



JUNE 2020, ISSUE NO. 02

THE HORIZON

THE OFFICIAL NEWSLETTER OF TOSL ENGINEERING LIMITED

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THE NEW NORMAL

THE IMPACT OF COVID-19 AND REMOTE WORK

As at the end of May 2020, Trinidad and Tobago together with the rest of the world implemented their plans to ease COVID-19 restrictions and attempt to return to what is now called, "The New Normal."

COVID-19 brought about the need for social distancing and self-isolation throughout the globe. This pandemic catalysed one of the most significant changes to the corporate world; the adoption of remote work or "work from home". Platforms such as Microsoft Teams, Skype, Zoom, and Google Hangouts have fueled this adoption and changed the way people interact on a day to day basis in all walks of life.

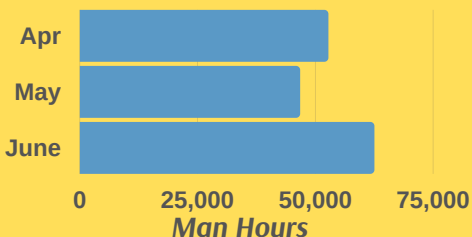
Work from home was Initially a temporary measure, to ensure that businesses could maintain sustainable levels of operations in the short term while ensuring they did their parts in supporting social distancing guidelines.

However, there is a growing realisation that the best parts of these measures need to continue to fulfil the Government guidelines and provide a safe workspace. Large companies such as BP, Shell, JP Morgan Facebook, Capital One, Amazon, Microsoft, and Zillow have all indicated that remote working is here to stay. Fujitsu announced on July 6th permanent work from home arrangements for its 80,000 staff called the Work Life Staff Programme.

TOSL's office environment has also changed significantly in June 2020. There are limits to the number of persons in each building, office, meeting room, and kitchen areas—all indicating the need for continued remote working arrangements.

HSSE STATS Q2:

- Lost Time incidents – 0
- OSHA Recordables – 0
- Manhours – 161,874



"Companies such as BP, Shell, JP Morgan Facebook, Capital One, Amazon, Microsoft, and Zillow have all indicated that remote working is here to stay"

Mr. Ricardo Mahadeo
CEO, TOSL Engineering Limited



Because companies have experienced a decrease in business globally, firms must now take a critical look at the tasks that are done and focus on those that add discernible value.

These tasks must now be retooled for remote work. All companies need to strike a balance between adhering to government guidelines, respecting the desires of their workforce, and delivering on their own goals.

Those companies that are proactive and take the opportunity to reassess, re-engineer and reimagine their workplace will be best placed to offer a differentiated employee value proposition, and will also reap the benefits of increased efficiencies and ultimately a significantly lower cost base.

Finally, the Board of Directors and I would like to acknowledge each and every employee for their understanding, contribution and support during this period. Many of you came out to work despite the risk and uncertainty during the early period of the pandemic. While others who were asked to work from home did so responsibly and with accountability, still executing the required duties and providing value so TOSL could persevere and succeed during this period.

We firmly believe that TOSL could not, and moving forward cannot continue to persist in these tough social and economic times without the dedication and support from our valued employees. We thank you and look forward to working with you during this coming quarter.

Ricardo Mahadeo
CEO, TOSL Engineering Limited

TOSL TRIVIA



Introducing TOSL Trivia!

Look out for the link to our quiz in this newsletter for a chance to win a magnificent prize.

If you have a concern about TOSL you can report it anonymously any time, 24/7 in the following ways:
Toll Free Hotline: 1800 872-2281
OR
+877 RPT-LINE
OR
Report Online www.tosl.com
username: tosltd
Password: reportit



HSSEQ DEPARTMENT NOTIFICATION

CALL FOR ACTION

Incident Type: First Aid

Consequences: Chemical contact – face and eyes burning

On 2020.04.30, two contractors were installing and programming a PLC panel on the lower deck of the RP10 riser platform when they felt a mist on their face which subsequently started to burn.

Investigations showed that a team of personnel were working on the upper deck setting up equipment to inject Biocide into the facility. Whilst setting up the equipment, they realised that the pump was not working so they broke containment and drained the Biocide.

WHAT WAS DONE

1. Be mindful of SIMOPS in the area, especially with chemical operations. Ensure no one is in the area.

2. Work must be stopped and reassessed whenever there are changes to the scope or ad hoc issues arise, no matter how routine the job may seem.

3. The Client must always be notified of changes to the job scope or work before continuing the job.

INCIDENT

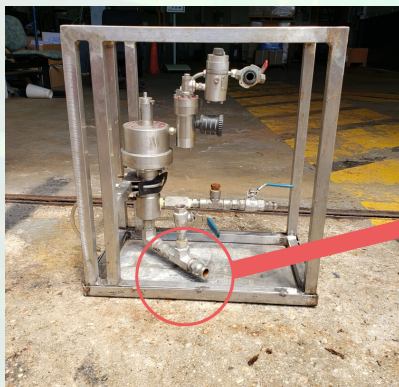
1. As per the SDS, the two contractors were taken to the eyewash station where their face and eyes were flushed for 10 minutes.

