, Maritime Transport:

'Safety has always been a priority in everything we do, every day. This driver bonus payout is true recognition of the outstanding work carried out by drivers and trainers across the Maritime network, who are committed to raising safety standards and focusing on achieving exceptional telematics scores whilst delivering a market-leading service to our customers. We are extremely proud and lucky to have such a dedicated and passionate driver workforce, and we look forward to positive telematics scores and a bigger bonus payout in 2021.'

### 2021 AND WINCANTON CONTAINER LOGISTICS (WCL)

This year, we have already updated the SmartPOD application and rolled out the iWave application. We have also added the Driver Hazard Warning to the DriveTab 2's and 3's, as mentioned previously. We're currently looking at ways to improve the Trailer Area on the DriveTabs by allowing the DCM to automatically detect the trailer number, meaning less manual inputs! Further to this, we will also be looking to populate the email POD tasks with the most common previously-used email address for the site you are delivering to/collecting from.

At the start of the year, we began integrating the ex-WCL vehicles into our telematics bonus scheme. These vehicles use MiX Telematics. Naturally, having two different telematics providers across our fleet and ensuring that we could create a telematics bonus using the same five KPI's (harsh breaking, harsh acceleration, over-revving, engine idling, and green band driving) that Microlise does was always going to present challenges! To achieve this, we have taken the parameters used for each of the five Microlise KPI's and have asked MiX to develop a vehicle setting with the same parameters. This was, at first, applied to a small number of vehicles (including Mercedes' and Renault's) which we then tested by sending out our driver trainers and asking them to drive their vehicles as they usually would and then deliberately driving them in a manner that would generate poor scores (over-revving, driving out of the green band, and generating a harsh brake event). This would prove that both ends of the grading spectrum could be achieved in both vehicle types with the ex-WCL vehicles.

MiX telematics have no method of scoring drivers in an A-G format as we currently do; this has meant we have had to take the raw data from MiX and calculate this in-house using the same A-G thresholds we currently use.

In December 2020, we rolled this new vehicle setting out to all ex-WCL vehicles to allow us to start generating the correct data from 1<sup>st</sup> January 2021, meaning we are now able to run a driver performance report within MiX and upload the data which will allow us to calculate a score for drivers driving a MiX telematics vehicle using the same A-G format we have with Microlise. The way the scores will be calculated for the telematics bonus scheme are as follows:



**Driver drives a Maritime-own vehicle only:**

No change to this process! The driver will be scored using the Microlise telematics scoring.

**Driver drives an ex-WCL vehicle only:**

The driver will be scored using the MiX performance reports and Maritime A-G calculation tool.

**Driver drives a Maritime-own vehicle and an ex-WCL vehicle:**

The driver will be scored by taking both the Microlise and MiX data and combining the total drive/engine run time and combining events from both systems and then using the Maritime A-G calculation too.

**Driver does not develop a score due to an unforeseen issue i.e. vehicle tracking unit inoperative:**

The driver will be given a B grade for the period in question where no data was available to calculate a score.

By the time you read this article, this process should be well underway and integrated into the current process. Your driver administrator will have visibility of how we are calculating your bonus therefore any questions or queries should be directed towards them initially.


Once again, we'd like to congratulate our drivers on their performances last year, and helping Maritime to achieve high levels of safety on UK roads.

A huge well done also to the 69 drivers who were top earners at their depots in 2020 – you can see some of those who qualified for the best of breed award below!

**SOME OF OUR BEST OF BREED 2020:**



# A TRIBUTE TO OUR NHS AND KEYWORKERS



**We are delighted to unveil a collection of new tractor units in recognition of the work carried out by our NHS and key workers during the pandemic.**

COVID-19 has illustrated to the entire nation how the NHS is there for us when we need it most. The scale and degree of adaptation the service has achieved since the virus struck Britain last year is unprecedented in its 72-year history. It has acted swiftly to bolster its emergency preparedness and resilience, and has risen to the challenge with innovation, energy, and care.

But it's not just our NHS who are working tirelessly! Key workers across many sectors continue to keep the whole world moving, providing essential services during the pandemic.

From supermarket staff and of course, professional drivers keeping shelves stocked with food, to council workers emptying our bins and those keeping our utilities running, and teachers and postmen to public transport workers, police and support staff, mail carriers, armed forces personnel and fire and rescue staff... there are so many people playing such an enormous part, putting themselves on the line, sometimes under enormous pressure.

Back in January, Manchester-based HGV hero, **Barry Knight**, wrote into Dear John with a suggestion regarding our fleet livery:

Dear John,

Happy New Year to everyone!

I think a great way to pay tribute to the NHS would be to have a truck or two with the wave on the cabs replaced with a rainbow as well as a little thank you message!

Just a thought, John!

Thank you,

**Barry**

For those of you who are new to Maritime and haven't yet heard of Dear John, it's a nifty little communication tool available on iWave which allows all Maritime employees to contact John Williams and the board of management directly (although your line manager or driver administrator should always be your first point of contact for anything!)

In response to Barry's fantastic request, we unveiled 25 newly-liveried tractor units in March in recognition of the incredible work carried out by the NHS, and the valuable contribution key workers across many sectors have made during the pandemic.

The brand-new vehicles, comprising 15 state-of-the-art Scania's and 10 beautiful Volvo's, have been emblazoned with a wave-shaped rainbow replacing the eminent blue Maritime wave, and now proudly bear the message **THANK YOU KEY WORKERS**.

All 25 units sporting the striking new livery were integrated onto our fleet, and will be seen across UK roads over the coming months, lending visible support and encouragement to NHS staff and key workers.

For each of the 25 vehicles purchased, we also made a donation to NHS Charities Together, an organisation that represents over 240 NHS charities who provide outstanding support to staff and patients.

You can read more about NHS Charities Together at [www.nhscharitiestogether.co.uk](http://www.nhscharitiestogether.co.uk)







*'We are immensely proud to be showing our support to the NHS and our key workers whose tremendous efforts have kept Britain moving during these difficult times.'*

*As an industry that faces a number of challenges each day, professional drivers and those that make up the wider transport and logistics community have continued to provide essential support around the clock to our supermarkets, nursing and care homes, hospitals and other crucial industries, which will carry on long after the pandemic subsides. Without them, things would look very different.*

*We hope the new vehicles will serve as a reminder of the remarkable work carried out by our NHS and key workers.'*

**- John Williams**





# DRIVER TRAINER TAKEOVER

**Andy Mugglestone**, our Driver Trainer at Doncaster and Peterborough, discusses PPE, SSW's, and the importance of load security!



