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electrotechnical industry

cabletalk

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SELECT

Having a ball

Toolbox Talks 2023 make a winning start as we
kick off our technical roadshows at Murrayfield



→ **Past President's
life and legacy**
Tribute to Pat Feeney,
whose vision and energy
helped shape SELECT

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Honouring industry
legends and looking
ahead at our AGM

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of safety skills**
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Ei3030

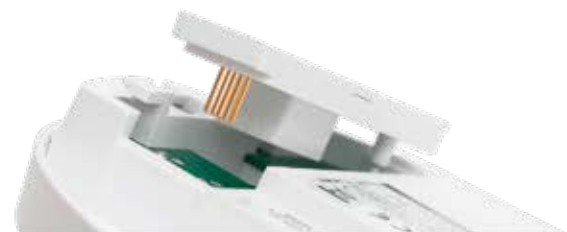
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cabletalk
 Published on behalf of SELECT by
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Please phone our membership team on 0131 445 5577 to apply to become a Member of SELECT or if you would like more information about joining. Alternatively you can email us on memberservices@select.org.uk or submit an online enquiry. CABLEtalk is the official magazine of SELECT and is distributed free to qualifying readers. ISSN 1365-3288. SELECT is the trading style of the Electrical Contractors' Association of Scotland. The SELECT logo is a registered Collective Mark.



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CELEBRATING THE LIFE OF PAT FEENEY



HEALTH & SAFETY IS AT YOUR FINGERTIPS



Being a SELECT Member automatically qualifies you for a wealth of **FREE** advice and practical resources from **The Building Safety Group**



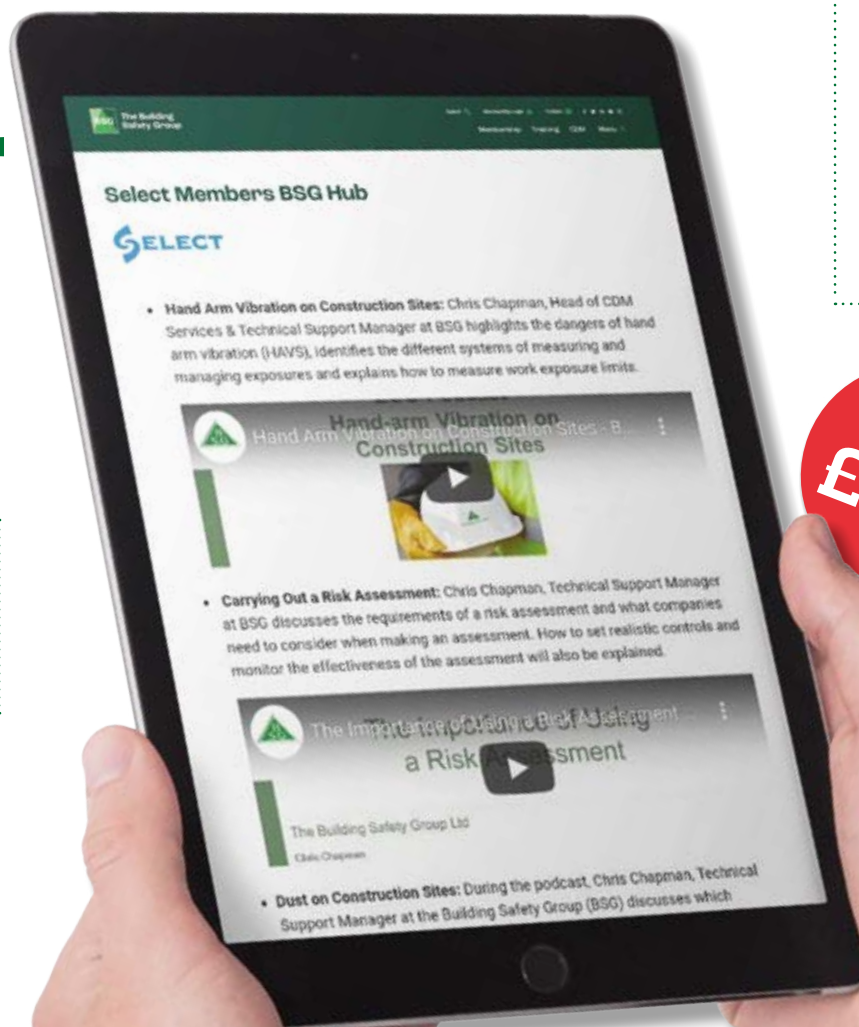
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Will the Construction Accord change the world?

In October last year the Scottish Construction Accord was launched by the then Minister for Business, Trade, Tourism and Enterprise, Ivan McKee. Only the second such accord in the world (New Zealand was first to launch), it was the next step in the COVID-19 recovery plan set out by industry and the Scottish Government.

The Accord aims to help businesses thrive, enhance working conditions for employees, improve the delivery of construction quality and assist with net zero goals. It highlights the need to improve the capability and diversity of the construction workforce, reform procurement practices and increase the use of digital technology and modern methods of construction. It also sets out collaborative working arrangements to develop and deliver a transformation plan for the sector, setting the industry on a pathway to net zero.

It is recognised that meaningful change will be required to realise the vision and outcomes of the Accord. The focus is on driving the climate change agenda and this will place new requirements on building and infrastructure owners, as well as the industry, to deliver different things in different ways using different materials. For those who have 'been here before' – and I am one of many – there are some differences this time.

Firstly, we have a government minister who is engaging on a regular basis with the industry. In the past, meetings usually only had attendees from one part of the sector. Secondly, everyone connected to construction is part of the Accord –

government, clients, suppliers, main contractors and sub-contractors. The fact that we are all together discussing issues is a step in the right direction.

I am not going to say that every issue will be resolved overnight, but there are some quick wins we can all embrace to improve the industry for everyone.

To help the Accord move forward, a Transformation Action Plan has been developed to drive collaborative working between stakeholders across the priority work areas. The nature of the actions means that some will require particular focus by the public sector as clients, some by government and its agencies and some by the construction and related industries. The priority work areas initially identified are:

- Reforming construction procurement practices and supply chain management
- Developing and publishing transparent forecast pipelines of construction investment
- Increasing the capacity, capability and diversity of the workforce with a focus on future skills and industry attractiveness
- Creating conditions for a safe and rewarding career with high quality and fair work with reference to the Fair Work Convention Construction Report
- Creating a sustainable quality culture and behaviours
- Increasing the take-up of digital technology with a focus on SMEs
- Increasing

the take-up of modern methods of construction and optimise Scotland's place in that emerging market

- Driving a just transition to being net zero in embodied carbon, industry operations and over asset life cycles
- Maximising opportunities for shortened and resilient supply chains
- Collating usable, high-quality and meaningful data about the Scottish construction sector.

The priority work is being driven by working groups. SELECT will be represented on all the groups, with our Director of Employment & Skills, Fiona Harper, acting as co-chair of the Fair Work group.

So will the Accord really change the world? Well, it's too early to say for sure, but it provides a real chance for change and what's the alternative: Retreat to our shallow silos and complain about things not changing? What I have learnt over the past three years particularly is that we achieve so much more working together. We might not agree on everything, but at least everyone understands each other's

issues and tries to find workable solutions. In my view, the Accord will only really work if the industry makes it work. So let's try to make a change for the better. We have had years and years of minor change so let's aim for big changes for the next generation. ■



WORDS
ALAN WILSON
Managing Director, SELECT

+ PAGE 8 /
SELECT ready to play a leading
role again at this year's Green
Home Festival in Edinburgh

+ PAGE 9 /
MD Alan Wilson joins the
debate on how robots could
affect our industry in future

+ PAGE 10 /
Luceco signs up to be a driving
force behind this year's
President's Cup golf contest

+ PAGE 11 /
Electrotechnical committee
take a tour around the
Scottish Gas Training Academy

'Intense lobbying' by SELECT, SJIB and SECTT secures extra support for new apprentices

Boost for the industry's next generation as new deal provides funding for more than 920 trainees to start their journey to becoming professionally qualified electricians

S ELECT is celebrating another training boost for the industry after it was confirmed that the next intake of electrical apprentices and adult trainees will again be financially supported.

Along with the Scottish Electrical Charitable Training Trust (SECTT), Scottish Joint Industry Board (SJIB) and Unite the Union, SELECT had been lobbying for additional places after fears that there would be another shortfall in funding for new learners signing up for 2023-24.

However, it has been confirmed that all 926 places on next year's intake have been awarded – the second time this year that additional resources have been allocated after campaigning by the bodies.

Alan Wilson, Managing Director of SELECT, said: "This welcome development

has followed a period of intense lobbying from SECTT, the SJIB, SELECT and Unite the Union and is a great result for us all, particularly after we secured similar additional resources for the 2022-23 intake earlier this year.

"Such a result again demonstrates the value of everyone connected to the industry working together for a common cause and we are grateful to the Scottish Government and Skills Development Scotland (SDS) for listening to our case and acting accordingly."

Anne Galbraith, CEO of SECTT, said: "We are delighted to have been informed that employer demand has been recognised and an expanded roster of apprentice and adult trainee places for



2023-24 will be available.

"We'd previously been issued a contract for only 576 places but after significant discussions, we were delighted to be awarded a further 350, taking us to 926. This will allow us to meet employer demand and maximise the spaces within our approved centres."

Fiona Harper, The Secretary of the SJIB, added: "This second guarantee of additional places means we can



6 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 APRIL 2023

1. CY Electrical, Bonnyrigg
2. RRC Project Solutions Limited, Bellshill
3. J Aird Electrical Ltd, East Kilbride
4. Clansman Interiors Limited, Glasgow
5. Trend Electrical, Bathgate
6. Simpson Electri-Tech Ltd, Perth

continue to train and develop a significant number of skilled electricians, which will help keep the industry in line with key government policies and priority areas.

“Electricians will play a significant role in supporting the Scottish Government to reach its targets for net zero, and it’s vital that we continue to train the talent of tomorrow.”

SECTT, the SJIB, SELECT and Unite helped secure additional funding for the 2022-23 intake of electrical apprentices and adult trainees in March this year



↓ Fiona Harper

after making an urgent appeal to the then Deputy First Minister John Swinney.

After initially saying it had no more funding, SDS agreed to meet the cost of an outstanding 87 apprentice and 68 adult trainee places for 2022-23. The appeal came after SDS announced a cap on additional apprentice places in October 2022, shortly after SECTT had confirmed a record intake of 960 learners for 2022/23 – some 300 more than its contracted number.

ROBUS JOINS GROWING LIST OF ASSOCIATES

SELECT has welcomed another leading manufacturer to its ranks after Robus LED Group signed up to become an Associate Member.

Established in 1984 and based in Dublin, Robus is Ireland’s biggest lighting company with customers in more than 40 countries.

Iain Mason, Director of Membership & Communications, said: “We are delighted that Robus has joined the scheme. Becoming an Associate is an opportunity for partner organisations to ally themselves with an established trade body and get to know our Members better.”

Stuart Mushet, Robus National Sales Manager (Scotland), said: “Becoming an Associate aligns with our ‘best in class’ mindset and we look forward to building strong and trusted relationships with SELECT Members.”

ECA WELCOMES NEW PRESIDENT SEAN SMYTH

Engineer and business leader Sean Smyth has been announced as the new President of ECA.

The Chair of EJ Parker Technical Services, an electrical contractor based in Burton upon Trent, has taken over the presidency from Steve Murray.

ECA CEO Steve Bratt said: “We are delighted to announce Sean as our new President and look forward to working with him to further develop what the ECA delivers for its members and in support of the wider engineering services sector.”

← Sean Smyth



ANNUAL REPORT NOW AVAILABLE ONLINE

A digital copy of the SELECT Annual Report for 2022-23 is now available to download from our website.

The 20-page document includes reviews of the year from Managing Director Alan Wilson and President Alistair Grant, plus a list of major

milestones and achievements from across the association. It also includes a financial overview of the past 12 months.

Download it from the ‘Publications’ section of our website at www.select.org.uk



Summer CARNIVAL

BOOK YOUR SPOT FOR CARNIVAL FUN IN THE SUN

Preparations are in full swing for this year's Summer Carnival, with Members invited to join us at The Walled Garden for a day of fun and games on Saturday 12 August.

SELECT HQ will once again be the setting for our annual jamboree, with Members, staff and families spending a day in the sunshine to raise funds for the Electrical Industries Charity.

Guests will enjoy a day of face painting, children's entertainment and activities in Midlothian, with plenty of prizes to be won too.

Events, Marketing & Communications Coordinator Linda Rolfe said: "The Carnival is always popular so please get in touch to request tickets – it would be great to see you!"

➔ To find out more and reserve a place, go to the Events section at www.select.org.uk or email memberservices@select.org.uk



Powering the home of tomorrow

S **ELECT** is once again preparing to play a leading role in the second Green Home Festival, this time shining a spotlight on prosumers and the home of the future.

Our technical team will be presenting a session on solar PV and battery storage at the free festival, which will run from 14-18 August as part of the Edinburgh Festival Fringe.

SELECT will also be contributing to a show on greener kitchens, with advice on the design and location of appliances, essential certification and



↑ The event will focus on more sustainable products



BOOST YOUR BUSINESS'S CLIMATE KNOW-HOW

A new free e-learning resource has been launched to help businesses understand the climate crisis, measure its impact and take action to reduce emissions.

The Climate Action Hub includes 12 e-learning modules on

topics ranging from entry-level climate science to carbon emissions related to business practices.

Users will also enjoy free access to a dashboard to track carbon literacy across their organisation and tools to calculate their

own carbon baseline and develop a carbon reduction plan.

The resource has been developed by the Scottish Business Climate Collaboration (SBCC) and delivered by Zero Waste Scotland. Find out more at www.sbcc.group





↑ The festival shines a spotlight on green solutions for homes

what to consider when upgrading a consumer unit.

Organised by the Construction Industry Collective Voice (CICV) – of which SELECT is a leading member – the festival will again deliver advice to help consumers on their net zero journey.

All the event's shows will be hosted at the HQ of the Royal Institution of Chartered Surveyors (RICS) at 10 Charlotte Square in Edinburgh and will include sessions on:

- Heat pump funding and how to use the technology efficiently
- Using microwaves as a possible future heating source
- Making garden rooms and offices more eco-friendly
- Maximising energy efficiency on retrofit projects.

Iain Mason, Director of Membership & Communications and part of the festival organising team, said: "We're looking forward to again taking part in the Green Home Festival and providing plenty of practical information to help consumers prepare for low-carbon living."

➔ Find out more and book tickets at www.greenhomefestival.co.uk

SELECT joins the debate on robots

S ELECT Managing Director Alan Wilson was among the guest speakers at a recent convention on the potential opportunities of robotics in construction.

Alan was among representatives from the built environment, construction, trade, science and policy who gathered in Edinburgh on 2 May for a half-day event co-hosted by the National Robotarium and Built Environment – Smarter Transformation (BE-ST).

The event – entitled *The Robots are Here* – also marked the beginning of a new partnership between the two organisations, which aims to raise awareness of the benefits of automation and robotics in construction and how new innovations could tackle industry challenges.

Delegates enjoyed a tour of the state-of-the-art facility and live demos that showcased how robotics can improve performance, efficiency and quality and help to address skills shortages.

Taking centre stage at the event was the Hilti Jaibot, a semi-autonomous construction robot that can increase productivity and remove the need for humans to undertake strenuous or repetitive tasks such as overhead drilling.

Other speakers included Claire Ordoyno from Scottish Research Partnership in Engineering, Yvan Petillot of Heriot-Watt University, the University of Strathclyde's Gareth Pierce and Sebastian Andraos from HAL Robotics.

➔ Robotics in construction: Pages 24 & 25



↑ Alan, third from right, at the National Robotarium event

TALKING TRENDS AT EDA FORUM

SELECT represented the voice of the Scottish electrical sector at a recent Regional Business Forum hosted by the Electrical Distributors' Association (EDA).