2. They were taken to the medic where their vitals were taken, their eyes flushed and they were observed for an hour. They were given the all clear but were advised to seek further medical care if required.

3. Job was reassessed and controls were implemented to ensure the further risks were mitigated.

LESSONS LEARNT

POINT WHERE THE HOSE WAS DISCONNECTED FROM THE PUMP (CONTAINMENT BROKEN)

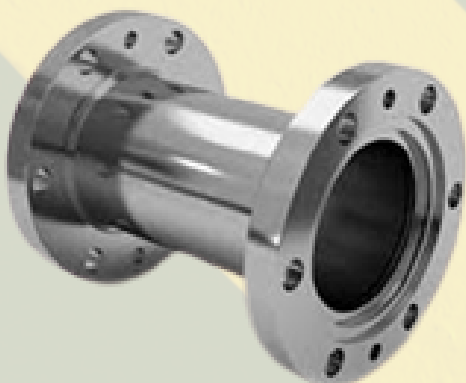
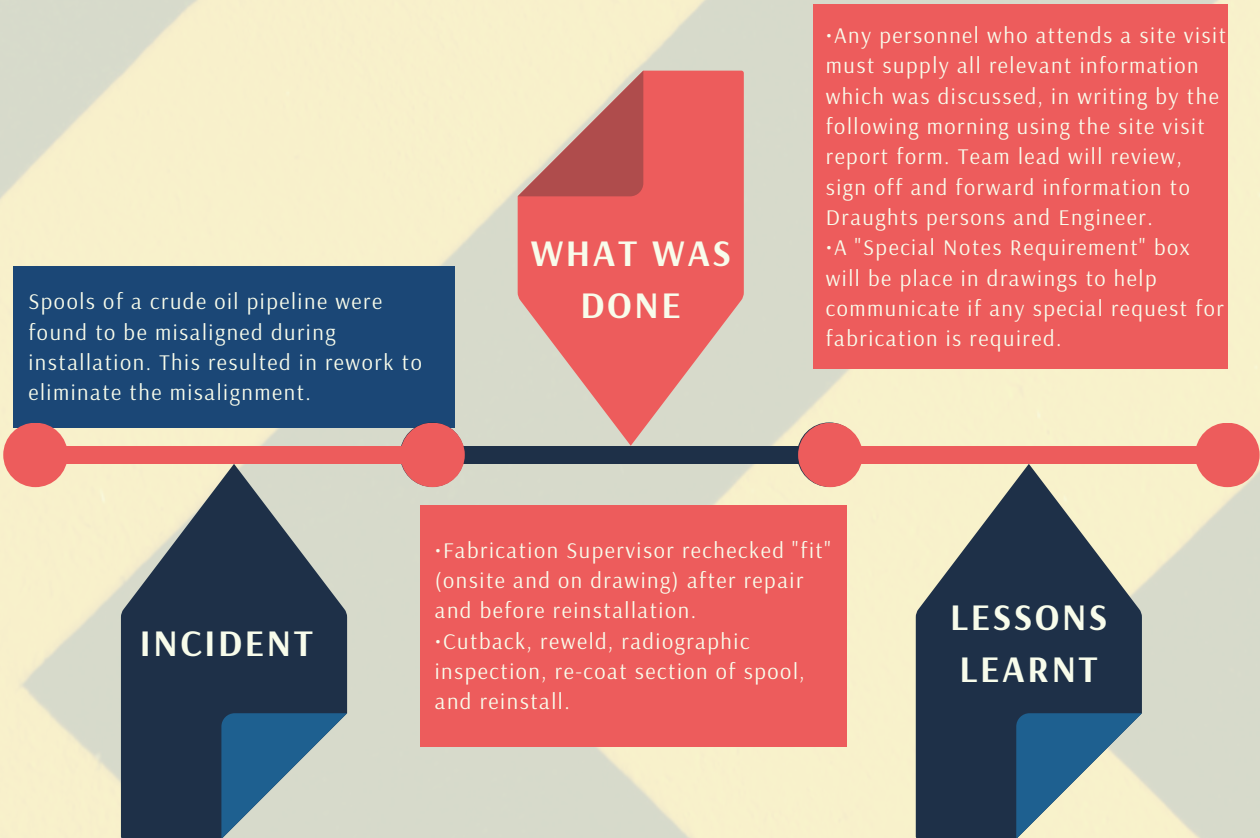