Hi – my name's Andy Mugglestone, and I'm the driver trainer at Maritime's Doncaster (IKEA) and Peterborough depots. I've been with the company since October 2017 and have been a driver trainer now for almost three years. I've taken on various roles over the years, starting out as a dedicated four on four off day driver, then quickly progressing to the driver mentor role. In April 2018, I became a driver trainer which has been a rollercoaster ride to say the very least! I took on 110 drivers and deliver our training programme, helping them improve in areas such as safety, driving style, and performance. On top of this, I deliver FORS and DCPC training – a very big well done to all trainers and drivers across the Maritime network who worked extremely hard towards the DCPC deadline in 2019.

Along my journey, I've attended many courses held by manufacturers to learn about the different types of vehicles we have on our fleet, Volvo being my favourite course for a variety of reasons. Mercedes was the most memorable however thanks to Steve Bond keeping spirits high, particularly when learning about the advanced pedestrian braking system that we were lucky enough to test!

I was given a second depot towards the end of 2019, IKEA Peterborough. Whilst we were all focused and ready for another successful year, the pandemic struck, providing an incredibly challenging time for all of us.

One subject I would like to cover in this article is **T-SSW003** and **T-SSW004**; these are the coupling and uncoupling procedures. Please ensure you follow these procedures correctly at all times and are carrying out tasks safely using the correct PPE. Equipment should be treated as your own; any damage caused can affect your safety bonus.

Between January and August 2019, dropped trailers, ripped/snagged airlines, missed pins, and damage inflicted by stationary objects alone cost the company **£189,775.41**.

These systems are in place for your safety and they work very well when followed!

Secondly, I would also like to cover the correct use of curtainsider trailers.

A few basics to start off with:

As mentioned, always ensure you follow the correct safe systems of work using the correct and full PPE. This includes your high visibility vest, safety boots, gloves, and hard hat.

When using the XL-rated trailer, there are white markers on the front and rear poles which must be lined up correctly, and when tensioning the load bearing straps, they must be hand-tight without allowing the D shackles to be pulled through the curtain straps as demonstrated below:



Securing Ring has travelled too far past the white marker



Front trailer pole and ratchet



Rear trailer pole



It's important that we all remain professional by maintaining the company's high standards. This includes keeping everything clean and tidy, all curtains and straps tensioned correctly, internal straps stowed away in the allocated spaces, and the trailer bed swept out and free of all rubbish – these are just a few of your responsibilities as drivers.

Our curtainsiders all meet the European standard code of practice, EN12642-XL, which has also been bridged with the UK's code of practice. This means that trailers/vehicles built to this standard will meet the 50% of load securing to the side, but does not mean that loads do not need to be secured! Company policy is to use all available roof straps per pallet. You must load right up to the headboard (4x2 tractors may require a slightly different loading pattern at the front depending on pallet weight) with no more than 80mm between the load and each curtain. This also applies to hire trailers.

The internal straps have a lashing capacity of 350 daN (356.9kg) which is the safe working load of the strap, and a minimum breaking force of 700 daN (713.8kg)

## Standard Body Types (L)

## Reinforced Body Types (XL)

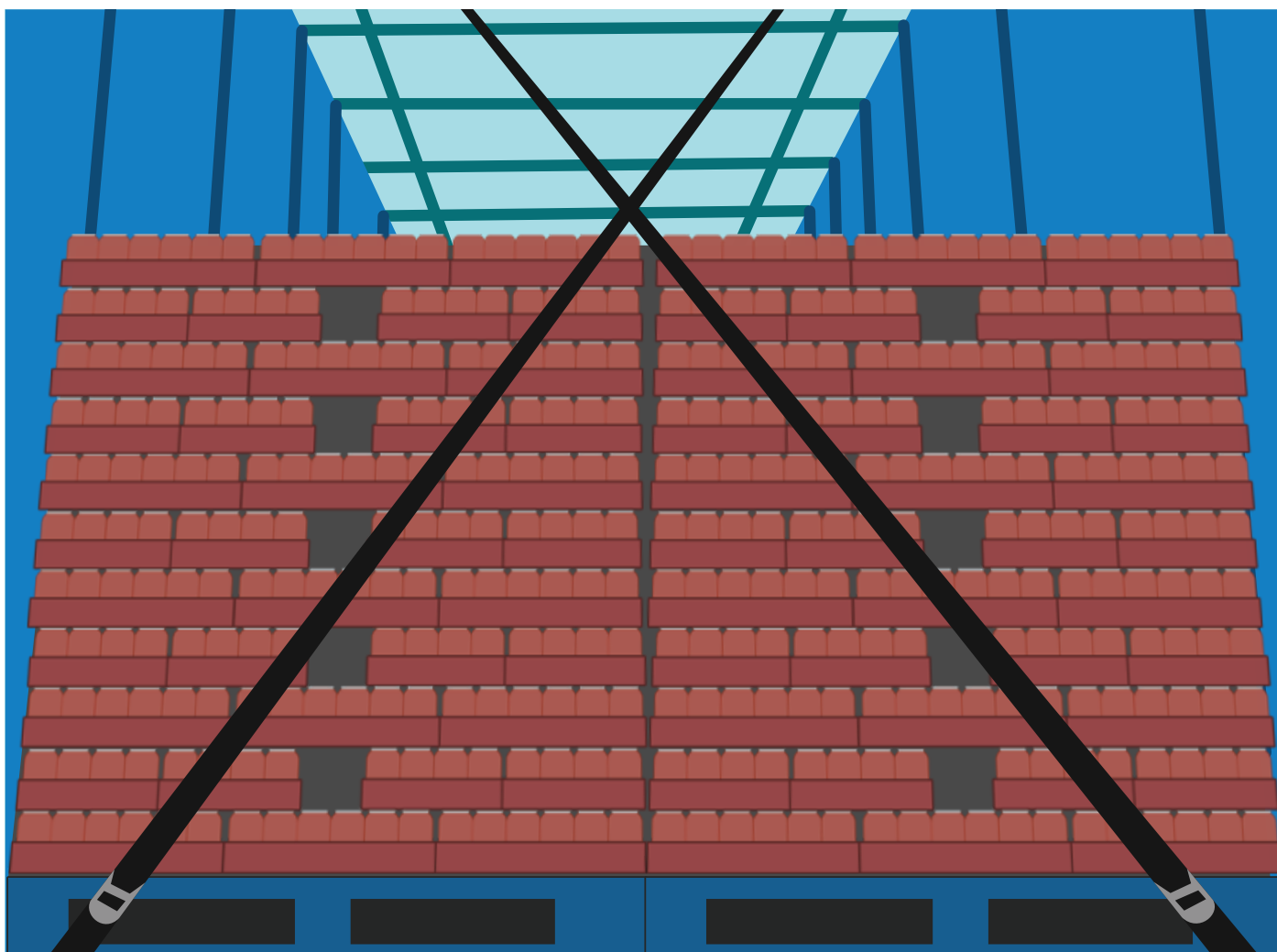
If you're unsure about strapping and correctly securing your load, please do not hesitate to seek advice from your driver trainer and adhere to **T-SSW028**.

