

# The Gasco Difference

*Gasco leads the thermal, combustion, and process engineering industries in Australia with their commitment to quality*

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**G**asco Pty Ltd has established a reputation as one of Australia's leading thermal, combustion and process engineering companies. Gasco was formed in 1991 and is an independent, 100 percent Australian owned company. Its board and management are mainly comprised of professional engineers acknowledged for their experience and expertise.

Gasco offers a comprehensive range of engineering, consulting, design, project management, fabrication, installation, commissioning, maintenance and service. Gasco operates from a state of the art headquarters of 4,000 square meters located in Bayswater, Melbourne, Victoria, Australia together with a well-equipped Fabrication and Engineering Workshop. Gasco has an established and fully operational workshop as well as a network of approved reliable suppliers to provide the most cost effective supply chain. Gasco also provides on-site installation and commissioning and can offer complete turn-key systems and solutions to its clients.

The purpose built equipment and systems provided by Gasco includes gas conditioning systems, thermal oxidizers, fired heaters, thermal oil heaters, flares, water bath heaters, burners, heat recovery systems, heat exchangers and burner management systems.

Gasco has a wide range of clients across various industries including oil and gas both onshore and offshore power generation, environmental, mining, mineral, chemical processing, refining and petrochemical, food, automotive, waste water treatment.

In 2012 Gasco began expanding its service department across Australia with the opening of its QLD based office.

"Gasco's success is due to our ability to meet the most demanding multi-discipline, design challenges and commitment to total customer satisfaction and a reputation as a reliable company both in the Australian and International markets. We are registered to utilise the Australian made logo confirming our support to Australian Industry," says Nicholas Grzegorzyn, Managing Director and CEO at the company.



*Nicholas Grzegorzyn, CEO, Gasco*



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#### People Management

Gasco, with its staff of over 120 personnel, including professional design engineers, its manufacturing facility together with on-site installation and commissioning, is able to offer a comprehensive range of equipment and services. Gasco continues to grow and in 2009 a second shift was added in our workshop. Gasco's success is in contrast to prevailing market conditions with yearly sales turnover projected to grow significantly from 2012 to 2013

Gasco is proud of its employee management ethos and believes in recruiting the right people for the job and then supporting them throughout their career. The company has a very low staff turnover and has been fortunate enough to welcome 10 staff back to Gasco. "We do personality assessments to target staff who represent the right fit for Gasco. When discussing employment with candidates we try to find out what is important to the individual in relation to job satisfaction. We look at the individuals qualifications allowing us to determine if the candidate is right for the position and a good fit for Gasco's culture. Being open and honest about being able to provide these needs allows the candidate



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CEO & Directors

to make an informed decision if working for Gasco is right for them,” says Grzegorzczyn.

Furthermore, at Gasco the skills sets of employees are continually reviewed to ensure they have the skills required to do their job and address the gaps by providing both internal and external training.

### **Training on Internal Quality Procedures**

Gasco has a lead auditor qualified to Qualified Management systems who performs internal audits and management review meetings as a

part of QMS requirements.

During the process Gasco identifies the staff that need to undergo training on internal systems and training is provided to individuals to ensure they are conversant with systems requirements to continually improve systems, processes and products.

New employees to Gasco undergo a induction and orientation program to get familiar with products, standards and QMS system requirements.

Other useful information is communicating with employees

by sending quality “alert emails” to appropriate department’s personnel regarding pertinent quality issues like any misunderstanding regarding key elements of QMS, to caution against observed discrepancies from the QMS or to draw attention to key requirements of QMS.

“Employees are always encouraged to provide their input for QMS continual improvement and processes. We have implemented a suggestion box and a leadership group to give all staff an opportunity to have a say,” says Grzegorzczyn.