CALL FOR ACTION

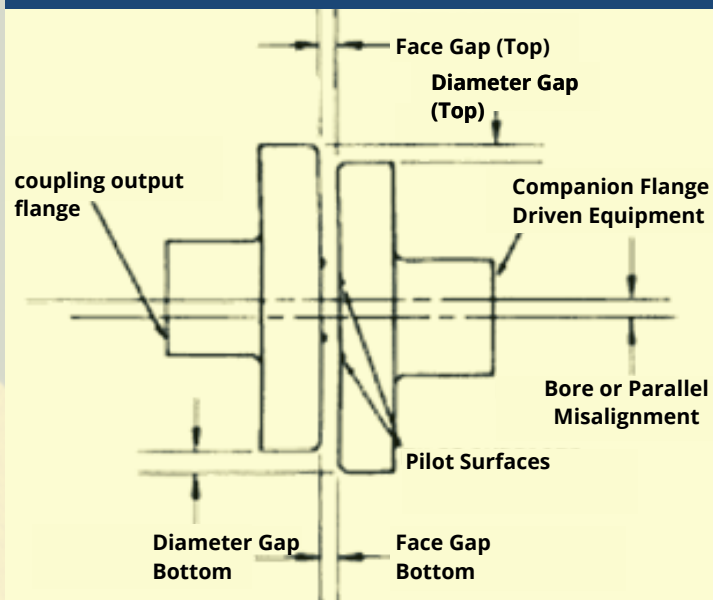
Incident Type: Quality
Consequences: Reworks to the section of spool



REWORK ON A CRUDE LINE



MISALIGNED SPOOL



PRODUCT SPOTLIGHT

BIO-SCAN

BIO-SCAN Surface Scanner kills COVID-19 Virus

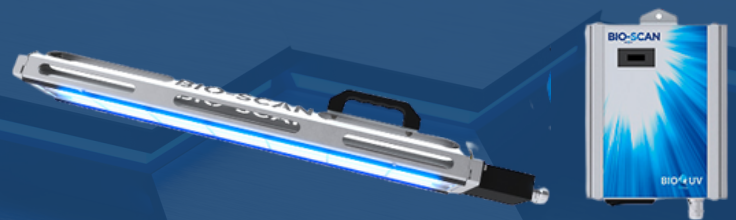
A safe cost effective powerful solution to disinfect and destroy bacteria and viruses from any surface.

- ✓ Destroys 99.9% micro-organisms (viruses, bacteria, algae, yeasts, moulds)
- ✓ including SARS-COV-2 (Covid-19)
- ✓ In as little as 4 to 10 Seconds
- ✓ Safe & Easy To Use
- ✓ On Any Surface
- ✓ No Chemicals, No Side-effects
- ✓ Three Convenient Sizes

● The practical and ergonomic wand uses UV light at a wavelength of 254 nanometres. The UV-C inactivates micro-organisms (viruses, bacteria, algae, yeasts, moulds, etc.) by penetrating their DNA, thereby disrupting their metabolism until they are completely destroyed.

- Certified process with demonstrated efficacy against SARS-COV-2 (Covid-19)
- Cost-effective, powerful, quick, and easy-to-use
- CE Marked
- Each unit comes with a carry case, gloves and mask
- 2 years warranty

● The BIO-SCAN is certified to AFNOR standard NF T72-281 by 2 independent laboratories. This means it destroys 99.999% of bacteria and 99.99% of viruses, including SARS-COV-2 (Covid-19)



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PREDICTIVE MAINTENANCE

Solve Maintenance Issues Before They Happen..

with TOSL's Predictive Maintenance Services

We Are The Industry Leaders in Preventative Maintenance with 25 Years of Experience

Customized Solutions For Every Situation

Integration with existing maintenance solutions

Ensure Maximum Equipment Uptime

Vibration Analysis (Monitors mechanical detrimental motions)

Infrared Thermography (Detects heat signatures of equipment)

Ultrasound (Detects sounds from equipment not audible to humans)

Lube Oil Analysis (Detects wear of elements which are lubricated within machines)

Electrical Signature Analysis (Diagnoses Electrical Faults)

Motion Amplification (Measures abnormal movement)

Laser Alignment (This is more of a corrective maintenance item)

We only use proven diagnostic technologies and standards

TOSL was the first company to offer predictive maintenance as a service in Trinidad & Tobago over 25 years ago.

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PDM Superintendent

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DID YOU KNOW ?

THE NEW HOW

TOOLS FOR AN UNPRECEDENTED TIME



The 2020s has been declared as the decade of remote work.

The phrase “social distancing” has been increasingly replaced by “physical distancing” in recognition of the fact that though some things have changed, others shouldn’t.

We remain reliant on our collective strengths as a team and so our ability to stay in touch, pull into a quick group huddle, or get real-time feedback on an idea is more relevant than ever.