Association Vice President Mike Stark and Director of Membership & Communications Iain Mason delivered a joint presentation at the event at the Radisson Blu hotel in Glasgow on 11 May.

Iain outlined current contractor trends and the potential impact on wholesalers, while Mike gave an overview from

the Member viewpoint, highlighting the rise in renewables projects and the importance of training for the wholesale sector.

Iain said: "It was an honour to be asked to present at the event and we hope the EDA and its members found our insights useful."



↑ Mike Stark and Iain Mason at the Forum

↓ This year's golf event will be bigger than ever



President's
CUP

The perfect partnership with Lucececo

GLOBAL electrical and lighting giant Lucececo Group will be the first-ever headline sponsor of the President's Cup as SELECT prepares to host its annual golf day. This year's event at Dunblane New Golf Club will be supported by the Associate Member, which has been supplying quality products worldwide for more than 70 years and has sales in excess of £230 million.

The deal is a huge milestone for SELECT and illustrates the growing bond between Members and manufacturers through our successful Associate Membership scheme.



↑ Annual contest is a favourite with Members

Iain Mason, Director of Membership & Communications, said: "We are delighted to have Lucececo Group on board as our inaugural sponsor for the President's Cup, which this year will be bigger than ever. For a company of such stature to become so closely involved in SELECT's activities is a great achievement and recognises the collaborative and co-operative approach that our organisation has striven to foster in recent years."

The event on 31 July will bring together golfers from across Scotland to compete for the coveted silver trophy and socialise with industry colleagues. The all-day event will feature an East v West tournament, prizes for the longest drive, a putting contest and advice for golfers of all abilities from an on-site golf pro.

John Williams, Trade & Specification Director at Lucececo Group, said: "We are thrilled to be the inaugural sponsor of the President's Cup, which is a terrific opportunity for Members to come together and enjoy some healthy competitive rivalry against other branches.

"Since becoming a founding Associate Member in 2022, Lucececo has been a strong supporter of SELECT, sponsoring last year's President's Lunch in Glasgow and exhibiting at the association's current Toolbox Talk roadshows, both of which gave us the opportunity to meet major electrical contractors and key decision-makers from across the industry.

"We're now looking forward to meeting even more SELECT Members and wish all competitors well in their quest for golfing glory."

➔ To find out more, go to the Events section at www.select.org.uk or email memberservices@select.org.uk

HAVE YOUR SAY OVER CIS TAX CHANGE PLAN

The UK Government is seeking Members' views

as it considers changes to the Construction Industry Scheme (CIS).

A new consultation is asking if VAT should be added to the list of taxes that HMRC considers when deciding if someone can receive or keep

Gross Payment Status.

Feedback is also being sought on how landlords and tenants make payments and if groups of companies have to report information and make returns too many times.

The government also

wants to hear about any other issues that cause too much work and what changes could be made to strengthen and simplify the scheme.

The consultation closes on 20 July. To take part, go to bit.ly/cis-consult

Committee tech to the road again

SELECT's Electrotechnical Committee hit the road again for their recent meeting when they took a look round the Scottish Gas Training Academy.

Staff, Members and office bearers enjoyed a guided tour of the state-of-the-art facility in Blantyre, Lanarkshire, on 26 April after their quarterly meeting.

Managing Director Alan Wilson, Director of Technical Services Bob Cairney, Technical Adviser Keith Hagan and Specifier & Client Relations Manager Yvonne Wilson were joined by Members David Smith, Donald W Orr, Kevin Griffin and Kevin Blackley, along with Davy Henderson and Barrie McKay of the Scottish Electrical Charitable Training Trust (SECTT).

They were shown around the site by Academy Site Manager Gary Hughes and Electrical Standards Lead Mark Smith.

Bob said: "I'd like to thank Scottish Gas for hosting the meeting and showing us around the academy – those present were extremely impressed by the facilities."

The Committee has held previous meetings at Scolmore Group in Greenock and at the HQ of Built Environment – Smarter Transformation (BE-ST) in Blantyre.



↑ Mark Smith, Gary Hughes and Bob Cairney



↑ Exploring the Scottish Gas Training Academy



↑ Committee members after the tour



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Roadshow's on the ball

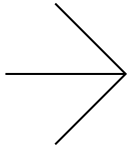
Our winning team kicked off this year's Toolbox Talks at Murrayfield, with Members flocking to the famous stadium to mingle with staff and exhibitors and hear technical updates on air source heat pumps and electrical energy storage systems



↑ The team from Marr Imperium enjoyed the first Toolbox Talk at Murrayfield



Golbox
TALKS



WORDS
LINDA ROLFE

Events, Marketing & Communications Coordinator



THIS year's Toolbox Talks certainly started with a scrum as we rushed to get everything ready, but it's safe to say we achieved a winning result with every event!

The past few weeks have flown by as we hit the road with our ever-popular technical updates, and it's been great to meet up with so many Members, Associate Members and exhibitors for my second year of roadshows.

Our fleet partners Pike + Bambridge once again came to the rescue by providing a van to load up all our kit, so we crammed in all our games, gear and goodie bags and off we went.

The first event was at BT Murrayfield in Edinburgh on Tuesday 2 May – and it was certainly a fantastic way to get the ball rolling!

HAVING A HEATED DEBATE

The first event saw Director of Technical Services Bob Cairney return to his old stomping ground as he welcomed guests to the famous rugby stadium and introduced the day's timetable.

Technical Adviser Bruce Findlay was then first up to deliver a presentation on the electrical requirements for air source heat pumps (ASHPs), outlining how contractors can get involved and what to consider when installing the technology.

He was helped by heating engineer Barry Sharp, who contributed to the conversation as part of our invitation to members of the Scotland and Northern Ireland Plumbing Employers' Federation (SNIPEF) to get involved in this year's



↑ Bruce Findlay delivers the first talk on air source heat pumps



SEVEN
EVENTS HELD



↓ Bob Cairney got the day started by welcoming Members to the event

events. The ball was then passed to Billy McRobert for our second presentation of the morning, and our Consultant Training Adviser duly provided a detailed overview of electrical energy storage systems (EES).

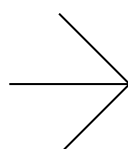
Billy talked Members through the technical implications of EES in domestic and commercial environments, and again answered plenty of questions afterwards as Members quizzed him on every aspect of the new technology.

Fellow Technical Advisers Keith Hagan, Neil Sim, Robert McGoogan and Stuart McKelvie have

917 MILES
TRAVELLED



"BILLY TALKED MEMBERS THROUGH THE TECHNICAL IMPLICATIONS OF EES IN DOMESTIC AND COMMERCIAL ENVIRONMENTS"





↓ SELECT's exhibitors were part of the day



15 ASSOCIATE MEMBERS EXHIBITED



↑ The events are a chance for Members to catch up on the latest in the industry

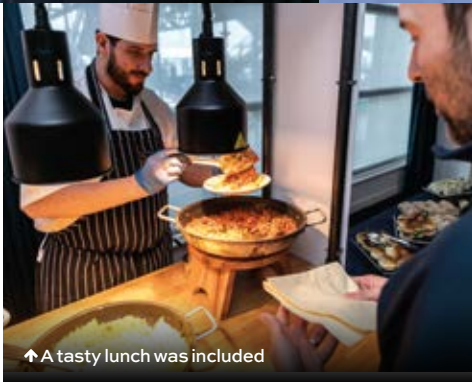
↑ Billy McRobert talks delegates though battery storage



↓ The SELECTcerts team was on hand to give advice



↓ The Aurora stand was popular with Members



↑ A tasty lunch was included



↑ Linda hosted the EICR coding quiz, with Bruce explaining the answers

See more pictures at [cabletalk magazine.com](http://cabletalkmagazine.com)



↑ Andrew Mowat of Finesse Electrical Ltd was handed his prize by Luceco's Steve Conn



↑ Alan Paul, Donald W Orr and Mike Stark share a joke



↑ Members attending the roadshow each got free goody bags to take away with them

BEAT THE BUZZER

leaderboard

- **25.47 seconds** – David Forster, David C Forster Ltd (Borders event)
- **27.45** – Mark Higgins, C-Urb 6 Ltd (Falkirk)
- **27.79** – Graeme Johnstone, Colin Johnstone Electrical Contractor (Dumfries)
- **32.51** – Simon McLean, Cunninghame Housing Association Ltd (Kilmarnock)
- **35.00** – Martin Gaughan, New Gorbals Housing Association Ltd (Glasgow)
- **36.10** – David Haighe, Montali Energy Services Ltd (Edinburgh)
- **39.80** – Scott Taylor, C & F Electrical Services Ltd (Dundee)



Inverness, Aberdeen, Orkney, Shetland and Stornoway events still to come

£93
RAISED ON OUR BEAT THE BUZZER GAME

delivered the presentations at subsequent events, and the feedback has been equally excellent. We've also had positive feedback about our new certificates of continuing personal development (CPD), which were emailed out to delegates after every show to help firms and individual operatives keep track of how they're developing their skills.

BATTLING THE CLOCK

Another popular new feature on this year's roadshow was a technical quiz on EICR coding which was done via mobile phones and saw delegates rewarded for how quickly they answered correctly.

Things soon got competitive as

Members battled to top the podium and win great prizes donated by Luceco and fellow Associate Member TIS – there was some impressive knowledge on show!

Speed was also the name of the game in our Beat the Buzzer challenge, with prizes again donated by Associate Member Megger. The 2022 champion David Forster again set the pace in the Borders, picking up a VF5 voltage pen and topping the overall leaderboard.

As *cabletalk* went to press, the SELECT team was packing its bags and preparing for the final round of events in Inverness, Aberdeen, Orkney, Shetland and Stornoway.

Once they're complete, we'll again be compiling feedback and responding to the results of our post-event surveys to make sure we're

in shape and match fit for 2024! ■

903 BACON ROLLS SERVED

1,347 CUPS OF TEA BREWED



↑ BH Electrical's Michael McCaffrey was among the quiz winners



↓ Daryl Marr of exhibitors Marr Imperium won a training course



↑ Donald W Orr tries to keep a steady hand for our Beat the Buzzer game



↑ Presentations covered updates on new technology

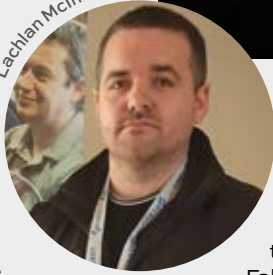
New tech is the hot topic for expert guests

SELECT welcomed heating engineers and ASHP manufacturers to this year's mainland events to give their view on the technology.

Barry Sharp of green energy experts Renewable Heat attended events in Edinburgh and Falkirk, answering FAQs about ASHPs and fielding plenty of Member queries.

Fellow SNIPEF member Lachlan McInnes of McInnes Group Ltd outlined the possibilities for electricians at the Borders and Dumfries roadshows, while Callum Cruden of RI Cruden Ltd spoke

Lachlan McInnes



Davie Robb



to Members in Inverness. Davie Robb from Associate Member Daikin was on hand at the Kilmarnock and Falkirk events to give the manufacturer's view on installations, with colleague Grant Coates doing the same in Inverness.

Laurence Allison from NIBE also answered Member questions at Dumfries, Glasgow and Inverness, with plenty of interest expressed in the new technology. Director of Technical

↑ Green energy expert Barry Sharp shared his advice on heating tech

Services Bob Cairney said: "Having expert input from heating engineers and ASHP manufacturers was invaluable and provided another dimension to this year's event. Members said they found the different viewpoints extremely useful."



↑ Robert McGoogan with Laurence Allison



↑ Bruce Findlay fields more Member questions



↑ Members had the chance to chat to a wide range of exhibitors at the event



↑ Aico's Dave Richmond chats to delegates



↑ Sandra Bennett and Fiona Robertson welcomed guests to Murrayfield

OUR 2023 EXHIBITORS



We're taking charge of a growing demand

As we continue to recognise our Members' vital role in renewable technology, SELECT has launched a new membership sub-category to reflect the growing demand for the installation of electric vehicle charging equipment

WORDS
BOB CAIRNEY
Director of Technical Services



A s you know, all SELECT Member businesses are classified and approved in specific work categories that are relevant to the electrotechnical work they undertake.

However, it has become apparent that many Members are now being asked to carry out new types of electrical installation work by customers.

This includes an increasing demand for the installation of electric vehicle (EV) charging equipment, which is being driven by climate change targets and the rise in popularity of low and zero-emission vehicles.

SELECT has therefore decided to expand its existing ten work categories to include this type of work, with the introduction of new classifications and approvals that recognise those Members who are competent to undertake EV charge point installations.

From 5 June 2023, three new sub-categories have been introduced specifically for Members who undertake such work and want to be recognised for their competence:

- EV charging equipment installations (domestic)
- EV charging equipment installations (commercial)
- EV charging equipment installations (large scale).

These categories will **ONLY** be available for Members currently classified in work category 3.1: Low and Extra-low Voltage Electrical Installations up to 1kV.

Recognition will only be available to Members who satisfy our revised membership criteria, which are available on request. Specific technical requirements must also be in place before classification and approval can be given.

SELECT will also require a signed declaration by your principal representative (PR), together with evidence of your nominated competent person, i.e. Qualified Supervisor, having recent assessed training in BS 7671, ECS and EV charging equipment installation

WHAT ARE THE REVISED CATEGORIES?

The revised work categories for classification and approval purposes within the scope of membership are shown in the table opposite.

SELECT uses this information to help potential customers find Members with the necessary competence to undertake the specific work in each category, i.e. through the 'Find a Member' search facility on the SELECT website.

Of course, to achieve and retain SELECT membership and the associated classifications and approvals, a business also has to satisfy our membership criteria, adhere to our Code of Practice, and achieve a satisfactory outcome following a technical assessment carried out

↓ A guide to the new EV sub-categories is available on the Publications section of our website



↑ Demand for charging points has increased

by our UKAS-accredited inspection service. The assessment includes for:

- Competence of employees
- Possession and knowledge of relevant industry and statutory standards, and
- The provision of suitable and adequate numbers of work samples which demonstrate both compliance with industry and statutory standards and good standards of work.

Further information on membership criteria is available from your Membership Representative and in our publication, *Gateway to Membership*, which can be downloaded from the Publications section of the SELECT website.

HOW DO I APPLY FOR THE NEW CLASSIFICATION?

Being recognised for your businesses capability to install EV charging equipment is relatively straightforward.

First, complete and return the *Application for Assessment of EV Charging Equipment Installations* form that is available from The Walled Garden, together with accompanying evidence of your QS's recent assessed training.

When this has been received by our technical administration team, it will be acknowledged and classification and approval will be confirmed following a desktop assessment of the evidence provided.

Classification and approval will then be added to our membership database for your business and



will be included as a part of the future periodic technical assessments required for continuing membership of SELECT.

IN CONCLUSION

This launch is our latest commitment to renewable technology and follows the rollout of training courses in solar PV and electrical energy storage systems (EESS) with GTEC Training, and presentations on air source heat pumps and EESS at this year's Toolbox Talks.

There is no doubt that the future is electric and that the way we live and work will increasingly rely on renewable technology powered by, and dependent on, electricity.

Members will play a key role in the design, installation and maintenance of such renewable systems so it is vital that we recognise their role and also provide peace of mind for the public, pointing them in the direction of skilled contractors who are suitably trained and qualified. ■

↑ The growth in renewable technology will mean opportunities for businesses

NEW SELECT MEMBERSHIP CATEGORIES	
3.1	Low and extra-low voltage electrical installations up to 1kV
3.1a	EV charging equipment installations (domestic)
3.1b	EV charging equipment installations (commercial)
3.1c	EV charging equipment installations (large scale)
3.2	Low voltage electrical installations up to 1kV (defined approval)
3.3	Fire detection and fire alarm systems in dwellings only
3.4	Fire detection and fire alarm systems in buildings including dwellings
3.5	Emergency lighting systems
3.6	Manufacture and/or installation of control panels and control systems
3.7	Hazardous areas
3.8	Security systems
3.9	Voice and data systems
3.10	In-service inspection and testing of electrical equipment.

