



Boulby News*plus*

SPRING 2019



Polyhalite – meeting the global needs of agriculture
[page 5](#)



Great turnout for mass Zumbathon
[page 12](#)



Working in the frontline of customer contact
[page 16](#)



Katie creates a stunning stingray sculpture
[page 11](#)

WELCOME to the first of a new series of 'official' Newsletters aimed at giving everybody the latest news and information about ICL Boulby and our Polyhalite business. There will be a new edition every quarter and your stories are what we want to hear about. Please use the Communications Sheet to give a brief outline to the editorial team and we will be in touch. In future we'd like to hear more about you and perhaps a bit less from me.

This launch edition has been labelled 'Boulby Newsplus' but we are pretty sure there are plenty of better names out there. Please send any suggestions to one of the contact names below.

In this edition you find, among other things, a state of the company address; samples of some of the news stories we've been involved in and how the media picked them up; and some examples of the community groups we have assisted along with details of how to apply for a community grant as we strive to make being 'a part of the community' a living reality.

I hope you enjoy it as much as your 'unofficial' newsletter 'Pick Point'!

2019 is all about Building Business Confidence: Confidence in our safety, confidence in our performance, confidence in our products and confidence in our people.

To support this I have identified five key objectives for 2019:

1. Embed Safety as OUR overriding priority and progress the ICL Boulby 5 Safety Principles
2. Maintain our 'right to operate' with all relevant stakeholders – HSE, EA, Local Authorities, Local Communities and Employees
3. Prove our capacity as a profitable 'million ton' poly operation in Q4 2019
4. Introduce the Operational Excellence way across three areas of our business: Processing, Infrastructure and then Mining
5. Improved employee engagement and participation through the establishment of communication, recognition and development schemes

Ownership from Pick Point to Point of Sale.



Andrew Fulton *ICL Boulby Vice President*

ANNUAL REPORT & ACCOUNTS TO DECEMBER 2017

AGAIN, just before we went to press, Cleveland Potash Limited issued a statement regarding the annual report and accounts to the end of December 2017.

These showed a total loss of £148 million with around two thirds the result of losses incurred from investments in China.

Operating losses before one-off costs including the £99.3million impairment from the Chinese investment, stood at £49.43million, reflecting the impact of the company's major transition from potash mining to becoming the world's first and only producer of polyhalite.

The losses resulting from the China investments follow losses of £105.7million incurred the previous year on investments in ICL Iberia Limited in Spain.

Turnover in 2017 stood at £71.4million, compared to £92.2million the previous year—the result, says company Vice President and General Manager Andrew Fulton of the move to polyhalite production.

He said: "The need to make the transition to polyhalite was of course to a large extent, driven by the decline in our economically-viable reserves of potash and making the change, the biggest in the history of Boulby, has been a costly and challenging process.

"This is reflected in the 2017 accounts which highlight the investments we have made in a number of areas, including ventilation and conveyance improvements, as well as the development of our innovative Potashplus process to blend potash and polyhalite.

"As the annual report makes clear we are working towards our long-term plan to return the company to profitability and, following the transition process, we are now building up our production levels to a target of producing 700,000 tonnes in 2019 and demonstrating the ability to ramp up to a million tonnes. Modified methods will improve efficiency and there will be continuing major investment in new equipment."

Chamber hears about Boulby transformation

OVER 120 BUSINESS LEADERS in the Tees Valley heard at first-hand about the inspirational story in which we turned around Cleveland Potash, which had exhausted its reserves, into a world-leading agricultural fertiliser producer.

Speaking at the North East England Chamber of Commerce Tees Valley Annual Review at the Jury's Inn, Middlesbrough, Andrew Fulton, Vice President and General Manager of ICL Boulby gave the guests a candid overview of the substantial investment and technical expertise needed to change the mining business's production. This was his message:

"We are firmly committed to the North East and wanted to ensure the Boulby base had a future so we examined the potential assets on our land and found this rich source of polyhalite deep underground. This discovery has led us to develop the world's first polyhalite operation. Our business is now exploiting the fantastic rich deposits miles under the North Sea and has created and secured 500 jobs in the process."

"It was a massive transition to move from potash mining to our new operation and needed substantial investment by our parent company ICL. When we knew

we had to change our business product we were resolute in our determination to support our local community and reinvent our operation. This is what being a mining engineer stands for."

At the Chamber's Tees Valley AGM Simon Wake, Endeavour Partnership LLP was elected Chair of the area committee and Patrick Mashedor, Real Results Marketing and Jo Hand, the Human Group North were elected vice-chairs.

The event was sponsored by the EshGroup.



Our business is now exploiting the fantastic rich deposits of polyhalite and has created and secured 500 jobs in the process

(Below) from left to right: Michael McConnell, outgoing Tees Valley chair, PD Ports; Darius Dodds, Esh Group; Rachel Anderson, Chamber; Simon Wake, new Tees Valley chair, Endeavour Partnership LLP and Andrew Fulton, Vice President & General Manager, ICL Boulby.



Boulby polyhalite makes its mark in China market

WITH OUR POLYSULPHATE™ already being sold around the world on five continents, it is now making its mark in one of the biggest agricultural markets in the world – China.

