
Svane News



Indhold

The year has arrived	2
Overtime work.....	2
Saved hours for hourly paid	3
Ford Kuga.....	4
New cooperation agreement	4
Swan Organisation.....	4
Swan on Facebook (New Business Profile).....	5
Summer end Svane Esbjerg	6
The Chemistry Base	6
Check drawings before you get started	7
Signs/roadblocks – equipment for this	8
News from the staff association.....	8

The year has arrived

Many of us have probably been waiting for spring to return. The winter has been long, cold and rainy.

DMI says.

Denmark soaked

The winter 2023/24 was the second most wet winter since 1874, where DMI started measuring. Climatologists have completed the season - in dry numbers.

The light hours have now increased – everything is starting to sprout and grow – it's a fantastic time of year.

We hope for a little warmth in the weather soon – but I wonder if it's just around the corner.

We as a company are highly dependent on the weather for the performance of our tasks for our customers.

There is a need for us to get a good start on activity levels – there are many tasks that await. 😊



Overtime work

In our February 2024 issue, I called for overtime to the extent possible in relation to the tasks you are assigned to. The option is still open under the same conditions.

See below.

Swan Enterprise Extra hours in the field. (Aired February 2024)

In connection with our chairman's meeting on 19-01-2024, the management has proposed that for a period over the next period – if wind and weather allow this, overtime will be accepted to a certain extent.

Max 3 hours per day at 50% overtime rate.

If there is someone who would also like to work on Saturday, it can be agreed with the chairman / project manager after further agreement - hours overtime on Saturday will be up to 50%. Must in all cases be approved by the immediate manager before.

This applies to both project and after-sales.

November - December 2023 and January 2024 have seen a significant decline in turnover – we would like to collect this turnover so that Svane's Budget for 2024 is kept.

The weather has been very unstable both in terms of precipitation and winter. We hope that the rest of the winter will change so that we can continue to keep everyone busy – so that we avoid further furlough of employees.

If there are any questions about the above, please clarify this with the nearest chairman / project manager.



Saved hours for hourly paid

On 23-02-2024, a meeting has been held with our elected spokespersons for you in the field - Heiko and Troels.

A good meeting where several different things of what is happening with you in the field were discussed.

One of the points reviewed is the following;

A model was discussed where overtime hours are saved over a period of time, from 01-04 to 01-11, - up to 74 hours. These hours should be used on rainy days – winter days – instead of self-paid weather days in the period 01-11 to 01-04.

During this period, you will be able to draw on your savings. If the hours have not been used for 01-04 – they will subsequently be paid.

On 12-04-2024 I have had a meeting with 3 F and there will subsequently be another meeting between 3 F and our spokespeople. The agreement must go through 3 F.

Both Heiko and Troels are positive about this – the model must be described and detailed – management has made a draft – a local agreement with 3F must be made – after which the model will be presented to all employees.

Hope such an agreement will be positively received – as we have all experienced that winter has meant a lot for efficiency due to the weather.

This initiative is NOT only seen from the company's side, but definitely also for the employee side.



Ford Kuga

Over the last month, we have delivered the last of the 4 cars we ordered in November 2023. I'm quite sure the 4 new users are pretty well satisfied 😊.



New cooperation agreement

Bravida

It is with great pleasure that I can inform you that we have entered into a cooperation agreement with Bravida – these are tasks both in our normal area Region of Southern Denmark, and we have expanded the area to have 4 men for Zealand.

Logo - Bravida

We believe it can be a long-term good collaboration



New agreement soon in place 😊

We are very close to closing an agreement with another possible partner.

At the time of writing, I cannot state exactly who it is – but I promise to do so as soon as there is a signed agreement.

It is extremely exciting for Swan and the future.

(details to follow) 😊

Swan Organisation

Formand Fyn

Over a long period of time, we have been looking for a chairman for Svane to Funen – however, so far we have not been successful in finding the right candidate.

So should one of you know someone who would like the task', we would like to hear in the office.