Finally, I would like to cover overspeeds. Although overspeeds may appear not to be a big problem, they are! It is illegal to let your vehicle exceed its governed speed (52mph for our vehicles). It is also in contravention of undertakings made as part of our O Licence conditions.

Maritime's **T-SSW015** indicates that the company speed limit is 52mph, and that drivers should not freewheel above this speed. I encourage all drivers to control their vehicles whilst descending at 50mph; this will avoid any overspeeds.

Maintaining the correct speed limits also reflects on your mpg and driving style, which then reflects on your driving score. This is something I focus on when delivering annual assessments so that drivers achieve good results. As you all know, driving a commercial vehicle is a big responsibility, and I think it's important that we maintain and display good road discipline and continue to show our professionalism at all times whilst traversing the highways.

I would like to say thank you to all Maritime drivers for their hard work and dedication, as well as my colleagues in the office for supporting me in my role as Driver Trainer.



# DRIVER ADMINISTRATOR TAKEOVER

In his first-ever DA Takeover, **Anthony Blakemore**, East Midlands Gateway-based Driver Administrator, tells us all about his journey into transport, and what it means to be a Driver Administrator!



After spending lots of time away from home to attend boarding schools from the age of eight, I quickly got fed up with going to college and work and back home in the same day. Not that I didn't like being at home; it just wasn't what I was used to.

At the end of my painting and decorating training (as much as I loved my paintbrush!) I realised it wasn't for me. So transport was the industry to allow me to get out once again and see the country. However, this time, instead of home-cooked meals and comfy beds, I had a 44-tonne vehicle, smelly lay-bys, and a bunk that had seen better days... I loved it! Driving was always more than a job for me, it was a passion. I never woke up with that dread of 'off to work again!' and in the beginning of my career, that was enough. I soon found myself wanting to explore transport deeper, so I decided to go for the big one - the Transport Manager CPC. To my surprise, I nailed it first time. After that came the interesting opportunity to be a Transport Manager for a small family firm which was run from Kent, but I was based in Rugby. Little did I know what I was getting myself involved in and the crunch day came when I was invited to the Traffic Commissioner's Office followed by a visit to Cambridgeshire to attend a public inquiry. Luckily, everything I had done was backed up with documentation.

Let's just say I didn't want to stick around after that!

This is when I found driving positions at Maritime Transport, which is where I had wanted to work for a while, and with plenty of experience, I went for it and haven't looked back since. Joining the team in October 2016, keeping me in check back then was **Geoff Hickman** and my little friend Dec (**Adam James**), followed by **Martin Harley**. I started working

on containers, and was soon given the opportunity to swap to 4on 4off distribution which I did for the next four years. Although I loved driving around the country in our blue and white beauties, progressing with Maritime and working in one place was always the goal. In December 2019, **John Bailey** and **Craig Bickley** gave me the shot I'd been waiting for - I became the Driver Administrator for our new depot at East Midlands Gateway. As nerve-racking as it seemed, it was a fantastic opportunity for my career, and one that I am incredibly appreciative of to this day.

Now that I am in this role, and from my previous experience, I appreciate some of the struggles my managers could have found themselves in when supporting me as a professional driver. This role gives me the chance to spend more time with my son. Sundays are F1 and rugby days, and I would say football but watching my team lose week in, week out gets very boring.

Coming from the driving seat, my first piece of advice to all drivers is to remember you are professionals, and valued professionals, at all times, and that all of the rules within transport, including Maritime, are there to protect you and others. Start/end of shift vehicle checks are key and should be taken very seriously as part of a driver's daily routine.

I have an open door; there are no silly questions in my eyes, and I would rather drivers ask advice and if I don't know the answer, I will come back to them!

Being a Driver Administrator at Maritime, you have to be involved in all areas of road safety and compliance. This is a very important part of the job, and something, as a driver, I never realised Driver Administrators were involved in. This can be anything from talking through tachograph infringements with drivers to help them understand just how important it is to maintain their own drivers' hours, not just for themselves but to protect Maritime's O Licence, to helping a driver achieve an 'A' on their telematics driving scores. Another key role of the job is to maintain the well-being of drivers. This can include acting as a listening ear for those who have sometimes been away for up to a week, without seeing family or friends, to helping others deal with problems both on and off the road.

Although nothing surprises me anymore and the list of things that we deal with daily is endless, I feel very privileged to be supporting drivers through their careers.



# THE THRILL OF THE HUNT

It comes as no surprise to anyone that professional drivers, the heroes of our nation, and the vehicles they drive have hundreds of thousands of fans out there! Public interest in transport and logistics companies from the English mainland to continental Europe has been soaring for decades via a hobby called 'truck spotting' which, as you might have guessed, sees enthusiasts log sightings of vehicles in their area, or make trips for the purpose of doing so elsewhere. In this Breaktime Q&A exclusive, we meet **Rob**, a devoted truck spotter and friend of Southampton sensation, **Carl Smith-Haggett**, who gives us a fantastic insight into his spotting endeavours and what it all involves!

## Tell us about yourself...

My name's **Rob Clement**, I'm 31 years old and live in Wallingford, Oxfordshire. I met Carl through the [Maritime Transport Spotters Club](#) on Facebook, and we've been chatting for around a year. I eventually met him in the flesh just before Christmas.

