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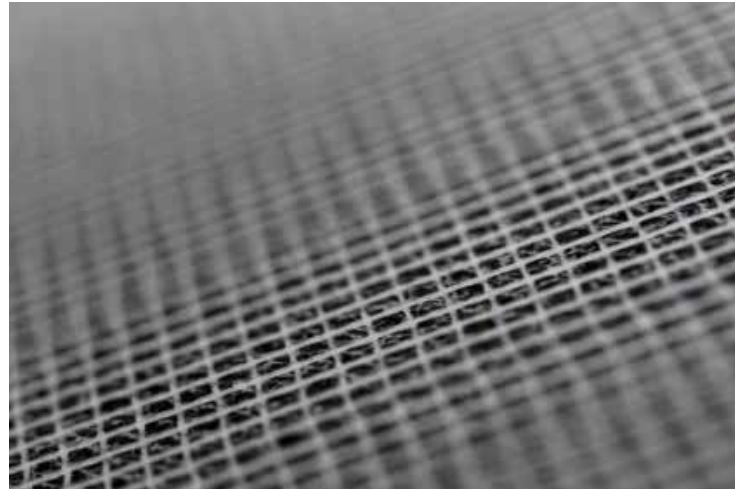
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WORLD'S FIRST BAT FRIENDLY BREATHABLE MEMBRANE



Bats are a protected species in the UK and play an important role in the ecosystem. Until now when bats are found, only Bitumen 1F felt has been used. This has come at considerable cost to the thermal performance of the roof because 1F felt requires extra rafter space if insulation is used; in old buildings this is often not possible. Properties with an uninsulated 1F felt roof can release up to 10 tonnes of CO₂ per year through the buildings fabric. Replacing 1F felt with a breathable membrane and additional insulation between the rafters can reduce CO₂ emissions by 57%. These factors have a large impact on global warming and climate change.

It was critical that a product was invented to protect bats from traditional breathable membrane, and the entanglement issue they cause, but also allow for architects, building control offices and builders to

refurbish old properties in accordance with Approved Document L of the Building Regulations by insulating properties to the required standard.

TLX Batsafe was invented by TLX Insulation the UK's leading expert in applied polymer science and insulating breather membranes. The major issue with breathable membranes and bats is the fibres used within the product become damaged and fluff up when put in contact with bat claws, these fibres can then entangle the bat which become trapped and die. TLX Batsafe is designed with a protective mesh either side of the product which allows contact for the bat, alongside still enabling the breathable membrane to function.

Bitumen 1F felt is not breathable and requires a 50mm ventilated airgap directly under the product, this airgap takes up the

space required to fit insulation between the rafters. Breathable membranes have been adopted across the industry because they don't require this airgap, which is then used to insulate the property. They are also much lighter, stronger and easier to install.

Thomas Hunt says: "We are delighted to launch such an innovative product into the construction industry, the issue of energy saving and reducing our carbon footprint is a critical issue we all face. During the R&D process the main issue we wanted to tackle was how do we protect the bat? Once we understood the problem fully we designed a product around their needs alongside the properties thermal requirements."

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BETTER MOBILE NETWORK COVERAGE FOR CONSTRUCTION WORKERS AS TUFF PHONES UNVEILS A MULTI-NETWORK SIM SOLUTION ALONGSIDE ITS THIRD GENERATION OF HANDSETS

Rugged mobile phone manufacturer TUFF Phones has begun 2019 with the dual launch of its new TUFF T500 handset and a Multi-Network SIM solution, which the company says delivers the connectivity of three major networks via one SIM card to improve network coverage for itinerant workers. The announcement comes alongside news of deals with several well-known builders' merchants that will see TUFF Phones being merchandised on the counters of over 500 stores across the UK.

Commenting on the latest developments, CEO Kevin Aspinall Nessling, said: "Connectivity for transient construction workers is often an issue as they can frequently find themselves in dead spots without a signal or in situations where a network operator might provide decent signal strength in one area but a relatively weak or non-existent signal in another (and vice versa with an alternative network operator). Our Multi-Network SIM provides a solution to this by bringing connectivity via the strongest signal from three major networks: Three, O2 and Vodafone."



The T500, the first of TUFF's third generation of 4G-enabled handsets to be launched, runs on the recent Android 8.1 operating system with a 1.5 GHz Quad-Core processor and boasts technical functionality such as face recognition unlock and fingerprint security. A Sony 13MP CMOS camera sensor offers crisp and detailed photos, and a massive 5000 mAh battery means the device will last for days without a charge (up to 580+ hours standby time). The phone is housed in a military grade, fibreglass-reinforced, rubberised body with a 5.7-inch Gorilla Glass screen and is IP69 certified

waterproof and dustproof. The T500 comes with a two-year warranty and unlimited free screen replacements in the unlikely event of breakage for the lifetime of the warranty.

Aspinall Nessling went on to say: "The pairing of the Multi-Network SIM with our third generation of devices offers a step change in rugged mobile technology and connectivity. For the same cost as a single network contract, construction workers can now enjoy better network coverage within a smartphone that will withstand the harshest of environments but while delivering the kind of capability which up until

now could only be found in mainstream smartphones on the high street. Builders' merchant stores offer the ideal environment within which to market this combination directly to small and medium-sized construction businesses for which connectivity is absolutely vital."

The company says that two of its TUFF Phone models paired with the Multi-Network SIM solution will be available in several leading merchants from the end of January 2019, direct from the TUFF Phones website www.tuffphones.co.uk and in all 55 Get Connected retail stores across Wales and the South West.

BEST PROJECTS AND DEVELOPMENTS WITHIN THE UK AND IRELAND.
OUT TO THE RIGHT PEOPLE

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NEW KINGSMERE RETAIL PARK BUILDING WORKS START IN BICESTER

Construction of the new Kingsmere Retail Park, formerly called Bicester Gateway Retail Park, in Oxford Road, Bicester started this week with completion scheduled for late October 2019.

The contractor appointed to undertake the construction works is Jehu Project Services Limited, part of the Jehu Group based in Bridgend, South Wales.

Martin Ridgway, Group Managing Director of Consolidated Property Group, the developers promoting the new Kingsmere Retail Park, said: "It's great news to finally get onsite and see the retail park take shape. Being adjacent to Countryside Properties' Kingsmere Village we decided to change its name to reflect its true location.

"Since the development was first proposed there has been a radical change in the retail market but some big names have already signed-up for units and

others are eager to follow.

Next and M&S Simply Food have now signed with their latest format flagship stores and there are others in the pipeline.

"Kingsmere Retail Park will build on the success of Bicester as an attractive retail, residential and commercial centre. The scheme is designed to meet the needs of local residents who will no longer have to travel outside of the area to shop and will at last be able to visit well-known modern high street stores on their doorstep.

"The development will provide a best in class development with a total capital investment of £40m making it one of the most expensive retail schemes built in the UK with extensive use of natural stone, structural glazing and high quality materials".

Andrew Carrington, Director of Countryside Properties (Bicester) Limited, comments: "One of the major benefits of living at



Kingsmere is that residents can enjoy access to high class leisure and retail facilities. Kingsmere Retail Park will continue to build on this, giving the community a place where they can enjoy some of the leading brands right on their doorstep. It will bring a new level of convenience and experience for everyone living here, while also helping to make sure that Kingsmere continues to thrive in Bicester."

The development will create in excess of 300 full time equivalent

jobs many of which will be part-time positions and will appeal to local residents.

Mark Jehu of Jehu Project Services said: "We are pleased to have been appointed as main contractor on this flagship project and to get onsite. The build time is approximately nine months and anticipate handing over to the retailers for fit-out this autumn. Over the project build time we will be employing up to 100 staff and will be using local contractors wherever possible."

MOBILE MINI HIRES FEMALE DRIVER

An industry-leading hirer of portable site accommodation and secure storage containers is challenging stereotypes with the appointment of a female HGV driver. Mobile Mini, which has recently been awarded FORS Gold accreditation for the sixth year running, has taken on a female driver to deliver its units – one of only 3,000 in the UK.

Following her appointment by Mobile Mini, Rachel Woodward, 24, was able to develop her driver skills further, receiving professional training centred around carrying out the lifting operations required when delivering units from a lorry mounted loader crane vehicle.

She says: "I'd not planned on becoming a



driver for a living, but I love the freedom of getting out and meeting people.

"I knew I could never have a job where I was in an office all day, and I don't like being tied to one place, so this is the ideal job for me."

Rachel delivers storage container and site accommodation units from Mobile Mini's East Midlands branch around the region – and often finds she is not what customers expect.

She said: "People are either incredibly helpful, more so than they would be with a male driver, or they just stand back and watch.

"I'll often ring customers to let them know I'm on my way and they'll assume I'm the office staff, asking me to pass a message on for 'him'.

"It doesn't bother me, I realise women drivers are still pretty unusual – it's still seen as a man's job. The majority of people I deal with are men, and it's still rare to see women on a building site."

As well as providing lifting operations



£70M HOMES ENGLAND FUNDING BRINGS THOUSANDS OF NEW HOMES TO NORTHAMPTONSHIRE

Around 8,500 new houses will be built in Northamptonshire following a funding injection from Homes England, the government's housing delivery agency.

Located within an hour of London and Birmingham and inside the Cambridge/

Oxford corridor, the two new residential schemes will help create around 3,000 jobs as well as schools, leisure and commercial space.

The developments in Kettering and Wellingborough have been made possible with a £70m loan from Homes England.

The schemes have a projected combined value of £2.5bn over their lifetime, which is estimated to be 20 years.

The agency has agreed the loan as part of its £4.5bn Home Building Fund, which provides development and infrastructure finance to home builders. The investment will be used to create roads, utilities and other works to enable the delivery of homes at Kettering and at phase one of the site at Wellingborough.

Kit Malthouse, Minister of State for Housing, said: "I am delighted to hear shovels are already in the ground as builders set about delivering 8,500 much-needed homes so more people can realise their home-owning dream.

"We are making the housing market work, and Homes England's £70m loan will unlock the development so we can invest in the

properties our country needs."

Speaking of Homes England's role in delivering the sites, Sir Edward Lister, Chairman of Homes England said: "We're working with partners across the country to ensure land is available to build more new homes where they're most needed.

"Providing infrastructure upfront is key to unlocking significant housing growth and Homes England's investment in Kettering and Wellingborough will enable two major housing projects to be delivered after many years of delay."

Speaking on behalf of the scheme's delivery partners, Long Harbour, Midtown Capital and Buccleuch Property, Aldred Drummond of Long Harbour added: "The delivery partners have combined our respective expertise in planning, development, construction and finance to optimise the potential of these sites, providing much-needed homes and jobs in this superbly connected location.

"Both schemes will benefit from beautifully designed public areas and landscape, taking inspiration from the surrounding countryside.

"We are delighted that our investment, supported by Homes England, will have a positive impact on the future prosperity of this wonderful part of England."

training to qualified HGV drivers, Mobile Mini also has its own Driver Development Programme, a bespoke training scheme offered to any employee working for the company, created to help deal with an increasing shortage of HGV drivers.

The company's HR Director, Louise Arnold, said: "We created the Driver Development Programme in direct response to challenges which we and other companies were experiencing in recruiting talented drivers across the UK.

"Our programme enables us to develop our own talented people and provide them with a great opportunity to grow, receive some fantastic training and to really develop their career, while helping to stem a recruitment crisis within the industry.

"Rachel is a perfect example of how our driving training benefits both the company and our employees and we're delighted to see her flourish in her new career."

For more information about Mobile Mini and its Driver Development Programme, please visit www.mobilemini.co.uk.

RATE INCREASES FOR SELF-EMPLOYED CONSTRUCTION WORKERS CONTINUES TO OUTSTRIP THE WAGE RISES OF THEIR EMPLOYED COUNTERPARTS



Self-employed construction workers have seen a year-on-year increase in average weekly earnings of 6.7% – almost three times above the annual rate of inflation. This translates to an average of £932 a week, up £63 from this time last year. The annual Hudson Contract Pay Review also reveals that earnings are increasing faster in the North-East and West Midlands, rather than in London and the South-East.

“Construction companies need to be flexible in order to remain competitive,” says Hudson Contract Managing Director, Ian Anfield. “So the fact that skilled trades people such as plasters, joiners, scaffolders and bricklayers are commanding significantly more than this time last year is an excellent indicator of economic growth in both regions. The West Midlands has been buoyant for some time, and it now looks like

the North East has started to play catch up.”

Mr Anfield continues: “It’s also enlightening to compare the survey results with official figures from the Office of National Statistics. Their latest numbers, which relate to PAYE employees, show construction salaries averaging £24,000 during 2018.

“If you compare employed income to the earnings of freelancers contracted to Hudson, which average £43,800, it is plain to see the higher earning potential for those who are prepared to give up the comfort blanket of being employed to join the growing ranks of the self-employed.

“I do have to caveat that we channel lower skilled operatives through PAYE ourselves so the figures are not a direct comparison. So without getting too deep into the analysis, our evidence demonstrates

that freelancers of the same skill level as employees earn 20% more.”

Looking at the year ahead, Mr Anfield says: “As always, there is plenty of chatter about skills shortages and Brexit. But ultimately, highly skilled freelancers will continue to demand – and achieve – increasing rates of pay. In contrast employees are held back by uncertainty of employers and poor increases negotiated by unions under collective agreements.

“Rather than seeing £1,000/week tradesmen as a problem, if the CEO of a housebuilder is worth £75m a year, surely freelancers who actually deliver the product are worth at least £50,000 each. We look forward to the day when the average weekly rate for freelance brickies, joiners, and plasterers hits £1,000, they are more than worth it for the benefits they bring.”

SUPPLIER OF THE YEAR AWARD FOR AG

One of Northern Ireland’s leading manufacturers of Hard Landscaping and Building Products, AG, has been named ‘Supplier of the Year 2018’ at national awards; beating off stiff competition from large-scale manufacturers across the UK.

Tyrone-based AG was awarded the prestigious NBG Award within the ‘Civils and Landscaping CMT’ category at the independent builders merchant buying group’s gala event in Liverpool.

The awards honour the building industry’s major brands, recognising their contribution



STUART THOMAS (AG), TIM ROWBOTTOM (AG), THE CHAIRMAN OF THE CATEGORY FOR CIVILS AND LANDSCAPING FOR NBG, NEIL CAULDWELL (AG) AND BEN WESTWOOD (AG).

to the business success of NBG’s merchant partners. NBG is a community of

independent merchants committed to collective buying power and supporting suppliers

in the building, plumbing and civils industries.

Stuart Thomas, Head of Sales at AG commented, “We are delighted to have received this award. Builders merchants play a key role in supporting AG’s business growth, so to be recognised as the top supplier of civils and landscaping products by NBG is fantastic.

“Well done to AG’s production, sales support, sales teams and the wider business for the hard work and determination which helped beat off some stern competition for this award.”

PLANS SUBMITTED FOR STATE-OF-THE-ART SWINDON SCIENCE PARK

Acting on behalf of leading manufacturing and packaging supplier Wasdell Group, Turley has submitted a planning application for up to 82,188 sq m of science park facilities in Swindon.

The high-quality, sustainable Swindon Science Park will deliver cutting edge facilities for R&D and high-tech manufacturing, as well as meeting Wasdell Group's own requirements to meet existing needs and allow for projected growth.

The proposed site for the Science Park is at Inlands Farm, Wanborough, 300 metres south of the New Eastern Villages strategic allocation and just north of junction 15 of the M4.

Swindon Science Park will boast low-density green spaces separated by footpaths, cycle ways and water features. Only 14% of the park will be built area, with 86 per cent of the site given over to green sustainable landscaping, screening and planting of native British trees.