A job advertisement has been made on our website

[Formand - Svane Company](#)

Head of Department Aftersales

Likewise, the process of finding the right candidate for the job Department Manager for Aftersales has been initiated.

In connection with the introduction of Minuba, there is a lot of data to keep track of. Everything from registration of tasks – correct dates of execution – invoicing – follow-up both in our own system and our customers' system.

The job will be advertised via JobDanmark – and Jysk/Fynske medier.

Here too, you are very welcome to share information with relevant people who might be interested in the job.

[Head of Department Aftersales](#)



Swan on Facebook (New Business Profile)

We have created a new user (Facebook profile).

Feel free to go follow and like 😊.

Various posts from our everyday life in Svane will be posted on an ongoing basis.

Malene Oldenborg is the coordinator – so feel free to send pictures by email to mon@svaneentreprise.dk from tasks we do "out there" – it is exciting to follow, both for us and our customers.

Remember to also follow our LinkedIn profile 😊



facebook



LinkedIn

Summer end Svane Esbjerg

True to tradition, we are also holding a summer arrangement this year. This will be held on Friday 05-07-2024 at 12.00 in Esbjerg for everyone. Invitation will follow soon - so mark the date it in your calendar 😊 .

The event will be held for all Svane employees.



The Chemistry Base

In connection with the holding of the Working Environment organization meeting – the following was discussed, which you all in the field should be **very aware** of.

It is important that you download this app on your phone – tablet (should already be on those who have received the tablet).

The chemistry database describes data sheets on the products we use in the company. If the Danish Working Environment Authority were to carry out inspections at one of our sites, it is extremely important that this can be shown.

We make sure in the office that it is updated with the latest data sheets.

If you have forgotten your code – Inge in the office can help you with a new one.

Symbol of the Chemical Base in Android – Apple apps.



Check drawings before you get started

As everyone should know, we always have to check drawings when we start doing a task – we can't take for granted that it's all there.

We are all obliged to examine the conditions that exist thoroughly before embarking on a task.

Everyone has access to the wiring info App – everyone gets drawings – digging permits are always sent along.

The time spent researching before starting the task is really well spent – ***so please focus more on this.***

As it was written out in the autumn of 2023, we have many damages that could well have been avoided – if we had been more careful in the execution.

If in doubt, ask your immediate manager.

If there is a lack of information in the material, you have been given – ask your immediate manager.

It costs the company a lot of money every year due to damage.

Not all damage is covered by insurance – if cables / other things shown on the underwriting insurance does **NOT cover**.

In case, a detection can be ordered from the wiring owner about where the cable / wire / pipe etc. is located.

Not only digging the work is a challenge – often rocket shooting also has major consequences – we often see sewer pipes being hit – the damage is not discovered until many times much later, with major financial consequences.

So focus on drawings and never dig across cables.



Signs/roadblocks – equipment for this

The road as a workplace.

It is extremely important that we take care of ourselves and our colleagues – therefore, in the spring we will have a check made on the material we have on our projects, as well as what is on the cars (Aftersales).

During the month of May, we will send out to all of you where you are asked to register what you have on the cars / spaces - so we can create an overview of what it takes to get it updated, e.g. with missing reflectors, as well as the quality of the material we have.

We will get back to you all with more information.

Remember Your safety is the most important thing.



News from the staff association

A general assembly has been convened in connection with the Legolands trip on 15 June. Unfortunately, the Board of Directors cannot participate with more than 50% as required, and therefore the Annual General assembly is moved to the end of Summer on 5 July. Separate mail about this coming

This year, the staff association has decided that instead of a Christmas party, there will be arranged Oktoberfest! More info on this will come later.

The staff association wishes everyone a happy trip in Legoland!

As always, I would like to hear from you if you have input, good stories from everyday life or good tips colleague-to-colleague 😊. If you have any good pictures, you are welcome to send them to me.

Svane News is published as a Danish, English, German and Polish version.

**Thank you all for your daily efforts for
Svane Entreprise**

Torben Ilsøe Nielsen



Svane



News Letter may 2024