Our unique product offers four key nutrients needed to help farmers increase yields and become more productive and this has attracted strong interest in China. We have moved to meet this interest and are already producing two products – Megapoly and Sofipoly – specifically for that market.

Says Boulby Vice President Andrew Fulton “The interest from China stems from a huge need to increase food production for its population of almost 1.5 billion.”



Boulby polyhalite now being used in products for the China market

This year will see us boost our Polysulphate production to 700,000 tonnes with the prospect of further growth as the demand increases.

China is not the only area where Boulby polyhalite is taking off... the first shipment of the fertiliser ICL PKpluS, using Boulby polyhalite, recently arrived in Poland.



The interest from China stems from a huge need to increase food production for its population of almost 1.5 billion

Frontrunners in training success – workers win new mining accreditation

WE WERE DELIGHTED to announce that a brand new mining accreditation has been awarded to two workers at ICL Boulby.

Neil Hudson & Steven Easton successfully completed training and have received certificates of competence as shafts men. These are crucial posts held by workers who maintain the integrity of the shaft workings, and complete all maintenance and repairs,

“Without these guys the mine would stop,” said Mike Smith, Training Manager

at Boulby. “It’s the latest part of our continuing drive to ensure all workers are trained to the highest possible standard and competent to operate, whatever their role,” he added.

The competency framework was developed by the training department at Boulby and has been certificated by the Mineral Products Qualification Council (MPQC). This organisation was established to provide qualifications specifically aimed at the mining and quarrying industry.



READY & SALTED!



AS THE COLD winter weather finally gripped the region we made sure there were sufficient supplies of rock salt to spread on the roads to keep them open.

We are one of the largest suppliers of the de-icing agent in the country. It is earmarked for local authorities and Highways Contractors across the UK.

Andrew Fulton, general manager at ICL Boulby said: “We pride ourselves on our long standing connections to local communities and every year we take great satisfaction in knowing that salt from the Boulby mine is spread on roads all over the region making travel possible – and safer -- for everybody.”

Local authority wagons load up at the mine

New fertilisers use Boulby polyhalite

WE'RE PROUD to be playing a key role in developing new fertiliser products to meet the needs of agriculture worldwide.

As the world's first and only producer of the ground-breaking mineral polyhalite we are now using it as a base for our Fertilizerplus range of premium fertilisers, providing nutrients – including sulphur, potassium, calcium and magnesium – to boost crop quality and yields.



Production of polyhalite – which we market as Polysulphate – is being ramped towards a target of reaching a million tonnes a year by the end of 2020. It is already sold in countries across five continents and recently we concluded a new supply agreement with customers in China for a total of 89,000 tonnes this year alone.

Says Andrew Fulton, Vice President and General Manager at ICL Boulby “There is growing interest worldwide in the benefits that multi-nutrient fertilisers based on polyhalite can provide to meet the needs of farmers in many different areas and conditions.

“The impressive results achieved by ICL research – with an increase of up to 30 per cent in yields – led to the decision to use Boulby polyhalite for an entire new product line and already there are six new products in the Fertilizerplus range.

Crop trials show Boulby polyhalite wins worldwide

FROM PADDY FIELDS in Indonesia to pepper plants in China, from potatoes in Wisconsin and Inner Mongolia to maize and wheat in the UK, from sugarcane in Brazil and pineapples in Malaysia, ICL Boulby's revolutionary polyhalite-based fertilisers are proving a winner across the world.

With over 300 trials conducted, the multi-nutrient mineral produced by us at the world's first and only polyhalite mine has been shown to deliver major improvements in growth and yield in a huge range of crops.

Findings from the crop trials include:

- Better root development from maize and wheat trials in the UK.
- Major improvements to soybean crops in China and Argentina.
- Thicker and taller sugarcane stalks in Brazil.
- Improved shelf life to pineapples grown in Malaysia and improved quality of melons in China.
- Increase in yield, percentage of large-sized potatoes and root growth in Inner Mongolia and the USA.

Says ICL Boulby Vice President and General Manager Andrew Fulton; “The findings of the trials conducted in so many countries and with so many different crops show quite clearly that we are now playing an increasingly important role in meeting the needs of farmers worldwide.”

This farmer in Indonesia demonstrates how Boulby Polysulphate is benefitting his paddy rice crop

Without Polysulphate™

With Polysulphate™



TWO UNUSUAL CELEBRATIONS marked separate occasions earlier this year.

First our workers were able to celebrate Christmas and New Year with the mine's own beer!

We handed out over 500 packs of specially labelled 'Beers of Boulby' including bottles of lager, ruby bitter and pale ale all produced from the prize-winning Great Yorkshire Brewery at Cropton near Pickering.

Alongside the workforce packs of beer went to key members of the local community who play such an important role in supporting the mine such as Loftus Mayor Barry Hunt. We also supported him on his fundraising efforts for the armed forces charity SSAFA which saw him spend 11 nights sleeping in the open at war memorials across the area.