Designed by Oxford Architects, the buildings will be constructed using the latest technology and materials, with roof mounted solar panels to generate renewable energy and green sedum roofs to promote bio-diversity, air quality and rain water attenuation.

In the hybrid planning



application, proposals for the first phase of Wasdell facilities have been submitted in detail for approval alongside an outline application for the wider science park and a second phase of facilities for the manufacturing firm. Plans submitted in outline will be supplemented by 'reserved matters' applications to determine additional details such as design and layout.

National planning and development consultancy Turley is providing planning, environmental impact assessment, landscape and built heritage services for the scheme. Speaking about the submission, head of planning for the south

east, Peter Lawson, said:

"This facility will provide a major lift for Swindon and the surrounding area, providing jobs and boosting the local supply chain. We are thrilled to play our part in helping to deliver fantastic new opportunities for the local economy and people."

Wasdell's CEO, Martin Tedham, said: "The Government recognises the crucial role that the life sciences industries must play in UK PLC, and there are considerable opportunities for our local and regional economy if as a town we embrace the life sciences and collaborate on R&D and investment.

"Our neighbours in Reading,

Oxford, Bath and Bristol are already reaping substantial rewards through making the sciences an economic and employment priority.

"With the national research councils on our doorstep, and Heathrow less than an hour away, Swindon is perfectly placed to grow its hi-tech, science-based industries too."

The land agents for Swindon Science Park are Webb Paton.

It is proposed that the first element of the Wasdell facility will become operational in 2021, with the remainder of Swindon Science Park becoming operational over the subsequent four years.

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M-PACT APPOINTS FIRST HR MANAGER AS COMPANY CONTINUES TO BUILD ON ITS RAPID GROWTH



MPACT-YVONNE JACK HR MANAGE

Edinburgh building services specialist M-Pact has further accelerated its growth trajectory with the appointment of a dedicated HR Manager who will oversee all the complex and varied aspects of staff relations.

The appointment of Yvonne Jack to what is a newly-created role in the multiple award-winning company illustrates the speed with which the Loanhead-based firm has transformed itself from a local concern into a nationally operating enterprise.

Yvonne, who has in-depth experience in HR Roles in both the retail and manufacturing sectors, will initially work three days a

week to ensure the full panoply of human resource procedures and regulatory compliance is in place.

Matthew Wright, founder and director of M-Pact, said: "We are delighted to have Yvonne's input into our HR department, which now looks after 67 staff, and we are sure she will make a dynamic contribution to the team."

Yvonne, who assumed her new role at the end of last year, said: "M-Pact is a family-run business and it is a great feeling to be part of it. A good HR department is of benefit to everyone in the company and I want the staff to know that my door will always be open.

"In line with the management philosophy at M-Pact, I intend to be approachable at all times and to be ready to deal with any issues which arise in an open, accountable and transparent manner."

Yvonne will ensure that the managers, office staff, site staff and apprentices at M-Pact have access to up-to-the-minute HR procedures and her primary focus will be making certain that existing staff have their training needs met timeously and efficiently.

She will also liaise closely with industry

bodies such as SELECT, the trade body for the electrotechnical industry in Scotland, and SNIPEF, the plumbing employers' federation, over the vital issue of apprentice training.

Her role at the firm, which was founded in 2007, will include making sure that apprentices are prepared and ready to undertake the tasks expected of them and also ensuring the relevance and utility of their training.

M-Pact, whose turnover will reach £10m this year, has a strong corporate social responsibility agenda. It has won a number of awards within the electrotechnical industry in Scotland, most recently in October last year when it was chosen by trade body SELECT as 2018's Best Large Contractor.

The award illustrated M-Pact's remarkable growth trajectory. In both 2011 and 2012, it was also a SELECT awards winner – in the Best Small Contractor category, for companies with turnover of less than £250,000. The Large Contractor category is for enterprises whose sales exceed £1m.

The company also takes great pride on the work it does with its employees to ensure their physical and mental wellbeing.

SD SEALANTS' TILING DIVISION AWARDED PRESTIGIOUS £250,000 CONTRACT



Spa, Gloucestershire.

SD Sealants will be carrying out extensive tiling work across Lansdown's 42 one and two-bedroom apartments, as well as 25 three and five-bedroom villas are expected to cost around £1.

Andre Hunt, Tiling Division Manager at SD Sealants, said: "We are delighted that Cala Homes has awarded the SD tiling division this prestigious project. The development is set to be an incredibly unique and impressive collection of million-pound homes and we're looking forward to working on them and seeing them take shape over the coming months."

The design of the home and the development aims to bridge the residential aesthetics between Cheltenham's growing urban environment and its traditional spa-town origins, and as such the design brief for each property combines modern and classic tiling features.

Managing Director at SD Sealants, Nick Jones, added: "SD launched its tiling service in

early 2017 and it's amazing to see what the team has achieved in less than two years.

"This new contract is the culmination of a lot of hard work and meticulous on-site skills from the tiling team, and we are over the moon that Cala Homes have recognised this and trusted SD Sealants with such a big project. I very much look forward to seeing more exciting developments for our tiling division this year."

Launched in 1973, SD Sealants originated as a family run business in Somerset that specialised in the supply and application of sealant.

Since then, the business has gone from strength to strength, becoming one of the UK's largest tiling, repairs and sealant companies, with nine offices across England, Scotland and Wales.

SD Sealants' tiling department has won a highly sought-after contract worth a quarter of a million pounds in Gloucestershire.

The 59 Lansdown project, which is being built by CALA Homes, is a brand-new residential development in Cheltenham

WHY IT'S ESSENTIAL TO MAKE A LAWYER PART OF YOUR TOOLKIT...

The construction industry is booming. 2018 alone saw work valued at over £100bn take place in the UK and the number of construction firms operating in the country rose by 6.2%.*

In addition to the usual tools and equipment you'd expect to find in the toolkit of any operator in the industry there is something extra that needs to be considered to give your business the ultimate edge: a lawyer.

The construction industry contends with a wide range of legal issues, each of which needs addressing swiftly by practitioners with a thorough understanding of that industry**. This is where leading law firm Prettys steps in.

Based in Ipswich, the firm has experts in all areas of commercial law and an experienced construction team that can provide responsive support on the full breadth of matters faced by businesses throughout the supply chain, both contentious and non-contentious.

Solutions not problems

Prettys' lawyers tackle a variety of construction-based legal issues on a daily basis – from reviewing, negotiating and

finalising documentation, to analysing the client's position in respect of a brewing dispute and navigating the client through next steps.

A client's needs determine Prettys' approach – sometimes the appropriate tools are a chisel and some sandpaper; on other occasions an axe may be called for! Whatever the requirements, the team offers a bespoke package of services and a client-centred approach.

The Construction team's members make sure they are available for those ad hoc queries and present clients with solutions, not problems.

Regular communication

Prettys differentiates itself from competitors by delivering tailored solutions in a jargon-free way. This ensures letters are moulded to fit how they talk to their clients so that delivery is packaged in a manner that works for the client's business.

This could mean short emails with straight to the point bullets, phone calls or face-to-face visits. As well as this, to take away any administrative burden from the client, the team will ghost-write letters of correspondence on their behalf.



REBECCA PALMER

Going above and beyond

For many clients, Prettys acts as an instantly available helpline for any construction law issues they may have. The firm is very much an extension of its clients' businesses.

Price transparency is key. Prettys prioritises certainty for its clients and steers clear from issuing invoices that contain surprises. But it's the level of support the client requires that dictates the level of input supplied – sometimes clients need urgent support, on other occasions all that is required is a quick chat and corroboration on an approach.

Fighting for clients

Prettys always puts clients' interests at the forefront of everything it does. It is important to get the balance right between being approachable and friendly and being able to go into that tense negotiation ready to fight the

client's corner and achieve a timely solution. Prettys will not let clients be bullied.

Moulding its service to match the needs of each and every client, Prettys' lawyers pride themselves on being more than just providers of legal advice. Instead, they quickly become an extension of the clients' own teams and share with everyone they work with the benefits of:

- industry-leading advice;
- commercial insight;
- cost effective solutions;
- one-to-one support; and
- exemplary levels of flexible, prompt and responsive service.

The Construction team will be on hand to provide their expertise at The Doyle Club's January event. The Doyle Club is an exclusive organisation that provides businesses within the construction sector the chance to network with others in the industry.

For more information on Prettys' construction team, get in touch by calling 07770 287 967 or email rpalmer@prettys.co.uk.

Sources:

*<https://www.ons.gov.uk/businessindustryandtrade/constructionindustry/articles/constructionstatistics/number192018edition>

**Thomson Reuters and The Lawyer's report entitled "Standing out from the crowd: What businesses value most from their law firms"



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This year sees Glasgow-based hire specialists GAP Group celebrating its 50th anniversary, a landmark that underlines the success the business has enjoyed since it was founded in 1969 by Gordon Anderson.

The company's progress has been built on strong organic growth, to the extent that by 2007 it had achieved national coverage for plant and tool hire. The next stage was to diversify and create specialist divisions, with the overall aim of offering customers a 'one-stop service'.

Gordon Anderson's sons, Douglas and Iain, have led the business as Joint Managing Directors since 1988, ensuring that the same

family principles on which the company were founded continue to this day. With values such as trust, integrity and honesty underpinning its nationwide operations, the third generation of the family is now involved in the business.

Today GAP's eight divisions comprise Plant & Tools Hire, Lifting Hire & Sales, Non-Mechanical Plant, Survey & Safety Hire, Welfare Services, Event Services, Vehicle Hire, and London Tools & Access, ensuring the company is able to meet all of its customers' requirements. It is also able to offer additional services such as its Test, Inspect and Certify (TIC) service, within which its engineers test and inspect all lifting equipment

to ensure compliance and safety, even if the equipment was not hired from GAP. What's more, through its GAP one facility, a specialised team provides bespoke managed services suited to individual customer needs. Supporting its comprehensive range of activities, the company now has over 140 locations and employs more than 1,800 people throughout the UK.

As befits a company with a strong track record of carefully considered acquisition and organic growth, GAP remains forever on the look out for other businesses that would further strengthen its capabilities. This approach was once again in evidence last April when the company purchased

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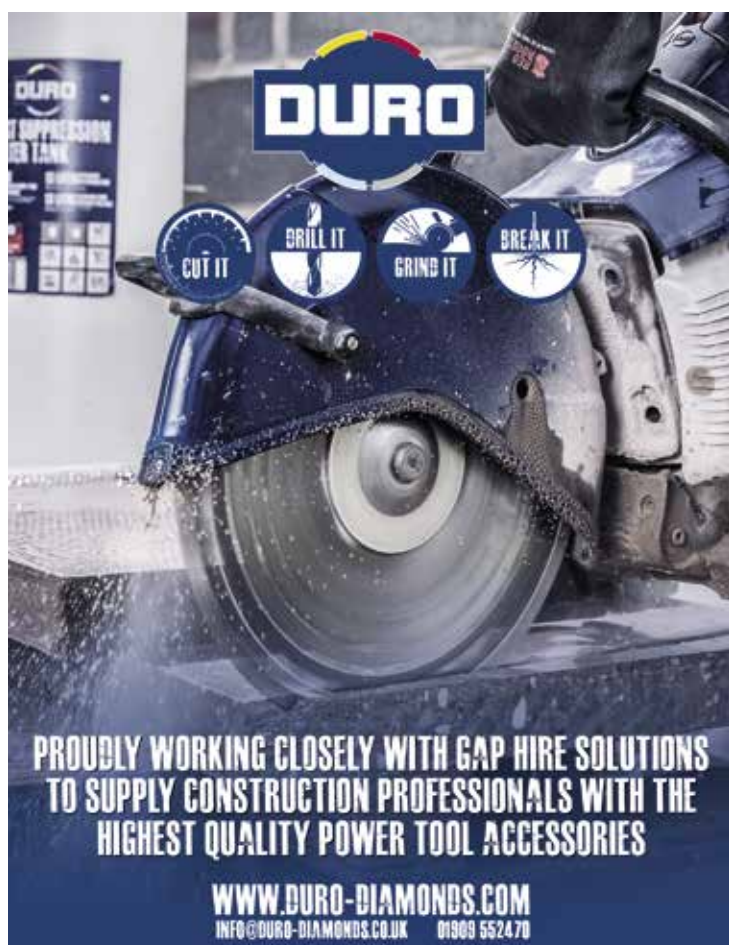
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MV Trench Support, a Scottish-based trenching and shoring firm.

"The acquisition is in-line with our long-term growth strategy of developing value-added divisions that broaden our product offering to suit customer requirements," explains Douglas Anderson, Joint Managing Director. "MV's product range and markets complement our existing offering while providing GAP with cross-selling opportunities to further grow our business.

In October 2018, GAP also acquired 4Group, a Channel Islands-based rental, training and logistics support provider. Commenting at the time of the purchase, Douglas Anderson added: "A vital element of my remit is to ensure that GAP is prepared to meet the opportunities and challenges ahead. The acquisition of 4Group is another strategic step for us, filling a gap in nationwide coverage."

Family ownership provides stability and long-term sustainability, enabling GAP to make exciting investments, such as its recent £4m purchase of a five-acre site at Tilbury in Essex. Work is underway for its future development to accommodate multiple divisions. The company's total investment at Tilbury, including development of the site, will be in the region of £6m. With that level of investment, GAP takes a 20 to 25-year view on the asset. Its long-term strategic planning horizon is something that really differentiates the business.

As a result of its forward-thinking approach, which has resulted in an ever-evolving range of comprehensive services, GAP can now cater for a wide variety of different types of customer, ranging from local contractors through to national PLCs, in both the private and public sectors. The main sectors of the UK hire market the company operates in are utilities, infrastructure,

A brief outline of GAP's history:

1969: Gordon Anderson Plant (GAP) established in Linwood, near Glasgow Airport. Large operated plant fleet such as backhoe excavators and 25t dump trucks

1978: Douglas Anderson joins GAP

1984: Iain Anderson joins GAP

1986: Acquisition of Henderson Plant (six depots). Disposal of operated plant hire. £3m turnover.

1990: Depot count up to 15

1997: Acquisition of Ace Hire & Sales on Isle of Man. Moves into new HQ on Carrick Street, Glasgow

2003: Creation of GAP one (bespoke managed service) for Major Accounts

2006: Introduction of Top 50 Tools (GAP's pledge to provide customers with a core list of products from each division immediately or within four hours of placing the order).

2008: Third generation family member Mark Anderson joins the company

2009: Establishment of Non-Mechanical Plant division. Third generation family member Karen Greenshields joins the company.

2011: Lifting division launched

2013: GAP surpasses the 1,000-employee mark

2014: Annual turnover exceeds £100m for the first time (£118.4m). Depot count stands at 115.

2014: Establishment of four new divisions: Survey & Safety Hire, Event Services, Welfare Services and Vehicle Hire. Third generation family member Nicola Anderson joins GAP.

2015: Establishment of London Tools & Access division to deliver a bespoke service to customers within the M25 with fast collection and deliveries

2016: Third generation family member James Anderson joins GAP

2018: Acquisitions of MV Trenching & Shoring and Channel Island-based 4Group. Third generation family member Nicola Anderson joins GAP. Same-day delivery guaranteed on all Club 100 tools. £186m Group turnover. Over 1,800 employees.