## Tell us about truck spotting, Rob - what do you actually do?

In a nutshell, I look for fleet numbers on the side of the cabs as well as vehicle registrations, and then match them to the fleet list I've downloaded from the Maritime website. I usually go spotting once or twice a week and find that the A34 and M40, which are both local to me, are really good corridors for some great spots.

## How did you get into truck spotting?

I used to travel to Daventry a lot and often noticed Eddie Stobart trucks passing by. I eventually started watching tv programmes about trucks and visited Truckfest a few times before I got hold of my first-ever spotter book.

## Where have your truck spotting travels taken you?

So far, I've only been spotting in the UK and have been as far north as Scotland and as far south as Southampton, although I did go on a trip to Germany to see the mighty Status Quo but sadly didn't get any spotting in.

## What's the best part about truck spotting for you?

The thrill of the hunt of course! I'm especially keen on spotting the new 70-plate Maritime vehicles.

## Biggest challenges when it comes to truck spotting?

The COVID-19 restrictions currently in place means travel is very limited.

## Why trucks? What is it about them that you find interesting?

I've always had a love for trucks ever since I was little, as well as trains, tractors, steam engines, and the engineering of them. Plus, there's nothing better than a clean and well-presented vehicle, although I would love to see one of the Maritime Intermodal locomotives up-close and tour one of your bigger transport depots if I ever got the chance.

## Are there many truck spotters out there?

There are literally thousands of us who are members of a variety of groups on social media. We are all into different marques and operators; Maritime, Eddie Stobart, and Jenkinson's are probably the top three for most spotters though as they have the best social media sites and easy-to-use fleet lists. You will often find that some of the bigger hubs will have a group of spotters stood by burger vans with a coffee sharing their spots with each other like a badge of honour.



## Have you ever been to a Maritime depot or another transport operator's depot to spot trucks?

I've been to a few Maritime depots including Northampton and Southampton, but only from the outside. It was great seeing the trains and containers disembarking but having a proper tour is at the very top of my wish list.

## Have you been to any truck events in the past?

I regularly attend Truckfest in Malvern and Peterborough and the Great Dorset Steam Fair, as well as several other smaller shows. I'm hoping to go to Convoy in the Park at some point.

## Is it just trucks you spot or other modes of transport?

Trucks are my biggest passion but I do keep an eye out for the Maritime locomotives and Hitachi engines. I also like planes.

## What's your favourite truck marque and why?

Scania's and Volvo's are my favourite but I think Scania get my vote – great trucks.

## Tell us about your Maritime fleet list!

I have last year's list and have so far spotted around 60% of the vehicles on it. I'm now starting to work my way through the current list and am keen to get those 70-plate spots in.

## Three tips for people interested in truck spotting?

Stock up on some kit! A high vis jacket, binoculars, fleet list, pen, cosy hat, and walking boots would set you off to a good start.

Choose your locations wisely. I recommend the A34, M40, and M1 as they're busy routes and there's a high chance you'll see some good spots – just remember to spot safely!

Check out some of the programmes available to watch on tv. I watch Trucks & Trailers, Outback Truckers, Ice Road Truckers, and Train Truckers; you can learn lots about different modes of transport and the problems tackled by the transport and logistics sector.

**It's been a real pleasure hearing about your spotting activities, Rob, and we hope to see you at one of our depots when the pandemic clears!**

# COVID-19 MYTHBUSTERS

## COVID-19 VACCINE PROGRAMME: BUSTING THOSE MYTHS!

As the COVID-19 vaccine programme continues at pace, unfortunately, so does fake news! Social media platforms and other news sites are currently littered with false claims, which can sometimes influence opinions. Here, we take a look at some of the most common myths surrounding the vaccine programme...

**MYTH:** COVID-19 vaccines are unsafe because they have been fast-tracked into production.

**TRUTH:** Safe COVID-19 vaccines have been produced quickly because of a global effort among experts.

**MYTH:** The vaccines are pointless unless everyone takes them.

**TRUTH:** If you are vaccinated, you will be protected regardless of who else is vaccinated. But the more people who are vaccinated, the better, because this will protect vulnerable groups who can't be vaccinated themselves.

**MYTH:** The vaccine will contain a microchip that will track me for the rest of my life.

**TRUTH:** There is no truth in this. The vaccine will cause an immune response and then be cleared out of the body.

**MYTH:** It's better to be immunised by catching COVID-19.

**TRUTH:** It is not known how long or how strong the immunity is from catching COVID-19. Some patients have been infected more than once. There is also a significant risk of death among older people who contract COVID-19.

**MYTH:** Being vaccinated could make me infertile.

**TRUTH:** COVID-19 vaccines have no impact on fertility. The myth was created based on the fact that there is overlap between a small number of components of the spike protein in the virus and in a placental protein. However, the overlap is too short to plausibly affect fertility. If the virus was related to fertility, COVID-19 should affect the outcome of pregnancies, which has not been observed.

**MYTH:** The COVID-19 vaccine contains a live version of the virus, so you can actually get infected from the virus.

**TRUTH:** COVID-19 vaccines will not give you COVID-19. Sometimes, this process can cause symptoms, such as fever. These symptoms are normal and are a sign that the body is building immunity.

It typically takes a few weeks for the body to build immunity after vaccination. That means it is possible that a person could be infected with the virus that causes COVID-19 just before or just after vaccination. This is because the vaccine has not had enough time to provide protection.

**MYTH:** I heard that getting vaccinated causes you to test positive for COVID-19.

**TRUTH:** COVID-19 vaccines will not cause you to test positive on your COVID-19 test. If your body develops an immune response, which is the goal of vaccination, there is a possibility that you may test positive on some antibody tests. Antibody tests indicate if you had a previous infection and that you may have some level of protection against the virus.

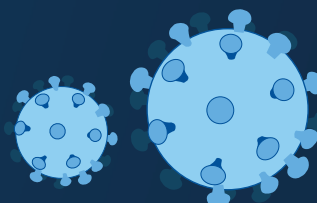
**MYTH:** If you've already had COVID-19 and recovered, there's no point getting vaccinated.