Mayor of Loftus, Barry Hunt with bottle

Adds Andrew Fulton "We were delighted to make a financial contribution to Barry's' tremendous efforts for such a worthy cause... hopefully he will be able to enjoy his Boulby Beer in the comfort of his own home over the festive season."

BEER AND PANCAKES...



Workers receiving their packs of beer

...300-plus pancakes went down a treat!

THEN SHROVE TUESDAY meant an earlier start than usual for caterer Charlotte Marsay.

Anyone with an appetite on site probably knows Charlotte but on this occasion they might have found it a bit harder to find her. She was up at 04:30 to mix the batter for over 300 pancakes.

She and her assistant Gaynor Earl then toured the site handing out the treats, with the first batch going to the first miners going underground.

"It's been busier than usual after a very early start but I was asked to come in and provide a special treat to mark the day, so I was only too happy to help," said Charlotte.

As well as the pancakes people were offered a choice of toppings from sugar, lemon juice, and golden syrup.



The pancakes proved a popular treat for all

(Left): Charlotte serving a peckish customer

Boulby Mine cross-industry project

Young apprentices benefit...



INNOVATION AND PRODUCT development have continued at the ICL Boulby mine as we continue to reshape in order to meet future needs of agriculture worldwide.

Recently Andrew Fulton, Vice President and General Manager at ICL Boulby said: "This year we will be continuing to increase our production levels and making substantial investments in plant and equipment to help meet the growing demand for our products."

A recent process improvement project has involved a collaborative project involving the mine; Francis Brown Limited (FBL), the Stockton-based global provider of fabrication and engineering services; and Dutch heavy lifting specialists Mammoet. The overall project has facilitated an increase in polyhalite production.

The improvement project relates to the development of PotashPluS™ a new granular fertilizer formulated using a combination of potash and fine particles of polyhalite. In order to ensure that the quality of the finished product is maintained it is necessary to apply a coating of a 'wax' type liquid within the new process.

Francis Brown were contracted to supply two heat-insulated tanks to store the 'wax' compound. Including the legs these stand 7.3 metres tall and hold 42m³ of liquid at a controlled temperature of 90C.

Among the Francis Brown project workforce were two young apprentices – Sam Shea who won the award for best City and Guilds Welding Student of 2018 in the Teesside area, and colleague Kieron Hutchinson. The tanks were transported to the site by Mammoet.

In charge of the entire project was James Hall of ICL Boulby: "It was an excellent example of how different areas of industry can combine skills and expertise to benefit everybody," he said. "The design and workmanship was exemplary and once the tanks were on site we had the whole system up and running within a week – an excellent performance."

Mark Roddy, Managing Director of FBL stated: "To safely manufacture these tanks where our skilled tradesman mentor and work alongside our apprentices is a particularly rewarding element of the project. We consider these apprentices the third generation of FBL employees to have supported mining and production at Boulby."

(Above): The two storage tanks under construction at Francis Brown.

—SCARBOROUGH STRATA—

YOUR REPORTER has been underground this month. At 1100 metres the Boulby potash mine is the deepest mine in the country. It takes a full seven minutes to descend from the surface, travelling through layers of Jurassic, then Triassic rocks before finally arriving at the Permian salt deposits. The lift journey is the equivalent of travelling through more than 50 million years of earth's history.

Boulby has been mined for potash for around 40 years, and is now mined for potash, salt and polyhalite. All

these occur at different levels within the mine. The salt is soft compared to most rocks, which makes it easy to recover. But it is also extremely stable – tunnels up to 12 metres wide and four to 12 metres high can be dug without the need for supports.

The three products of the mine are all evaporites, ie salts formed by the evaporation of water from salt pans or enclosed lagoons. These pans were part of an extensive sea, known as the Zechstein Sea, that covered roughly the area of the North Sea around 250 million years ago.



Scarborough Review 25/02/2019

ICL Boulby “playing key role” in development of fertilizer products

ICL BOULBY says that it is playing a key role in developing new fertilizer products to meet the needs of agriculture worldwide.

The mine in East Cleveland, UK, is the world's first and only producer of the mineral polyhalite, which global minerals and speciality company ICL is now using it as a base for its recently-launched Fertilizerplus range of fertilizers, providing nutrients – including sulfur, potassium, calcium and magnesium – to boost crop quality and yields. Production of polyhalite – marketed as Polysulphate – is being ramped towards a target of reaching 1 million tpy by the end of 2020. It is already sold in countries across five continents and recently ICL concluded a new supply agreement with customers in China for a total of 89 000 t in 2019.

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World Fertilizer Magazine 25/02/2019

They're talking



ICL Boulby traffic

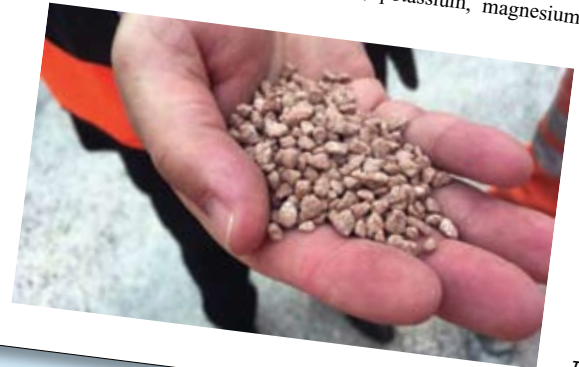
ICL BOULBY has been the nation's most innovative As the firm Boulby is moving – which is v

NATURAL FERTILIZER footprint – according

THE OWNERS of a polyhalite mine in East Cleveland have welcomed the news that a new study has shown that the fertiliser is more environmentally friendly than other products.

