

# Total 'Alignment' Between Millwrights Local 1460 and TAMSIL/FT Services

During the first week of June, five TAMSIL millwrights attended a 3-day training course in Machinery Alignment, presented by the Millwrights Union<sup>(1)</sup> Local 1460 in Edmonton. This was a 'first' in a number of respects:

- The first Union presented course specifically for TAMSIL
- The first training course resulting from the Critical Skills Development Project led by the Learning Organization & Development (LOD) team of TAMSIL's parent company, FT Services
- The first course where union members currently working for TAMSIL attended on 'company' time
- The first non-safety training, craft specific course organized by FT Services



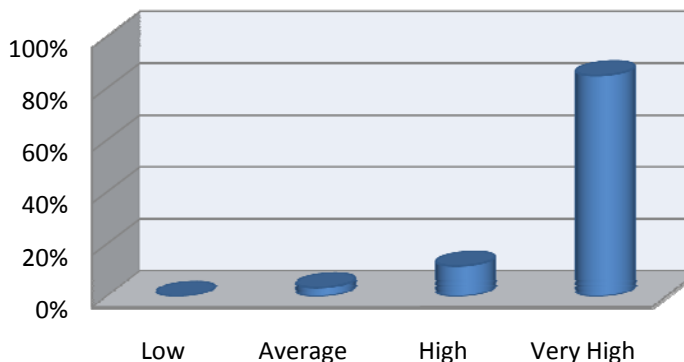
From L to R: Dave Knight (Trainer), Logan Mosiondz, Trenton Hill, James Lucas, Dave Gladden, Jim Archer (Trainer) & Steve Jordan

TAMSIL's five millwrights, four from the Suncor Main Site and one from the Nexen Long Lake site, ranged in experience level from 4<sup>th</sup> year apprentice to 30+ year journeymen Supervisor.

*"This group of members was enthusiastic and knowledgeable,"* said Bob Hugh, Millwrights Union Director of Training. *"They participated freely, making it a highly interactive course."*

Regardless of their background and experience, all participants felt that the course provided value and provided positive feedback regarding the course content and delivery by the union hall trainers; Jim Archer, Dave Knight and Hans Kruger.

## Overall Satisfaction Rating



As the chart illustrates, the overall satisfaction rating amongst the trainees was very high.

Further constructive feedback received from the trainers and trainees on the length of the course was also enlightening – it was too short!

At FT Services' request, the Millwrights Union compressed the course duration to three, 10 hour days; a deviation from the normal five, 8 hour days required for the course.

1. The Millwrights, Machinery Erectors & Maintenance Union. Local 1460



*“The (Millwrights) Local 1460 could not have been more accommodating in meeting our request,”* said Ruth Sutcliffe, LOD Specialist with FT Services, tasked with the Critical Skills Development Project. *“In the training and development of our craft and its members, we share the same goals and objectives. It has been a pleasure working with the Millwrights Local 1460 Training Team, which bodes well for a long and fruitful association.”*

The course, which included both classroom and hands-on training, covered subjects such as, pre-alignment checks (including checking and correcting “soft foot”), the different types of misalignment (and why we need to correct it); the effects of pipe strain and allowing for thermal growth, and how to properly align machines using both dial and laser alignment equipment.

*“Site surveys conducted in numerous process plants across North America have concluded that 70% of all pump failures are attributed to some form of misalignment,”* quotes Chris Yexley, General Manager – Maintenance & Reliability for FT Services. *“Ensuring that our craft are properly trained in certain critical skills partially fulfills our obligations under the Process Safety Management regulations. A competent craftsman, together with detailed maintenance instructions, where appropriate, gives us a high degree of confidence that work will be executed in a skilled and safe manner. This is the end objective.”*

Only time will truly tell how effective this training has been, however, the measurement of success will also be dependent on how much opportunity the participants are given to apply these skills at site.

FT Services’ Critical Skills Development Process requires follow-up field assessments be carried out. The results from these, together with the feedback from both the trainers and trainees, will be used to assess the overall effectiveness of the course delivery and to determine if modifications to either the content or duration need to be made.

A dedicated FT Services team, comprised of LOD, Reliability, and Operations representatives have visited a number of individual union training centres and have been impressed with what they have seen and heard. This was the first of what is hoped to be many successful ventures in the development of training courses offered to TAMSIL’s various union personnel; the next being ‘Hoisting & Rigging’.