**TRUTH:** People who have had COVID-19 may still benefit from getting vaccinated. Due to the severe health risks associated with COVID-19 and the fact that reinfection with COVID-19 is possible, people may be advised to get a COVID-19 vaccine even if they have been sick with COVID-19 before. Once vaccinated, if you were to catch COVID-19, then your chances of being ill with would be very low. It would be very unlikely for you to be seriously ill, and if any symptoms were displayed, they would be very mild.

**MYTH:** There's no point getting vaccinated if there's still a chance that a vaccinated person can get COVID-19.

**TRUTH:** Getting vaccinated can help prevent getting sick with COVID-19. While many people with COVID-19 have only a mild illness, others may get a severe illness, which could be fatal. There is no way of knowing ahead of time how COVID-19 will affect you, even if you are not at increased risk of severe complications. COVID-19 vaccinations help protect you by creating an antibody response without having to experience the sickness itself.

Source: [coventry.gov.uk](https://www.coventry.gov.uk)







On the topic of COVID-19, we wanted to share with you two fantastic poems which were submitted to the board of management via the Dear John inbox by Liverpool-based driver and aspiring writer, **Peter Hill**.

**Over to you, Peter!**

I started with Maritime Transport (Bootle) in February 2018. (A self-confessed rat race escapee for the second time in my working life). I've held my Class 1 since 2004 but hadn't driven regularly for nearly 10 years. I very quickly began to wonder why I'd ever given up driving in the first place.

My interest in poetry was inspired by a late uncle who not only wrote, but was a highly-accomplished artist in oils also.

Throughout my adult life, my poetry has covered a wide range of subject matter but regardless of the inspiration for each piece, they've always been born out of the need to make sense of and gain understanding of what was happening to me and around me. On reflection, it shouldn't have surprised me that my break from writing would be interrupted by current world events. A family member's battle with the virus undoubtedly has had a bearing on my penning the following pieces too.

Each piece is, in effect, an open letter from one to the other. Together, they represent my considered reflection on a subject which I would guess there wouldn't be many of us unaffected by in one way or another.

Dedicated to all affected by the pandemic.

**The Human Race**

*Dear virus you're right  
Our fate's in our hands  
Though you've stolen "the march"  
For you we've a plan*

*We too have great legions  
Though less so than you  
But the challenge you have set us  
Is one we won't lose*

*Hard lessons we've learned  
This is ever so true  
For we've met your kind before  
And great harm they caused too*

*But then as is now  
We're turning the tide  
Very soon my dear Virus  
It'll be your turn to hide*

*But hide as you may  
Your secrets we'll learn  
Each weakness you have  
Is a screw we will turn*

*Until in the end  
It is we who'll "own you"  
And just like your forebears  
You'll be history too.*

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**The Virus**

*From a land far away  
O'er great oceans I've roamed  
Through careless indifference  
Great misery I've sown*

*If you still haven't met me  
There's time for you yet  
Our paths soon will cross  
On that you can bet*

*Each of you when we meet  
Your own toll shall you pay  
Though the tithe that I take  
Isn't always the same*

*But take from you I will  
There's nought you can do  
Once we have met  
Know for sure I'll own you*

*Yes some may escape  
This is quite true  
But don't relax yet  
I've not finished with you*

*Just when you think  
The danger is passed  
I'm learning and changing  
And doing so fast*

*So try as you might  
Science won't save you alone  
Sleep on watch if you dare  
Of sleep I need none*

*My legions are growing  
Far worse days are yet to come  
When you count up your losses  
I'll have barely begun*

*I'm in this for the long run  
So if you're not too  
My victory's assured  
Your fate's down to you.*

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# VEHICLE CHECKS WHAT YOU NEED TO KNOW!

We get it. Daily walkaround checks can be unexciting at times, but they're absolutely essential when it comes to your safety and the safety of other road users!

Safety is crucial when operating our vehicles and trailers, which is why drivers are required to undertake daily walkaround checks, to ensure they're safe to carry out their duties!

All drivers should know by now how important it is to carry out rigorous daily walkaround checks before setting off – they're not just tick lists you know! Unreported damage may lead to severe consequences, like being stopped by enforcement agencies including the DVSA and the police or worse, potentially fatal accidents.

We've seen numerous incidents previously where drivers have noticed defects whilst carrying out their daily checks, thus preventing accidents. To clarify, you are given up to 15 minutes at the start of each shift to

carry out a vehicle and trailer walkaround check. This must be done before leaving any depot/overnight parking location.

Every vehicle you drive and trailer you pull during your shift must be checked fully. It is advised that you should carry out checks throughout your shift too, for example, after loading, after a rest break, or leaving your vehicle unattended for any period.

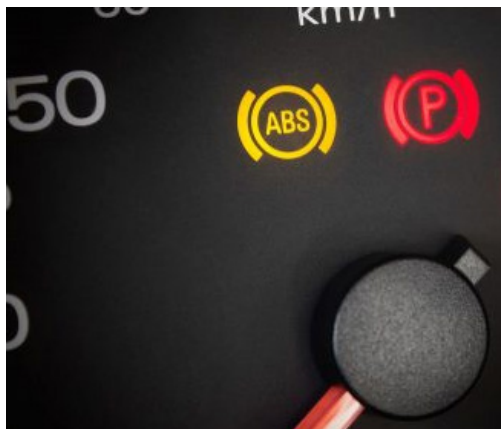
We request that a visual check is carried out at the end of your shift too and, again, report any issues before leaving.

Check out the full procedure and areas that must be checked below:





**PLEASE NOTE:** you must not leave the depot/site if the amber ABS warning light shows on your dashboard after coupling up or start up. This must be rectified before commencing your journey.



If the amber ABS warning light comes on during your journey, and you can prove this if stopped, you must stop the job you are working on and go directly to a place of repair. Please drive carefully and bear in mind that braking performance may be affected until rectified.

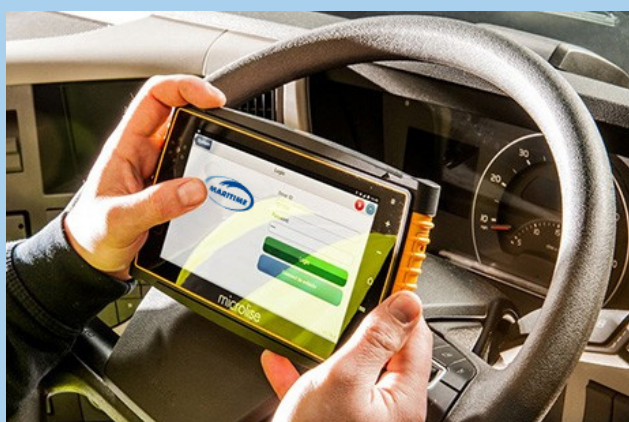
If the red ABS warning light comes on during your journey, you must stop immediately at the first available stopping place without fail.