ICL Boulby's vice president Andrew Fulton said the report showed its 'carbon footprint' is just a fraction of many other products.

The mine is the world's first and only producer of the unique mineral polyhalite – marketed as Polysulphate – which contains four vital plant nutrients—sulphur, potassium, magnesium and calcium.



The new

Boulby mine begins exporting to China as boss thanks staff's resilience.

The company has ceased production of potash in favour of multi-nutrient polyhalite

A LEADING figure at the Boulby mine says the company has expanded its global reach by exporting its products to China.

ICL Boulby has begun shipping its polyhalite mineral to the Chinese agricultural market, in an attempt to tap into the huge market.

The Teesside mine is the first and only producer of polyhalite in the world. The multi-nutrient mineral is marketed as Polysulphate and provides crops with all the key nutrients they need to grow.

Andrew Fulton, vice president at ICL Boulby, said: “The interest in the po

g about us...

BOULBY'S salt keeps ic moving

BY is responsible for supplying around half of the
eed for de-icing material.
rst serious spate of freezing winter weather arrives, ICL
making a major contribution to help keep the country
the mine is one of the main producers of rock salt
ital to helping keep roads open.

Whitby Gazette 23/01/2019

ER has lower carbon y to new study

The study, undertaken by waste and sustainability experts
Filkin and Co measured carbon footprint as an estimated
value of various fertilisers' global warming potential. In
the case of polyhalite it was just a twentieth of the level
produced by ammonium nitrate fertiliser.

Mr Fulton said: "There is increasing interest in knowing
the carbon footprints of products infarming and in food
supply chains. Retailers and consumers want to compare
the ecological impact of foods. They want to look at every
put and activity all the way through the production process
om field to fork.

A growing proportion of farmers and growers are
interested in the carbon footprint of the inputs they use.
minimising carbon footprint from fossil fuel-generated
gy is one of the criteria used by farming and food
duction accreditation standards to differentiate
ustainable farming businesses from others and is essential
rganic systems".

polyhalite fertiliser mined and produced at Boulby

Northern Echo 19/02/2019

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of Polysulphate is growing all the time
in many different parts of the world
and obviously in China there is a huge
need to increase food production for its
population of almost 1.5bn.

"This year will see us boost our
Polysulphate production to 700,000
tonnes with the prospect of further
growth as the demand grows. Our parent
company ICL is working closely with us
in raising interest and awareness of the
benefits it can deliver, with increasing
evidence of how it can help the growth
of many different crops."

Chronicle 16/01/2019





Community Grants

AS ONE of the longest standing major employers in the east Cleveland area we are proud of the way we interact with our local communities. As the sign on site says 'part of the community not apart from it.'

Here are just some of the local community groups, organisations or services that we have been happy to assist with funding from our Community Grants fund:

Puma Cheer and Dance – based in Skelton this highly successful group have just qualified for the European Championships for the third year running.

Head coach Tara Bullock: "Thanks to a community grant from ICL Boulby, we've been able to bring in an external, world-class coach who helped refine our routines."



Top: Senior Puma Cheer and Dance Level 3 in action

Above: Coaches Paige Robinson from America and Scott Thurlow with (l-r) Ella-Louise Richardson, Rosie Colbert, Libby Bradley and Bonnie Bullock

(Left): Success can come early to members of the Puma Cheer and Dance group



We are proud of the way we interact with our local communities

Guisborough Ladies football team – the club runs six other teams as well as the Ladies – under 10s, 12s, 14s and 16s – and train at Laurence Jackson school in Guisborough. Their training sessions now benefit from a supply of cold weather hooded training tops thanks to our Community Grants fund.

Becky Thomas from the club said: "The tops have been great for us as it means we can maintain our training programme even as the cold winter weather sets in."

But it isn't just sport that ICL Boulby is keen to support. Last year we made a contribution which enabled local artist blacksmith Katie Ventress of Hinderwell to create two stunning stingray sculptures out of mild steel to provide a centrepiece and talking point at the Staithes Festival of Art and Heritage.

"It's given me a chance to show that I can create bigger pieces as well as smaller items," said Katie. "And to be able to contribute to the fantastic artistic heritage of Staithes is very rewarding."



Guisborough Ladies Under 12s with their new cold weather training tops

And in early April a life-size statue of a group of ironstone miners was unveiled in Skelton. Erected alongside the road from Guisborough it pays tribute to the mining heritage of the area. A variety of local community groups, businesses and private individuals took part in the fundraising, which was kick started by a contribution from our Community Grants fund.