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"LOOKING AT THE WIDER PICTURE, WE CONTINUE TO MONITOR THE DEVELOPMENTS AROUND THE UK'S PLANNED EXIT FROM THE EU. OUR BUSINESS IS BASED IN THE UK, BOTH IN TERMS OF OUR WORKFORCE AND OUR CUSTOMER PROFILE, AND WE THEREFORE DO NOT ANTICIPATE ANY DIRECT IMPACT TO OUR BUSINESS AS A RESULT OF BREXIT."

IAIN ANDERSON, JOINT MANAGING DIRECTOR

construction, civil engineering, manufacturing, shopfitting & refurbishment, and events.

Thanks to the broad range of sectors GAP is involved in, the company is better placed than most to deal with the fluctuations of the marketplace. This is particularly evident in the current climate when many businesses are having to contend with a number of challenges.

"The market is highly-fragmented and we're experiencing an intensely competitive pricing environment," outlines Iain Anderson, Joint Managing Director. "Our diversification into new areas of the hire industry has been key to our success, especially in areas where there is an element of design in what we provide, such as our trenching and shoring products and services, which removes GAP from commoditisation.

"Looking at the wider picture, we continue to monitor the developments around the UK's planned exit from the EU. Our business is based in the UK, both in terms of our workforce and our customer profile, and we therefore do not anticipate any direct impact to our business as a result of Brexit."

Despite its considerable experience and robust infrastructure, there are challenges that GAP is

having to tackle, with plant theft and fraudulent hires continuing to be a huge problem within the sector due to a booming black market in stolen machinery. With criminals becoming more sophisticated, the company's processes and procedures are constantly evolving in response, ensuring it remains at the forefront of the fight against theft, fraud and deception.

As well as striving to reduce criminality's impact on GAP, Iain Anderson is also part of the Plant Hire Steering Group, established to facilitate the sharing of knowledge with other national hire companies. Joint successes include improving manufacturers' anti-theft devices and improvements to depot security and customer sites.

Aside from having to deal with criminal activities, the biggest challenge facing GAP and the rest of the industry in which it operates is the recruitment and retention of good people at all levels, such as drivers, fitters and managers. This is particularly difficult in London, where the unemployment rate is only around 2%, and is very much a case of supply and demand. Again the company has taken a proactive approach. "We encourage all our managers to really engage with their staff and spend meaningful time with personnel at the different depots

they visit, to build a genuine sense of teamwork and appreciation," adds Iain Anderson. "We have introduced an employee welfare fund that allows teams to tap into a central fund for social events.

"To ensure that we recruit, retain and develop the industry's most talented people, we will continue to grow our recruitment team and pioneer new methods such as the

introduction of a 'recruitment chat bot' via our website and Facebook Careers Page, which helps our recruitment team quickly identify ideal candidates."

Challenges aside, with turnover expected to top £200m in 2019, reflecting not only an increase in work with new customers, but also repeat business with satisfied, loyal customers, GAP is continuing to

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stand out from its competitors by having a clear understanding of how to help its customers achieve their goals. This approach has been regularly underlined over the years by the evolution of the service it can provide. For example, the same-day delivery promise on Club 100 tools was launched in response to customer demand. Remaining privately owned has also allowed the company to be flexible to its customers' specific needs, while also ensuring the business is resilient in an ever-changing political and economic landscape.

In addition to not having to report to external shareholders, which enables decisions to be made quickly and efficiently, several other reasons behind GAP's success include heavy investment in innovative new equipment, owning its own premises, having the right people and developing its own talent. "We have a great team of dedicated people in place who understand the unique demands and characteristics of the hire sector," says Douglas Anderson. "Our customers require high quality

products and dedicated customer service, both of which GAP provides to the highest standard. Our customers appreciate the fact they can source everything they need from one supplier - simplifying deliveries and reducing their costs.

"Our customers' needs constantly change and our partnership with them needs to adapt to their exacting requirements. In addition to broadening our product offering with equipment to make our customers' lives more productive, safer and environmentally friendly, GAP is constantly innovating to improve our service and enhance our customers' hire experience.

"For example, last year we introduced web-based customer support software at our Head Office which enabled the GAP one (GAP's Managed Services department) hire desk to increase efficiency by streamlining business processes. The software reduces administrative tasks by allocating the workload and sending an automatic email response to our customers, allowing GAP one to deal with customer enquiries faster. The process of

responding to hire requests is now completely paperless."

GAP recognises that an ongoing programme of heavy investment is key to ensuring the continuing success and growth of the business. During 2017/18, its capital expenditure was £75.5m and this new financial year has already seen record investment in tools that will reach £10m by March 2019. This level of reinvestment expenditure ensures that the company continues to offer customers a wide range of the most technologically advanced products and one of the youngest fleets in the industry.

"We'd like to take our 50th anniversary as an opportunity to thank all our employees, customers and suppliers," says Iain Anderson. "GAP's 50-year milestone is a testament to their long-standing commitment and support. However, we're also committed to our long term future and to achieve our vision and objectives, clear and effective leadership is vital. With a strategic focus on the less volatile areas of infrastructure and utilities, we plan to develop the company by leveraging

our national physical presence with the introduction of new product areas, such as the successful recent introduction of trenching and shoring products and services."

While any notable anniversary is a great opportunity to take stock and look back at past achievements, for GAP's part the company continues to have a clear vision for the future, as it looks to cement its position as the UK's most innovative hire solutions provider. To ensure it keeps moving forward and meeting its objectives, the business has formulated a mission statement that encompasses its main goals:

- To grow and adapt in partnership with its customers;
- To recruit, retain and develop the most talented people;
- To deliver market-leading investment year-on-year.

These three core tenets will enable GAP to keep building on its already impressive history and write the next chapter in what has been a remarkable success story.

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AWARD ADDS TO REPUTATION

WITH A HERITAGE DATING BACK TO 1846, LONDON-BASED TAVENER JOINERY ALREADY HAD AN ENVIABLE REPUTATION EVEN BEFORE IT WAS NAMED HEALTH & SAFETY HERO AT LAST YEAR'S BRITISH WOODWORKING FEDERATION (BWF) AWARDS 2018, WHICH WERE REVEALED AT A GLITTERING AWARDS EVENING HELD AT STATIONER'S HALL IN CENTRAL LONDON.

The BWF Awards celebrate the best of the best in UK woodworking, recognising technical innovation, design, process efficiencies, health & safety and the rising stars of the industry. For its part, Tavener won its accolade for its design and installation of a high velocity vacuum system that utilises its existing traditional LEV extraction system. The award acknowledges individual or collective effort that has made a notable difference to health and safety practices and business culture.

Tavener created its own innovative solution to extract fine dust from their joinery workshop, which can be a significant health hazard for workers. Having spoken to various extraction companies who could not provide a solution to meet their needs, the company decided to create its own, using a high velocity turbo fan to create a vacuum that accelerates the dust and blows it into the existing LEV main duct. Air quality has improved dramatically and as a result the business now has a cleaner and safer working environment.

"It is always nice to be recognised with an award, especially as so much work went into improving the workshop," explains Simon Tavener, Owner. "Our overriding objective is to have a safe working environment followed by our day-to-day goal of manufacturing high quality joinery. We're always looking at ways to improve our operation whenever we can and this dust extraction system is an initiative that we've been planning for a while. It's been in place for over a year now and although it involved a fairly significant investment for the company it is an innovation that has already brought benefits. The next step will see our operatives enrolling in a yearly screening scheme to monitor the health of our workforce."

This forward-thinking approach underlines a deeply ingrained ethos within Tavener that dates back over a century and a half. As well as further improving its health and safety practices, the company is also looking to further develop its contracting side to broaden its overall activities and ensure its continual progression as a business in 2019 and beyond.



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We have been fortunate enough to travel the world to work with some world renowned design companies and their distinguished clientele. Being able to have this opportunity, we gained experience that has enhanced and perfected our techniques whilst becoming an integral part of our company's values.

As a successful wood finishing company working alongside a prestigious joinery team such as, CT&S Joinery & Taveners, has been a privilege and we have been able to collectively produce our best work. Therefore, would like to congratulate Simon Tavener and the entire joinery team for their award in becoming winners at the British Woodworking Federation Awards 2018 as the health and safety hero. We are proud to work with such a celebrated and respected team and would like to wish them continued success in the future.

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SAFETY FIRST

IN THE FIVE YEARS SINCE IT WAS CREATED, STAFFORDSHIRE-BASED INTIUM CONSTRUCTION LTD HAS DEVELOPED A STRONG HEALTH AND SAFETY CULTURE, AS WAS DEMONSTRATED LAST YEAR WHEN IT RECEIVED THE REGIONAL COMPANY AWARD FOR THE NORTH FROM BSG.



“

We are delighted to win the awards and I would like to congratulate every member of the

team who has worked to contribute to this renowned health and safety award achievement,” says Andrew Slaney, Managing Director. “The recognition underlines the fact that the health and safety practices and systems that we’ve put in place are correct and are above the industry standard.

“The construction industry has a rather chequered history when it comes to health and safety so it is now quite rightly the key focus of every company within the sector. Everyone has to ensure that they operate safely and are up to scratch onsite. We are always looking to improve and with that in mind we employ BSG to inspect all of our sites on a three weekly basis. Our relationship with them has been established since the creation of the business and it’s been hugely beneficial to us in improving our approach to safety.

“The BSG Awards ceremony was

once again a national celebration of our members’ dedicated commitment to health and safety in construction,” explains BSG Managing Director, Paul Kimpton. “Recognised award winners such as Intium Construction should be immensely proud of their achievement and highly commended for their admirable approach to reducing risk in the workplace. It is BSG Members like Intium Construction who make a significant contribution to raising the bar when it comes to health and safety standards across the sector, and we offer them our congratulations.”

The strength of Intium Construction’s safety practices mirrors the quality of its general offering, which has helped the business to build turnover to £7m, which has been achieved by carrying out projects across a number of sectors, such as commercial, industrial, healthcare, education, retail and residential.

“In terms of the progress we’ve been making, as well as

a proactive approach to health safety, supported by comprehensive training for our 15-strong workforce, the relationships we’ve been able to develop with our clients has also been key,” adds Mr Slaney. “We enjoy a high degree of repeat business including from the likes of Leonard Cheshire Disability and St Modwen Developments PLC. This is testament to quality of the end product and the fact that we’re able to deliver projects that are both on time and within budget.

As it looks to build on the BSG Award success, Intium is now

striving to make the most of the opportunities that it is seeing within the marketplace. “We’re certainly continuing to see plenty of potential within the industrial sector as a lot of industrial units are being developed at the minute. We have recently secured two new industrial projects, one in Stone and one in Stafford, and we are developing our relationship with St Modwen, and other developers too, on a number of other schemes. We’re able to operate all over the UK and while we prefer to stay within two hours of the office, we have worked as far afield as Essex, Durham and Cheltenham.

“Moving forward we are looking to increase our turnover with £6m of work having already been secured for 2019. We’re therefore hopeful of breaking through the £10m barrier sooner rather than later. If we receive further award recognition then all the better.”

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HITTING THE GROUND RUNNING

ALTHOUGH IT HAS ONLY BEEN OPERATING FOR JUST UNDER THREE YEARS, VALEO MANAGEMENT LIMITED HAS ALREADY MADE AN IMPRESSION ON THE STUDENT ACCOMMODATION FOR THE QUALITY OF ITS OFFERING, WHICH LAST YEAR SAW THE COMPANY BEING PUT FORWARD FOR NOT ONE BUT TWO STUDENT ACCOMMODATION AWARDS.



“We exclusively focus on student accommodation and operate as a vertically integrated developer and operator,” explains Peter Haspel, Managing Director. “We are part of the wider Valeo Groupe, which has operations in the US and Scandinavia. This project, which is in Dublin and was nominated in the Student Accommodation Awards, was the first development we have undertaken in Europe.

“While we are a relatively young organisation, we are well known in the industry as

individuals having previously worked in businesses within the sector. I used to work at Opal Property Group, a student accommodation developer and operator which built and operated over 20,000 student rooms in the UK and Ted Rollins, who is the founding partner in the US, built and ran Campus Crest, which had 51,000 beds in around 100 buildings. This underlines the vast experience and expertise we’re able to draw on, which was reflected in the success of our first project and the fact it was delivered on time and on budget.

What’s more, it is already fully let at the rates we were seeking to achieve and has been getting some really good reviews.

“The success of the Dublin project saw us being nominated for two Student Accommodation Awards: Best Developer and Private Halls of Residence of the Year. Although we just missed out on both awards, being nominated at the first attempt was a great achievement and a nice reflection of the standard of work we delivered on the project, as well as being a clear indication of our overall approach.

“WHILE WE ARE A RELATIVELY YOUNG ORGANISATION, WE ARE WELL KNOWN IN THE INDUSTRY AS INDIVIDUALS HAVING PREVIOUSLY WORKED IN BUSINESSES WITHIN THE SECTOR. I USED TO WORK AT OPAL PROPERTY GROUP AS A STUDENT ACCOMMODATION DEVELOPER AND OPERATOR AND TED ROLLINS, WHO IS THE FOUNDING PARTNER IN THE US, BUILT AND RAN CAMPUS CREST, WHICH HAD 51,000 BEDS IN AROUND 100 BUILDINGS. THIS UNDERLINES THE VAST EXPERIENCE AND EXPERTISE WE’RE ABLE TO DRAW ON.”

PETER HASPEL,
MANAGING DIRECTOR



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“Our starting point is to create the best student experience possible. To achieve this we put a great deal of thought into how to develop and operate the building and deliver what we call a ‘community experience’. We want people to come together as a community within our accommodation. I’d say half of our success is down to the thought we put into the design and its delivery. The other half is provided by our staff and their ability to provide the experience for the residents.”

What makes the Dublin project’s success all the more impressive is that it was achieved in the face of some significant challenges, as Mr Haspel outlines: “As it was our first development everyone had to work extremely hard and collaboratively to set a standard for the brand that we’ve created, Live Student. We were therefore keen to make sure every element of the brand essence was reflected in the build. This required strong levels of collaboration in terms of how we evolved the construction process. This was probably the biggest issue we faced but thankfully everyone rose to it, enabling us to achieve a successful delivery and overcome all the usual challenges that every construction project involves and more testing ones as

“THE SUCCESS OF THE DUBLIN PROJECT SAW US BEING NOMINATED FOR TWO STUDENT ACCOMMODATION AWARDS: BEST DEVELOPER AND PRIVATE HALLS OF RESIDENCE OF THE YEAR. ALTHOUGH WE JUST MISSED OUT ON BOTH AWARDS, BEING NOMINATED AT THE FIRST ATTEMPT WAS A GREAT ACHIEVEMENT AND A NICE REFLECTION OF THE STANDARD OF WORK WE DELIVERED ON THE PROJECT, AS WELL AS BEING A CLEAR INDICATION OF OUR OVERALL APPROACH.”

PETER HASPEL,
MANAGING DIRECTOR

well. There was a crane drivers’ strike at one point across the whole of Dublin, which brought every building site within the city to a halt, so we had to make up time to get back on programme. It also took a while to get the electricity connected because of closures to the major route ways through the city during the Christmas period, but these are just the typical construction management activities that can crop up on any project.”

With the Dublin project being Valeo Management’s first European project, the company also worked hard to develop the supply chain that was needed to ensure its success. “We develop our construction projects in two segments. We prefer to have a

design and build contract with a major contractor, who looks after the innovation stage and the fit out, while we retain control of the fixtures and fittings, particularly in the community spaces where we put a great deal of effort into their design and execution. As a result, we work with a specific supply chain to achieve the branded look and feel that we’re striving to create in those areas.