FIND OUT MORE

A guide to the new sub-categories is available from the Publications section of the SELECT website. If you require any further clarification or information, please contact our Technical Administrators who will be happy to help. The team can be contacted by telephone on **0131 445 5577** or via email at technical@select.org.uk



All certification is compliant with BS 7671:2018+A2:2022



Full suite of EIC, EIC Single Signature, Minor Works & EICR resources



Access to Certificate of Construction for approved bodies/ACCs



Works with any internet enabled device

CERTIFICATION IS ALWAYS ON HAND

Our upgraded **SELECTcerts** service helps you create a wide range of electronic certificates quickly and easily

FREE
trial now available



Technical support via a dedicated helpline

Includes certification for fire detection and fire alarm systems to BS 5839 and emergency lighting systems to BS 5266

SCAN THE CODE OR GO TO SELECTCERTS.CO.UK



Pat's passion and pride built who we are

The remarkable Pat Feeney worked his way up to become association President from 1988 to 1991, using his tireless energy and enthusiasm to help transform SELECT and make it the formidable body we know today. Here, his proud daughter looks back at Pat's legacy and reveals why SELECT meant so much to him, even in retirement and up to the end of his life in February aged 91

WORDS
DEBBIE FEENEY
Daughter and former Lanarkshire Branch Chair

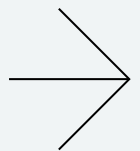
EVEN at an early age, I knew that my dad was so proud of his trade association because of the way he talked about it all the time and involved the family in it. My mum, who ran a busy guest house in Paisley, often travelled with him on association business, not just throughout Scotland but within the UK and Europe too. As my brothers and I got older, we also went to association social events, so it was a part of our lives growing up.

Looking back on that time, I can appreciate that Dad was really pivotal in changing the association, helping to modernise it to become a people-focused organisation that has its Members, and the industry as a whole, at the heart of what it does.

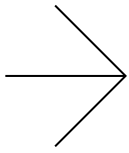
My dad helped steer SELECT through a crucial time in its development but he was the first to admit that he was just a normal Member, albeit one with boundless enthusiasm and energy.

He had left Ireland in 1953 to set up Feeney Brothers (Electrical Contractors) Limited with his brother Michael in Glasgow. Michael sadly passed away recently too at the age of 87.

After a couple of years, my dad branched out into selling emergency standby generators, trading as Thistle Generators. This business really took off and it's then that he joined the Electrical Contractors'



↑ Pat receives his Lifetime Achievement Award from David Smith and Dougie Donnelly in 2006



Association of Scotland (ECA of Scotland), as it was known back then.

He got involved with his local Lanarkshire Branch and soon became Vice Chairman and then Chairman. It was here that Secretary Dan Montgomery suggested he run for President and during his three-year appointment from 1988 to 1991 he set about a series of pivotal changes that made SELECT what it is today – in fact, he needed to oversee so many changes that the association kept him in post for an extra year beyond the normal two-year Presidential period.

Dad realised that the association needed to change and needed to prepare itself for moving forward. Regulation and the whole industrial scene was changing but it was felt that the association was in danger of not changing quickly enough. Dad also believed it wasn't commercially focused enough for growth and on serving the industry.

The first major change was to relocate headquarters. When Dad got involved with the association, the headquarters were in Heriot Row in Edinburgh. It was a grand address and an impressive building, but it was no longer fit for purpose. As membership services were becoming an important focus for the association, it needed to be able to have training and conference facilities as well as space for more support staff, and the building did not lend itself well to the expansion required.

As property prices were high at the time, Dad realised that the association was sitting on a goldmine. He organised to sell it and went about finding a lower cost property that would have the potential for expansion. He found this

on the Bush Estate near Penicuik and oversaw the upgrading of the property to accommodate training and conference facilities.

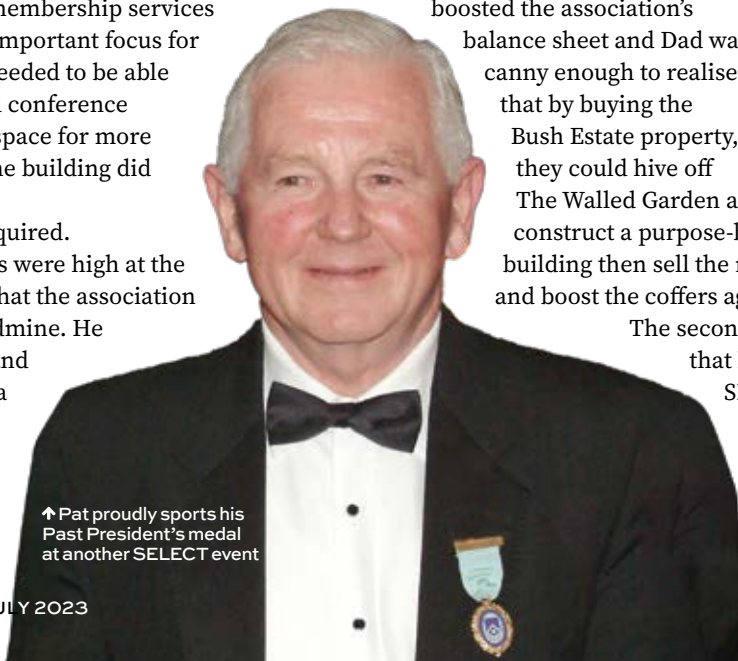
The whole transaction really boosted the association's balance sheet and Dad was canny enough to realise that by buying the Bush Estate property, they could hive off The Walled Garden area to construct a purpose-built building then sell the rest of it and boost the coffers again.

The second major change that has kept SELECT in good stead to this day was to change the association's structure

"REGULATION AND THE WHOLE INDUSTRIAL SCENE WAS CHANGING BUT IT WAS FELT THE ASSOCIATION WAS IN DANGER OF NOT CHANGING QUICKLY ENOUGH"



↑ Pat receives his Honorary Membership in 1997



↑ Pat proudly sports his Past President's medal at another SELECT event



↑ Pat and Nancy with their children David, Debbie and Nigel after receiving his Lifetime Achievement Award

remember asking Dad if I could do an electrical apprenticeship when I was 16. Unfortunately, he refused because in those days he thought it wasn't a suitable job for a female, mainly because when the guys went away to work you normally had four men sharing a room.

Although Dad retired in 1997, he kept in touch with colleagues in SELECT and loved to go to the Past President's lunches in Edinburgh after dropping my mum Nancy off at Jenners for the afternoon.

In his retirement he kept busy helping my brother Nigel's property

development business and also supporting Nigel's passion for rallying and motor racing, both of them travelling up and down the country to different race events.

My dad loved his cars and I remember when he was President he bought a personalised number plate for his Jaguar XJS: ECA1 S.

by creating the role of managing director, who would focus on running the organisation as effectively as possible for the benefit of its Members. Dad brought in Michael Goodwin, who gave SELECT the benefit of his commercial background and helped to modernise and expand some of the services we still have today.

Despite a distinguished and rewarding career, Dad was most proud of the SELECT Lifetime Achievement Award that he received in 2006; the first one ever awarded by the organisation.

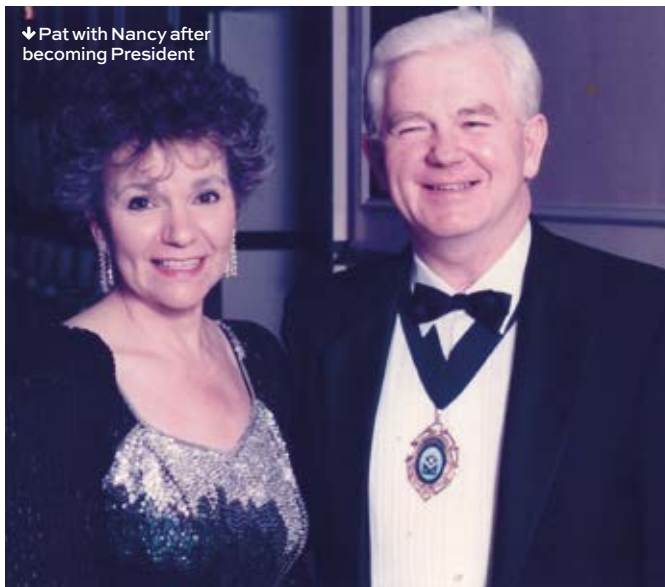
My dad achieved a great deal but he was just an ordinary contractor who used his enthusiasm and energy to play a pivotal role in shaping SELECT for the benefit of his fellow Members.

I remember we had to keep it a secret so we just told him and Mum that we were going to a SELECT dinner dance so he had no idea what was happening. We've got some great photos of them at the event looking pretty shocked but obviously delighted when his name was announced for the award on the night.

That's why it's so important that today's Members also get involved with their local Branch and continue to help direct and shape SELECT to make it fit for purpose.

"DESPITE A DISTINGUISHED AND REWARDING CAREER, DAD WAS MOST PROUD OF THE SELECT LIFETIME ACHIEVEMENT AWARD THAT HE RECEIVED IN 2006; THE FIRST ONE EVER AWARDED BY THE ORGANISATION"

I know what SELECT can do for Members as I've been Chair of our local Lanarkshire Branch too – twice! I joined Dad's company after I got my degree in business economics in 1992 and ran it for ten years as Managing Director until 2009.



↓ Pat with Nancy after becoming President

He continued to be enormously proud of that award, and in the last few years of his life, when I was looking after him at home, he would always show his carers and visitors the certificate and SELECT Lifetime Achievement medal. In fact, we put his Lifetime Achievement Award certificate on his coffin at his funeral in February because it really did mean so much to him. ■

Patrick Joseph Feeny, 1932-2023

Ready for the robot revolution

As you'd expect, SELECT is taking a keen interest in the technology of tomorrow, including the benefits that robotics could bring to construction. Here, our expert guest outlines the potential impact from a traditional skills perspective

WORDS
MATTHEW PATON
Associate Impact
Manager, Built
Environment – Smarter
Transformation
(BE-ST)



Built
Environment
—
Smarter
Transformation

“WILL robots take my job?” is a question often asked by those working in traditional skills and particularly by those in construction.

This question is provocative and simplistic but is important when considering robotic innovation from the perspective of a traditional skills workforce. We need to consider the implications of the digital future for those it will affect the most.

In this article, I don't intend to answer whether robots are “good” or “bad”, or even whether human workers should or should not be replaced by robots. Instead, I'll share the thoughts and concerns of those who don't usually get a voice in this discussion – traditional skill and trade workers.

THE FUTURE ROLE OF HUMAN WORKERS

Throughout 2022, BE-ST undertook a series of workshops with representatives of this critical but overlooked group.

The workshops asked the questions “Are robots going to replace humans,” “Is there fear in the industry?” and “What does this mean for technological progress?”. We also asked, “How can we proactively harness the potential of a human-centric site of the future?”

We believe human workers have an important role in the future of the built environment, but with increasing demand for quality and productivity, how can gains continue?

Bringing diverse industry representation together means we gained insights from those on the ground, decision makers, SMEs and Tier 1s and gave an analogue industry a voice in the digital future.

WHAT WE HEARD

We heard perspectives focused on the **strength capabilities** of robots, the **accuracy** in operation and the **efficiencies** gained by deployment. There were negative preconceptions, including the inherent cost of equipment and perceived limitations of ability. But overall, it was a surprisingly positive reflection on what robots are today.

There was a lack of awareness of potential and the use cases in industry. This led to perceptions that a robot is highly specialised equipment which would require specialist fabrication, procurement and maintenance. The perceived cost of this as a barrier was workshopped and most agreed that early adopters must be supported when taking the leap.

Misconceptions were common. Unsurprisingly, since one of the strongest media narratives is that



↑ Robots could have an important role to play in construction



↓ Working with robots on sites could become more common in the future



of the highest death and long-term injury rates. Improving safety must be one of the industry's top priorities and will be a major influence on acceptance.

• **Training and skillsets:**

Utilising existing skillsets in other capacities is a very real option. A skilled robotic technician and a skilled tradesperson share many skills and much can be transferred when deploying a robotic solution.

• **Addressing the skills**

shortage: Deploying robots will help to bridge the labour gap, meaning a skilled craftsperson is freed up from repetitive work and utilised to their full potential on specialist jobs.

MORE INFORMATION

Find out more about the work BE-ST has been doing with construction robotics and built environment innovation at www.BE-ST.build

robots in construction = bricklaying robots, which supposedly lay bricks faster and better than people. This is understandably interpreted as an attack on jobs and highlights the importance of considered messaging. If we aim for widespread adoption and industry buy-in of automated systems, then we must change our approach to the dissemination of ideas.

It was also clear throughout conversations that the culture in industry needed to change; inviting an openness to innovation. Wider culture change is already creeping in. Most of the younger participants taking part were digital natives and therefore accepting and understanding of technology generally. They were quicker to grasp potential opportunities and accept innovative ideas. An open approach was proven to enable concerns to be addressed almost every time.

SO WHAT DOES INDUSTRY WANT FROM ROBOTS?

The answers to this question are wide-ranging, but the key areas are:

- **Robots directly supporting or augmenting the worker:** Holding or stabilising tools, increasing lift capacity or reach, or enabling the human worker to work faster or more efficiently.
- **Increased productivity:** The largest gains involved tackling no-value-add tasks. These include logistics, movement of plant material and equipment.
- **New ways of working:** Accepting that robots do jobs well and humans do jobs well means we can create new workflows that make the most of everyone's skills.
- **Improved health and safety:** Construction has one

GIVING EVERYONE A SEAT AT THE TABLE

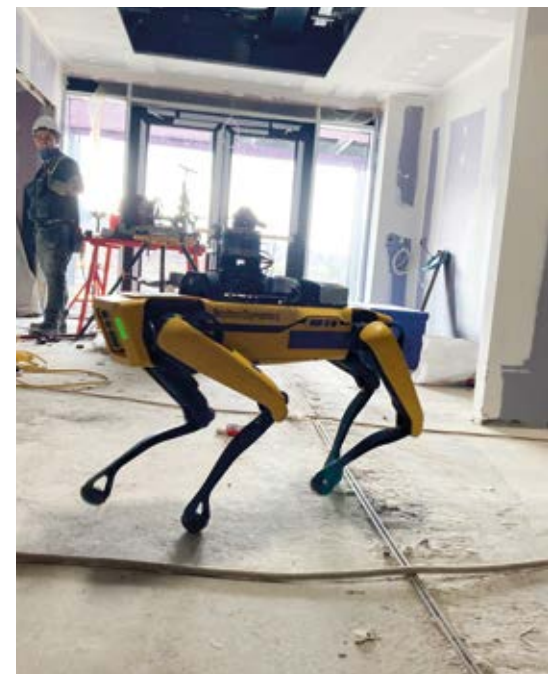
Led by Alan Wilson, SELECT has been proactively horizon scanning and identifying future industry trends, while other trade bodies have hidden their heads in the sand or even fought against progress.

Being proactive in the discussion means getting a seat at the table. And, for SELECT, it means driving the narrative, lobbying for Members and creating a future where robots and humans coexist. The dominant feeling was that, if used to augment a workforce and increase productivity, robots on site should be deployed to make things faster and safer. Carrying heavy loads or traversing a dangerous site are tasks that no one will miss if completed by an autonomous worker.

So, will robots take my job? This was the mindset of many who took part in our workshops because they had been told that the future didn't include them.