### eDEFECTS

Maritime operates a 'nil defect' protocol. Via the vehicle DriveTab and eDefect system (a manual defect process is in place for vehicles not equipped with DriveTabs or when a DriveTab is faulty), a 'nil defect' statement has to be entered when there are no defects present. Any defects found, have to be reported through the eDefect system and rectified before the vehicle commences its journey.

**PLEASE NOTE:** some defects require a specialist repair and the vehicle can't be operated until the earliest appointment for repair can be arranged. In some circumstances, you may be instructed to take the vehicle/trailer to a repair agent; this is allowed, and our fleet department will advise accordingly.

You can find our **eDefect guide** on iWave!



### DRIVER-RECTIFIED ISSUES

Whilst the majority of defects will need attending by a service agent, it is expected that you change headlights, tail lights, marker light bulbs and blown fuses wherever possible, to reduce unnecessary callout

charges. Tools, spare parts, and assistance is available at all depots. It's important to remember however that supplied toolkits should not be removed from vehicles.

You can find instructions on how to change headlight bulbs on iWave! Temporary repairs on wings (tractor unit and trailer mudguards) can also be affected with the use of duct tape when authorised by our fleet department.



### TYRE FOCUS

Logistics UK (formerly the Freight Transport Association) carry out independent equipment inspections at each of our depots every six months, which involve checking the standard of fleet maintenance and the robustness of daily checks conducted by drivers.

Our most recent report listed defective tyres as a key issue.

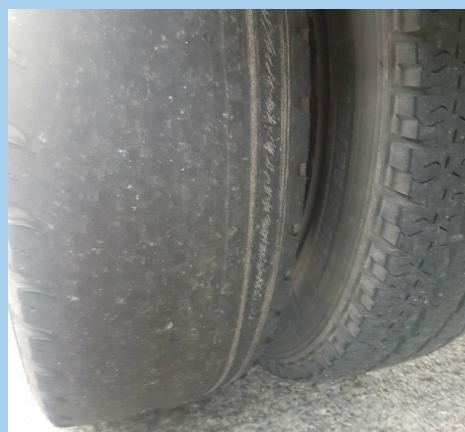
Before setting off, it is absolutely essential that you check the tyres on your vehicle **THOROUGHLY** as part of your walkaround check – failure to do so could have dreadful consequences.

If you do find a defective tyre(s) on your vehicle, do not proceed with your journey under any circumstance and report your findings immediately.

Our tyre policy is in-line with current legislation. However, we have set a minimum tread depth of 2mm around the whole circumference of a tyre.

All drivers are supplied with a tyre depth gauge to assist them in this task.

You can find our **tyre policy** on iWave!



You can find more on vehicle and trailer checks on iWave – just type **Driver Handbook 2020** in the search bar.

# DIABETES DISCLOSED

Over 4,000,000 people in the UK at present are diabetic, and it's predicted over half a million people have diabetes that is yet to be diagnosed. Ongoing research in recent years has improved diagnosis, treatment, and knowledge of this lifelong condition, allowing for better prevention and management! We looked into diabetes further and learned a thing or two along the way...

## WHAT IS DIABETES?

Diabetes mellitus, which literally means 'a fountain of honey' although we prefer its more widely known term, 'diabetes', is a lifelong condition that occurs when your blood glucose, also called blood sugar, is too high.

The amount of sugar in the blood is controlled by a hormone called insulin, which is produced by the pancreas (a gland behind the stomach).

When food is digested and enters the bloodstream, insulin moves sugar out of the blood and into cells, where it's broken down to produce energy.

With diabetes, the body is unable to break glucose down into energy. This is because there's either not enough insulin to move the

glucose, or the insulin produced doesn't work properly.

As you might have guessed, over time, having too much glucose in the blood can cause health problems. Although there's no cure for diabetes, you can take a number of steps to manage or reduce the risk/progression of certain types of it, and stay healthy!

## WHAT ARE THE MOST COMMON TYPES OF DIABETES AND HOW ARE THEY CAUSED?

### TYPE 1 DIABETES

Type 1 diabetes develops when the insulin-producing cells in the body have been destroyed and the body is unable to produce any insulin, resulting in a build-up of glucose in the blood. Nobody knows for sure why these insulin-producing cells have been destroyed, but the most likely cause is the body having an abnormal reaction to the cells. This can be triggered by genes and environmental factors, such as viruses or other infections.

Type 1 can develop at any age, but usually appears before the age of 40, and especially in childhood. It accounts for between 5% and 15% of all people with diabetes, and is treated by daily insulin injections, a healthy diet, and regular physical activity.

### TYPE 2 DIABETES

Type 2 diabetes develops when the body can still make some insulin, but not enough, or

when the insulin that is produced doesn't work properly (known as insulin resistance), meaning glucose still builds up in the blood.

Type 2 can be caused by several factors, including lifestyle factors and genes. Being overweight or obese is strongly linked to the development of Type 2, as extra weight sometimes causes insulin resistance.

You can see if your weight puts you at risk of diabetes by using a Body Mass Index - these are free to use and can be found on the internet!

It is important to note however that not everyone with Type 2 is overweight.

Type 2 typically appears in people over the age of 40, although it is becoming more common in children, adolescents, and young people of all ethnicities. It accounts for between 85% and

95% of all people with diabetes, and is treated with a healthy diet and increased physical activity. In addition to this, medication and/or insulin is often required.

### GESTATIONAL DIABETES

Gestational diabetes develops in some women when they are pregnant. Most of the time, this type of diabetes goes away after the baby is born. However, if you've had gestational diabetes, you have a greater chance of developing Type 2 later in life. Sometimes, diabetes diagnosed during pregnancy is actually Type 2.

### PREDIABETES

Prediabetes occurs when your blood sugar levels are higher than normal, but not high enough to be classified as diabetes. Prediabetes is often the precursor of diabetes unless appropriate measures are taken to prevent progression!