“Moving forward, we’re primarily focused on two areas at the moment. We’re doing one stream of work within the UK and Ireland and a second stream of work in Spain and Portugal. We see a good market opportunity in both regions with the added benefit that they’re very different markets. The UK is a more mature and competitive market, while the Ireland market is halfway between an early starting market and a mature market. There is more building development work taking place in Ireland but historically it’s still been an undersupplied market so there are still major opportunities to be had. This is not only true of Dublin but also other Irish cities too, such as Cork and Galway.

“In the next 12 months we’ll be dedicating a huge amount of focus on Spain and Portugal, as we’ve raised a fund in these countries working in partnership with Bankinter, which is one of the largest banks in Spain, and Plenum Partners, a Spanish fund management company. Raising our first fund with them gives us the capacity to build between eight and ten projects in the next two or three years in major cities across Spain and Portugal. This is effectively going to involve a pipeline of approximately 5,000 beds in eight to ten buildings, as we typically develop buildings that have between 400 and 600 beds.

“It’s not a numbers game,

however, as the end goal is to develop buildings that deliver a high quality student leisure and community experience that is amongst the best the market can offer. We also have a keen eye on how to best maximise the returns for our investors. We therefore take a very risk-based approach to identifying opportunities and manage both the construction and the operational sides of the business to deliver the returns our investors are seeking.

“A major aspect of achieving this objective is choosing the right partners to work with and we have developed a growing relationship with GEM Construction Group in Ireland, who we’ve found to be extremely good to work with. We co-developed the Dublin project with Mortar Developments, who were again very professional and really got on-board with the high degree of collaboration that we looked for on the scheme. In addition, we’ve found that the supply chain within the fixtures, fittings and design elements have been really helpful, particularly Distinction Group, which is a UK-based furnishing company that generally specialise in hotels, and an interior designer called VAAL Studio. We’re keen to build further on these blossoming relationships with the people and the partners that we’ve worked with so far. The funders, meanwhile, were the Irish Bank, AIB, which provided the finance for the project and were very supportive.”

As it looks to build on the promising start it has made with the Dublin development, Valeo Management is clearly striving to keep the momentum going. Having already put a robust supply chain in place, the company looks well set to add further successful projects to its portfolio and further award recognition is surely only a matter of time.

STARTING AS IT MEANS TO GO ON...

HAVING BEEN HIGHLY COMMENDED IN THE 2018 BSG AWARDS WITHIN THE SMALL BUSINESS OF THE YEAR CATEGORY, DORSET-BASED SPAW CONSTRUCTION LTD IS OBVIOUSLY A COMPANY THAT'S MOVING IN THE RIGHT DIRECTION, AS DEAN LETCHFORD, OPERATIONS DIRECTOR, RECENTLY OUTLINED TO CONSTRUCTION INDUSTRY NEWS.

“ We are quite a young business as our Managing Director, Steve Wyett, set up the company up in June 2015,” explains Mr Letchford. “At that point it was still very small scale as it was literally just Steve and around five groundworkers. At this point we we were carrying out a significant amount of social housing and council work.”

From these relatively small beginnings SPAW has really ramped up its progression to the extent that it now has 26 operatives, as well as a number

of office-based staff. “We’ve been able to grow the business by diversifying into other areas other than just groundworks, as we have been able to branch out into housebuilding and external works,” adds Mr Letchford. “Because of the strength of our work and our strong health and safety approach, we’re enjoying high levels of repeat business, which is always a good sign.”

The emphasis on safety was further enhanced when SPAW became a BGS member last March, a development that led to the company receiving award

recognition from the organisation. “As a small regional business we don’t have an endless pot of money to invest into health and safety so we have had to be smart about our approach, which is where the relationship with BSG has proven so beneficial,” concludes Mr Letchford. “Their inspectors are able to provide a huge amount of support and they’re an excellent point of contact. As for the award recognition, I wasn’t sure if it was perhaps a bit too early to go for it so to have been Highly Commended is a great achievement. Having got a taste

for it we’re now keen to keep the momentum going and go one better next time and win an award.”

With the award recognition it received in 2018 and a growing customer base, SPAW looks set for further development in the year ahead.



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"It's truly an amazing honour for the business and the IDS team to win such a prestigious award," explains Estelle Power, Director. "Innovation, research and developing new ground-breaking products is our trademark. It is the key foundation of what the business is built on. The award is testament to our team's drive and commitment to strive towards innovating new exciting pioneering products to meet each client's unique set of requirements."

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Having originally began life in 2006 as a consultancy firm for the leading door companies in Ireland, IDS has gained a reputation for the reliability of its service and installation, as well as its impressive and extensive product range.

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The business is centred on the build, replacement, repair and maintenance of utility network infrastructure, and incorporates three distinct areas of expertise, across each of the utility sectors.

In 2015, Mainline purchased the old IIF House building in Wilton, Cork, in order to accommodate the ongoing expansion of the organisation. The 16,000 Square Feet premises, which was renamed "Mainline Place", was fully renovated, and enable the amalgamation of a number of Group operations and support functions, within one purpose built facility

2018 was a very successful year for Mainline. They were awarded the President's Award in the medium size organisation category at the Northern Ireland Safety Group (NISO/NISG) Safety Awards, as well as been named as one of Ireland's Best Managed companies in the Deloitte Best Managed Companies Awards. Commenting on the award, Jamie O'Rourke Mainline Group CEO, said: "Again a great achievement for the dedicated team at Mainline Group. The management and staff are delighted to receive this independent endorsement of our business structures and systems, as this award reflects our high level of commitment and capability of all staff, as well as recognising our management strength, ability to innovate, strategic initiatives and financial performance."

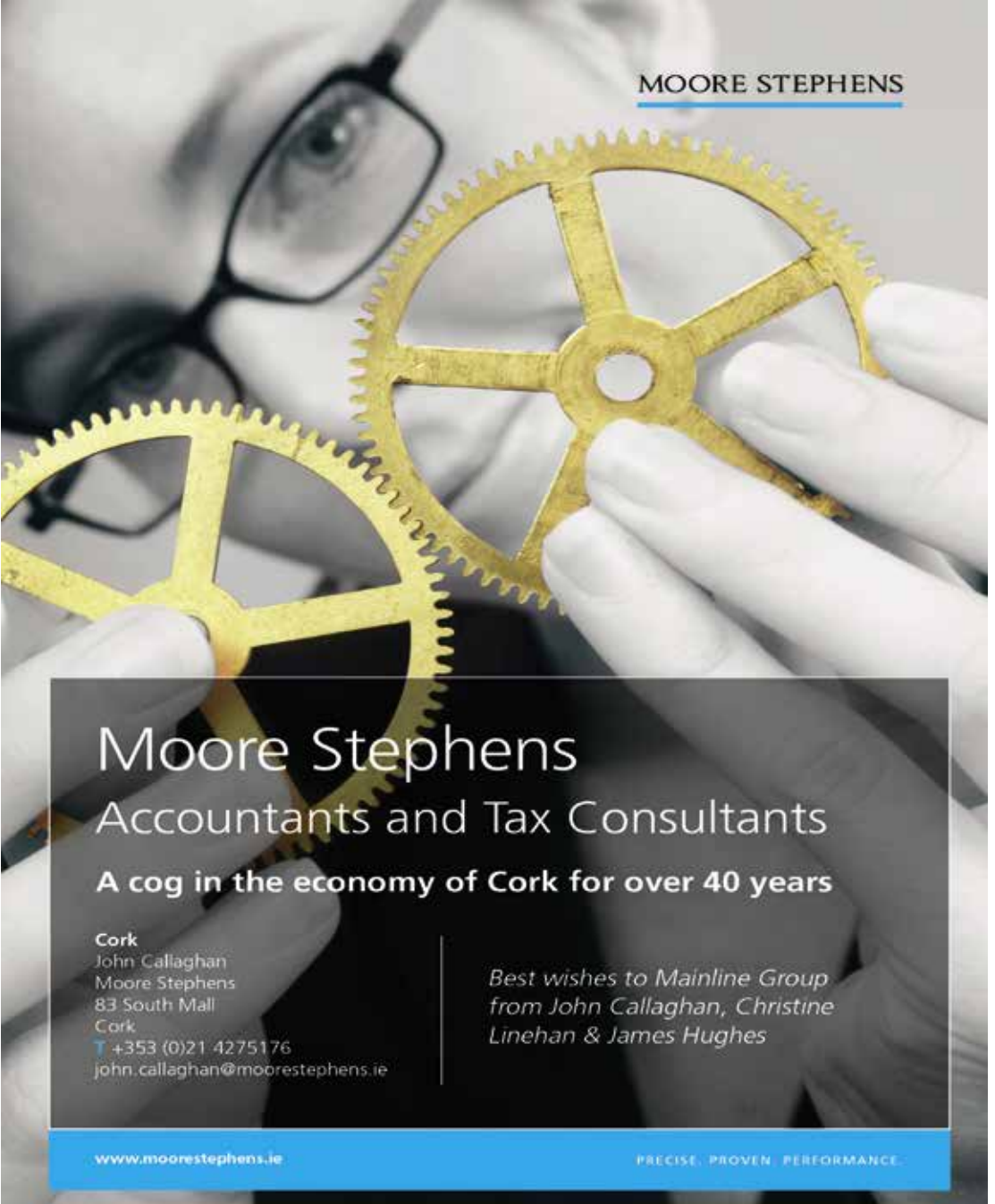
Celebrating 20 Years in a competitive sector is no mean fete. And numbers are significant. In 2018 they installed Over 105,000m

of HV/MV Cable nationally, Over 80,000 Water Meter reads carried out nationally, Over 50,000 kW hours of Solar Power generated by Mainline constructed Solar PV installations Over 3000 WIFI units

installed in public & commercial premises nationally and in the UK.

Additionally Over 1,000 Non-domestic Water meters were installed in Cork alone. A great achievement by the team.

2019 looks to be another great year, with a healthy order book boosting confidence in the short and long term future of the Group. Here's to the next 20 Years-and beyond.



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ON THE RIGHT TRACK

LAST YEAR PLATINUM PROPERTY PARTNERS, WHO HELPS ITS FRANCHISE PARTNERS BUILD PORTFOLIOS OF PROFESSIONAL HMOS (HOUSES IN MULTIPLE OCCUPATION), WAS NAMED BEST PROPERTY INVESTMENT SPECIALISTS AT THE BUILD 2018 REAL ESTATE AND PROPERTY AWARDS.



The success underlines the progress the company has made in its 11 years of existence, as Emma Dillane, Head of Franchise Services, recently explained to Construction Industry News. “Winning the award was absolutely fantastic, particularly as it’s a great pat on the back for everyone within the team here,” says Emma. “It’s also recognition for the really strong support network that we’ve been able to build over the years, as we have some wonderfully

dedicated Partners behind us that are perfectly aligned with our company values.”

“The award helps send a really strong message to the industry about what’s possible, while also demonstrating to our Franchise Partners that we’re on the right track and are operating in the correct manner. This is only possible because of the strength of the individual elements that support our offering. For example, Abensons Solicitors have been the lead conveyancing solicitors in our Power Team for a very long time and they take the same



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approach to service as we do. The exact same can be said of Morris Crocker, who are the accountants that the vast majority of our Franchise Partners use. While Jelf Insurance have put together a bespoke insurance policy that has been tailored precisely to meet the requirements of our Franchise Partners, at the most competitive price available anywhere in the market.”

“Ultimately it’s been about creating a comprehensive network that’s able to provide a suite of joined up added services that meet every single need of our clientele. So rather than finding their own accountant and having to explain the weird and wonderful quirks of our specialist HMO model and its workings, our Franchise Partners are able to instantly plug into a tremendously well-informed set of experts from Day One. This takes a huge amount of the

legwork out of the process and makes things so much simpler.”

“Putting together such a strong team of Franchise Partners hasn’t come about by accident, instead bearing testament to the hard work that’s been put in by the Platinum Property Partners team, led by its Founder, Steve Bolton and CEO, Richard Davies. “The company came into being when Steve saw an opportunity in the market, after discovering that existing accommodation for renting professionals was of quite a low standard,” adds Emma. “He therefore decided to develop a portfolio of HMOs that could provide a layer of safety and comfort for young renting professionals. Realising the wisdom behind his venture, he came up with the idea of developing a business that would help other like-minded individuals create their



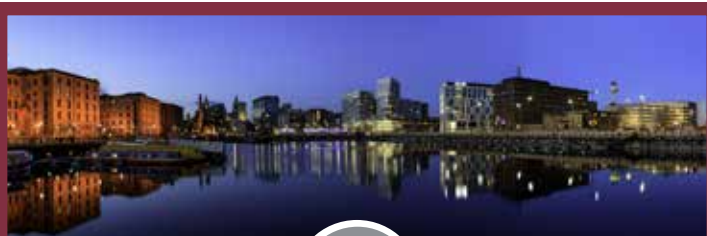
own portfolios as part of a franchising operation.”

The end result was Platinum Property Partners and having taken the original idea and ran with it, the company has evolved into the award-winning entity it is today. As it moves into 2019 the company is now looking to keep maximising the strength of its model and support network to benefit its Franchise Partners further, both new and old.

“We want to build on the success we’ve had so far by continuing to innovate and develop new ways to assist our Partners,” concludes Emma. “Again the fantastic team of people we have within the business and the quality of our network will continue to help us achieve this objective. They’re all hugely dedicated and this is integral to making our model a sustainable success.”

“For the next 12 months the aim is to keep helping our Franchise Partners to increase their levels of occupancy and their sales effectively, which we will be doing by providing additional marketing assistance. We will also be showing them how to reduce their running costs via better systems and technology. At the same time, we’ll be keeping a keen eye on how the market is moving so we can adapt to any changes as and when they happen.”

The professional HMO arena might still be relatively unknown but it is also rapidly evolving. Given the offering it is able to provide, Platinum Property Partners looks well placed to capitalise on the growing opportunities the sector will present as it uses last year’s BUILD Award as the springboard for further success.



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**On behalf of the whole EAB team we would like to
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'LOVINGLY MADE LUXURY' APPROACH WINS AWARD

DRIVEN BY AN ETHOS OF 'LOVINGLY MADE LUXURY', SINCE ITS CREATION IN 2007 NORFOLK-BASED FLEUR DEVELOPMENTS HAS BUILT AN IMPRESSIVE REPUTATION.



WHAT HOUSE AWARD. JOFF AND JULIETTE PRESENTED WITH AWARD

This was further enhanced last year when the company won the Gold Award for Best Small Housebuilder at the prestigious national WhatHouse? Awards 2018, which took place in November at the Grosvenor House Hotel, London. Construction Industry News recently caught up with Juliette Hopkins, who founded the company with Joff Brooker, to find out what the award means to the business and how it was achieved.

"We were absolutely delighted to have won this award and to have our passion for building good-looking homes recognised nationally," explains Juliette. "As a design-led housebuilder we care deeply about our mark on the landscape."

With a team of just 15 staff, supported by a team of trusted sub-contractors, Fleur may be a small housebuilder but this

certainly isn't proving to be a barrier to its ambitions. With plans to take on increasingly large developments in Norfolk and Suffolk, the company looks determined not to deviate from its core values. "We strive to only use good quality, local materials and we've become known for our refusal to compromise on our generosity with space and light, provision of attractive landscaping and the importance of aesthetics," adds Juliette.

These values obviously impressed the judges of the WhatHouse? Awards, which are generally likened to the Oscars of the building industry. With comedian Jack Whitehall and sports commentator, Gabby Logan, acting as comperes, it was every inch the stellar event.

Summing up the judges commented: "Landscaping, alongside design, is a key tenet of the business...A brick and flint wall here, park railings

there, a hedge, a fence – Fleur's landscaping approach is the company's welcoming party." They also noted that Fleur's brochures were: "...exceptional, almost mini-tour guides."