If you don't value someone's opinion enough to bring them to the table, then of course they will be angry, afraid and resentful of change. What was amazing though, was once asked, there was great enthusiasm for coming up with ideas, solutions and designing for the future that successfully included both robots and humans. ■

↓ Autonomous workers could make some tasks on site quicker and safer



WORDS
DAVID HARRIS
Chair, Glasgow & West
of Scotland Branch



It's great to get out on the road

As a warm-up for this year's Toolbox Talks, the SELECT team headed north to host a special catch-up beside the sea in Oban, meeting Members and delivering a technical update on air source heat pumps

THE beautiful surroundings of Oban were the perfect spot for a recent extracurricular meeting of the Glasgow and West of Scotland Branch – and the subject matter certainly lived up to the scenery.

I'd wanted to arrange the special catch-up to accommodate contractors in the West who operate further afield than their fellow Branch Members.

As well as being a warm-up for the Toolbox Talks that started the following week, the event on 27 April was designed to show our commitment to the more rural corners of Scotland. I'm a strong believer in serving the needs of every Member on the map, so this was a good opportunity for us to

enjoy face-to-face contact with contractors who we might not see as much as those in the Central Belt and big cities.

Judging by the response, Members were equally pleased to see us and they certainly made the most of the opportunity to ask questions and speak to SELECT representatives in person.

Flying the flag for the association were Director of Membership & Communications Iain Mason, Membership Representative Diane Hales and Events, Marketing and Communications Coordinator Linda Rolfe.

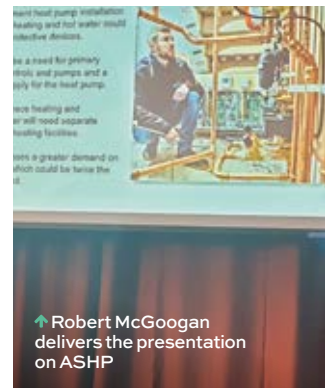
Also in attendance was Technical Adviser Robert McGoogan, who was responsible for delivering the main event of the day – a technical presentation



↑ Delegates came from across the local area



↑ David Harris hosted the event



↑ Robert McGoogan delivers the presentation on ASHP



↓ Face-to-face meetings are important for our Members

on the electrical implications of heat pump installation. Air source heat pumps are becoming more commonplace in our working lives, so it's important for electrical contractors to be familiar with what's required for their part of the installation.

Along with solar PV, battery storage and EV charge points, the technology is rapidly becoming the norm across Scotland, and we all need to keep up to speed with the latest advances so we can install them and design systems safely and competently.

Robert duly gave an overview of the technology involved and why it's being introduced, and then talked Members through the technical aspects of installation. It was great to see Members so engaged with the topic and it certainly generated plenty of follow-up questions afterwards!

The presentation was followed by a technical quiz on EICR coding, with the fastest correct answers rewarded with maximum points. Ryan Russell of Member firm Argyll Homes For All Ltd came out on top, scooping a TIS calibration checkbox that was presented by Barry McKenzie.

"I'M A STRONG BELIEVER IN SERVING THE NEEDS OF EVERY MEMBER ON THE MAP, SO THIS WAS A GOOD OPPORTUNITY FOR US TO ENJOY FACE-TO-FACE CONTACT WITH CONTRACTORS"

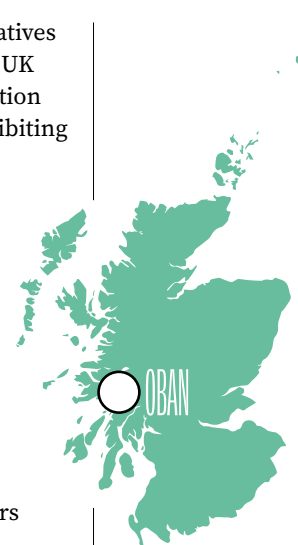


↑ Talks were both interesting and well attended

Barry was joined at the event by representatives from fellow Associate Members Aico, DEHN UK and Hi-Spec, who each gave a short presentation on their products and services as well as exhibiting throughout the morning.

One real positive from the day was seeing all the leftover food donated to the local Hope Kitchen charity. Food From Argyll laid on a great spread and it was good to know that nothing was wasted and went to a good cause.

It was a great day and I would like to thank SELECT staff for attending to the arrangements that made the event possible. I hope we can host similar events around the regions in the future as it's clear that Members appreciate SELECT going the extra mile – quite literally! ■



↑ Member Ryan Russell won a TIS checkbox in the quiz, presented by Barry McKenzie



↑ Diane Hales, Martin from Food From Argyll and David Harris



↑ Linda Rolfe, Iain Mason, David Harris, Robert McGoogan and Diane Hales

Pranks are all part of the job

WORDS
IAN MASON

Director of
Membership &
Communications,
SELECT

Invisible wheelbarrows...left-handed screwdrivers...being sent to hunt for fallopian tubes... the first episode of our new apprentice podcast with SECTT saw young learners reveal some of the classic pranks played on themselves and unsuspecting pals

BEHIND-THE-SCENES banter and hilarious practical jokes were among the many highlights of a new light-hearted apprentice podcast that SELECT has launched in partnership with the Scottish Electrical Charitable Training Trust (SECTT).

The first episode of *Sparks' Remarks* saw five Scottish apprentices sharing laughs and stories about some of the pranks they and their colleagues have experienced during their time in the classroom and on-site.

Aimed at existing and would-be apprentices, the youngsters talked frankly about the ups and downs of getting to grips with such a challenging discipline – and the companionship and fun that comes with it.

One learner revealed: “One boy on my course was sent to look for fallopian tubes; he was walking around

the site all day asking people and they were saying, ‘No, I didn’t bring mine today.’”

Another laughed: “I know someone who got sent to look for a left-handed screwdriver – they were away for ages.”

While a third learner told listeners: “One of my mates was told he had to make a video of how to carry stuff properly on-site, so he pretended to walk about with a wheelbarrow filled with electrical equipment.”

However, the podcast also had a serious side, with apprentices revealing the things they find most challenging – including early starts and cold mornings – and the support they receive from tutors and employers as they learn their trade.

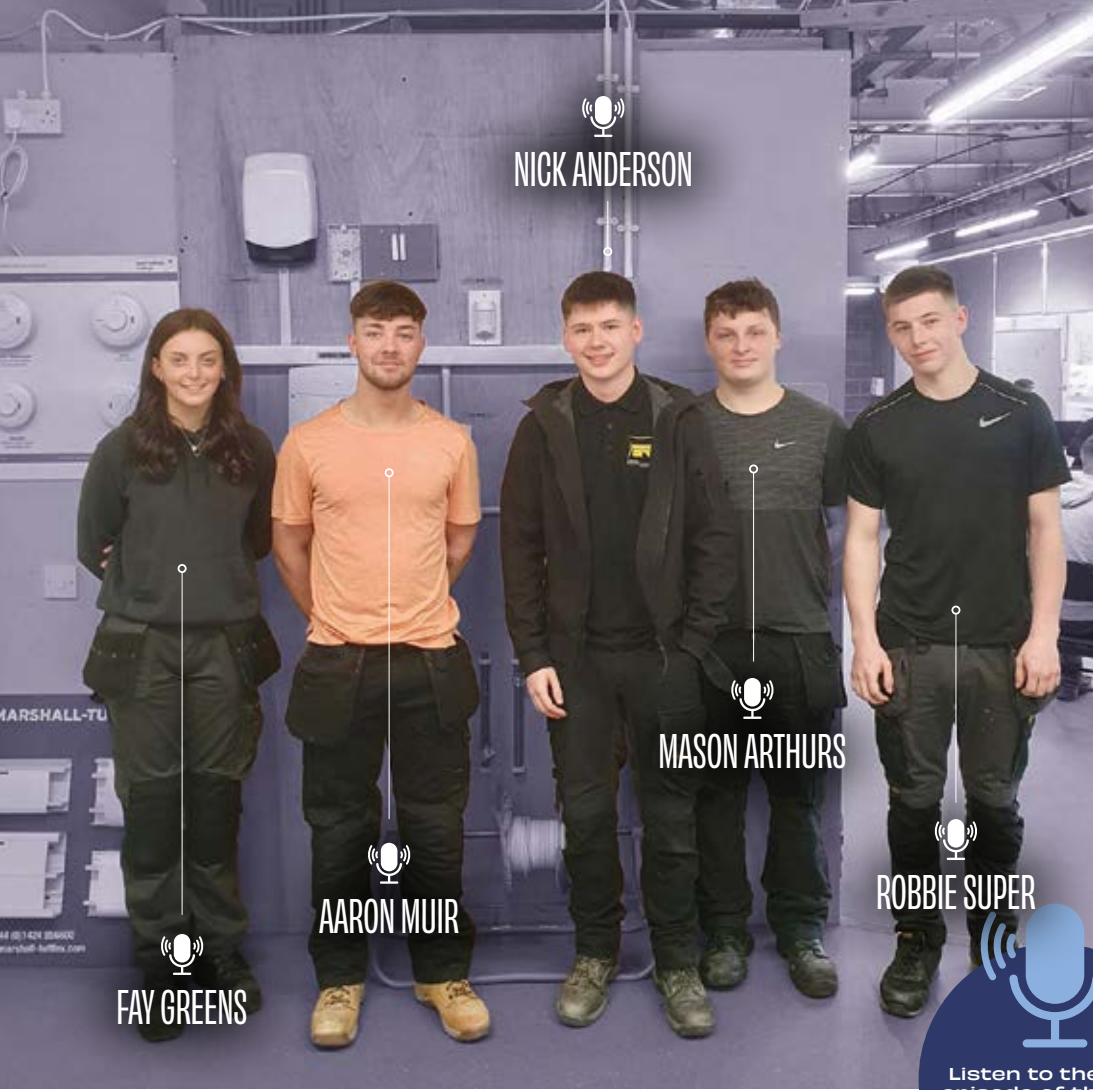
One youngster revealed: “I wouldn’t try to sugar-coat it – it’s not all sunshine and rainbows, but it’s definitely worth it in the end if you get your head down and get a trade.”

Barrie McKay, SECTT



“ONE BOY ON MY COURSE WAS SENT TO LOOK FOR FALLOPIAN TUBES; HE WAS WALKING AROUND THE SITE ALL DAY ASKING PEOPLE AND THEY WERE SAYING, ‘NO, I DIDN’T BRING MINE TODAY’”





"BY HEARING REAL VOICES FROM SCOTLAND'S ELECTRICAL APPRENTICES, HOPEFULLY WE CAN ENCOURAGE MORE TALENTED YOUNG LEARNERS TO JOIN A REWARDING INDUSTRY"

from apprentices across the country. By hearing real voices from Scotland's electrical apprentices, hopefully we can encourage more talented young learners to join a rewarding industry which is already playing a key part in all of our lives."

Produced by Paisley-based creative agency Connect Communications, future episodes of *Sparks' Remarks* will see apprentices reflecting on what they're

Listen to the first episode of the new *Sparks' Remarks* podcast at bit.ly/sparks-remarks

learned during their first year in the classroom and on-site, with older learners also handing down invaluable advice.

Anne Galbraith, CEO of SECTT, said: "It was a delight to listen to this podcast and hear the enthusiasm with which these apprentices are embarking on what, for many people, can be a very steep and daunting learning curve.

"It is good to hear about the support that they receive, not only from their employers, college staff and lecturers, but also from the electrical professionals on site who take time to help them learn their trade in the best possible way."

As *cabletalk* went to press, Barrie and Kim were preparing to record the second episode of the podcast, which comes during a record year for electrical apprenticeships in Scotland, with 934 apprentices and adult trainees recruited for the 2022/23 intake.

Kim said: "It's been great fun so far and we can't wait to hear the tall tales from the next batch of lucky interviewees!" ■

The launch episode – entitled *The Good, The Bad And The Fallopien Tube Windups* – was the first in a series of podcasts that will see the electrical talent of tomorrow open up to journalist Kim McAllister and Barrie McKay, Training and Development Manager at SECTT.

The opening 15-minute show heard the thoughts of five first-year learners from West Lothian College – Fay Greens, Mason Arthurs, Nick Anderson, Robbie Super and Aaron Muir.

And Barrie said: "*Sparks' Remarks* is designed to be a light-hearted and honest reflection of what apprentices really think of their training journey. So in this first episode they made it clear that there's a lot of hard work, but there's a lot of fun and camaraderie to be had too.

"The electrical apprenticeship is not an easy course, but hopefully this podcast shows how learners are supported every step of the way. As we release each episode, it will also be great to see how the talent of tomorrow is shaping up and taking their future into their own hands."

Kim added: "We're really excited to be putting these episodes together and are already looking forward to hearing more stories

↑ The apprentices who took part in the first podcast

Kim McAllister



Help is at hand if you're having a tough time

Following our special feature on mental health in the last issue, we wanted to remind Members that Bupa offers free support and advice for anyone who may be struggling

WORDS
MICHELLE COURTNEY
Benefits Manager,
SELECT



ONE in four employees will experience a mental health condition during their lifetime, but getting the correct support can sometimes seem daunting.

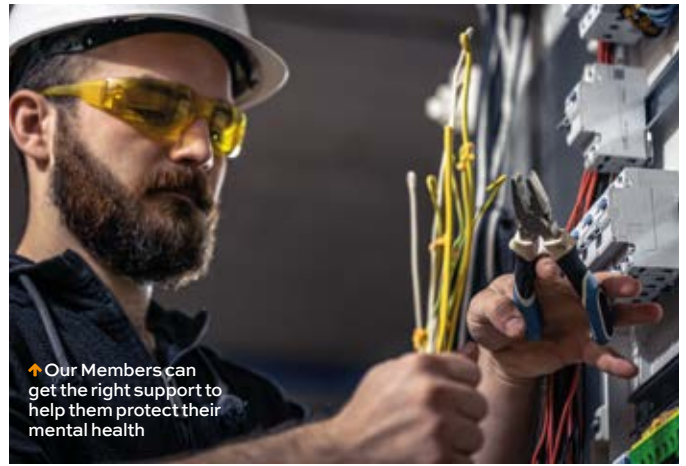
Knowing what to say to an employee or where to turn for help yourself are both things that SELECT is proud to be able to help its Members with.

All Members can currently enjoy Bupa private medical insurance (PMI) at special rates through EC Insurance Services (ECIS), but we know that not all firms will have cover in place.

However, Bupa still offers advice and support for people without insurance and is open to everyone – more information can be found at www.bupa.co.uk/mental-health

This link explains how Bupa tries to help as many people as possible with

↓ There's lots of helpful advice available from Bupa on wellbeing matters



↑ Our Members can get the right support to help them protect their mental health

their mental health, with an extensive list of conditions they support and a rundown of the free advice available for individuals and their families.

As well as helpful case studies, the site offers free information, advice and sources of support on subjects such as depression, anxiety, stress, addiction and OCD. There's also help with coping with grief, becoming a new parent, difficulty sleeping and more.

Employers can also receive advice on employees' wellbeing, help with wellbeing in the workplace and details of an employer's duty of care at www.bupa.co.uk/business/workplace-wellbeing-hub

Members who do offer Bupa PMI to their employees can also be assured that their employees have access to help and support 24/7, courtesy of the BUPA helpline which is available on **0345 606 0802**.