Here are some of the toolsets that TOSL is already employing as we transition into the still-being-defined new normal:

Collaboration

1. Microsoft Teams – our new go-to choice for video conferencing, Teams allows us to join meetings anywhere, record sessions for reference and more. We even use it for remote orientations and inductions.
2. Skype – still used by some of our clients and partners.
3. Zoom – allows our low-tech clients and partners to start hosting meetings and webinars that are quick and easy to join from anywhere.

Core Business

1. Acumatica – quotations, invoices are more available anywhere, any time
2. Office 365 a. Office Online – for quick, easy document editing on any device b. SharePoint – secure, accessible storage and sharing
3. HRIS – our new HR software is currently being developed internally

Work Management

Planner – allows lightweight tracking of tasks and work items.

These tools (and more) are used in various ways to ensure we deliver consistent value and service in a rapidly changing world.

MEET ONE OF OUR LONG SERVICE EMPLOYEES

ONE ON ONE WITH MR. THEODORE SOOKDEO



Mr. Theodore Sookdeo

In this Horizon issue, we will be having a one-on-one discussion with one of TOSL’s long service employees, Mr. Theodore Sookdeo. Mr. Sookdeo is a Workshop Supervisor, Wire Rope & Rigging Division.

"The most enjoyable part of my job is working with my immediate colleagues, the synergy with my group is fabulous."

cont'd on pg 08

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Q: How many years have you worked at TOSL?

Theodore: I have been a part of this very dynamic team for the past 14 years.

Q: Based on your experience with us, what do you think it takes to succeed at this company?

Theodore: Vision, Courage, Integrity, Humility, Strategic planning, Focus, Cooperation.

Q: What suggestions for improvements do you have to make our workplace better?

Theodore: Empathy for employees and a greater emphasis on teaming.

Q: What is the most satisfying or enjoyable thing about your job and working with TOSL?

Theodore: The most enjoyable part of my job is working with my immediate colleagues, the synergy with my group is fabulous.

Q: Why have you chosen to stay with TOSL and not move to other jobs, as most people do these days?

Theodore: Job Security was the main reason.

EMPLOYEE UPDATES

We would like to warmly welcome two new employees who joined us during the last quarter.

1. Bilaal Baksh – PdM Superintendent
2. Curtis Gonzales - Field Supervisor

The Executive and Management congratulate our new employees on joining our team. We believe you all will be great assets to our team and look forward to your contributions in our continued success as a company. Welcome aboard!

"Success is not final; failure is not fatal: It is the courage to continue that counts"

CLICK HERE FOR TRIVIA!



CULINARY CORNER

THE TASTY AND RICH SAWINE

In this issue, and in recognition of Eid-ul-Fitr, celebrated in Trinidad and Tobago on May 24th, we look at one of the traditional delicacies of the religious holiday, Sawine.

Eid-ul-Fitr is celebrated by Muslims worldwide and it signals the end of the month of fasting known as Ramadan. We hope you enjoy and have fun with this recipe.

Ingredients

- 200g Vermicelli
- 1 Cup Full Cream Milk
- 1 3/4 cup Evaporated Milk
- 3/4 Cup Water
- 7 oz Condensed Milk
- Pinch of Salt
- 1/4 Cup Golden Currants
- 1/8 Tsp Freshly Minced Ginger
- 3 Cardamom Pods
- 1 Stick Cinnamon
- Dash of Freshly Grated Nutmeg
- 1/2 Tsp Vanilla Essence
- 3 Tbsp Slivered Almonds

Directions

1. Place an empty medium saucepan over low to medium heat.
2. Take vermicelli threads and break into smaller pieces about 1 inch in length. This can be done by scrunching the pack of vermicelli by hand.
3. Empty the broken pieces into the heated pan and toast lightly for 10 minutes while stirring, trying to brown the vermicelli strands evenly. This enables the strands to develop a nutty and robust flavour.
4. Pour in both the full cream and evaporated milk and then stir in the water. Increase heat to medium and add the condensed milk, fresh ginger, cardamom pods, cinnamon stick, nutmeg, vanilla essence and salt.
5. Stir and bring to a simmer to gently allow the vermicelli to cook and for the milk and spices to infuse the mixture.
6. Once simmering and light bubbles break the surface of the milk, add the currants and cook for an additional 5 – 7 minutes until vermicelli is soft and a light thickness develops in the consistency of the milk.
7. Taste to ensure sweetness is to your likeness, if not add more condensed milk.
8. Remove from heat and let sit for 5 minutes.
9. Garnish by sprinkling some slivered almonds atop and serve either warm or slightly chilled.

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THANK YOU

THE HORIZON IS THE OFFICIAL
QUARTERLY NEWSLETTER OF TOSL
ENGINEERING LIMITED. IF YOU HAVE ANY
QUESTIONS OR COMMENTS PLEASE FEEL
FREE TO REACH US.

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Password: reportit