### **The Gasco difference**

With an impressive client list that ranges from Exxon Mobil, Shell, Chevron, Woodside, BHP Billiton, BP, and Toyota, Gasco thrives on their ability to maintain a high level of quality in their product line and impeccable customer service that continues to be the lifeblood of their business. They design products, fabricate, install, commission, and provide 24 hour service to their clients all in-house. Offering all services in-house is what sets them apart from their competition according to Grzegorzczyn.

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## Supplier Profile

### KOTZUR PTY LTD

**Employees:** 80

**Established:** 1953

**Industry:** Bulk Storage & Handling

**Products:** Designing, manufacturing and installing commercial, agricultural and industrial facilities.

**Management:**

Andrew Kotzur (Managing Director)  
Dean Glanvill  
(Director Finance & Operations)  
Ross Jacob (Engineering Manager)

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“Doing everything in-house is a real focus for us and I think in the Australian industry we need to hold on to businesses that do that. The one advantage we have compared to other companies is that we have a fabrication facility on our premises so our engineers can feel and touch all the equipment they design. They can see their design grow into a physical product and they get a lot of pride from what they do, and I think that is something we have had a lot of success with.”

Gasco holds strong branding power in Australia and has commissioned around a thousand pieces of equipment since their establishment. They attribute this strong branding power with the level of quality of the process equipment they have built. In over 22 years of business they have not had one bank guarantee deposited because of their high level of quality, superior workmanship, and customer service.

“We find where you can hold a strong brand is to show you are committed to quality. People will not buy purely on the lowest price; they will look at the other factors as well. We have won projects where we don’t believe we are the



Todd Energy - 2 Water Bath Heaters, New Zealand



Workshop Team of Gasco completing the BHP Billiton Gas Conditioning Package

cheapest price, but we feel our commitment to quality and past experience with our customers is what sets us apart,” says, Grzegorzczyn. Impressively, a lot of the equipment that they built 22 years ago is still operational to this day.

### Supply Chain

Grzegorzczyn cannot stress it enough that Australian companies need to work together to keep the supply chain in Australia. Like pieces of a jigsaw puzzle they have to continue to look at and assess. The key to success is long term relationships with other Australian companies to avoid moving projects overseas. The Australian industry has a lot of strengths and a lot of talented people. Once you move production overseas you start to lose those skills and the personal self-service that Gasco’s company continues to thrive on.

Gasco is focused on developing its relationships with suppliers and vendors, as Grzegorzczyn explains, “Good relationship with vendors and suppliers is imperative both for technical and commercial reasons. This ensures correct, reliable, fit-for-purpose products are purchased at competitive prices within preferred delivery schedules.

Regular communication with suppliers also contributes to better understanding of their products and services, whereby significant time savings are achieved by procuring the right products the first time. Since most materials and products used by Gasco involve certified documentation such as material traceability reports, hazard area certificates etc. approved vendors and suppliers automatically make allowances for such requirements when submitting their quotations. Gasco’s standard ‘Vendor Bid Summary’ reports also allow the best procurement decisions to be made.”

What is Grzegorzczyn’s secret to success? Start small and be accessible to your clients. Growth is due to key product lines, but it comes down to branding and reputation.

He explains, “We always look after our clients. I’m accessible to clients. If they have an issue it’s not like the Great Wall to get through the barriers to reach me. I will personally keep an eye on the project if the client is worried about delivery or has any concerns. I think that clients really value that and we get a lot of positive comments in relation to being accessible.”



Awards Night

Terminals Limited: Thermal Oxidiser - Geelong, Victoria



## Growth & Capital Expenditure

Gasco plans for greater growth both domestically and internationally. “We continue to invest in our sales and marketing team numbers and increased exposure through industry associations and exhibitions. Our objective is to become an ‘automatic’ first tier option for targeted Gas Industry Process Equipment. We plan to set up a regional office, most likely in Malaysia, to provide a higher profile to regional major players in the oil and gas industry and enhance our reaction speed. The sales marketing team continues to drive new product and new market

developments and the Engineering Department has grown in numbers and capability to meet these challenges,” states Grzegorzyn.