Ironstone miners: The working model – the final statue is life size



(Above and below) ; Katie working on her sculpture in the studio

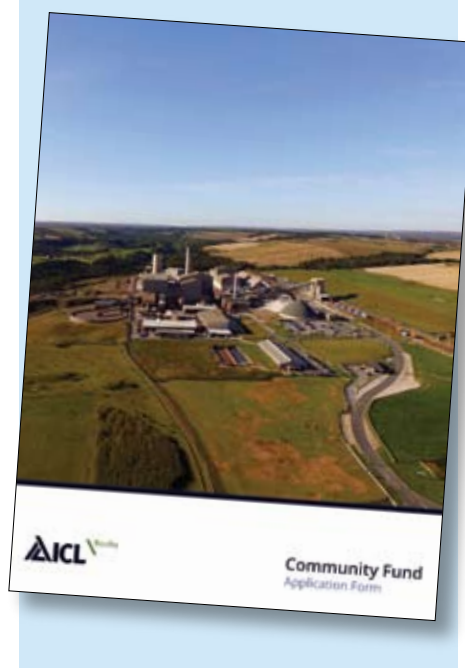


Community Grants – How to apply

IF YOU THINK your fundraising effort, community group or organisation could do with a financial boost then here's how to apply. Please see the application form which details the process.

All bids must be made via the External Affairs Communications Officer Katie Robinson via katie.robinson@icl-group.com you can call her for a chat on **01287-646514 ext 2033**.

Most bid are subject to a maximum of £500 unless deemed especially worthy.



ICL

Community Fund
Application Form

MASS ZUMBATHON



ICL Boulby happy to back plans for an East Cleveland Wellbeing Centre – the first of its type in the region...

DOES FUNDRAISING get any better? Dance to great music, burn off calories and raise money for a worthwhile charity – all at once?

Well, we were happy to chip in and support our colleague Kelly Sherwood as she joined more than 100 people for a mass Zumbathon at Skelton Civic Hall.

It had been organised by Karen Winspear, a local fitness instructor to raise funds for a project that would be the first in the North East:

"I am in the process of settling up a purpose-built unit called the 'Senses Wellbeing Centre' and I need help," said Karen.

This would be created from a former joinery business on Skelton Industrial Estate. It will have a sensory space and

two studios for fitness and wellness sessions hosting SEN adult raves, SEN children's discos as well as inclusive family fitness sessions. It will be the only venue in the North East to offer sensory sessions for service users and parent/sibling exercise classes to run side by side enabling whole families to take part in a wellbeing experience. It would also be used for seated chair and dementia friendly classes.

This is the first of three fundraising events for the project which we are thrilled to support. A 'Bonkers Disco Bingo' will be held at Carlin How club in May with a sponsored walk to follow in June. So there is still a chance to get involved and help out. Contact **Karen Winspear** via motivatekidsfitness@gmail.com

*Top: Karen Winspear and the crowd getting ready.
Below: Kelly Sherwood (left) and Karen Winspear*



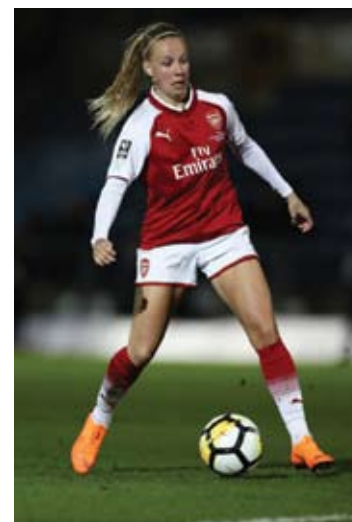
"She Believes"

SOME TIME AGO, in a previous Newsletter you might recall a feature on one of the most promising young female footballers in the country.

Back then we were saying how she had earned England call-ups at U15, U17 and U19 levels.

Well, she is now 23, her star has continued to rise and she is a fully-fledged member of the full England squad.

In early March she played and scored for England, firing in the third as they beat Japan 3-0 in their final match to win the 'She Believes' Cup in the USA. She now plays full-time for Arsenal Ladies and lives in London.



Beth in her Arsenal colours

Her dad Richard is now retired but was a former process operator and we were happy to sponsor him back then to defray the costs of long drives from their home in Hinderwell, where the family still live, to training sessions in Newcastle.

"It's a 120-odd mile round trip, and that means a lot of petrol," said Richard way back around Christmas 2013. "That's why we are so grateful to the sponsorship support we get. It goes a long way to defraying the costs of allowing Beth to chase her dream."

It goes to show that if you have a dream and are prepared to work hard then those dreams just might come true!

Congratulations Beth!

Facebook Message

EARLIER THIS YEAR we got a surprise message via our Facebook page. It's from a former employee – **Jan U Barraclough**. If anybody remembers him please get in touch.

Anyway, he came from Loftus but his travels have taken him all over the world. Here's what his message said:

- "Served my time at CPL, starting in 1986. Was probably the worst apprentice ever to pass through the gates. I imagine I gave Ted Martucci headaches with my ineptness.
- "Now in 2019, I live in Australia, have worked all around the world Tajikistan, Mongolia x2, Australia (every state), USA, Indonesia, Papua New Guinea x 2, Sudan, Cote D'Ivoire, Zambia, Guyana and passed through a whole lot more.
- "Considering I was a snotty-nosed kid from Loftus, my apprenticeship has opened up the world for me.
- "Thank you for the opportunity."