All of us may struggle with our mental health at different times. So if that feels like you right now, you're not alone – and Bupa is here to help, whether you have insurance or not. ■

→ ECIS cash plan: Pages 48 & 49



FIND OUT MORE

Help for Members is also available through the Electrical Industries Charity, which, as the name suggests, offers dedicated support for workers and their families in our sector. The charity can be contacted on **0800 652 1618** and for more information go to www.electricalcharity.org



Celebrating past, present and future

The Forth Bridges again provided a dramatic backdrop to this year's Annual General Meeting, as Members gathered to receive business and technical updates and see an association stalwart rewarded with Honorary Membership



↑ Immediate Past President Donald W Orr, Vice President Mike Stark, President Alistair Grant, and Depute Vice President Darren Crockett





↑ Fiona Harper and President Alistair Grant



↑ Alistair Grant gave an update on what's been happening in the industry



↑ Delegates included John Noble, Mike Stark and Alistair Noble



↑ Kevin Griffin, David Lewis, Charles Dobbie and Donald W Orr share a joke

WORDS
IAIN MASON
Director of
Membership &
Communications,
SELECT

HONOURING legends of the industry and looking forward to the technology of the future was the order of the day at this year's SELECT Annual General Meeting.

Members, staff and office bearers gathered at the Doubletree Edinburgh North Queensferry on 1 June for the 111th AGM, which saw SELECT stalwart David Smith awarded Honorary Membership for his years of dedication to the association.

The event also featured a tribute and moment's silence in honour of former association President Pat Feeney, who passed away in February aged 91.

As always, this year's event featured a technical update, with Director of Technical Services Bob Cairney providing an overview of electrical energy storage systems (EES) and the role that electricians will play in their design and installation going forward.

Managing Director Alan Wilson also took to the stage, giving an insight into SELECT's current work and areas of interest, including the future of electricians and the Scottish Construction Accord.

"I HAVE THOROUGHLY ENJOYED MY FIRST YEAR AS PRESIDENT AND I APPRECIATE THE HARD WORK CARRIED OUT BY MY FELLOW OFFICE BEARERS, BRANCH MEMBERS AND STAFF AS WE KEEP PROGRESSING OUR TRADE ASSOCIATION"



↓ SECTT's CEO Anne Galbraith catches up with John Wilson and Paul Erasmuson



↑ Stewart Anderson chats with Flexel's Craig Herriott, who exhibited at the event



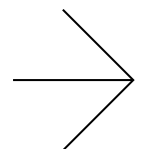
↑ Sean Harkin (left) was attending his first AGM, and chatted with David Harris and Darren Crockett beforehand

Official business of the day saw Alistair Grant and Mike Stark nominated as President and Vice-President respectively for another year, with Immediate Vice President Donald W Orr confirming their appointment to applause from delegates.

Alistair also provided his own snapshot of current activity in SELECT and the wider sector, delivering updates on regulation of the industry, the ongoing work of the Construction Industry Collective Voice (CICV) and SELECT's role in the workforce of the future.

He added: "I have thoroughly enjoyed my first year as President and I appreciate the hard work carried out by my fellow Office Bearers, Branch Members and staff as we keep progressing our trade association.

"There is lots to do, but by working together I am sure that we will continue to achieve many positive outcomes for our Members and industry as a whole."





↑ Attendees listened to an update on a variety of association activity



↑ The AGM was chaired by President Alistair Grant



↑ Bob Cairney delivered a technical update on electrical energy storage



↑ John McGhee delivered the financial statement and association accounts



↓ David Smith, Mike Stark and Donald W Orr listen to the presentations



↑ Alan Wilson updated guests on SELECT activity and the future of the electrical industry



↑ David Smith is presented with his Honorary Membership certificate by Alistair

Alistair also presented David Smith with his official Honorary Membership certificate, telling the audience: “David was elected as Vice Chair of the Glasgow & West of Scotland Branch in 1997 and served as Chair from 1998 to 2000.

“Following this, he became a Branch Officer from 2000 to 2003, at which time he was elected Vice President of the association itself, becoming President in 2005.

“Once he’d fulfilled his role as Immediate Past President in 2011, he again became a representative of the Branch, a position he held until March of this year and a total service of 26 years. Some of our staff are not even that old!

“David also chaired our Electrotechnical Committee for many years as well as donating his time to so many other SELECT committees and boards. He will be a huge loss to the association, but I know we will be able to call on his experience at any time.”

Thanking the association for his award, David told the audience: “It’s a great honour to accept this award and quite a surprise too because it feels like just yesterday that I joined SELECT.

“I have seen massive change in the association during my time here and I like the fact that everyone is made more than welcome, whether a big or small company. That’s why I tell people, ‘Join SELECT – you’ll never regret it’”

Before the AGM itself, the SELECT Central Board met for its second quarterly meeting of the year, during which representatives from all eight

“I HAVE SEEN MASSIVE CHANGE IN THE ASSOCIATION DURING MY TIME HERE AND I LIKE THE FACT THAT EVERYONE IS MADE MORE THAN WELCOME, WHETHER A BIG OR SMALL COMPANY. THAT’S WHY I TELL PEOPLE, ‘JOIN SELECT – YOU’LL NEVER REGRET IT”

Branches discussed progress and priorities of the association for 2023 and beyond.

Among the attendees was special guest David Lewis, ECA Immediate Past President, and Sean Harkin, new Vice Chair of Glasgow & West of Scotland Branch, who was attending his first-ever Central Board.

Afterwards Alan said: “Once again, it was great to meet up face-to-face and discuss the association’s many achievements in person.

“Inflation and ongoing financial uncertainty continue to pose many challenges to SELECT and its Members, but as the AGM demonstrates, we can build on our outstanding legacy and help contractors face the future with confidence.” ■

➔ A full interview with new Honorary Member David Smith will feature in the next edition of *cabletalk*.

Technical

MORE INFORMATION

For further information on our technical support and advice please call 0131 445 9218 or email technicalhelp@select.org.uk

WORDS
BOB CAIRNEY
Director of Technical
Services



BROADLY speaking, the changes in BS 7671:2018+A2:2022

Corrigendum (May 2023) can be summarised into four main areas, so here is some detail on what's been changed and why.

SECTION 422 – PROTECTED ESCAPE ROUTES

BS 7671:2018+A2:2022 (A2:2022) introduced changes to Regulation 422.2 which effectively prohibited the installation of cables and other electrical equipment in protected escape routes unless they were part of an essential fire safety or related safety system, general needs lighting or socket-outlets provided for cleaning or maintenance.

This created difficulties so it was decided to specifically state the exact type of protected escape route in which wiring systems are not permitted. Following the corrigendum, the term “protected corridor” is not included and it is permitted to install wiring systems in a protected corridor.

However, Regulation 422.2.1 does specify the types of wiring systems that can be installed in protected escape routes, e.g. where cables and containment are used they shall meet requirements for resistance to flame propagation and shall be of limited smoke protection.

In addition, the requirements of Chapter 527 of A2:2022 relating to



↑ Protected escape routes feature in the latest updates

Getting it right

Following the publication of a Corrigendum to BS 7671:2018+A2:2022 by the Institution of Engineering and Technology (IET) and BSI, we take a look at the parts that were affected

selection of wiring systems to minimise the spread of fire must be complied with.

SECTION 443 – OVERVOLTAGE PROTECTION

The requirements for overvoltage protection have been amended after comments that measures introduced in A2:2022 were over prescriptive, particularly where planned alterations to existing

installations included what was perceived to be a “safety service”, e.g. installation of a mains-powered smoke alarm system in domestic premises.

The corrigendum change relates to the use of this term in Indent (ii) of Regulation 443.4.1 of A2:2022, which states that overvoltage protection is required where an overvoltage could result in the failure of a safety service, as defined in Part 2. As the consequence of such a



A copy of BS 7671:2018+A2:2022 Corrigendum (May 2023) is available at electrical.theiet.org

failure is practically the same for BS EN 62305 and failure of internal systems, it was decided to delete Indent (ii) as it is already covered by Indent (i), which covers serious injury to, or loss of, human life.

However, Regulation 443.4.1 still requires that “for all other cases, protection against transient overvoltages shall be provided unless the owner of the installation declares it is not required due to any loss or damage being tolerable and they accept the risk of damage to equipment and any consequential loss”.

Note: Where an installation incorporates a lightning protection system, or where there is a risk of overvoltages transmitted by information and communications technology systems, this is outside the scope of A2:2022 and the requirements of BS EN 62305 series apply.

SECTION 701 – BIRTHING POOLS

Including birthing pools in the scope of Section 701 had the unintended consequence of prohibiting the installation of socket-outlets to supply medical electrical equipment in such rooms.

However, in order to meet both the needs of clinicians and safety of patients, it's necessary for socket-outlets to be installed closer than the requirements of Regulation 701.512.3 of A2:2022.

After identifying this consequence, birthing pools have been removed from the scope of Section 701 on the basis that specialist medical electrical equipment provides additional protection to the patient and that separating socket-outlets from the appropriate position close to the birthing

WHAT'S CHANGED AT A GLANCE

- Section 422 – Protected escape routes, amended to clarify the scope of the provision.
- Section 443 – Overvoltage protection, Indent (ii) removed and amendments made to remove examples of equipment.
- Section 701, amended to remove reference to birthing pools.
- Section 710, new regulation included to modify requirements for protected escape routes in healthcare facilities.



↑ Birthing pools have been removed from the scope of Section 701

pool presents an added risk to the occupants of the room.

Further guidance about the location of socket-outlets is expected to be updated in industry-specific guidance such as HTM 06-01 when it is next revised.

SECTION 710 – PROTECTED ESCAPE ROUTES IN MEDICAL LOCATIONS

The changes to Regulation 422.2 outlined earlier also affected medical locations, where means of escape differ from other buildings due to the use of progressive horizontal evacuation, which moves patients away from fire and smoke to a place of relative safety.

As this is employed in most hospitals, most routes from patient areas are considered escape routes and have structural fire protection.

Although the original Note 2 in Regulation 422.2 of A2:2022 acknowledged that hospitals may have special requirements, the details set out in Appendix 13 and Section 710 did not provide enough information for designers to allow for the special requirements for healthcare premises that complied with fire safety guidance set out in the relevant Health Technical Memoranda (HTM).

Following the Corrigendum, Regulation 710.422.2.201 now makes provision for cables or other electrical equipment to be installed in a protected escape route, subject to specific circumstances where they are part of a healthcare facility conforming to HTM and healthcare fire safety guidance. Particulars relating to design and installation are required to be documented and recorded within the building's fire strategy.

Regulation 710.422.2.201 also provides information relating to which specific guidance documents should be used in which of the devolved nations that the healthcare facility is located in. ■

“FOLLOWING THE CORRIGENDUM, THE TERM ‘PROTECTED CORRIDOR’ IS NOT INCLUDED AND IT IS PERMITTED TO INSTALL WIRING SYSTEMS IN A PROTECTED CORRIDOR”

THE LATEST IN-PERSON AND E-LEARNING COURSES TO BOOST YOUR SKILLS AND KEEP YOUR KNOWLEDGE UP TO DATE

Training



MORE INFORMATION
To inquire about SELECT's range of training courses, please call 0131 445 5577 or email training@select.org.uk



Skills to stay safe and sound

To help Member firms keep their employees free from harm, we've once again teamed up with the experts at Training First Safety to offer a variety of new health and safety e-learning courses

WORDS
JENNY CRYANS
Training Manager



S **ELECT** is now delivering even more online training sessions with Training First Safety, offering an extensive range of approved health and safety accredited e-learning courses.

Each one-to-one tutor-led interactive course progresses at the pace of the individual learner, giving an opportunity to go over content as often as required to get the optimum learning experience.

Courses range from asbestos, manual handling and emergency first aid at work to slips, trips and falls and construction design and management (CDM) awareness.

This method of learning is practical, cost-effective, flexible, convenient and meets the regulations for statutory training.

It is also an especially useful tool for refresher or renewal training, with all courses written by approved and qualified industry experts.

Training First MD Jenny McIntyre told me: "As passionate and experienced training specialists, we understand the complexities of health and safety regulations for businesses, in particular those within the construction sector.

"We also appreciate how time consuming it can be to balance day-to-day work pressures and training requirements for employees. Working in partnership with the UK's leading instructors, Training First Safety Ltd focuses on ensuring businesses are qualified, competent and compliant."

Take a look at what's available online and contact the team for more details. ■

Visiting
The Walled
Garden for a
training course?
Watch our video
beforehand at
bit.ly/twg-visit-23



CONSTRUCTION DESIGN AND MANAGEMENT AWARENESS

Duration: 40 minutes

Cost: £35 + VAT

The Construction Design and Management (CDM) Regulations cover the management of health, safety and welfare when carrying out construction projects. Whatever your role in the construction industry these regulations are there to improve your health and safety.

They are intended to ensure that projects are planned and run effectively and safely right from the start.

Approved by IIRSM and the Institution of Occupational Health and safety (IOSH), this course covers the core concepts of the regulations and details the various roles that are required for a construction project along with the key documents that need to be produced.

It starts with an introduction to CDM, then covers some of the parameters that need to be checked when a project is being planned. It finishes by detailing a number of example projects that illustrate how the regulations can be applied.

Learning objectives

By the end of this course, you'll be able to:

- State the relevant legislation and retrieve further guidance
- Understand the application of CDM regulations and when notification to authorities is required
- Identify the duty holders and their relevant duties in regard to the three stages of a project
- Remember the importance and relevance of legal documentation.



MANUAL HANDLING

Duration: 75 minutes

Cost: £35 + VAT

Manual handling – or to be accurate, **incorrect** manual handling – is one of the most common causes of injury at work. To try to combat manual handling problems, the Manual Handling Operations Regulations were introduced.

These regulations lay out duties for both employees and employers and give a general requirement that employees must be trained to manually handle correctly, including the use of any equipment their employer provides to handle loads safely.

Approved by the International Institute of Risk & Safety Management (IIRSM), this course outlines exactly what constitutes manual handling and covers the regulations and legislation that apply to manual handling tasks. It then goes on to cover safe handling techniques and how to develop good habits in relation to manual handling. It finishes off by introducing some practical solutions and the use of mechanical aids.

Please note that this is an awareness course only – if your duties include manual handling you will also need further practical training. You can get in touch with us to arrange this.

Training your employees with this online system will go a long way to giving them greater awareness of the dangers that poor manual handling poses, as well as covering safe handling techniques, practical solutions to manual handling issues and the use of mechanical aids.

Learning objectives

By the end of this course, you will be able to:

- Define manual handling and state the correct technique and effective applications
- Understand the relevant legislation and comply with the regulations
- Recognise safe handling techniques and be able to develop good habits
- Evaluate every manual situation you encounter, recognising risks and when to use mechanical aids
- Understand the consequences on the body of incorrect handling and the dangers associated
- State the professionals most at risk from incorrect handling techniques.

EMERGENCY FIRST AID AT WORK — ONLINE ANNUAL REFRESHER

Duration: 150 minutes

Cost: £35 + VAT

What is emergency first aid? Well it's exactly that: the first aid to be offered if an incident occurs. Not many of us are confronted with scenes of blood and gore in our everyday lives, so usually first aid could be as simple as sticking a plaster on a small cut.

But what if you did find yourself confronted with a more serious situation? This emergency first aid course – which is approved by the IIRSM – will highlight some of the most common situations that you might come across and the actions that you can take to help.

In the most serious situations, a first aider's role will be to assess the scene so that accurate information can be passed to the emergency services and then to act appropriately to try and increase the patient's odds of survival.

Learning objectives

By the end of this course, you'll be able to understand what to do for the following:

- Barriers, ABCDs and the recovery position
- CPR and automated external defibrillators (AEDs)
- Choking
- Bleeding
- Electric shock
- Spinal injuries, breaks, head injuries and sprains
- Managing an incident and record keeping
- Burns and scalds
- Eye injuries
- Anaphylaxis and diabetes
- Heart attack and stroke.



SLIPS, TRIPS AND FALLS

Duration: 60 minutes

Cost: £35 + VAT

Slips, trips and falls account for almost a third of non-fatal injuries at work. It is a widely held belief that with just a few minor changes to working practices and attitudes this could be reduced significantly.

This course will introduce you to some of the statistics relating to slips, trips and falls and dispel some of the myths surrounding them.