What makes the success all the more impressive is that it was the first time Fleur had entered into the awards, with its entry featuring five East Anglian developments: Foundry Field in Burnham Market, Parishes in Weybourne, Greencroft in Blakeney and Sea Glass in Brancaster Staithe, with Fisher's Field in Risby, near Bury St Edmunds. Each collection showcased Fleur's commitment to the local community, with every home thoughtfully reflecting the local vernacular, while absorbing modern twists.

Based in Holt, Fleur specialises in creating beautiful properties in some of Norfolk and Suffolk's most desirable locations. Unusually for the industry,

the company is a design-led housebuilder and its vision is to produce homes that both enhance their surroundings and are truly lovely places to live too.

From building one-off bespoke homes and small collections, Fleur is now undertaking much larger developments with a number of major schemes in the pipeline. In terms of recent developments, it has completed the following projects:

- **Fisher's field, Risby, near Bury St Edmunds, Suffolk**

A collection of 20 homes (including six affordable units), offering 3, 4 & 5 bedrooms, located centrally within Risby Village. Completed in early 2018, the 14 open-market homes were 90% sold within 16 weeks of the launch date, primarily due to the fact that the properties thoughtfully echo the local vernacular, with features including Suffolk-pitched roofs, decorative barge

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conversion of a Victorian house into two apartments, based in the centre of Blakeney, close to the quay.

With a customer base that includes professional couples and families, early retirees and second home owners and in a market that is more discerning than ever, Fleur is finding that people are prepared to pay their asking prices because of the high quality of their product and the desirable site locations. This was underlined when it sold seven out of ten open market homes off-plan at its Northshore Place, Brancaster Staithe development.

In addition to the high demand for its homes due to their quality, the current dearth of housing within the wider market means that Fleur

looks well placed to continue developing as a business. "There are significantly more planning applications for much larger developments as a result of the Government's targets for new build delivery," outlines Juliette. "Housing associations are also starting to move into the open-market residential side of the business. Looking ahead we are aiming for growth in terms of units delivered without diluting our brand, while in the longer term we are determined to become the best medium-sized housebuilder in East Anglia."

Given its burgeoning reputation and its' recent award success, Fleur is certainly more than capable of achieving this ambitious objective in the coming years.

boards, deep timber fascias and plenty of weatherboarding. Its success is such that St Edmundsbury Borough Council views Fisher's Field as a benchmark for other developers to follow. Councilor Susan Glossop, Cabinet Member for Planning and Growth at St Edmundsbury Borough Council, commented: "The Council places huge emphasis on the delivery of quality places and our planners worked very hard and closely with (Fleur Developments) to ensure that the final design of this development provides just that. As a consequence, Fishers Field is a very well-designed development with an attractive layout, well-designed buildings and a high-quality setting. All of which makes it a great place to live and an example for others in the industry to follow."

- **Northshore Place, Brancaster Staithe, Norfolk**

A development of 12 homes, (including two affordable homes) offering 2,3 & 4 bedrooms. Northshore Place is located a short walk from Brancaster Staithe harbour. Work commenced on the site in November 2018, but even before work had started Fleur had already sold seven off plan, with a great deal of interest in the remaining three open market homes. To sell this many off plan is testimony to the high quality of the homes Fleur builds and the excellent reputation it enjoys on the north Norfolk coast.

- **The Parishes, Weybourne, Norfolk**

Set in the heart of Weybourne and close to the Norfolk coast, this is a development of seven homes offering 2,3 and 4 bedrooms.

- **Greencroft, Blakeney, Norfolk**

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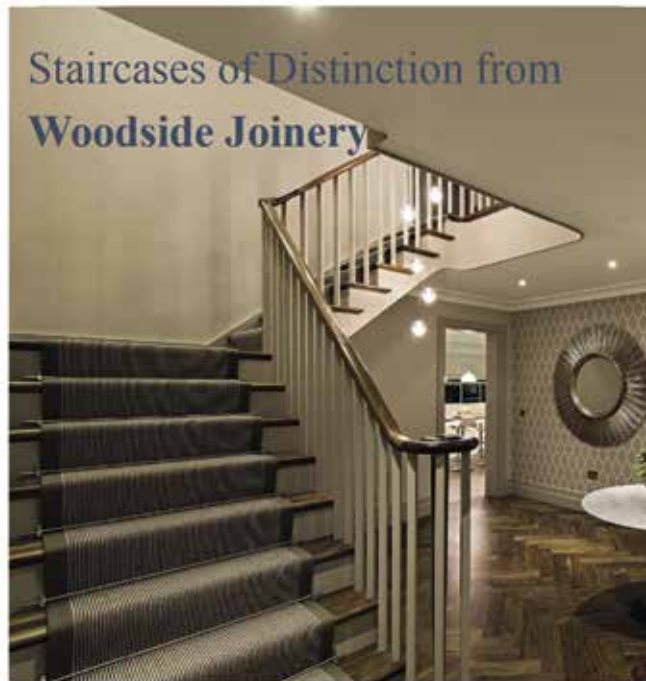
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What's more, the scheme was not only a commercial success but was also named 'Five Star - Best Residential Development Surrey' at the prestigious UK Property Awards.

"We had previously never entered any type of award, preferring instead to just focus our efforts on delivering high quality developments," explains Guy La Costa, Managing Director. "However, we were encouraged to put The Mansion forward so went for the UK Property Awards, as it was the first one that came along in the diary, so we were delighted to win at the first attempt. We've also since been nominated for



other awards for the scheme."

The award recognition really underlines the success of The Mansion development, which was originally designed and built in 1850 by leading master builder Thomas Cubitt, creator of great swathes of London's Belgravia and Pimlico. Restored in 2017, the project is yet another example of the company's ability to produce beautiful, traditional homes with a contemporary twist (hence its name).

As well as its illustrious designer, Sondes Place also enjoys a notable history having previously been owned by the Cartier family, with the Indian Maharajah once having been invited to stay while visiting Britain for the Silver Jubilee of King George V in 1935. Despite having been quite literally been

fit for a king, the building went on to have some quite dramatic alterations over the years, as Twist discovered when it began the redevelopment work, as Mr La Costa outlines: "The building had obviously been messed around with quite extensively over the years, with the castellations on the building having been removed, along with the chimneys. It was as if someone had taken a machete to the whole building and lopped the top off.

"Thankfully we found an old photograph that showed us just how stunning the building had been previously, which was a great help in restoring it back to its former glory. We were therefore able to put all the castellations and the chimneys back, some of which are live and some are dummies, and completely

redevelop the building, inside and out. Behind the scenes there was an immense amount of structural alteration work required to ensure the building's integrity. This provided a number of challenges but a mixture of hard work and tenacity proved crucial. We just kept grinding our way through each and every problem that the building presented to us.

"Due to the scale of the development and the challenges we encountered, the timeframe of the project was around three years, so it's great that the end result has been so warmly received and has attracted award recognition."

The success of the Sondes Place development is all the more impressive an achievement given that Twist generally tends to specialise on new build projects, although Mr La Costa has a great deal of experience of refurbishment and conversion work on a variety of schemes across London.

Flush from the award success of the Sondes Place development, Twist is now working on the redevelopment of Haslemere Preparatory School, which closed in the summer of 2016, with the plan to create 25 new build houses and apartment units. "The project is currently at the planning stage, while we are also looking for other projects that might be suitable," says Mr La Costa. "We are very fussy in terms of the location and quality of the projects we take on, although we are looking to expand the point where we're able to develop two or three developments at the same time."

As its reputation continues to grow, it is clear that Twist is now looking to move to the next level. With its first accolade in the bag, it would be no surprise if the company was to receive further award recognition in the process either.



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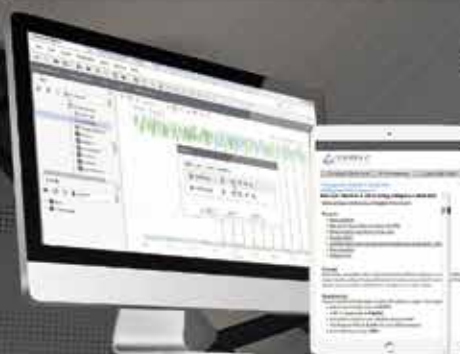


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LAST YEAR WAS A TIME TO CELEBRATE FOR E.ON CONTROL SOLUTIONS AFTER THEN COMPANY WAS NAMED BEST SERVICE AND MAINTENANCE PROVIDER AT THE BCIA AWARDS.

Carrying out everything from maintenance projects through to installations, retrofit and new build work; E.ON Control Solutions operates across all of the major UK sectors including residential, retail and industrial, ranging from single building contracts through to multi-site support arrangements. Despite the diversity of the work it takes on, what doesn't vary is the quality of the service it provides, hence the BCIA Award recognition.

The strength of E.ON Control Solutions' offering is only made possible thanks to the infrastructure it has developed within the business. While it is particularly prevalent in London and the Home Counties, it also has UK-wide coverage supported by nine regional offices, each of which has their own manager, project manager and team of engineers, enabling them to operate as an individual entity in their own right.

Due to the scale of the operation, E.ON Control Solutions has a substantial workforce of around 450 staff, of which 325 are engineers. Another of its key strengths is its state-of-the-art Energy Management Centre in Glasgow, which is one of the UK's largest and has proven to be a unique selling point for the business since the facility opened around ten years ago. It allows the company to provide



customers with a fully manned centre 24 hours a day, 365 days a week. It has therefore become a central point for clients and has the capacity to deal with a high volume of reactive calls. As well as supporting the nine regional offices, the centre is also connected to over 6,000 sites.

With such a well developed infrastructure it is easy to see why E.ON Control Solutions

triumphed at the BCIA Awards for its customer service. On receiving the award, a spokesperson said: "Getting the recognition is fantastic, especially as we've worked so hard as an organisation to excel in the delivery of our service and ensuring that we have all the necessary elements to make it possible. What's more, the award success was based on client recommendations rather than us writing the application ourselves, because one of our customers sent it in on our behalf, which is doubly pleasing.

"As well as ensuring that we have the requisite infrastructure and systems to deliver our goals, we are also very flexible when

it comes to tailoring the level of service that our clients expect. For instance, we can engage with them on a daily, weekly or monthly basis – whatever suits them best. The reports can also be extensively adapted and another of our USPs is, regardless of the sector in which the client is operating, we can offer a solution that meets their requirements and fits the system they use, regardless of how old or obsolete.

"The ease in which we can tailor our offering to meet the precise needs of the customer was another factor behind our BCIA Award success. Our overriding objective is to provide first class service delivery rather than the financials so it's great we're receiving external award recognition for this approach, as well as the commercial success we're enjoying."

As it strives to build on the award, E.ON Control Solutions certainly doesn't like it's in the mood to rest on its laurels. Instead it is remaining focused on ensuring that its customer service levels remain amongst the best in the sector. As part of this approach the company is continuing to gather feedback from its customers, some of which are the biggest players in their respective sectors and are therefore extremely demanding. Despite this being the case, it's clear that the company is on the right track, as the BCIA Award bears testament to.



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A WORTHY WINNER

IN THE MODERN BUSINESS WORLD CLOCKING UP NO LESS THAN 22 YEARS AT A SINGLE COMPANY IS INCREASINGLY BECOMING A NOTABLE ACHIEVEMENT. IT WAS THEREFORE FITTING THAT LAST YEAR ALAN BRAYBROOK, SONTAY'S BUSINESS DEVELOPMENT DIRECTOR, RECEIVED THE OUTSTANDING CONTRIBUTION OF THE YEAR ACCOLADE AT THE BUILDING CONTROLS INDUSTRY ASSOCIATION (BCIA) AWARDS AFTER WORKING FOR OVER TWO DECADES AT THE BUSINESS.

Having been with Sontay since 1997, starting as Northern Sales Manager and progressing through the company to his current position of Business Development Director, Alan's commitment and passion for the industry are one of the many reasons why he's held in such esteem by his contemporaries. He was therefore a popular choice for the award, which he received at the prestigious event that took place on Thursday 10 May at the Hilton Birmingham Metropole.

"To win the award was a great honour and was quite unexpected," says Alan. "It's sometimes easy to feel like we are a very small cog in a very large wheel so to receive this type of recognition is really quite humbling."

Following his award success, Alan's colleagues were quick to lend their words of tribute with Sandy Damm, Managing Director at Sontay, commenting: "Alan has dedicated his whole working life to the HVAC market. After joining a number of successful players within the industry, he has risen through the ranks of Sontay over the past 20 years, having been UK Sales Manager, Sales Director and now Business Development Director. He has been instrumental in the transformation of Sontay from a catalogue company to a technical solutions provider



well established on the international stage.

"Alan is widely known and respected by all equipment manufacturers, distributors and system integrators of our industry and has often been called 'Mr Sontay'. It is a pleasure to work with him and I am delighted that he has been honoured by the BCIA, it is a thoroughly deserved award."

Meanwhile Stacey Lucas, Commercial Director at Sontay, added: "From the moment I joined Sontay, Alan has always been a source of support and inspiration to me. He is truly dedicated to our industry and no one deserves an outstanding contribution award more."

Having been with Sontay for so long, Alan has witnessed a number of changes within both

company and the marketplace as it has evolved. He remains committed to building on the award success by continuing to use his vast knowledge to the benefit of the company, which is renowned for providing the HVAC industry with high quality and reliable field peripheral devices for the sensing, measurement and control of intelligent buildings. "During my time at Sontay it has developed from a privately owned concern into a large conglomerate, before becoming part of General Electric and then returning to private ownership around 15 years ago, which proved to be a great move for the business.

"In terms of its longevity, an unrelenting emphasis on customer service and quality has been absolutely key. These

are areas that we're continually striving to improve, which is only possible thanks to the strengths we have within the company regarding product innovation, development and manufacturing, particularly as we retain a high degree of control over all of these various process.

"What's more, as we don't have a large corporate infrastructure, we're able to react extremely quickly to any changes within the marketplace and to the evolving needs of our customers. This has been an integral part of our success over the years and has played a vital role in our ongoing ability to make the most of the opportunities within the UK HVAC market and, increasingly, the potential we're seeing in Europe and the Middle East, which are providing potential for further expansion. Of course there's uncertainty regarding Europe because of Brexit, but we're gearing ourselves up for every eventuality."

Given the considerable experience that Alan Braybrook and Sontay have in their locker, whatever the future holds in terms of Brexit and other market developments, it is a fair assumption that both will be better prepared than most in 2019 and beyond. It's certainly not beyond the realms of possibility that more fully deserved industry award recognition will be coming their way too.

CAPITAL SUCCESS

WITH OVER 65 PROJECTS COMPLETED, SAMIR ENE AND THE SDA BUILD LONDON TEAM ARE KNOWN FOR THEIR EXPERTISE, EYE FOR DETAIL AND ABILITY TO FIND WORKABLE SOLUTIONS TO UNFORESEEN CHALLENGES.

It is no wonder then that the company has enjoyed award recognition recently, including being named Best Home Renovation and Property Refurbishment Firm 2018 at the Build Awards.

The award success underlines SDA Build London's ability to find solutions to complex problems that invariably arise during any renovation project, ensuring that projects are delivered on-time, within budget and to a high standard is what Samir and his team are known for.

Operating primarily in

South-West London, in areas such as Kensington, Chelsea, Fulham and surrounding areas, SDA Build London now covers North London as well, in areas such as Elstree, Barnet, St Johns Wood, Hampstead and surrounding areas. It provides a complete end-to-end property renovation and project management service. Its team comprises of a network of experienced and industry recognised professionals in the building industry, including architects, structural engineers and interior designers.