## WHAT ARE THE SIGNS AND SYMPTOMS OF DIABETES?

ACCORDING TO THE NHS, THE MAIN SYMPTOMS OF UNDIAGNOSED DIABETES CAN INCLUDE:



Blurred vision



Feeling very tired



Feeling very thirsty



Cuts or wounds that heal slowly



Urinating more frequently than usual, particularly at night



Itching around the penis or vagina, or frequent episodes of thrush



Weight loss and loss of muscle bulk

**TYPE 1** signs and symptoms are usually very obvious and develop very quickly, typically over a few weeks. The symptoms are quickly relieved once the diabetes is treated and under control.

**TYPE 2** signs and symptoms may not be so obvious, as the condition develops slowly over a period of years and may only be picked up in a routine medical check-up (for example). Again, symptoms are quickly relieved once the diabetes is treated and under control.



## WHAT HEALTH COMPLICATIONS CAN DEVELOP AS A RESULT OF DIABETES?

Long-term complications of diabetes develop gradually. The longer you have diabetes, and the less controlled your blood sugar, the higher the risk of complications. Eventually, these complications may be disabling or even life-threatening.

### EYE PROBLEMS (RETINOPATHY)

Some people with diabetes develop an eye disease called diabetic retinopathy which can affect their eyesight. If retinopathy is picked up, usually from an eye screening test, it can be treated, and sight loss prevented.

### FOOT PROBLEMS

Having diabetes means you're more at risk of serious foot problems, which with more severe cases, can lead to amputation if untreated. Nerve damage can affect the feeling in your feet and raised blood sugar can damage your blood vessels, making it slower for sores and cuts to heal.

### HEART ATTACK AND STROKE

When you have diabetes, high blood sugar for a period of time can damage your blood vessels. This can sometimes lead to heart attacks and strokes.

### KIDNEY PROBLEMS (NEPHROPATHY)

Diabetes can cause damage to your kidneys over a long period of time making it harder to clear extra fluid and waste from your body.

### NERVE DAMAGE (NEUROPATHY)

Some people with diabetes may develop nerve damage caused over time by high blood sugar levels. This can make it harder for the nerves to carry messages between the brain and every part of our body, so it can affect how we see, hear, feel, and move.

### GUM DISEASE AND OTHER MOUTH PROBLEMS

Too much sugar in your blood can lead to more sugar in your saliva, resulting in acid-producing bacteria that can attack your tooth enamel and damage your gums.

### SEXUAL PROBLEMS IN WOMEN

Damage to blood vessels and nerves can restrict the amount of blood flowing to your sexual organs so you can lose some sensation. If you have high blood sugar, you are also more likely to get thrush or a urinary tract infection.

### SEXUAL PROBLEMS IN MEN

The amount of blood flowing to your sexual organs can be restricted which may cause you to have difficulty getting aroused. It may lead to erectile dysfunction, sometimes called impotence.



## LIFESTYLE CHANGES AND CHOICES

Lifestyle changes such as weight loss, healthy eating, and regular, moderate, physical activity may reduce the risk or progression of Type 2. Although Type 1 cannot be prevented, following these steps may make it easier to manage and pave way for a healthier, happier lifestyle.

### CHOOSE HEALTHIER CARBOHYDRATES

Healthy sources of carbohydrate:

- whole grains like brown rice, buckwheat and whole oats
- fruit
- vegetables
- pulses such as chickpeas, beans, and lentils
- dairy like unsweetened yoghurt and milk

Try to cut down on foods low in fibre such as white bread, white rice, and highly-processed cereals. You can check food labels when you're looking for foods high in fibre if you're unsure.

### EAT LESS SALT

Eating lots of salt can increase your risk of high blood pressure, which in turn increases risk of heart diseases and stroke. Try to limit yourself to a maximum of 6g (one teaspoonful) of salt per day. Cooking from scratch will help you keep an eye on how much salt you're eating. You can also get creative and swap out salt for different types of herbs and spices to add that extra flavour.

### EAT MORE FRUITS AND VEGETABLES

We know eating fruit and veg is good for you. They act as a really good snack source and can help you get the vitamins, minerals, and fibre your body needs every day to help keep you healthy.

You might be wondering if you should avoid fruit because it's sugary? The answer is no; you shouldn't be avoiding it at all. Whole fruit is good for everyone. Fruits do contain sugar, but it's natural sugar. This is different to the added sugar (also known as free sugars) that are in naughty foods like chocolate, biscuits, and cakes.

Products like fruit juices also count as added sugar, so go for whole fruit instead. This can be fresh, frozen, dried, or tinned (in juice, not in syrup!). And it's best to eat it throughout the day

instead of one bigger portion in one go.

### CHOOSE HEALTHIER FATS

We all need fat in our diet because it gives us energy. But different types of fat affect our health in different ways.

Healthier fats are in foods like unsalted nuts, seeds, avocados, oily fish, olive oil, rapeseed oil, and sunflower oil. Some saturated fats can increase the amount of cholesterol in your blood, increasing your risk of heart problems. These are mainly found in animal products and prepared food like:

- red and processed meat
- ghee
- butter
- lard
- biscuits, cakes, pies, and pastries.

It's still a good idea to cut down on using oils in general, so try to grill, steam, or bake foods instead.

### CUT DOWN ON ADDED SUGAR

We know cutting out sugar can be really hard at the beginning, so small practical swaps are a good starting point when you're trying to cut down on excess sugar. Swapping sugary drinks, energy drinks, and fruit juices with water, plain milk, or tea and coffee without sugar can be a good start. You can always try low or zero-calorie sweeteners to help you cut back.

### BE SMART WITH SNACKS

If you want a snack, choose yoghurts, unsalted nuts, seeds, fruits, and vegetables instead of crisps, biscuits, and chocolate.

### DRINK ALCOHOL SENSIBLY

Alcohol is high in calories, so if you do drink and you're trying to lose weight, think about cutting back.

Diabetes UK recommends that anyone diagnosed with diabetes should see a registered dietitian, and then have regular reviews for specific advice on their eating habits.

### KEEP ACTIVE

To state the obvious, being active is good for all of us, but this doesn't mean expensive gym memberships, running on a treadmill, and intense aerobics sessions.

Every form of physical activity counts, and making small lifestyle changes is a great way to start, even if it means parking your car in the furthest spot to your depot, walking to work or going for a quick run during your break!