It also touches on the law and contains real examples of where things have gone wrong, as well as offering some practical steps that could have been taken to prevent these incidents.

Approved by the IIRSM and IOSH, the course also covers some of the straightforward changes that can be made in most businesses to significantly reduce the risk of a slip, trip or fall incident occurring. The

final module takes this to the next level and looks at the subject from a management perspective.

Learning objectives

By the end of this course, you will be able to:

- Recognise that slips, trips and falls are their own individual hazards in the workplace
- Understand and apply current legislation and reflect on the duty of care between employer and employee
- Recognise the seriousness of these risks to individuals and business
- Identify the major causes of slips, trips and falls and be able to create a task analysis to assess these risks
- Understand how safety management systems can help to reduce the risk of slips, trips and falls happening.



FURTHER INFORMATION AND BOOKING

For further information and a list of courses, please visit the Training First Safety website at trainingfirstsafety.co.uk To book a place on a course, email training@select.org.uk or call the SELECT Training team on 0131 445 5577.

ASBESTOS AWARENESS

Duration: 65 minutes

Cost: £35 + VAT

Asbestos is probably the most dangerous building material ever used. Every year thousands of people fall ill and die because of exposure to it and it was widely used by the construction industry right up until the year 2000.

The Control of Asbestos Regulations (CAR) apply to employers, employees, self-employed persons and duty holders and cover all work with asbestos-containing materials. Regulation 10 of CAR states that every employer must ensure that adequate information, instruction and training is given to employees who are liable to be exposed to asbestos. This includes maintenance workers and others who may come into contact with or disturb asbestos.

As well as informing you about the risks of working with asbestos, this course will deliver content to help you recognise asbestos containing materials, make you aware of where it was used, include steps you can take to minimise the risks and discuss the legislation that applies to working with asbestos.

Each module is rounded off with several multiple-choice questions, with candidates required to get 100% to pass the course. You'll also have the opportunity to review all the answers at the end of each module before final submission and will be given three attempts to achieve the required result.

Target audience

This course is approved by Royal Society for the Prevention of Accidents (RoSPA) and is designed for anyone who may come into contact with asbestos in their work. Most commonly, that includes electricians, builders, plumbers, carpenters and other building-related and maintenance trades.

Advantages

Being aware of the products that are likely to contain asbestos and the risks associated with them gives workers and supervisors the information they need to avoid work that may disturb asbestos.



UPDATED BS 7671 COURSES AVAILABLE



All training modules now revised in line with Amendment 2 of the IET Wiring Regulations

- REQUIREMENTS FOR ELECTRICAL INSTALLATIONS (218)
- INSPECTION AND TESTING, INCLUDING PERIODIC INSPECTION (214)
- INITIAL VERIFICATION (209)

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Industry insight

How to walk a tricky risk tightrope

Managing risk is fundamental to success in the modern construction landscape. Here, our guest columnist weighs up the risk of not managing risk – and explains why metrics and measurement are essential to help navigate the pitfalls that lie around every corner

WORDS
RICHARD BRACKSTONE
Chief Executive,
RB Management &
Consulting Ltd



Richard is owner and CEO of RB Management & Consulting Ltd, a specialist construction risk management and performance consultancy that helps businesses improve their outcomes. Find out more and contact him at www.rbmandc.com

CONSTRUCTION is an inherently risky business, wherever you are in the supply chain – or should that be food chain? We're all aware of the 'eternal triangle' and the often-discussed tripart of time, quality and cost that identifies our key project drivers.

Managing these often disparate priorities is a key cause of risk within the industry, but these three headline items only scratch the surface of today's issues. Each of these key priorities has numerous other factors below them which also present risks, plus there are many other associated factors which contribute significantly to the overall landscape of risk that's inherent in running any form of construction business.

These other factors include corporate governance and regulatory matters, HR and employment, health, safety and environment, workload continuity, insurance, payment and cashflow, to name but a few.

The financial implications of failing to manage these risks properly can be significant for an organisation, and potentially even terminal, especially if more than one 'risk bus' happens to come along at the same time.

With an industry that works on such slender operating margins – the average net margin of the major construction contracting organisations being 2.2% – the ability to improve profitability by making marginal gains is both essential and highly impactful.

As such, the effect of improving risk management can be significant, particularly given the myriad risks faced across the sweep of industry activities, with

even the smallest incremental changes contributing to a significant cumulative effect.

THE KEY TO SUCCESS

Managing risk is fundamental to success within construction. If you're not effective at it, then you need to be incredibly lucky to be successful. However, the more effective you are at managing risk, the more likely you are to be successful.

And yet despite this, many companies in our industry aren't good at managing risk, with many of the problems that contracting businesses face often self-inflicted. But when you stop to consider the nature of the industry, it's hardly surprising.

Most managers are taught on the job by those who went before them. Their risk management knowledge is often only what they learn from mentors and from bitter experience. Everyone is under constant pressures – financial, technical and deadlines (there's that eternal triangle again) – so having the head space to consider these issues can be extremely difficult.

Plus, many managers come from a trade background, working their way up from the coal face of 'doing' to a position of organising. They're working hard to pick up knowledge as they go and learning



"THE EFFECT OF IMPROVING RISK MANAGEMENT CAN BE SIGNIFICANT, PARTICULARLY GIVEN THE MYRIAD RISKS FACED ACROSS THE SWEEP OF INDUSTRY ACTIVITIES"

↑ Managing risk is often a balancing act for many businesses

fast, on the job. After four decades in the industry, these issues are something that I'm only too aware of. So what's the solution?

AT THE HEART OF THE MATTER

Early in the genesis of RBMC, we identified that construction companies don't measure their abilities at risk management. So we asked ourselves why that was. We quickly identified that they simply don't have the tools with which to do it, so we created a special report which gives companies the ability to measure how risk adverse they are and how effective they are at managing risk in their day-to-day procedures.

To do it, we stress test procedures across four key business pillars: health, safety and environment, corporate governance, operational performance and commercial management. We then spend time with the company to understand their existing operating procedures and current level of understanding of risk management. We take away this information,

enter it into a weighted scoring matrix and produce a report which contains both a narrative and scored assessment, i.e. tangible metrics.

We have no axe to grind, no hidden agenda. We simply record our findings and set them out for the company to consider, highlighting strengths and identifying weaknesses.

The aim of the report is two-fold: to provide an effective snapshot of the business's current capabilities, but also to provide tangible metrics that give a baseline from which to establish, identify and measure continual improvement.

I'm a big believer in the adage "everything that gets measured, gets better". If you can't measure how good (or not) you are at something, then how can you possibly hope to improve it? And how do you identify or quantify that you have actually improved it?

Companies need to realise that incremental gains across the entire spectrum of business operations are fundamental to improving business performance, benefiting outcomes, increasing profitability and enhancing shareholder value. As I often say on social media, we all have to work to improve the industry's perennially low, endemic margins. But the problem is as much self-inflicted as it is culturally endemic in the procurement and contractual models. ■

↓ Richard and his team offer a bespoke risk report





DON'T FORGET TO TUNE IN FOR GREAT ADVICE

I was delighted to take part in a recent *Construction Cash Flow Podcast* with David McDonald of Scottish Futures Trust. I urge you to listen to the show again at bit.ly/CCP-CICV and also tune in every week to hear excellent practical advice from the equally excellent Stu Davidson.

KEEP ON TOP OF YOUR FINANCES

Sadly, April saw the demise of yet another established Scottish contractor and only time will tell how the supply chain has been impacted. It just reinforces my message to keep on top of your payments and cashflow as these things really can creep up on you if you're not careful.

Top tips on how to avoid work woes

Our expert Len Bunton shares his experience of recent payment problems and contract conflicts and gives his advice on the steps you can take to make sure your business stays out of any potentially messy situations

WORDS
LEN BUNTON
FRICS FCIArb,
HON FRIAS
Contract Expert



WHAT a crazy two months it's been! There I was, looking forward to easing into summer, getting out the golf clubs and watching my wife work in the garden, but alas no chance.

I've been inundated with clients seeking assistance on a number of issues and have experienced some really complex payment issues with some really questionable conduct, hence the extended column in this issue of *cabletalk*.

Thankfully, clients seem to be actually wanting help to review contracts at tender stage, so perhaps the penny has finally dropped that there's no point putting in for a project without looking at the risks you're actually taking on.

READ THE SMALL PRINT

One issue that has come up recently is termination of contracts, which is another minefield and another good reason why you should always read the small print closely.

One of the most common causes is contained in the JCT/SBCC contracts under termination provisions, where Clause 8.4.1 says the contractor "fails to proceed **regularly and diligently** with the works" – this is referred to as a specified default.

You'd expect that the employer's side would send letters to the contractor complaining about lack of resourcing and progress etc as a build-up to the first termination notice, but of course it's never that simple and I've seen a number of notices coming out of the blue with no advance warning.

So are you entitled to ask the employer to indicate where you're allegedly not proceeding "regularly and diligently"? Well I asked that question recently and didn't even get a response.

So what **can** you do to reduce exposure to a threat of termination like this? I keep coming back to my advice to keep records, records and more records.





← Keeping on top of finances will help your business to run smoothly

CONFLICT ADVICE MAKES SENSE

I've been really impressed by a new toolkit created by the Conflict Avoidance Coalition, of which SELECT is a member.

This free resource provides information about measures you can use to avoid disputes arising and techniques to deal with any issues early, quickly and cost effectively. It also outlines the differences between dispute avoidance and early intervention.

Download the toolkit at the bottom of the page at bit.ly/conflict-kit

MEDIATION ROLE MATTERS

I recently became a Vice Chair of Scottish Mediation, where I will chair the Committee for Excellence in Mediation. I hope this will offer the opportunity to focus on how disputes can benefit from the support mediation provides to all parties involved.

As a matter of course you should be recording labour returns, material deliveries, plant returns, daily diaries, photographs, videos, requests for information (RFI), confirmations of verbal instructions (CVIs) and variations instructed.

You should also be capturing matters like not getting access, disruption by other trades and anything else that can demonstrate your progress. In my experience, it's highly unlikely that a first termination notice will be withdrawn and tactically it will be left there.

KEEP YOUR RECORDS AT HAND

The next issue is the little matter of a further notice, which you'll get if the contractor continues a specified default for 14 days from the receipt of the first notice under Clause 8.4.1.

This is where your records are important, because you can show that you've remedied the complaint – assuming you're actually told what the complaint is, of course.

The contract says that if the contractor continues the specified default, the employer may terminate the contractor's employment under the contract within 21 days from the expiry of the above 14-day period. So you just need to keep the record-keeping process on the go.

Now there is another sting in the tail here, because the contract also states that if the employer **doesn't** give the further notice, but the contractor repeats the specified default, then after a reasonable time the employer may terminate that employment by notice to the contractor.



The implications of termination are pretty dire, namely the employer can employ others to complete the works, no further sums are due to the contractor until the works are completed and the making good of defects has incurred. The employer can also recover all of his additional costs – so frankly, it's a nightmare scenario.

And what about my sub-contractors, I hear you ask? Well, they're entitled to be paid for what they've done, which is where the real problem lies. It's therefore vital to consider having similar termination provisions in your sub-contract.

A messy situation as I'm sure you'll agree! ■

BEST PRACTICE GUIDE'S A MUST

The final message from me this issue is to remember to keep records, records and more records. And my final, **FINAL** message? Download and read the Best Practice Guide on the CICV website at www.cicvforum.co.uk – can you really afford not to?





It pays to keep your people fit and healthy

When it comes to looking after the health and wellbeing of your staff, cash plans can be an affordable option for the modern business, as our expert explains...

WORDS
VICKI LESLIE
Client Relationship
Manager, EC
Insurance Services



As an employer, prioritising the health and wellness of your employees is not only the right thing to do but it also makes sound business sense.

When employees are fit and healthy, they're more productive, engaged and motivated, leading to increased profitability and success for your business. And at a time when we're all feeling the pinch of the cost of living crisis, we all appreciate any support which can help us with costs.

The good news is that there's an affordable and hassle-free way to help your employees with everyday healthcare expenditure, such as dental and optical treatment.

As well as being a SELECT Associate Member, ECIS is a regulated insurance broker that offers cash plans which can help your employees cover their everyday healthcare expenses.

The Bupa Cash Plan has different price points with a choice of benefit level options to fit various budgets, all from £1 per week. Not only that, but cash plans can help employees avoid more serious

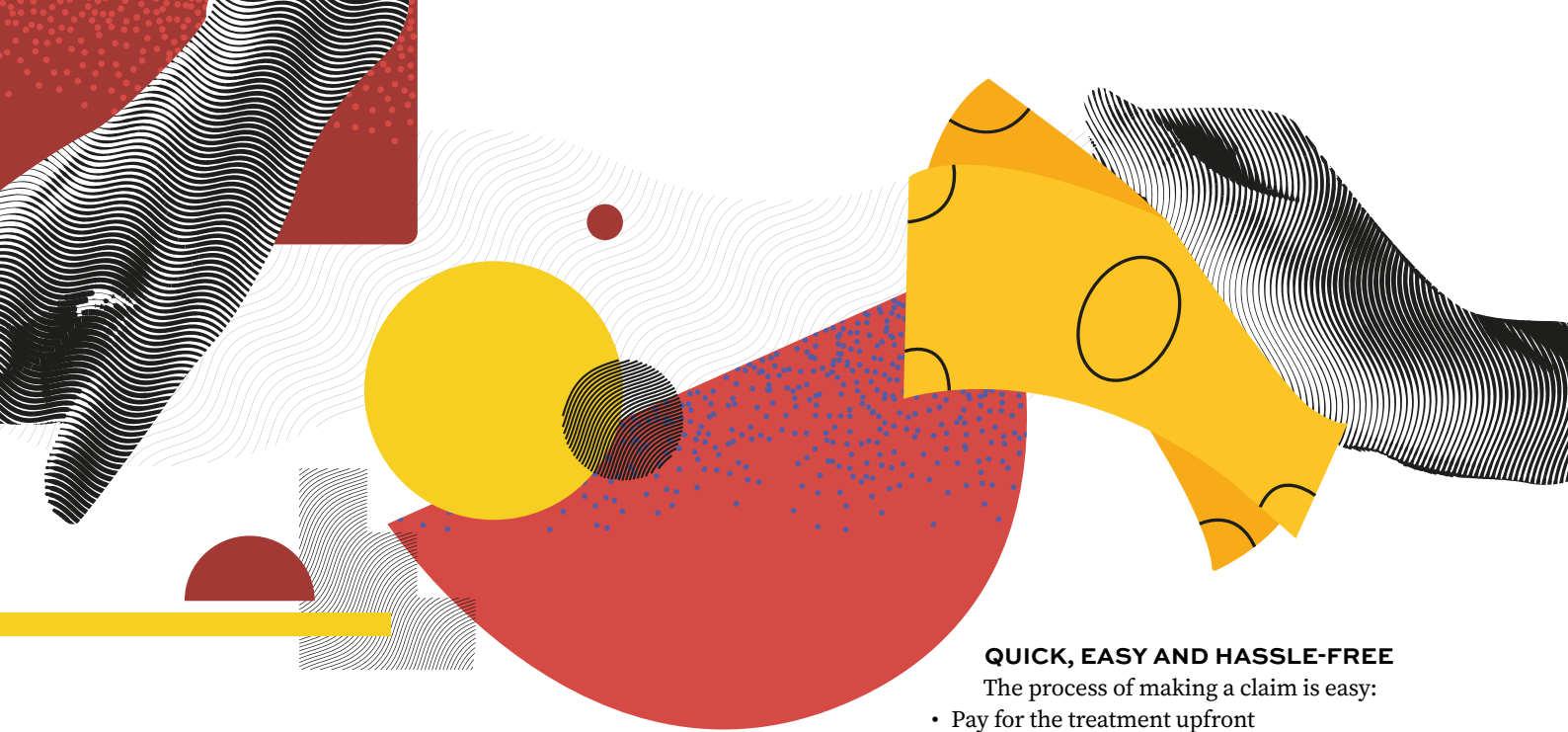
health issues by providing contributions towards routine healthcare treatments and services such as physiotherapy.