"Typically our customers are couples or families looking

to extend and renovate their homes through loft conversions, extensions or basement conversions," explains Samir Ene. "What sets us apart from our competitors is our ability to be nimble and adapt to changes during a project. It's this approach, together with our easy ability to listen and advise, that makes us a valuable asset, particularly on more complex projects where we are working with a team of architects, property developers, and clients, at any one time.

"Our ethos is to strive for quality, value and

sustainability is driven by a simple principle of delivering on our promises. We understand that our clients place a lot of faith and trust in us to deliver not only on the work we set out to do, but to fully realise their dream into reality.

"The current marketplace is tough, given the uncertainties around Brexit. Despite this, home renovations and extensions are on the rise due to the high costs and painful process of moving home. We do have to be careful, however, as the price of materials has increased. These are interesting and exciting times for the us in the building industry."

Whatever the future might hold, SDA Build London is well prepared for every eventuality and looks set to continue adding to its reputation.

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TURNOVER NEARS £50M AT C&W BERRY

REVENUES HAVE EDGED TOWARDS THE £50M MARK AT LEYLAND-HEADQUARTERED BUILDERS' MERCHANT C&W BERRY, NEWLY FILED ACCOUNTS HAVE REVEALED, WITH THE BUSINESS ALSO IN "ADVANCED DISCUSSIONS" REGARDING A POTENTIAL ACQUISITION IN THE PROPERTY SECTOR.

In the year to 31 October 2017 C&W Berry turned over £48.1m, up from £42.8m 12 months prior. Pre-tax profit remained flat at £3.8m.

The company said the turnover hike was down to increased demand in new housing, with the number of direct to site and yard to site deliveries rising. Almost a third of the turnover growth was down to direct to site orders, which C&W Berry said negatively impacted overall percentage margin.

An increase in demand for products also led to higher than inflationary input price rises, although the business was able to minimise impact on customers due to "extensive premises and stock holding capacity".

In a statement accompanying the results, C&W Berry said it continues to explore investment opportunities.

Since its year-end C&W Berry has entered talks to buy a



business in the "property-related sector", with discussions at an "advanced" stage at the time the accounts were signed off earlier this month (July 2018).

During the financial year it also more than doubled expenditure on both commercial vehicles and plant, which the company said 'demonstrates its willingness to invest for future growth'.

C&W Berry was founded by brothers Colin and Walter Berry in 1954.

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TWO DECADES OF EXCELLENCE

THIS YEAR SEES MINSTER SURFACING LTD CELEBRATING ITS 20TH ANNIVERSARY AND THE COMPANY IS AIMING TO MARK THE MILESTONE BY BUILDING ON AN IMPRESSIVE 2018, AS BRUCE SPENCER-KNOTT, MANAGING DIRECTOR, RECENTLY OUTLINED TO CONSTRUCTION INDUSTRY NEWS.



“

Based in Lincoln, we work on multi-million-pound infrastructure projects for many of the UK's largest construction firms, as well as councils, central government, defence and the aviation industry,” explains Mr Spencer-Knott. “We're able to access all areas of the UK and are regularly asked to carry out works for the Ministry of Defence nationwide.”

Having begun life in 1999 as a two-man band offering

specialist macadam applications, continuing evolution means that Minster Surfacing can now offer a comprehensive construction package including site excavation, drainage, planing, block paving and surfacing. As its capabilities have grown so has its reputation, which is reflected in a client list that includes such leading names as Balfour Beatty, Amey, SKANSKA, Galliford Try Group, Kier Group and TARMAC.

“Myself and the other co-founder of the business, Tony, gradually

built up the business before I bought out his shares in 2013 as he was nearing retirement age,” adds Mr Spencer-Knott. “At the time we were turning over around £1.5m but last year we were approaching the £18m-mark.”

This surge in turnover highlights Minster Surfacing's upward trajectory in recent years. What's more, the growth doesn't look like slowing anytime yet given the opportunities that are coming the company's way. “All the indications are that the

Government is committed to improving the nation's roads and after it released significant funds last year this looks set to continue into 2019, which points towards another great year for us. It has also been announced that the MoD is being given substantial funds for projects that will be rolled out this year so we're gearing up for a very busy 12 months ahead.”

The progression that Minster Surfacing has made and its ability to capitalise on the potential for further growth that



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the marketplace is providing hasn't come about by chance. Instead continuous investment in its equipment and its people, not to mention an emphasis on developing its supply chain, has helped pave the way for the company's ongoing development. "Although we have a great deal of experience within the management team, we are also very forward-thinking and willing to keep abreast of the latest technology," says Mr Spencer-Knott. "As a consequence we're always striving to push innovative and new machinery into a sector that some wrongly perceive to be a dirty industry devoid of technological advancement. The reality is that we are the polar opposite of this perception. We are extremely proactive when it comes to embracing the likes of autonomous paving and the ability to harmonise laptops and palm-held

gadgets with the hardware that can be seen carrying out operations daily on carriageways the length and breadth of the country.

"Being technology-focused brings dual benefits; it not only helps us to cement our leading position within the marketplace, but it also makes us a more attractive proposition for young people who are increasingly considering us as a viable option to build a career with. At a time when there's a substantial skills shortage, and a growing number of experienced operatives are reaching retirement age, this is more important than ever before, particularly as the likes of the HS2 project and the development of Heathrow will be a magnet for many trades and operatives. We have to get the next generation interested and I strongly believe the strength of the tech will be a key way of making this possible.

"Another way we're looking to attract young people into the business is by improving our recycling performance. This is another major issue that they're interested in, so we've been keen to raise awareness of our work in this area."

This sustainable approach led to award recognition for Minster Surfacing in 2018 with the company securing the Overall Award and the Best Business Award at the Lincolnshire Environment Awards. It also won the award for Innovation in Construction at the Lincolnshire Technology & Innovation Awards, where it was also highly commended for Best Business.

"Receiving external recognition is very important because we sometimes feel like we're pushing a boulder up a hill as we try to change people's thought processes when it comes to recycling. So many are stuck in their ways. Being put forward for awards of this nature and winning them is a fantastic way to not only raise awareness of what we're about as a business, but is also a great way of showcasing what's possible. It has also helped us secure additional work in other areas of the country so it's very much a win-win."

Further underlining its forward-thinking ethos, in 2016 Minster Surfacing moved to purpose-built

modern offices in Lincoln. This is supported by a satellite office in Oxford that services a number of the MoD's barracks across London and the surrounding area. Having committed so strongly to developing its infrastructure, its workforce and its equipment; the company looks ideally placed to build on an award-laden 2018.

"We're striving to keep the momentum going and I'm particularly keen to further develop the management team to spread the load more evenly," concludes Mr Spencer-Knott. "We're very proud of the growth we've seen and the reputation we've gained within the marketplace but there is an element of being careful what you wish for.

"Minster Surfacing has evolved into a very large beast that now needs constantly feeding so it's vitally important the growth remains sustainable and we have solid foundations in place and the right people in place. I can't stress how important attracting new blood into the industry is in this regard so we'll certainly be doing our utmost in this area.

"It's a hugely exciting industry and we're looking forward to capitalising on the opportunities within the marketplace by continually innovating and pushing ourselves to the next level. Of course it will be challenging but this is something I personally thrive on. The word engineer comes from the medieval Latin *ingeniator*, which means to use a logical process to fix things or make them better. This is an ethos I embrace and is what I've built the business around."

Given the level of passion that Mr Spencer-Knott has for the industry and the company he's helped create, it wouldn't be difficult to imagine Minster Surfacing's 20th anniversary year being its best yet.

2019 SUSSEX HERITAGE AWARDS SPONSORSHIP DEAL AGREED

TIMBER AND BUILDING MATERIALS SUPPLIER COVERS HAS AGREED TO SPONSOR THE 2019 SUSSEX HERITAGE AWARDS, THE FOURTH CONSECUTIVE YEAR THE COMPANY HAS SUPPORTED THE PRESTIGIOUS EVENT. ORGANISED BY THE SUSSEX HERITAGE TRUST, THE AWARDS AIM TO RECOGNISE AND REWARD THE HIGHEST QUALITY CONSERVATION, RESTORATION, AND WELL-DESIGNED NEW BUILD PROJECTS WHILE ENCOURAGING THE USE OF TRADITIONAL SKILLS AND CRAFTS.

Henry Green, who is Managing Director at Covers, which has its head office in Chichester, West Sussex, said: "We are delighted to be supporting the Sussex Heritage Trust Awards once again in 2019. We are keen supporters of the charity and advocates of ensuring that Sussex's rich building heritage is protected

and preserved for future generations to enjoy. We look forward to finding out who all the winners are in July."

Dr John Godfrey DL, who is Chairman of the Sussex Heritage Trust, added: "The Sussex Heritage Trust is proud to have Covers Timber & Builders Merchants as sponsors of the 2019 Sussex Heritage Trust Awards. The awards

scheme is now recognised as the most prestigious architectural and conservation programme in East and West Sussex, and Brighton & Hove. The success of the awards is invaluable in supporting the work of the Trust and funds our work to preserve, improve and encourage the appreciation of the architectural and natural landscape of Sussex. We thank Covers for

their sponsorship and friendship in supporting the awards scheme and our work."

The winners of the awards will be announced on Wednesday 3 July by Sussex Heritage Trust's president, Lord Egremont, during a ceremony to be held at Pangdean Old Barn in Pyecombe.

In addition to a proactive approach to sponsorship, Covers



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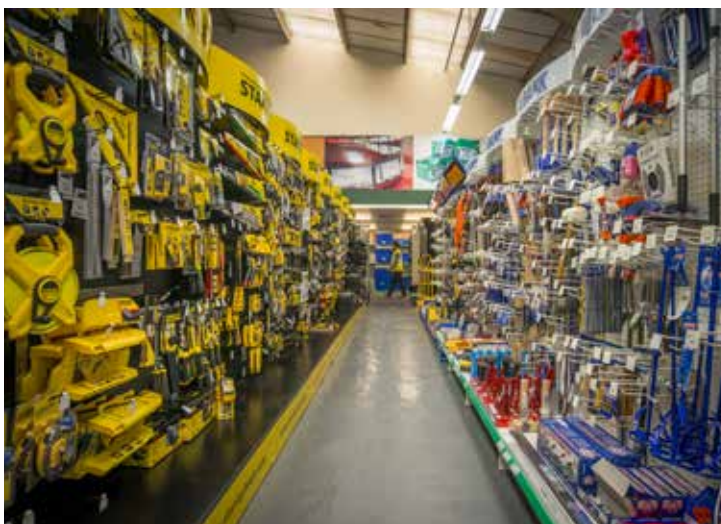
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170-plus years of operation underlines the company's ability to move with the times, allowing it to adapt and evolve to meet the ever-changing needs of the marketplace. This was apparent at the refurbishment of its Covers Home Ideas site in Chichester.

"We feel that it's vitally important that people within the local area have the opportunity to come to a customer friendly place where they can speak with our expert team about any projects they are completing and find the relevant products they need," explains Richard Murrell, Store Manager at Covers Home Ideas.

As part of a refurbishment programme, Covers Home Ideas underwent an extensive redevelopment resulting in a new layout to enhance the customer experience. The new easy-to-navigate store has also




the offering we can give to our customers, as well as building the support for our various brands too. We now have an extensive range available in-store that our customers have available to them, which gives them confidence in the quality of the merchandise that we sell."

With 13 branch locations spread across the south of England, Covers is now looking to capitalise further on the Covers Home Ideas refurbishment, whilst also making the most of the fact that it is well situated to continue supplying its customers with timber and building materials from an extensive range of over 25,000 product lines.

The company imports timber directly from the source and it has timber mills equipped with fast and flexible wood working machinery to produce quality joinery and mouldings. Stress grading, house lot packages and preservative treatments are also available on request.


Over the years Covers has built its reputation by offering customers a comprehensive selection of quality timber and building materials at competitive prices. As part of this ethos, as a family owned Timber and Builders Merchants, it aims to offer customers an unrivalled customer service package provided by its team of experienced, knowledgeable staff and delivered directly to promptly by an extensive fleet of vehicles.

With brand new initiatives such as the Covers Home Ideas concept coupled with the long standing flair for customer service that remains at the heart of the business, Covers looks well placed to continue adding to its already illustrious history in the months and years ahead.




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added a number of products to its already impressive range and it now stocks everything a DIY enthusiast needs to create their perfect home.

"We're a mixture of a show room and a DIY offer for the general public and we've worked really hard to become one of the leading businesses in the area," adds Mr Murrell. "As a consequence, we've been able to build a loyal customer base and we really encourage the local community to use us for all their DIY needs.

"We're planning to continually invest in Covers Home Ideas for the benefit of people in the area and we feel that we've really improved the commercial nature of our offering. We work closely with all of our suppliers to support our stores in a number of areas, such as analysing sales, ranges, trends and opportunities to maximise

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RISING TO THE CHALLENGE

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GARY ATKINS,
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With a strong balance sheet, industry-leading business retention and staff turnover, and 93% customer satisfaction, Norse strives to deliver first-class services that its customers value and trust. Careful financial management, coupled with a selective low-risk approach to business development

and growth, is ensuring long-term stability for its 9,500-plus staff and its UK-wide customer base. As a result, the business has developed a reputation for being dynamic holding company, bringing together FM provider Norse Commercial Services, property consultancy NPS Group and care provider NorseCare, with a combined group turnover

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GARY ATKINS,
OPERATIONS DIRECTOR

in excess of £280m.

Reflecting its diversity, strength and market potential, Norse's client's base includes the NHS, the MoD, the emergency services (Fire & Rescue and Police), housing associations, local authorities and numerous private sector organisations.

“The group was originally derived from Norfolk County



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Council and remains a wholly-owned subsidiary with each of the JVs being part-owned by Norse and by our JV partner,” explains Gary Atkins, Operations Director, who has been with the organisation for just over a year but has an extensive background of working in the social housing management sector. “The services we provide are building, which I look after for the group; catering, waste, cleaning, grounds maintenance, FM and transport. These are the main areas and we have more than 9,000 employees across the group supporting these various activities.

“In my role within building I look after two joint ventures. Firstly, there’s Norwich Norse Building, which is a JV with Norwich City Council that commenced in 2014 looking after 15,000 council housing homes and services to the council’s public buildings. This was followed by Great Yarmouth Norse, a JV that was created in 2015 to provide set management and

operational services, such as repair and maintenance, voids, and whole house improvements for around 6,000 Great Yarmouth Council properties. We have approximately 350 staff between the two businesses.”

Part of Norse’s success stems from its ability to carry out the majority of work in-house thanks to its substantial workforce. This ensures a tight control of the standard of work delivered for clients. When it is unable to carry out the work itself directly, the company has formed strong relationships with various sub-contractors. For example, on the Great Yarmouth JV, Dodd Group delivers gas services, while Eastern Procurement provides certain planned work, such as kitchens, bathrooms and rewires.

In terms of what it’s currently focusing on, Norse’s bread and butter work continues to be the day-to-day responsive maintenance and void turnarounds on both the Great Yarmouth and Norwich JVs. However, for the Great Yarmouth contract there has been a bigger concentration on its planned works requirements, so a stock condition survey was recently undertaken to help with the creation of a completely new five-year programme of works. This includes the likes of kitchen and bathroom improvements, rewires and reroofing. In Norwich, meanwhile, work is taking place around fire strategies within the council’s eight tower blocks.