We are aiming to get in touch with Jan to find out more about his adventures. But if any current member of staff remembers him please get in touch so we can share some memories.



When Whitby Museum became the centre of understanding of the universe...

IT MAY SOUND like an outrageous claim but Whitby Museum was indeed the centre for a major exhibition about the research going on at ICL Boulby mine into the origins of the cosmos.

Sponsored by the Royal Society the display showcased the importance of that research with the centrepiece being the ZEPLIN III dark matter detector. In use at Boulby until 2011 it has been donated to the museum by Imperial College London.

Our mine, the second deepest in Europe, was originally chosen for the research because its depth of more than a kilometre shielded the sensitive instruments from external background radiation.

Andrew Fulton, ICL Boulby vice president said: "We have been involved in this research from the start and are delighted to do so. It's true we have an almost perfect site for this series of cutting edge experiments, but we also recognised the global importance of this work and how it can shed light on the origins of the universe."

One highlight of the exhibition was a public lecture entitled "The Search for Dark Matter." This research programme at Boulby is into the undiscovered material which is thought to comprise 85% of matter in the universe. Although as yet unidentified scientists believe it exists because of the gravitational effects it appears to have on galaxies and galaxy clusters.

Earlier examples of Whitby's pioneering spirit and thirst for knowledge is also be on display such as 18th Century scientific instruments used by Captain Cook while exploring the South Seas. Also on show are details of the mining operation at ICL Boulby and how it has become the world's first and only polyhalite mine.

The exhibition runs until July.

Above: Precise measurements are taken in the Dark Matter research laboratory deep underground at Boulby



TO THE RESCUE

THE RUNSWICK BAY Rescue Boat charity has said a big thank you to ICL Boulby for a donation to their charity auction.

A trip down our mine proved a popular auction lot during the annual fundraising weekend. When the bidding was over almost £300 had been raised for the independent charity that works in close cooperation with the RNLI and HM Coastguard.

It is funded entirely from donations via the fundraising efforts of the local community. The crew and committee give their time voluntarily.

ICL Boulby Vice President Andrew Fulton, said: "This is an annual event at which we are always happy to help. The money goes towards meeting the running costs of the boat and for those of us who live and work on, or near, the coast know full well the value of the service they provide."

(Left): Peter Jones (white helmet) prepares the winning team to go underground!

Emotional Support

“Sometimes we all need somebody to lean on” *

Big extension to emotional support, counselling and training service

IT PROBABLY GOES without saying that to earn your living as a miner means you have to maintain a pretty high level of physical fitness. And plenty of us on the surface like to take care of ourselves to get the most from life. But sometimes the stresses and strains of everyday living start to pile up. And if we don't address these issues they can, after a time, seem almost insurmountable.

We understand that, whatever your role, impaired mental wellbeing can affect your performance and that of those around you. Whether the problems stem from a domestic crisis or increasing stress at work for some twenty years now we have provided a counselling and support service. Now Mike Smith, training manager, has implemented an extended, full-scale training programme to ensure there is somebody available to talk to anyone who feels they may need a helping hand.

Experienced emotional support therapists Martin Holland and Karen Lowes train volunteers from our working community to deal with emotional problems in the workplace at times when counsellors would not normally be available.



Martin Holland



Karen Lowes

“This training takes place in a one-day workshop and is aimed at improving support to help employees through difficult times,” explained Mike. “The idea is to help people deal with deep feelings of grief and frustration so their experience has the least possible effect on their lives.”

“It's a changing world and people are more aware now of the stresses and strains and how they can affect your health and happiness,” said Martin. “It's fair to say that in a physically demanding workplace there can be a certain amount of cynicism and negativity about these matters, but mental health isn't determined by strength or muscles. It can afflict anybody.”

So far thirty-five people have been trained but we would like to raise this figure to more like fifty. If you think this might be something you would like to find out more about you can contact Martin Holland through your line manager or Training Department or email martin.holland@icl-group.com.

To access the service use the ICL confidential helpline 3622 or 01287 646653 calls are answered within 24 hours.

*** “Lean on Me” – Bill Withers**

Question: How do you turn a duck into a soul singer?
Answer: Put it in the oven until it's Bill Withers.

CENOTAPH SLEEP-OUTS FOR ARMED FORCES CHARITY

IN THE COLD depths of November the Mayor of Loftus and Town Councillor Barry Hunt forsook his warm and cosy bed for a series of overnight sleep outs at Cenotaphs throughout East Cleveland.

The 70-year-old Mayor was raising funds for the Armed Forces Charity, SSAFA – formerly known as the Soldiers, Sailors, Airman and Families Association.

“I'm doing this for all the people in our forces that have come home with mental health problems and homelessness issues,” he said. “We must look after them as all they have done is look after us.”



Andrew Fulton with the warming cup of tea at Skelton.

As he settled down for the night in Skelton Andrew Fulton paid him a visit to hand over a cheque for £250 and a warming cup of tea.

Afterwards he said: “It is just a small token of our appreciation for the sacrifices that have been made down through the years by members of the armed forces.”