Gasco acquired Grimwood Heating on 21 December 2012 who have been trading for 65 years and had an excellent brand name in the resource sector. They went into administration predominately due to the high Australia dollar. Grzegorzyn indicated it was a sad day and we wanted to keep this excellent brand name alive and in Australia. “They were a partner of ours and now we have consolidated our heater business by adding Grimwood electric heaters to our product line,” he said.

## Trends & Challenges

Gasco operates in a tough local and global market and there are a number of factors that impact on its operations. The strong Australian dollar is a big factor, which affects adversely on relative competitiveness both in the international export market and for domestic sales due to cheaper imports.

However, in recent months, Gasco has been focusing on the small to medium size packages for the Oil & Gas and Process

“  
*We find where you can hold a strong brand is to show you are committed to quality*  
”

- Nicholas Grzegorzyn, Managing Director and CEO of Gasco

industry in Australia including some strategic partnerships, which have resulted in some good successes. Additionally, the firm has secured a couple of good orders in this sector from Thailand, Malaysia, New Zealand and Oman. Gasco is also targeting Indonesia which is one of the biggest overseas markets in its neighbourhood. “We have recently appointed an agent and have bid on some live and imminent projects and have just been awarded a project for Pertamina Indonesia’s state owned Oil & Gas Company,” states Grzegorzyn.

“The strong Australian dollar

and the highly globally competitive nature of our business are key challenges. We have been having ongoing strategic reviews of our processes to improve efficiency in all areas right from Bidding through to Project Execution. We rely on our execution track record and have been able to secure repeat business from customers due to our reliability,” he says.

While Gasco’s priority is to maximize Australian content in its contracts, it uses an optimal mix of high value added work in Australia and more competitive heavy fabrication work in South East Asia

IRPC - Rayong, Thailand - HTM Heater



Woodside North West Shelf  
Fired Heater Low NOx



*OMV Pakistan - 3 x API 560 Heaters - Sawan Gas Plant*

for global projects. This also helps with meeting local content requirements in the respective countries. Gasco has also diversified its product range in related areas of Energy Efficiency, Biomass and Heat Recovery products and small power plants.

**Overcoming Challenges To See Success**

“The high Australian dollar is a concern to Australian manufactures and engineering companies alike. Australian engineering costs and trade labour costs are now close to the highest in the world. Australian resources boom is like the Dutch disease of the 1960’s; when the discovery of natural gas deposits in the North Sea increased price of the gilder but made manufacturers and other non-oil industries less competitive. We must continue to get more productive and smarter but it is essential the government does everything it can to reduce the \$1AUD below parity \$1USD.

Gasco’s recipe for success is to focus on customers who are quality, delivery, performance and lifecycle support driven to win tenders. “We are known for our can do attitude which is the culture of the company. We want to be known as a reliable company with technical capability to provide a flexible and superior design, robust fabrication and ongoing service

## Gasco Pty Ltd

The Gasco Difference

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over the life of the asset. We would rather work with our customers to provide them with the right solution at a good price rather than bid on hard tender projects," explains Grzegorzczyn. Gasco successfully has completed a number of projects on this basis which were delivered under tight schedules providing the customer a quality product at a competitive price. Gasco will continue to find success in its field for this reason, and for its unwavering commitment to continuous improvement and people management.



*Chevron Offshore - Thailand*

STATISTICS

# GASCO

**COMPANY NAME:**

Gasco Pty Ltd

Gasco operates at the forefront of heat and combustion processing technology and is one of Australia's leading high temperature transfer and combustion engineers.

We provide these high levels of service on site throughout Australia and globally, supplying Asia, New Zealand, South America, Russia, the Middle East and Africa.

Gasco products can be found in the following industries: Oil and Gas, Petro Chemical, Power Industry, Chemical, Automotive, Bio Technology, Food, Defence, Land Fill.

**WEBSITE:**

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