Another major strength that Norse has in its locker, aside from the wide range of skills and services it is able to tap into for the benefit of its clients, is the success it has had in developing links with housing residents in both Great Yarmouth and Norwich. “Each JV has their own RLOs (Resident Liaison Officers so we’re able to identify



any issues very quickly and deal with them straightaway,” outlines Mr Atkins. “This allows us to arrange appointments for responsive repairs where necessary, which in turn has ensured good access rates because the lines of communication are already well established.”

Despite the progress that Norse has been making commercially and the success of both the Norwich and Great Yarmouth JVs, there have been challenges that the business has had to contend with, particularly as it's not been immune to the industry-wide skills shortage that has affected so many companies. “We're certainly not alone in having to deal with rising labour costs due to the premium that's currently being put on skills,” says Mr Atkins. “In addition there's been an increase in the price of materials, transport and fuel, while both the local authorities and the private clients



that we work for are having to cope with declining budgets, which means that there's been a greater squeeze on money in all areas.

“Of course there's only so much we can do, but we remain committed to operating as efficiently as we can, while we're also working hard to not only recruit new members of staff but also retain the employees we have within the organisation and develop their skills further. Within Norfolk this is being made all the more difficult because there's a significant amount of development work taking place at the moment, which is drawing in a great deal of skills

and manpower, in turn pushing up wages to a level that it can be difficult to compete with. To counter this, as well as developing our existing staff to their full potential, we're also proactively bringing through trainees and apprentices in a wide variety of trades to give us a sustainable resource moving forward.”

Norse Group remains committed to continuing to provide a high level of service to its client base. “For the year ahead we are focused on ensuring our business infrastructure and our workforce is structured in such a way as to allow us to keep delivering the best possible service for our clients, while at the same time offering strong value for money,” concludes Mr Atkins. “There will be challenges ahead, but by being part of a larger organisation we have a great deal of shared resources and expertise to draw upon, which makes the

process much easier.”

Through organic growth, new sector development and acquisition, and by building on the joint marketing strengths, skill sets and resources of the individual operating companies, Norse Group turnover is expected to rise substantially in the years ahead.

The Group has 36 joint ventures around the country and is in advanced discussions with two authorities for two more, which have the potential to generate turnover well in excess of £50m over ten years.

Norse is confident the Group will continue to go from strength-to-strength, not only in its work with local authorities, but also envisages significant growth with our commercial contracts.

Given what it can offer to its clients, the company looks well set to continue building its momentum.



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BUILT ON EXPERIENCE

JMS RETAIL CONCEPTS LTD IS A NATIONWIDE SHOP FITTING COMPANY THAT HAS BEEN TRADING FOR THE LAST EIGHT YEARS UNDER THE CONTROL OF TWO DIRECTORS, SCOTT JACKSON AND JOHN HAMBLETON.

Prior to the formation of the company, Scott's background was in the retail sector working as head of project management within the national retailer group, while John's background is in electrical contracting and managing a successful company. Together they have helped build a thriving organisation operating out of its North-West base in Chorley, Lancashire, employing 20 head office staff and supporting a nationwide field based team of over 75 tradesmen across all disciplines.

It is a true turnkey contractor, as its team of tradesmen can build a unit out of the ground to



deliver the store completed, with all the refrigeration installed and shelving, floors and ceilings fitted, as well as a full electrical install, all by its own team. It has found that this multi-disciplined team allows it to retain full control of the programme of works and

is therefore not dependant on other's availability.

The full turnkey operation includes such elements as joinery and manufacturing, suspended ceilings, ceramic and vinyl flooring, internal and external signage, plumbing and heating, and shopfront/shutters. It can also offer a full pre-site construction service for building projects, including structural surveys, planning drawings/applications and full CAD designs.

JMS Retail Concepts works with several partners to be able to offer a comprehensive design and installation service that suits the individual client's requirements. Unlike other similar organisations, the company is not tied to one manufacturer and

can therefore offer extremely competitive price structures.

JMS covers all aspects of electrical installation, maintenance and inspection and testing for all commercial, industrial, domestic, education, health, public health, retail and leisure markets throughout the UK. Its clients consider its services to be superior, with good quality workmanship, safety and team work being amongst its main values. All work is carried out to BS7671 2015 17th Edition Regulations Electrical design and build is becoming the preferred option for project delivery, as it provides a single point of contact ensuring accountability, technical consistency and budgetary control. Its qualified electrical design and build team bring together cost effective electrical design services, electrical installation and full electrical project management for commercial and industrial projects.

With a very strong commercial awareness in the convenience store and healthcare sectors, JMS strives to give exceptional service and to help achieve this a director is always one of the key contacts for each and every client.



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how your drivers are performing on the road.

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Find us at Traffex 2nd - 4th April on stand F075 where we would be more than happy to discuss any queries you may have.

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RILMAC BOSS TAKES LEAD ROLE AT ASBESTOS TRADE BODY

RILMAC INSULATION LTD MANAGING DIRECTOR MICHAEL WOODS HAS BEEN ELECTED TO THE GOVERNING COUNCIL OF THE ASBESTOS REMOVAL CONTRACTORS ASSOCIATION (ARCA).

Mr Woods already sits on the ARCA Strategy & Marketing Committee and his new appointment will allow him to become more involved in helping shape the future of the association.

ARCA represents the interests of asbestos removal contractors and associated businesses and has over 350 members.

Membership for asbestos removal contractors is granted and maintained by successfully passing two unannounced site audits per year.

Rilmac Asbestos Services has been an ARCA member since 2011 and has been providing a full turnkey asbestos removal and management service for over three decades.

Mr Woods said: "I am very excited to be part of the ARCA Governing Council and I am looking forward to getting further involved throughout my tenure."

"This is the first time someone from Rilmac has served on the Governing Council," said Ryan Hubbard, Director of Rilmac Asbestos, "and it will be fantastic to be able to support Michael in his work with ARCA."

"It's a privilege for Michael to be elected to the council and be able to serve in such a capacity," added Steve Baxter,

Group Managing Director, "Everyone at Rilmac knows he will be an asset to ARCA."

Rilmac Asbestos Services offers nationwide asbestos removal services to a wide range of UK customers from individual domestic properties to major industrial sites from our premises in Lincoln, London, Northampton and Huddersfield.

As a hazardous substance asbestos is a risk to health and can be found anywhere. Asbestos removal is a specialised, licenced industry in which Rilmac Asbestos Services has the expertise required, with decades of experience in the field. Our full range of asbestos management services:

Discovering asbestos in a residential property can be a worrying and stressful time. Rilmac Asbestos Services provide excellent customer service ensuring domestic asbestos removal is smooth and worry free.

Rilmac Asbestos Services provides asbestos removal solutions to the insurance sector, including specialised services to the loss adjusting, insurance repair, and claims management industries.

Guidance & Regulations
Operating in a highly regulated marketplace Rilmac Asbestos Services follows

stringent asbestos regulations and best practice guidelines. Rilmac meets, and exceeds, all the current compliance requirements for asbestos removal and management.

Demolition

Rilmac Asbestos Services is able to project manage all facets of the modern demolition process and associated services including

recycling, asbestos removal, waste disposal and land reclamation.

Contaminated Land Remediation

With extensive contaminated land contracting experience, Rilmac Asbestos Services provides solutions that include a variety of techniques that have been proven across many different sites.

Survey Reports

An asbestos survey report is a record of the information collected at a particular time on the presence and condition of asbestos containing materials (ACMs). Rilmac advises on how to understand these surveys.

Waste Transfer Station

Disposing of Asbestos Waste can be a challenging task for many. As well as its teams of expert, licensed asbestos removal operatives Rilmac also runs and manages an Environment Agency Licensed Asbestos Waste Transfer Station at its site in Lincoln.

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ALL FOR A GOOD CAUSE

AS PART OF ITS 40TH ANNIVERSARY CELEBRATIONS LAST YEAR, MANY HARVEY GROUP EMPLOYEES TOOK PART IN A 100K IN 30 DAYS CHALLENGE. IN AID OF THE NORTHERN IRELAND CHILDREN'S HOSPICE, THE 100K (EACH) HAD TO BE COMPLETED BY RUNNING, WALKING, SWIMMING AND/OR CYCLING.

During the 30 days employees went the distance to complete the challenge,

come rain, hail or snow (it is Northern Ireland after all) and fundraise for a great cause. Overall it raised a fantastic £2,445.40 for the NI Children's Hospice.

The total distances for each are set out below:

- Running – 987.4km
- Walking – 2134.62 km
- Swimming – 3.9km
- Cycling – 1194.4km

That's three times around Ireland!

Ryan McLernon, Director of Operations for NI and GB, said: "This has been a great team event which has ultimately raised a lot of money for our chosen charity. NICH provide a truly wonderful service for children who need specialist respite, symptom management and end of life palliative care. We are proud to raise this money to help them do so. Well done to all involved."

Jonathan Lamberton, Corporate Engagement Executive at Northern Ireland Children's Hospice, said:

"At NI Children's Hospice we rely heavily on receiving donations

from companies. I was absolutely delighted to welcome the Harvey Group to NI Children's Hospice and to receive this incredibly generous gift of over £2,400. This donation will help us provide 70 hours of specialist nursing care to the 300 children with life limiting conditions that are in our care."

Harvey Heating Limited was formed by Brian Harvey on 4 September 1978 with a focus on co-operation, innovation, quality, safety, attention to detail and value for money for his customers in both domestic and commercial HVAC premises.

On the 4 April 1985 Harvey Heating changed its name to Harvey Group Plc. reflecting the ability to provide a one stop M&E Installation and Maintenance Facility.

Independently British Standard certified Quality, Health & Safety and Environmental Management Systems have been in place since 1993 with Investors in People following in 2000 reflecting its commitment to its greatest asset, its workforce. BIM BSI certification in 2017 indicates Harvey Group's dedication to new technology.

Currently, turnover levels between the M&E disciplines are virtually equal. Around 80% of its forecasted £30m-plus annual turnover is secured through customer referral and negotiated repeat contracts on a combined M&E install and maintain basis.

Harvey Group has been delivering M&E services for 40 years. It enjoys a sound reputation for delivering its



projects on time, on budget, safely, to a first-class finish and commissioned thoroughly.

It has considerable experience in education, leisure, office and student accommodation alongside the complex servicing of pharmaceutical / production cleanrooms and laboratories.

It has a proven track record and is comfortable with early contractor involvement in the design process, with over 80% of its past five years' turnover being delivered on this basis.

From a sustainability perspective, it has embraced and actively promote the minimisation of energy consumption and associated carbon emissions in the systems it designs develops, installs, commissions and maintains, ensuring that its clients can take balanced decisions on a building's life cycle, rather than the traditional pure capital cost basis.



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STREAMLINED CORE VALUES EMPHASISE WHAT IT MEANS TO BE A POINTER

Point of Rental Software has grown from a company of 15 employees to 150 employees across three continents in the span of a few years. While the company has always known what they've wanted in a Pointer, they recently revised Point of Rental's core values to reflect each Pointer's EPIC nature.

EPIC is an acronym for Empowering, Principled, Innovative, and Caring, the four characteristics that Pointers strive to embody in each interaction

"WE'RE HERE BECAUSE WE WANT TO IMPACT THE WORLD. WE DO WHAT WE DO TO MAKE OUR CUSTOMERS' LIVES BETTER, THE HIRE INDUSTRY BETTER, AND THE WORLD A BETTER PLACE TO LIVE. HAVING CLEAR, EASY-TO-REMEMBER CORE VALUES WILL HELP ENSURE WE REMAIN FOCUSED ON THOSE GOALS AS WE GROW."

WAYNE HARRIS, CEO

with each other, each customer, and the communities the company serves.

"We're here because we want to impact the world," said Point of Rental CEO Wayne Harris. "We do what we do to make our customers' lives better, the hire industry better, and the world a better place to live. Having clear, easy-to-remember core values will help ensure we remain focused on those goals as we grow."

The company is constantly asking for customer feedback via its feedback management system, uInnovate. Last year, more than 50 customer suggestions became a part of the software, and more is planned in 2019.

The pursuit of EPICness is why Point of Rental employees founded Point the Way, an employee-led group focusing on charitable projects in our communities and throughout the world. The team has

already helped outfit computer labs in two schools in developing nations, sent a dozen employees into nearby schools each week to help kids learn to read, and spearheaded company drives that provided more than 600 lbs. of food and 100 toys for local families during the holiday season.

It's even guided the company to innovation awards in every industry they work with, from tents to heavy equipment to staging to lift & access.

But EPIC values don't stop at the company's doors - the innovative things the company has added to its software helps customers become more efficient, freeing up their time from day-to-day tasks to make a bigger impact in the places that are important to them.

Find out more about Point of Rental, Pointers, the company's culture, and how we're working to make the world a better place at pointofrental.co.uk/epic.

MBO ENSURES SEAMLESS TRANSITION

THE SCS GROUP HAS RECENTLY UNDERGONE A VENDOR INITIATED MANAGEMENT BUY OUT, AN IN-HOUSE BUY OUT FROM THE SENIOR MANAGEMENT TEAM, WHICH HAS BEEN DESIGNED TO ENSURE A SEAMLESS TRANSITION THAT ALLOWS THE BUSINESS THE OPPORTUNITY TO CONTINUE EVOLVING, TAKING A SIMILAR ROUTE TO 25 YEARS AGO, WHEN THE COMPANY WAS FORMED FROM A MANAGEMENT BUY OUT FROM SAS CONTRACTING.

The buyout has been built around a planned succession strategy with shareholders

Rodger Lambert, Andy Morson and Trevor Watson seeking to retire to allow existing key personnel a stake in the business. The new shareholder directors are Darren Friend, Paul Flynn, Craig Scott and

Michelle Chappell Dixon. Rodger, Andy and Trevor will continue to be involved in the business within their current roles, which will allow the company to smoothly evolve into the next stage of its development.

Darren Friend, the new Chief Executive for SCS Group said: "Having been on the board for the last nine years and worked

closely with Michelle, Paul and Craig, who have been in senior management positions, I know we have a wide range of skills and personalities who know the business inside and out. These are very exciting times as we look to move the business forward with the help and support from Rodger, Andy and Trevor, along with all of our great staff who continue to be an integral part of the group."

Rodger Lambert, former Chief Executive and now Non-Executive Director at SCS, said: "We are committed to the long-term future of SCS and know we are passing on the management of the business to a very trusted and strong team. SCS has gone from strength-to-strength since the company was established and it continues to evolve and grow."

"The original owners haven't left the business immediately as

they will be retiring over the next two-year period," explains Craig Scott, Commercial Director.

"The thinking is that there will be no immediate change to the day-to-day running of the business. Instead it is going to be a gradual controlled change over the next two years. As a company we have always tried to promote from within and evolve the business using our existing members of staff rather than looking at external resources. It would have been so easy for the owners to sell the business externally but they didn't want that because it was something they had created, so they wanted the next generation to have an opportunity to take the company forward, which is what they've done. We are a specialist in the design and installation of rapid-build steel framing systems so we work on a sub contractor basis for the major contractors. To support our activities we've been able to build a really strong supply chain."

With the MBO now fully done and dusted, the SCS Group looks set to continue the excellent work of its original owners as it moves into 2019 with an equally committed management team steering the business forward as it writes the next chapter in its already illustrious history.



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Sh Labourers Ltd are pleased to be associated with SCS Group and wish them continued success for the future and look forward to working on many more projects together.