Councillor Hunt slept out at 11 Cenotaphs in 11 days. “I've been overwhelmed by the support,” he said. “But I just want to sleep in my own bed – I'm exhausted!”

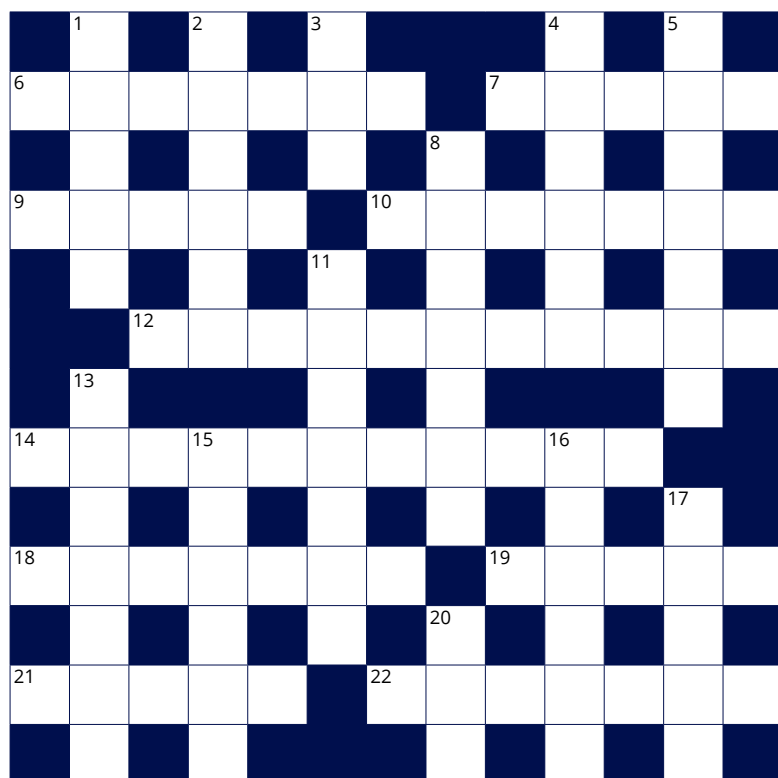
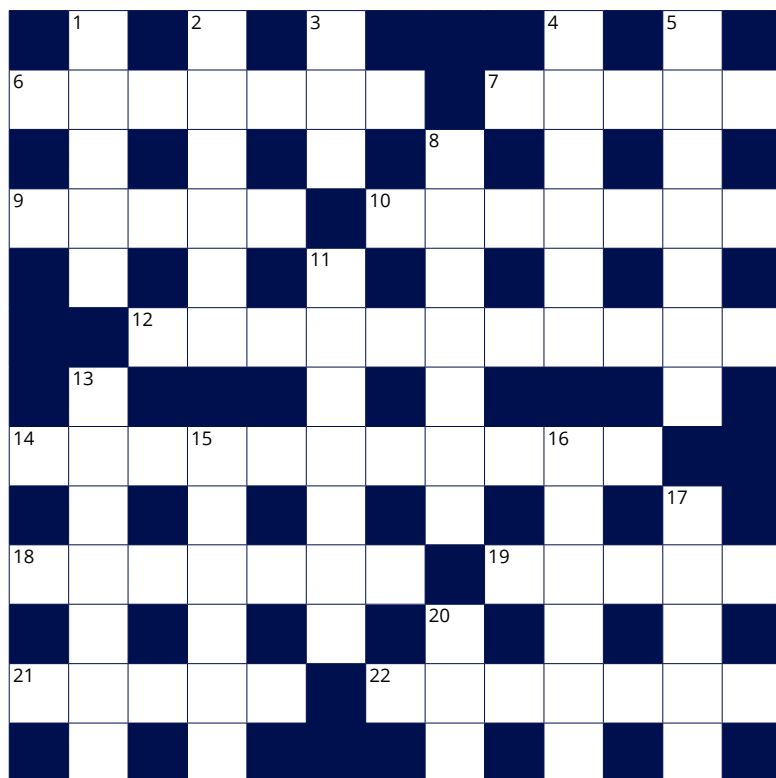
CRYPTIC CROSSWORD

Across

6. Chair to adapt for a vehicle (7)
 7. Trophy I had awarded to a god (5)
 9. Like a chamber that's spacious (5)
 10. A trail's ruined by what cowboys use (7)
 12. Means of communication for a soldier having a row (7,4)
 14. Restaurant? (7,4)
 18. It may authorise a belligerent, bombastic speech (7)
 19. Begin an involuntary movement (5)
 21. Not entirely harsh to cut off (5)
 22. Most courageous underwear items? (7)

Down

1. Charles has nothing but complete disorder (5)
 2. Paint book? (6)
 3. Mathematician's record? (3)
 4. A grave ceremony? (6)
 5. Not standing for being a model (7)
 8. Teachers organising streams (7)
 11 & 17 Dn. Ironing a garment of night attire? (7,5)
 13. Getting taxi to tear around a floorshow (7)
 15. Artist working on a lathe (6)
 16. Notes the month and the street in abbreviated form (6)
 17. See 11 Down
 20. Are returning for many years (3)