TAKING CONTROL OF HEALTHCARE COSTS

Everyday healthcare costs can be a barrier for many individuals seeking to maintain their health and wellbeing. Even regular check-ups with a dentist or optician can be costly. And if treatments are required, the expenses can quickly add up.

With a cash plan, employees can access routine check-ups, dental care, optical services, physiotherapy and more without worrying about financial burdens. Here are just some of the benefits a cash plan will help towards:

- **Dental treatments** – routine check-ups, cleaning and X-rays, as well as more advanced procedures such as fillings, crowns and root canals
- **Optical care** – eye exams, prescription glasses and contact lenses
- **Physiotherapy** – sessions for conditions such as back pain, sports injuries and mobility issues



- **Alternative therapies** – including acupuncture, chiropractic treatment and homoeopathy
- **Mental health support** – providing an employment assistance programme for support with mental health issues such as anxiety and depression.

IMPROVING EMPLOYEE HEALTH AND WELLBEING

Cash plans can play a crucial role in improving the health and wellbeing of your employees as they can receive financial support for various healthcare services such as dental care, optical care and physiotherapy.

By covering the cost of certain healthcare services, cash plans can help your employees keep themselves fit and healthy without worrying about having to budget for healthcare costs.

Not only do cash plans provide your employees with all these advantages, but they also serve as an economical healthcare option suitable for all sizes of business.

"OFFERING A CASH PLAN CAN BOOST EMPLOYEE SATISFACTION AND RETENTION BY SHOWING THAT YOUR EMPLOYEES' WELLBEING IS A PRIORITY FOR YOUR BUSINESS"

QUICK, EASY AND HASSLE-FREE

The process of making a claim is easy:

- Pay for the treatment upfront
- Submit a claim online
- Get reimbursed directly into your bank account.

Bupa prides itself on processing claims within just five working days, ensuring that your employees can access the funds they need for their healthcare costs quickly and efficiently.

BOOST EMPLOYEE SATISFACTION AND RETENTION

Offering a cash plan can boost employee satisfaction and retention by showing that your employees' wellbeing is a priority for your business.

Cash plans can help with employee engagement, reduce absenteeism and increase staff retention. Moreover, they provide an inclusive option for individuals who may have been denied coverage by traditional insurance policies as they typically don't require medical checks.

THE PERFECT COMPLEMENT TO YOUR PMI

It's important to note that cash plans **DON'T** replace private medical insurance (PMI), as they don't cover major medical procedures or hospital stays. However, they **CAN** be a valuable supplement, providing extra financial support for everyday healthcare expenses typically not covered by PMI. ■

HOW ECIS CAN HELP

Bupa Cash Plans offered by ECIS are an affordable and hassle-free way to help your employees look after their healthcare costs.

With different level options to fit any budget, straightforward reimbursement processes and a focus on improving employee health and wellbeing, cash plans can help you take control of your healthcare costs and enjoy peace of mind knowing that your employees are covered for routine healthcare treatments and services.

And, as it puts money back in your employees' pocket, it's a benefit they'll greatly appreciate too. To find out more, visit our website at www.ecins.co.uk or speak to the ECIS team by calling 0330 221 0241 or emailing ecis@ecins.co.uk



It's vital to have the right values

If you want to stand out in a crowded marketplace, the power of business values cannot be overstated. But what are they, how do you identify them and why should your business have some? Our industry insider is here with all the answers...

WORDS
PAUL McDEVITT
Managing Director,
McDevitt & Co



In today's highly competitive business environment, a key differentiator and potential source of competitive advantage are a business's values.

In my 20 years' experience as a business consultant, I'm still shocked – although not surprised – when I ask a business leader what their values are and they're unable to articulate what their business actually stands for.

If the leadership can't articulate this, and they're usually the ones who determine what the values are, what chance do the staff and customers have?

WHAT ARE BUSINESS VALUES AND WHY ARE THEY IMPORTANT?

Put simply, business values are the set of principles and beliefs that guide the decision-making process of a

company. These values define the core of a company's culture and represent the fundamental beliefs that drive the actions and behaviours of its employees. They are vital to an organisation's success as they can help create a competitive advantage.

As consumers become more socially conscious and aware of the impact of their purchases, it becomes increasingly important for businesses to have a strong set of values that align with the expectations of their customers and with the expectations of their own staff.

Firstly, having strong business values can help a company establish a clear identity and purpose. When a company has a set of core values that are well-defined and communicated effectively, it creates a sense of clarity and direction that can inspire, engage and motivate its employees. This clarity of purpose can also help the company to differentiate itself from its competitors, which is becoming increasingly important in today's crowded and competitive landscape.

By having a unique set of values that resonate with its customers, a company can also build loyalty, as people prefer to do business with businesses who share a similar values system. It is also worth noting that in many instances where the business and customers are aligned, customers may be willing to pay a premium for your products or services.

Secondly, business values can help to build a positive company culture. When

Paul McDevitt is Managing Director of McDevitt & Co, an experienced business consultancy that helps to inspire people, improve productivity and increase profits in the construction industry. Find out more and contact him at www.mcdevitt.co

BUSINESS VALUES AT WORK

NO1: INTEGRITY

A company that values integrity is committed to being honest and ethical in all its interactions. This means being transparent with customers, suppliers and employees and acting in the best interest of all stakeholders. In my experience, most companies will state that integrity is one of their core values, and so it should be. However, do the actions of the company and its employees support this? In my opinion, it is easy to make this claim, but does it stand up to scrutiny? Having worked in the construction industry for more than 20 years and supported more than 300 businesses in their development and growth, I have seen many claim to have integrity as a core value, but their actions don't support this. Ripping suppliers off, holding back payment or unfairly reducing payments does not demonstrate integrity to me. Unfortunately, these practices are still a daily occurrence.



BUSINESS VALUES AT WORK NO2: INNOVATION

A company that values innovation is committed to finding new and better ways of doing things. This means encouraging employees to take calculated risks, experiment with new ideas and challenge the status quo. For example, a technology company might have a value of innovation that encourages employees to develop new products and services that can disrupt the market. Companies that have innovation as a core value will actively encourage their staff to experiment (within reason) to find new ways to deliver for their clients. They accept that some mistakes will be made, but they treat these as learning opportunities. The construction industry has been slow, in my opinion, to embrace innovation, but with the introduction of MMC, modularisation, BIM, robotics and AI, some businesses have now fully committed to innovation.

example. Many years ago, when I was working for a main contractor, it became very apparent the importance that business values had in the recruitment process. The contractor typically recruited people because of their skillset or experience but never once considered: “Will this recruit fit into the business’s culture or share its value systems?”

Unfortunately, what frequently happened was that the business would eventually realise the individual didn’t belong and would engineer them out of the business, or the individual would realise the fit was wrong and would leave. Either way, it cost the contractor hundreds of thousands of pounds annually in recruitment costs.

Values therefore need to be a fundamental consideration when employing any recruit, as the cost of getting it wrong can be significant.

Fourthly, business values can help to build trust with customers. Customers are increasingly aware of the social and environmental impact of their spending and want to support companies that share their values and are committed to making a positive impact on the world.

By having a set of values that align with the values of its customers, a company can build trust and loyalty, which can lead to sustainable growth.

Fifthly, business values help to guide decision-making. When a company

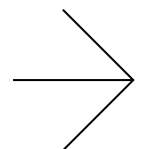
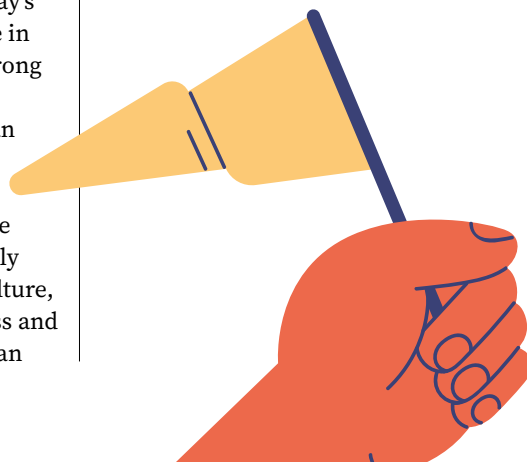
employees understand and embody the company’s values, it creates a sense of shared purpose and belonging that can foster a positive and supportive work environment. This can lead to increased employee engagement, productivity and retention.

Employees who feel connected to the company’s values are more likely to be passionate about their work, and they are more likely to go above and beyond to achieve the company’s goals.

Thirdly, business values can help to attract and retain top talent. In today’s job market, talented employees are in high demand. By having a set of strong values that align with the values of potential employees, a company can differentiate itself and attract the best candidates.

In addition, employees who share the company’s values are more likely to be a good fit for the company culture, which can lead to long-term success and growth. Let me illustrate this with an

“WHEN A COMPANY HAS A SET OF CORE VALUES THAT ARE WELL-DEFINED AND COMMUNICATED EFFECTIVELY, IT CREATES A SENSE OF CLARITY AND DIRECTION THAT CAN INSPIRE, ENGAGE AND MOTIVATE ITS EMPLOYEES”



has a clear set of values that guide its decision-making process, it can ensure that it is making ethical and responsible choices on a consistent basis. This can help to mitigate risk and prevent potential scandals or reputational damage.

By aligning its values with its actions, a company can demonstrate its commitment to its customers and stakeholders.

WHAT HAPPENS IF YOU GO AGAINST YOUR VALUES?

If a company goes against its values, it can have serious consequences for the company's reputation, employee morale, customer loyalty and overall viability.

When a company's actions don't align with its values, it can create a sense of distrust and disillusionment among employees, customers and stakeholders.

For example, if a company claims to value environmental sustainability but is found to be engaging in practices that harm the environment, it can seriously damage its reputation and result in a loss of trust from its customers. Think of the Volkswagen diesel scandal.

When a company goes against its values, it can also have legal and financial consequences.

For example, if a company is found to be engaging in unethical or illegal practices, it can face fines, legal action and damage to its brand reputation. In extreme cases, it can even lead to the collapse of the company.

Overall, it is essential for companies

to stay true to their values, as this can help to build trust and loyalty with employees, customers and stakeholders. This means so much more than just creating a set of fancy value statements that are heavily promoted by the company but don't bear any resemblance to the way the business or its people operate.

If a company finds that its values are no longer aligned with its actions,

"WHEN A COMPANY GOES AGAINST ITS VALUES, IT CAN ALSO HAVE LEGAL AND FINANCIAL CONSEQUENCES"

it should take immediate steps to realign its practices with its values and regain the trust of stakeholders. This may involve making changes to its policies, procedures, culture and in some cases its people, to ensure that its values are reflected in every aspect of its operations.

I have seen first-hand the benefits that a clearly articulated and embedded set of business values can have, when the leadership pays more than lip service to them but is committed to live by their values.

It is a win-win situation for the business, its people, customers and suppliers. ■



BUSINESS VALUES AT WORK

NO3: CUSTOMER FOCUS

A company that values customer focus is committed to putting the needs and interests of its customers first. This means listening to customer feedback, responding to their needs and concerns and providing high-quality products and services. Companies with customer focus as a core business value will go the extra mile to ensure their customers are completely satisfied with the interaction. There is no doubt that customers of the construction industry are more knowledgeable and discerning now than ever and as a result their expectations are higher than ever. To build loyalty and generate repeat business, construction businesses need to be more customer-focused. That means developing a better understanding of the customer's needs, providing a service which adds value to the customer's business and putting the effort into developing the relationship.

How to stop payment problems

Using a legal framework can help avoid financial issues and disputes

PAYMENT disputes are common in the construction industry, particularly ‘smash and grab’ adjudications where an employer fails to serve a required notice in accordance with the payment mechanism.

It is important that paying parties keep on top of notice deadlines. Missing deadlines can mean payments having to be made that do not reflect the true value of the work.

The Housing Grants, Construction and Regeneration Act 1996 (as amended by the Local Democracy, Economic Development and Construction Act 2009) applies to construction contracts.

It provides that, unless the contract is under 45 days’ duration, the payee is entitled to payment by instalments. This comes with notification requirements. Generally, it sets out that:

- A payment notice must be issued within five

WORDS
LINDSAY STARK
Solicitor



MACROBERTS
LLP

Lindsay Stark is a solicitor in MacRoberts’ Construction Law Department. MacRoberts advises on all elements of construction contracts and disputes

days of the ‘due date’ for payment. This must set out the sum considered due and the basis on which that sum is calculated.

- The payer must issue a pay less notice if it intends to pay less than the notified sum. This notice must set out the sum considered to be due and the basis on which that sum is calculated.
- Unless the payer issues its notices on time, it must pay the notified sum – normally being the sum in an application for payment or a payment notice – on or before the final date for payment.

The parties may agree different dates on which notices become due, but cannot contract out of the general need for notices set out in the 1996 Act.

It is therefore important to understand the requirements of your specific contract.

POINTS TO REMEMBER

Take care in drafting payment or pay less notices. Would a reasonable recipient of the document understand it?

The requirement under the 1996 Act to issue notices does not necessarily end when the works are finished.

If a contractor submits a payment application after completion of the works, the

employer’s obligation to issue a payment notice or pay less notice may remain.

Even if a contractor’s payment application appears invalid, an employer should issue a payment or pay less notice to avoid potentially paying out the full sum claimed by the contractor. ■

LEGAL HELPLINE

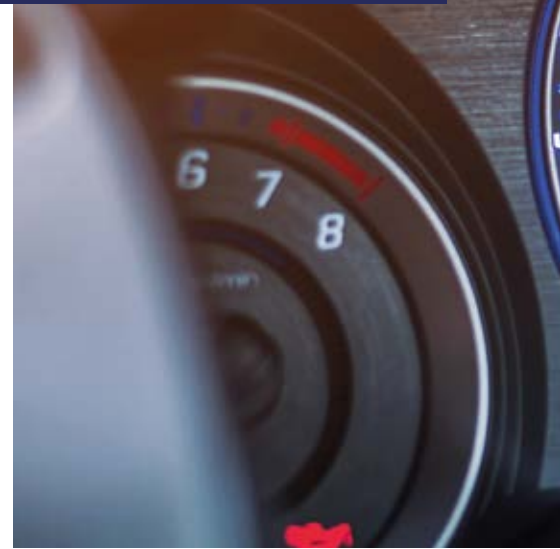
0141 303 1111

As a Member of SELECT, you have access to the Legal Helpline operated by MacRoberts LLP. This helpline covers advice and assistance on commercial, contractual and employment matters under Scots law which concern your business.



SJIB Bulletin

We'll help you get on the right road



THE SJIB receives many enquiries about Mileage Allowance and Mileage Rate, so in this issue we thought it might be handy to run through some of the most commonly asked questions.

All the following information and advice relates to the provisions of the SJIB Handbook and the SJIB National Working Rules, which SELECT endorses as best practice for Members.

WHAT ARE MILEAGE ALLOWANCE AND MILEAGE RATE?

Mileage Allowance and Mileage Rate are monetary values paid to all electrical operatives, apprentices or adult trainees **per mile** on journeys over 15 miles. This will be paid if:

- They receive Travel Rate and are required to work at a site that is 15 miles or more from shop
- They receive Shop Rate and transport is **not** provided free of charge
- An operative, apprentice or adult trainee is eligible for Mileage Allowance when required

to work 15 miles or more from shop.

WHAT IS THE DIFFERENCE BETWEEN MILEAGE ALLOWANCE AND MILEAGE RATE?