The recommended minimum amount of activity for adults is 30 minutes for at least five days of the week (that's only 2.5 hours out of a 168-hour week). Activity can be spread out throughout the day into bitesize chunks that may help achieve personal goals and should be at a pace where you feel slightly out of breath to gain the full benefits.

### QUIT SMOKING

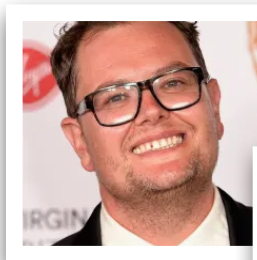
Again, it might seem like we're stating the obvious here, but nothing good comes out of smoking in the long run, and it's now proven to be an independent risk factor for diabetes, and amongst diabetics, increases the risk of complications like those above. Giving up smoking is one of the best things you can do for your health, and there are plenty of options to help you along the way, including e-cigarettes and vaping, nicotine patches, inhalers, nicotine gum, all easily accessible! Speak to your GP for the best advice on quitting!

You can find more information and further advice on diabetes at [nhs.uk/conditions/diabetes](https://www.nhs.uk/conditions/diabetes) or [diabetes.org.uk](https://www.diabetes.org.uk)

# TEA BREAK

Send all your look-alikes, photos, and stories to [marketing@maritimetransport.com](mailto:marketing@maritimetransport.com) and they could be in the next issue!

## LOOK-ALIKES



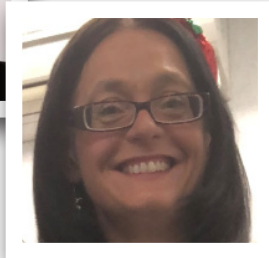
**Alan Carr,**  
TV Host and  
Actor/Comedian

**Paul Kilby,**  
SHT - Fleet Sales



**Prof. Trelawney,**  
Harry Potter Character

**Mel South,**  
SHT - Sales Administrator



# CONGRATULATIONS!



Congratulations to **Val**, from our Secondhand Trucks team, and his wife, **Karolina**, who welcomed their son, **Sergiu**, in November.

Congratulations to **Paul** and his fiancé **Sommer** on their engagement! Sommer has committed her life to living in the biggest house in Donny, along with Gary the tortoise and Paul's predisposition for building forts out of empty beer cans...

**Jack Clement**, one of our supervisors in London Gateway, and his partner, **Genine**, welcomed their second daughter in January. Congratulations to you both.



**Chris Buck** and his wife, **Jess**, also welcomed their first son since our last issue. **Theodore** was born in January. Congratulations to Chris and Jess.

And **Liam Chadwick** and his wife, **Charlotte**, welcomed their son, **Harry**, bang on his due date, making Mum and Dad very proud. Congratulations on your new arrival!





# #MARITIMETRUCKS

We have received some brilliant images of our blue and white beauties and wanted to share some of our favourites with you. If you have any images you'd like us to feature on social media or in BREAKTIME, please send them through to [marketing@maritimetransport.com](mailto:marketing@maritimetransport.com)



PAUL DEE



RAY JOHN



PATRYK HULIP



GLYN BAXTER



MARC LOFTY



JON MALING

## STITCHED UP!

Following a bad day in the office, Operations Manager, **Steve Burn**, decided he needed to give **Ash Knott** a quick lesson in how to run trucks efficiently.



## LONG SERVICE

Everyone at Maritime plays a hugely important role in the success and the continued progression of the business. We'd like to congratulate and thank the following members of staff on their long service anniversaries in January, February, and March!

### January

Jack Machin	Manchester	10 years
Jonathon Entwistle	Manchester	10 years
Andrew Parsons	Felixstowe	10 years
Ben Bettles	Tilbury Railport	10 years
Alexandros Panaretos	Tilbury	5 years
Robert Pringle	Doncaster	5 years
Edward Smith	London Gateway	5 years
John Berrisford	Doncaster	5 years
David Coad	Birmingham	5 years
Katy Adams	Head Office	5 years
Jack Richards	Birmingham	5 years
Michael Killick	Milton Keynes	5 years
Darren Cullen	Manchester	5 years
Brae-Scott Williams	Leeds	5 years
David Hehir	Medway	5 years
Adam Thompson	Bardon	5 years
Peter Greenfield	Felixstowe	10 years
William Hill	Felixstowe	5 years
Stanislaw Sliwa	Felixstowe	5 years

### February

John Rafferty	Southampton	15 years
Ian Parker	Liverpool	10 years
Caroline Gillman	Northampton	10 years
Paul Bartlett	Thrapston	5 years
Mathew Nicholson	Bardon	5 years
Sandeep Pooni	Bardon	5 years
Matthew Bambrook	Milton Keynes	5 years
Mark Wakelin	Head Office	5 years
Nigel Thorpe	Bardon	5 years
Tomasz Madej	Felixstowe	10 years
Christopher Walpole	Woolpit	5 years

### March

Alan Strafford	Southampton	15 years
Trevor King	Southampton	15 years
Michael Brown	Felixstowe	10 years
Gary Bowden	Medway	10 years
Steven Hobbs	Northampton	10 years
Andrew Morris	Doncaster	5 years
Craig Bagley	BIFT Terminal	5 years
Roy Simpson	Head Office	5 years
David Garlick	Doncaster	5 years
Paul Fredericks	Tilbury	5 years
Stephen Norbury	Manchester	5 years
Gary Canham	Immingham	5 years
Mark Goulding	Leeds	5 years
Maryvn Jackson	Leeds	5 years
Simon Jones	Leeds	5 years
Reece Leather	Leeds	5 years
Mark Radford	Bristol	5 years
Kyle Francis	Milton Keynes	5 years
Desmond Line	Milton Keynes	15 years
Christopher Gates	Snodland	20 years
Adam Allsopp	Southampton	5 years
Paul Dawson	Felixstowe	10 years
Christopher Oszko	Leeds	10 years





# HAVE A STORY FOR THE NEXT ISSUE?

Send your stories, look-alikes, and  
Stitched Up! photos to  
[marketing@maritimetransport.com](mailto:marketing@maritimetransport.com)  
to be featured in the next issue of  
**BREAKTIME!**



Get social with us



What a shot from **Valentin Chitigoi** in Tilbury!  
One-in-a-million photo of a very chilled fox  
with one of our big blue and white beauties!  
Thank you for sharing, Valentin.