QUICK CROSSWORD

Across

6. Weird (7)
 7. Syringa (5)
 9. Weak (5)
 10. Young child (7)
 12. Defect (11)
 14. Unconquerable (11)
 18. Marvel (7)
 19. Light meal (5)
 21. Eskimo dwelling (5)
 22. Diminish (7)

Down

1. Tale (5)
 2. Abundant (6)
 3. Era (3)
 4. Sagacity (6)
 5. Parade (7)
 8. Hide (7)
 11. Delicate (7)
 13. Trespass (7)
 15. Logic (6)
 16. Solitary (6)
 17. Meagre (5)
 20. Writing implement (3)

S	F	U
S	E	B
L	F	N

NONAGRAM

How many words of four letters or more can you make from this Nonagram? Each word must use the central letter, and each letter may be used only once. Plurals, abbreviations, hyphenated words or proper nouns are not allowed, but verb forms ending in 's' are allowed. There is at least one word using all nine letters.

9 Good 12 Very Good 15 Excellent

Nonagram: bless, blue; BLUFFNESS; buses; flue; fuel; fuels; fuse; fuses; lens; less; self; snuff; sues; unless; uses.
Cryptic Crossword Solution
 Across: 6. Charlot; 7. Cupid; 9. Roomy; 10. Larats; 12. Private line; 14. Waiting room; 18. Warrant; 19. Start; 21. Sever; 22. Bravest.
 Down: 1. Chaos; 2. Primer; 3. Log; 4. Bural; 5. Sitting; 8. Masters; 11. Evening; 13. Cabaret; 15. Turner; 16. Octave; 17. Dress; 20. Era.
Quick Crossword Solution
 Across: 6. Strange; 7. Liliac; 9. Fail; 10. Toddler; 12. Shortcoming; 14. Impregnable; 18. Miracle; 19. Snack; 21. Igloo; 22. Decline.
 Down: 1. Story; 2. Lavish; 3. Age; 4. Wisdom; 5. Pageant; 8. Conceal; 11. Fragile; 13. Impinge; 15. Impinge; 16. Reason; 17. Lonely; 20. Pen.

A day in the life of...

Receptionist/Administrator
BESSIE HALL



ONE OF THE FIRST points of contact for any visitor to ICL UK's Boulby site is our reception team. It's an important role as they are in the frontline of customer contact. Among the longest serving is **Bessie Hall** so we decided to try and find out a bit more about the woman behind the well-known, friendly face...

What's your official job title and how long have you worked here?

I am officially a receptionist/administrator and first joined in 1977. I worked here as a purchase ledger clerk until I left to start a family in 1987. Once they had grown up a bit I came back in June 2014 to my present role.

And what does that entail?

The job is a split role, one week we cover inductions and the next reception.

So the first week I make sure all visitors to the site are fully inducted and aware of all the relevant safety and PPE regulations. As a team we update the induction register so people are able to check to see if their visitors' inductions are valid or need updating. Once the person is inducted we direct them to the part of site where their meeting is being held.

The reception side entails answering the telephone and transferring calls to the relevant personnel. We see all the post that comes to site and distribute it to the various departments, we also prepare the outgoing mail for collection by Royal Mail. Anyone wishing to book pool cars do so

through us. The same goes for anyone wanting to book a meeting room. We also receive all enquiry e-mails from the ICL website and forward them to the person best placed to assist. Finally, we make the new access cards for ICL employees and contractors on site. I also help organise taxis.

So, what is the best part of your job?

I enjoy meeting and greeting all the different visitors and workers that attend the site. Every day is different, no two days are alike.

Has the new gatehouse made much of a difference?

Yes, a huge difference. In the old reception it was a totally different role for one thing. Also, here, it is a brand new working environment, bright and spacious.

How about your spare time, what do you like to do in your time off?

I enjoy socializing with my family, grandchildren and friends. I do enjoy reading and I always find time to voluntarily knit little hats for the special baby care unit at James Cook Hospital. But most of all I enjoy my holidays in the sun!

Now we've heard Bessie's story we want to hear yours.

We'd like to hear from anybody happy to talk about his or her working day. It doesn't matter what your role, the mine can't operate without a variety of people carrying out a wide range of jobs.

We think everybody deserves the chance to tell their own story.

Contact us and we will be in touch.

PLAY IT SAFE!



AS YOU KNOW the management places the very highest priority on the safety of each and every person on site.

Whether underground or on the surface, we want to make sure everybody returns home safely to his or her family and friends at the end of every working day. But everybody must play a part. It is the responsibility of every single person to play it safe.

Thank you.

"Boulby Newsplus" would love to hear from you...

As ever we will continue to carry the latest information about the business side of the operation.

But what we would really like to see in future editions is more about **YOU** – our staff and your families.

If you have something you want to shout about let us know and we will do the shouting.

Rest assured, nothing will go into the newsletter until you are happy with what is said and the way it is written.

Your main point of contact is: **Ken Ryalls** via kenryalls@gmail.com.

The editor reserves the right to edit all submissions.

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