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"THE ORIGINAL OWNERS HAVEN'T LEFT THE BUSINESS IMMEDIATELY AS THEY WILL BE RETIRING OVER THE NEXT TWO-YEAR PERIOD. THE THINKING IS THAT THERE WILL BE NO IMMEDIATE CHANGE TO THE DAY-TO-DAY RUNNING OF THE BUSINESS. INSTEAD IT IS GOING TO BE A GRADUAL CONTROLLED CHANGE OVER THE NEXT TWO YEARS."

CRAIG SCOTT,
COMMERCIAL DIRECTOR

TARGETING NICHE SECTORS

ADEY STEEL GROUP HAS ANNOUNCED PLANS TO GROW ITS PRESENCE AS A SPECIALIST STEEL FABRICATOR IN THE RAIL, ENERGY, SECURITY AND ENGINEERING SECTORS AND HAVE TARGETED THE HOUSEBUILDING SECTOR FROM WHICH TO CONTINUE ITS CONSTRUCTION GROWTH.

The changes will see Adey Steel Group, which has been established for 90 years, increase its work with rail, energy and specialist clients, while limiting its work within the broader construction industry.

Managing Director, Andrew Adey, commented: "It is within these niche sectors that we have shown most success in recent years, so it is an obvious step to maximise our activities there and minimise activities in broader more volatile sectors."

Adey Steel has developed key specialisms over the past five years that have allowed it to take up strong positions as expert supply chain partners supplying and installing steelwork to key national infrastructure projects such as Sellafield, Hinkley Point, the Midland

Mainline and Crossrail.

Andrew Adey added: "We see growth opportunities presenting themselves in rail ahead of CP6 and HS2 combined with heavy investment in the nuclear and energy sectors, so we are structuring our business to ensure we are best positioned to support delivering this growth."

In addition, Adey SteelShop Ltd, a sister company within the Adey Group is increasing its activity within the UK housebuilding sector supplying structural steel and architectural metalwork to many of the regional and national housebuilders.

Adey's targeted growth in this sector is driven by the growing housing shortage throughout the UK and its own increasing capabilities to service the unique requirements of the sector.

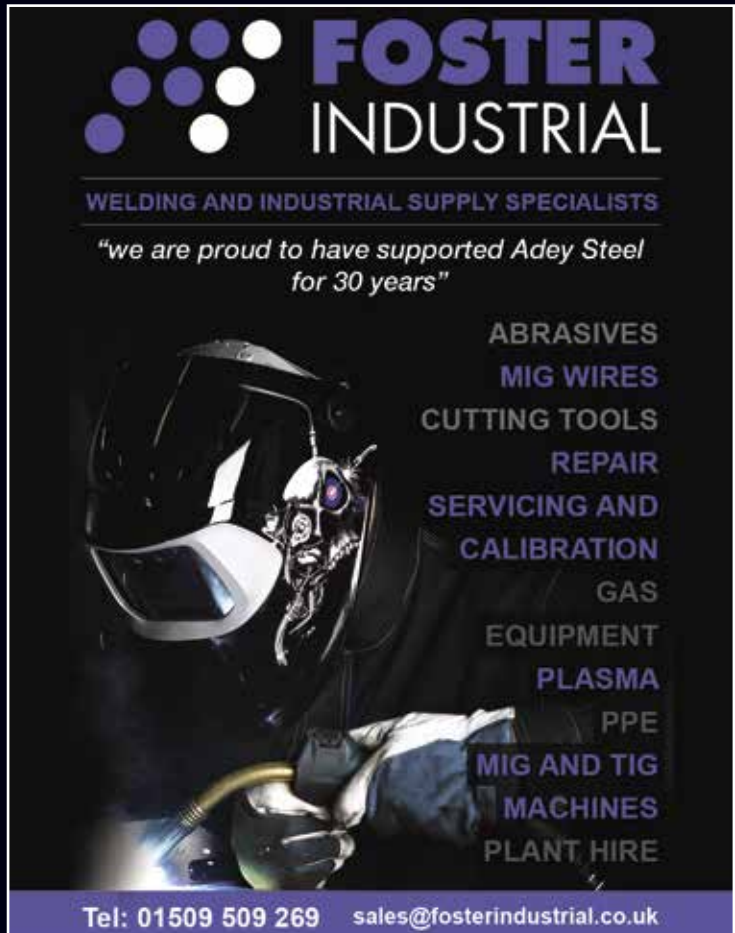
Adey Steel Group is a leading steel fabrication and processing specialists in the UK. For coming up to a century it has applied its expertise into the construction, engineering and infrastructure sectors. Built from four individual companies it is founded on strong values, dedicated to engineering excellence and hold outstanding customer service at its core.

It employs over 150 people

whose expertise and attitudes drive the business forward, its headquarters in the Midlands is the home to its office functions and its impressive 100,000 sq m workshop facility. It has projects teams working alongside customers on sites throughout the UK and is focused on forging

strong relationships on which to sustainably grow its business.

Quality, safety and sustainability are key considerations in all that it does as a business. This is reflected by the compliment of industry accreditations it holds and the associations it participates in.



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**ANDREW ADEY,
MANAGING DIRECTOR**

FROM LITTLE ACORNS...

ESTABLISHED IN 2002 FROM HUMBLE BEGINNINGS, ACORN WASTE MANAGEMENT HAS GROWN TO BE A KEY PLAYER WITHIN THE WASTE MANAGEMENT INDUSTRY, WITH SUBSTANTIAL GROWTH OVER THE LAST FEW YEARS HAVING LED TO A LARGE AND DIVERSE CLIENT BASE.

Driven from day one by Managing Director, Bridget Ferrington, whose philosophy has been to provide faultless, customer service, the company's reputation for high quality service has become renowned throughout the waste industry giving rise to long term business relationships.

Acorn Waste Management is proud to work in partnership with many main contractors throughout the UK. It operates in sectors that include construction, infrastructure, house building, retail fit-out and the clinical market, while its fully comprehensive portfolio of

services include hazardous waste, tool and plant hire and aggregate supply in addition to skips and muck away vehicles.

"The waste sector commands a major part of the UK economy, with turnover estimated at £9bn and over 70,000 workers gainfully employed," explains Bridget Ferrington. "It is a hugely complex and diverse sector, hence the need for efficient, compliant waste management companies that can deliver a first-class service. We deliver that service right across the UK."

"Waste reporting has always been a grey area within the

industry and has certainly been the catalyst for many a heated discussion. However, over 2018 the campaign for the service provider acceptance of a new Government initiative – PAS 402:2013 Waste Resource Management has been rolled out. When in place around the UK it will standardise all waste reporting so all waste facilities will report waste using the same accredited protocols. An instant level playing field will hopefully provide greater transparency and detail to waste disposal reporting. Acorn Waste Management are proud to champion supplier accreditation to PAS402:2013, and achieved affiliation early in 2018. We see it as an essential and pivotal part of standardising waste reporting and removing any misrepresentation within the industry.

"We are totally committed to the education of our supply chain in the importance of attaining PAS402.

"We strive to partner clients not just to supply a service, but to understand their business. Over the years we have gained the experience required to attain this

level of understanding. We provide a service that can only be described as 'bespoke' and we are flexible enough to be able to provide a level of service the client needs and to a standard and a format they demand. It's a bold statement but it is this ethos that has maintained the strong relationships with our long-standing client base."

As it looks to build further on its leading reputation, Acorn Waste Management is striving for more of the same in 2019.

"In the coming 12 months we intend to continue with our steady, organic, controllable growth; constantly improving our systems and service to grow with the clients we work with," concludes Bridget Ferrington. "Our long-term aim is to continue to move with the times and invest in the technologies required to provide the standards and service the industry demands.

"The first signs for 2019 indicate we are going to have a very exciting year with major projected growth. We are all looking forward to meeting our new clients and continuing to exceed our customers' expectations."



Abbey Skip Hire, we offer a variety of waste management services including skip hire in Manchester, Bolton & Bury. We are a very reputable company that is well known for providing top quality waste clearance and skip hire in the areas that we cover.

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KEVIN MCMANUS TECHNICAL DIRECTOR / GERRY MCGINN CEO / KEITH ALEXANDER HEALTH AND SAFETY

"WE WERE NATURALLY DELIGHTED TO RECEIVE THE ROSPA PRESIDENT'S AWARD. IT REALLY UNDERLINES HOW COMPLETELY HEALTH AND SAFETY-FOCUSED OUR WORKFORCE IS AND THAT WE'RE FULLY UP-TO-DATE WITH ALL THE LATEST LEGISLATION AND PROCEDURES. TO MARK THE SUCCESS WE WERE INVITED TO A LAVISH GARDEN PARTY AT BUCKINGHAM PALACE, WHICH WAS A FANTASTIC OCCASION FOR MYSELF AND MY WIFE. IT REALLY MADE ME APPRECIATE JUST HOW MUCH OF A BIG DEAL WINNING THE AWARD IS."

GERRY MCGINN, CEO

This is exactly what Glasgow-based GMG Contractors achieved last year, underlining the tremendous health and safety culture that has been instilled within the business. Construction Industry News recently caught up with Gerry McGinn, CEO, to see how the consistency has been achieved and to find out how the company is looking to build on the ongoing award success in 2019.

"We were naturally delighted to receive the RoSPA President's Award, it really underlines how

completely health and safety-focused our workforce is and that we're fully up-to-date with all the latest legislation and procedures," explains Mr McGinn. "To mark the success we were invited to a lavish garden party at Buckingham Palace, which was a fantastic occasion for myself and my wife. It really made me appreciate just how much of a big deal winning the award is."

Not many can say they've enjoyed the hospitality provided at Buckingham Palace, and while it's always nice to get a

pat on the back in the shape of a prestigious industry award, these achievements don't materialise by chance. Instead they're a reflection of the long-standing dedication Mr McGinn has placed on the importance of honing strong safety practices within GMG.

"Our procedures and safety systems have been developed over the decades, as we're always looking at ways to improve," adds Mr McGinn. "Basically, we are working extremely hard to ensure that every single one of our operatives that comes into

work in the morning goes home to their families fit and well. This is absolutely vital."

While this objective is laudable, it can be easier said than done due to the inherent dangers within construction. So what's been the key to GMG's impressive safety record?

"It's all about taking an intelligent approach and being fully aware of the risks we face day-to-day. Our operatives often work at heights, which is one of the most dangerous activities within construction. The key is



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GMG WERE INVITED TO BUCKINGHAM PALACE FOR 10TH CONSECUTIVE ROSPA GOLD MEDALS

never taking anything for granted and double-checking everything, from the PPE through to the scaffolding. Don't just assume that the handrail you are leaning on has been fitted properly, give it a good shake beforehand."

GMG also considers that having two trained competent operatives working together at heights is paramount to a forward thinking health and safety driven company. Working at height remains one

of the biggest causes of fatalities and major injuries therefore GMG enforces working with a second person especially on roofs as the work load is halved reducing the mental and physical stress and more importantly there is someone there to support and raise the alarm should anything go wrong.

Endorsing strong safety practices is one thing, ensuring that the operatives carry them

out is another entirely. Thankfully GMG's commitment to supporting its staff is every bit as rigorous as its emphasis on safety. As a consequence, every operative is fully on-board with the company's methods and systems.

GMG currently has around 160 members of staff, with a significant proportion having been with the business for many years. This loyalty stems from the time and money it invests

in its staff from day one, as Mr McGinn outlines: "We have a major apprenticeship programme that has been running for over 25 years and we've looked to provide assistance in developing an apprentice's career progression wherever we can. For instance, we provide a loan of £1,000 for driving lessons that is totally wiped out as a debt as long as they stay with us for three years.

"We've also worked closely

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with the local college, South Lanarkshire College, to develop a relationship that works well for the both of us. It's very much been a two-way street as we've both taken on the other's point of view to ensure that we were working for the benefit of our apprentices.

"During the economic crisis we reached a point where we stopped sending apprentices to college because it was not financially viable, as did many other companies within the industry. As a result, the CITB approached us in 2012/2013 to ask for suggestions about what it would take for us to start sending our apprentices back to college. We replied that the problem stemmed from the fact that the college roster was set up to take apprentices for 22 weeks and no business could afford to lose their operatives for such a length of time, particularly when the wider economy was going

through a difficult period.

"To compromise we suggested sending the apprentices to college for ten weeks during the worst weather months when less work takes place anyway, say from October to March, and asked if the college lecturers could carry out their validations onsite instead. This would dramatically reduce the amount of time the apprentices were away from the business.

"The other major issue was that much of what was being taught had become antiquated. For example, the apprentices were being taught how to do lead work around chimneys, even though this was increasingly becoming irrelevant. We felt that time would be better served focusing on other skill areas that better reflected the introduction of modern technology.

"To be fair to the CITB they went away, took on-board our suggestions, and came back

with a proposal that involved us helping them write a new SVQ 2 Roof Tiling Award for New House Buildings. We agreed and working with South Lanarkshire College we put together the framework for the qualification."

The success of the new award structure, which fully meets the training needs of construction, has since seen over 40 GMG apprentices achieve the qualification, further cementing the company's 25-plus year relationship with South Lanarkshire College. "GMG are a valued partner who support and participate in the annual College Construction Awards, through sponsoring awards and sharing in the celebrations of student," says James Martin, Associate Principal at South Lanarkshire College. "It is the college's and GMG's ambition that this long-standing employer/college relationship continues to grow and develop

to the benefit of industry and apprentices. As a college we are delighted to be working with such a forward-thinking company whose vision for education and training is well aligned to the college's ethos of inclusiveness and widening access."

At a time when there's a major skills shortage across a number of sectors, GMG's relationship with South Lanarkshire College is a shining example of what's possible. Given the forthcoming challenges of Brexit and the possibility that it will further exacerbate the issue, many other companies would be well advised to follow its lead.

"We're all about building relationships, whether it's with clients, colleges or our own members of staff," highlights Mr McGinn. "This has always been the foundation on which the company has been built and we've been willing to give young

lads a chance that others had maybe given up on. We, however, always look at the potential that every young person brings with them, regardless of their previous background or poor academic career. We're willing to give everyone a chance and the fact that so many young lads who could have ended up on the scrapheap have been able to build really good careers with us demonstrates that this is the right approach to take."

Giving young people, some from severely deprived upbringings, the opportunity to forge a good life for themselves can only be to GMG's credit, as can the ongoing encouragement and support that the business provides for them. This was apparent at the company's recent Christmas party where prizes for the pool competition included 50" TVs, Bose headsets, weekends away and £100 M&S vouchers. Again



FIRST ROSPA AWARD BACK IN 2007: KEITH ALEXANDER HEALTH AND SAFETY / KEVIN MCMAHON TECHNICAL DIRECTOR / GERRY MCGINN CEO.

this underlines the value that the company places on its staff and how much they are appreciated.

"At the end of the day we are only as good as our workforce. We therefore look after them and make sure that they receive the level of training they need to not only deliver high standards of workmanship but,

most importantly, make them fully aware of the dangers they face so we can ensure their safety at all times.

"It's all about going into detail. Whatever we do we get into the minutiae of it; there's no half measures. This is especially true of our approach to developing our apprentices. We all make mistakes

at some point, but ultimately it's our aim to build our staff up and encourage them to reach their full potential. If we're doing that then we're doing something right, which in turn can only benefit the business too."

This commitment has undoubtedly served GMG well over the past 25-plus years and, what's more, the company looks unlikely to be resting on its laurels anytime soon.

"2018 was a great year, particularly because of the RoSPA President's Award, but for 2019 we're equally determined to secure our 11th RoSPA Gold award," concludes Mr McGinn. "Our focus is as strong as ever."

With such an unrelenting thirst for success and development it is easy to see how GMG has become such a flourishing business, in the process helping a growing number of young people forge sustainable careers. Long may it continue...

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