Mileage Allowance applies when a vehicle is **not** provided by the employer, whereas Mileage Rate applies when a vehicle **is** provided by the employer.

HOW MUCH DO YOU PAY FOR EACH?

Mileage Allowance is paid at £0.22 per mile, while Mileage Rate is paid at £0.12 per mile. Current Rates and Allowances can be found at www.sjib.org.uk/rates-and-allowances/national-wage-rates-2022-2023 or by scanning the QR code on the page opposite.

WHEN DOES TAX APPLY?

Mileage Allowance, i.e. own transport, is exempt from tax in accordance with a current agreement with the SJIB and HMRC. Tax is applicable for Mileage Rate, i.e. transport provided.

ABOUT SJIB

SJIB regulates relations between employers and employees engaged in the Scottish electrotechnical industry. To find out more about SJIB and its work, visit our website at www.sjib.org.uk

Meeting familiar faces is a great feeling!

Members of the SJIB team have been hitting the road recently after we joined the SELECT Toolbox Talks currently touring Scotland.



↑ Debbie and Jayne with Cameron

For some of our colleagues it was their first live event, so it was great to catch up with Members face-to-face and discuss Grade Cards and other queries.

We even bumped into a familiar face at the Borders event on 3 May, with Employment & Skills Administrators Debbie Gillan and Jayne Christie catching up with Cameron Wood, who was crowned SJIB Apprentice of the Year in 2021.



CONTACTING THE SJIB

Our small team is extremely busy and receives a very high volume of calls every day, but we try to answer and return as many calls as possible as quickly as we can.

The best way to get in touch with us is via the Contact Us form on our website at www.sjib.org.uk/about-us/contact-us – using this ensures that your query goes directly to the team member responsible and can be dealt with most efficiently.

HOW DO YOU CALCULATE MILEAGE ALLOWANCE AND RATE?

The amount received is based on distance. As of 2 January 2023, this is calculated as the fastest distance from shop to site, using the RAC Route Planner. Guidance can be found in *SJIB Circular 09: The Calculation of Distance between the Shop and Job*, which can be found in the QR code list on this page.

HOW ARE THE RATES DECIDED UPON?

All SJIB Rates and Allowances are negotiated ahead of time by the SJIB Signatory Parties – i.e. SELECT and Unite the Union – in consultation with industry leaders and our counterparts in England, Ireland and Wales.

DO MILEAGE ALLOWANCE AND MILEAGE RATE APPLY TO RETURN JOURNEYS TOO?

Yes. The distance applicable on return journeys is from shop to site, so Travel Rate operatives finishing on site would be paid an allowance based on a return to shop rather than a return home.

WHEN DO MILEAGE ALLOWANCE AND MILEAGE RATE NOT APPLY?

Mileage Allowance or Rate does **not** apply for travel to and from college. However travel fares will, and should, be reimbursed to the apprentice or adult trainee. See section J.13 of the SJIB Handbook which can be found in the list of QR codes on this page.

A handy PDF factsheet of these FAQs is also available, which is designed to be shared with employees. Please visit the SJIB website at www.sjib.org.uk to download it. ■

Watch out for updates

A quick reminder to please keep an eye on the Circulars area of our website for any updates.

We update this page regularly with information such as changes to the National Working Rules, wage rate increases, holiday arrangements and office closures etc.

All SJIB circulars can be found at www.sjib.org.uk/category/circulars or by scanning the QR code in the shortcuts column on this page.

If there is someone else who you work with who deals with tasks such as payroll, expenses, annual leave etc, please advise them to check this page regularly.



FACTS ARE EASY TO FIND

The latest SJIB National Rates & Allowances can be found at www.sjib.org.uk/rates-and-allowances/sjib-national-rates-allowances-2023 and again there's a QR code on this page to help you navigate there quickly.

SHORT CUTS

01



↑ Most recent SJIB Circulars

02



↑ SJIB National Rates & Allowances

03



↑ Mileage Wage Rates

04



↑ Section J.13 of the SJIB Handbook

05



↑ SJIB Circular 09

06



↑ Contact Us form

SECTT Update

Frankie's on his bike for good health

Training Officer is taking part in Italian charity cycle to raise money and raise awareness of the importance of maintaining your mental health and reaching out for help if you need it

SECTT Training Officer Frankie Greig is saddling up for a good cause as he prepares to take part in the gruelling Italian Lakes Cycle event in aid of the Electrical Industries Charity (EIC).

The 41-year-old will pedal more than 200 miles from Venice to Milan in September, passing the great lakes of Garda, Como and Iseo and through the famous cobbled streets of Verona.

And Frankie says the hours of training for the four-day fundraiser will be fitting payback for the EIC, which he says has helped him along his own journey to better health and wellbeing.

He revealed: "The EIC is wonderful and supports so many people, including me, so I wanted to do something

in return and also raise awareness of depression, anxiety and suicide in our industry.

"I've been battling mental health issues for a number of years and also lost my best friend to similar issues some years ago, so it's vital for people to know that help **IS** out there if you need it.

"I've learned that it's important to take time out for yourself and do the things that you enjoy. For me it's my bike and after coming back from a long ride I feel mentally refreshed and happier."

The dad-of-three added: "As well as my mental health issues, I also have a lifelong disease called ulcerative colitis and last year almost lost my dad to heart issues at the same time as my mum went into full-time care because of her progressing Alzheimer's.

"I've hit so many obstacles and heartbreak but I knew enough was enough and I had to make a drastic change and do something before I became a statistic too.

"There really are some wonderful, caring people out there who are more than willing to guide you through the tough times. It's just so important to take that first step and speak to someone – there's nothing so bad that can't be fixed and I'd rather hear someone's problems than read their obituary."

Frankie, who is Training Officer for Paisley and Argyll and is based at West College Scotland, Paisley Campus, is now undertaking a punishing training routine to get himself in shape for his trek.



↑ Frankie says that getting out on his bike makes him feel better



↑ Frankie with son Aiden during a training ride

↑ ABOUT SECTT
SECTT manages high-quality training on behalf of the SJIB. To find out more about SECTT and its work, call **0131 445 5659**, email admin@sectt.org.uk or visit www.sectt.org.uk

"I KNOW THERE'S A TOUGH ROAD AHEAD BUT I HAVE TO DO IT FOR THE SAKE OF MY FAMILY AND ENSURE I HAVE A LONGER AND HEALTHIER LIFE"



He said: "I still have a ton of work to do so I'm taking personal training sessions at my David Lloyd gym in Hamilton and am also following a nutrition plan as well as attending spin classes to keep the legs moving.

"Before I started I was the heaviest I'd ever been but I want to get my weight down considerably to change my way of life entirely.

"I know there's a tough road ahead but I have to do it for the sake of my family and ensure I have a longer and healthier life."

SELECT and the SJIB have now put £250 each into Frankie's pot as he aims to smash his £2,200 fundraising total.

And he said: "I have until the end of September to obliterate the target. Every penny counts, no matter how small, so thank you to everyone who's contributed so far – especially SELECT and the SJIB who blew me away with their kind donation." ■

➔ Donate to Frankie's fund-raiser and find out more about his trip at bit.ly/eic-frankie

Megger donation is first class gift

SELECT Associate Member Megger have made a generous donation to SECTT to help candidates undertaking their FICA.

Assessment Centre Manager Davy Henderson gratefully received a batch of MFT1721 testers from Territory Sales Manager Sandy Thompson during a visit to the SECTT Assessment Centre in Cambuslang.

Davy said: "Electricity is not the future, electricity is **NOW**, so it's vital that our young workforce is equipped with quality equipment to help them on the road to net zero.

"Megger's support during these demanding times is second to none and giving candidates the option to use their testers has been positively received by both candidates and assessors alike."



➔ Sandy, left, and Davy with the testers

THE TALENT OF TOMORROW

John Gibb



NAME: John Gibb

AGE: 17

POSITION: First-Year Apprentice Electrician

WORKS: Parker Technical Services

STUDIES AT: West College Scotland, Paisley Campus

HOBBIES: I like going to the gym and I go a lot.

WHAT MADE YOU THINK OF BECOMING AN ELECTRICIAN?

I did the pre-app course at West College where I actually met some of the lecturers and Frankie Greig, who's now my training officer from SECTT. It gave me a further insight into being an electrician, and I did quite well in the course. I had always thought about becoming an electrician and so I went for it.

I did the pre-app course at West College where I actually met some of the lecturers and Frankie Greig, who's now my training officer from SECTT. It gave me a further insight into being an electrician, and I did quite well in the course. I had always thought about becoming an electrician and so I went for it.

WAS IT DIFFICULT TO GET AN APPRENTICESHIP?

Not really. I did the pre-app course and was offered interviews with companies through the college. I started with Parker Technical Services as a pre-app last March and became a first-year apprentice when college began in September.

HOW HAVE YOU FOUND IT?

It's been quite good. Frankie has made it easy to get any issues rectified and get any updates from college, and the lecturers themselves have been great for us.

WAS THE COLLEGE TRAINING WHAT YOU EXPECTED? WHAT DO

YOU ENJOY THE MOST AND WHAT'S THE MOST CHALLENGING?

I didn't think it would be as similar to the pre-app course, but of course the college training is a lot more in-depth. I didn't struggle too much because I made sure that I really paid attention so I could understand it all. Sometimes the cable calculations and the long equations can be a struggle but I didn't find it too mind-blowing overall.

HOW ABOUT WORKING ON SITE?

I've recently been moved out to a job to work on some high-rise flat blocks at Glasgow Quay. I like fitting out and terminating socket-outlets and taking the time to make a nice, neat job of it. However, I don't get much experience of that because I'm in the industrial side of things, so I don't go into houses and do rewires, I'm working in big distilleries and high-rise flat blocks.

HAS THERE BEEN ANYTHING ABOUT THE JOB THAT'S SURPRISED YOU?

Not really because I did the pre-app course and so I already knew what I would be coming into and what to expect from the job.

HOW HELPFUL HAVE SECTT AND YOUR TRAINING OFFICERS BEEN DURING YOUR JOURNEY?

They've been extremely helpful. Any issue I've come to Frankie with he's helped me rectify it. I don't think they could have done more for me.

WHAT DOES THE FUTURE HOLD?

I will hopefully work abroad for a good while and make a good sum of money! ■

ProZone



BEFORE this year, the issue for electric heating has been the outdated representation of how the electricity itself is manufactured.

However, with more green energy being generated, the carbon emissions for electricity manufacture has reduced and the result is Standard Assessment Procedure (SAP) 10.1 and the upcoming SAP 10.2, which favours the use of electric heating over gas.

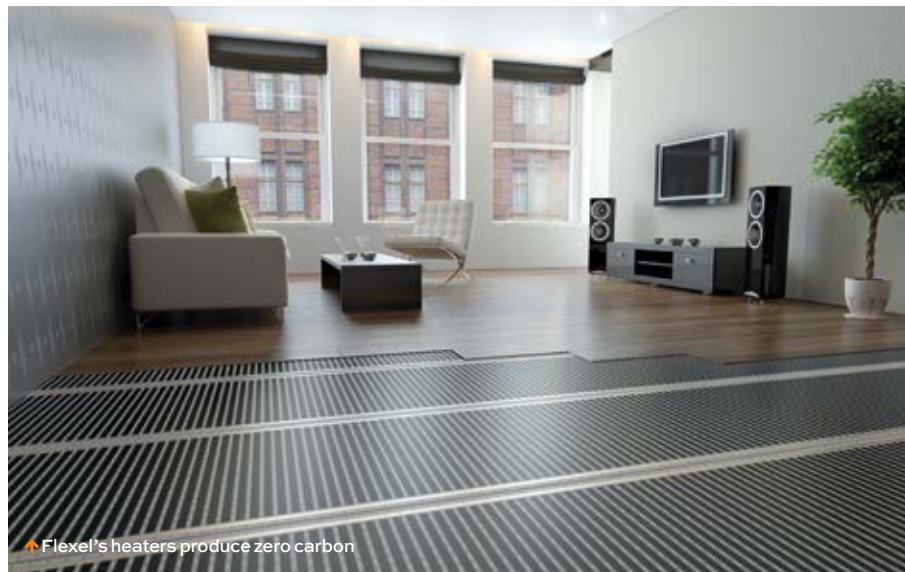
A SAP calculation is used to determine a building's Energy Performance Certificate (EPC) and calculates energy use and associated metrics, including running costs and the CO2 emissions of the building.

These are rated from A to G, with A being the most efficient performance.

SAP 10.2 has now significantly reduced the carbon emissions of electricity to 0.136 kgCO₂/kWh, which is a reduction of 73.8% over previously assumed figures.

The SAP also reports that far infrared heaters (FIR) are 100% efficient, with new gas boilers only 80-90% efficient.

Flexel's FIR heaters produce zero carbon and don't dry out the air, producing better air quality as they



↑ Flexel's heaters produce zero carbon

Flexel's boost for greener and more efficient heating

don't need the air to heat up a room. FIR also prevents mould from building up in damp rooms due to the heaters transmitting waves that dry the walls from the inside out, drying them out quicker. As we move to a more electric

lifestyle, Flexel is here to supply your needs as electrical installers.

➔ For further details or a free FIR heating quotation for your clients, please email ch@flexel.co.uk

PATHFINDER LIGHTS THE WAY TO QUALITY LEDS

Pathfinder from Ovia is a range of powerful and robust metal LED floodlights, providing a modern solution for retrofits and new installations alike.

The range comprises standard floodlights as well as versions with photocell and PIR sensors. In total, the Pathfinder range offers 40 floodlight options from 10W – 300W, with fittings up to 50W available in



↑ Pathfinder range offers top quality

both black and white finishes and in warm white and cool white options.

This modern range has high-quality LEDs installed, offering a 30,000-hour (L70) lifetime and 100,000 switching cycles. All standard Pathfinder

floodlights are IP65 rated, while those with sensors are IP44 rated. The more industrial 100W to 300W range are also IK07 rated. The standard range can be used with remote sensors PIRs (indoor and outdoor) or microwave sensors

(indoor only) as well as with smart control systems. The floodlights fitted with a PIR have three settings available on the rear of the sensor housing: Sens enables the sensitivity/distance to be set to help avoid accidental triggering; Time allows you to set the 'ON' time (from 10 seconds to 10 minutes); and Lux allows you to set the desired light level.

➔ Ovia's range of lighting solutions can be seen in their catalogue which can be downloaded from www.oviauk.com as well as from the Scolmore Group app.

CONTACT OUR TEAM TO SHOWCASE YOUR GREAT NEW PRODUCTS HERE

David Hughes: 07767 407 402
davidh@connectcommunications.co.uk

BECOME AN ASSOCIATE MEMBER

To inquire about becoming an Associate Member, email
memberservices@select.org.uk

Ovia helps contractors prepare for fluorescent lamps ban

WITH revisions to the Restriction of Hazardous Substances (RoHS) Directive coming into force this year, the ban on fluorescent lamps has serious implications for contractors and wholesalers.

In accordance with the amended RoHS directive, compact fluorescent lamps with plug-in bases and T5 and T8 fluorescent lamps in ring form will be phased out across Britain by 1 February 2024.

Ovia has been working with its customers to facilitate a smooth transition to alternative lighting luminaires to ensure they have the stocks needed to meet the ongoing demand from contractors, designers and specifiers.

Ovia now has an LED replacement for virtually every lamp type and, with the company's extensive commercial and utility ranges, there are ideal alternatives to the phased out products.

As far as the compact fluorescent lamps with plug-in base are concerned, the following Ovia downlights from the commercial range will make ideal alternatives: Sprite commercial aluminium LED downlight, E-Sprite Eco commercial LED downlight, Polypanel LED recessed downlight, Alupanel LED IP44 recessed downlight and Inceptor Apto LED adaptable downlight with CTA Switch.

LED Luminaires from the Ovia utility range that would be recommended as alternatives to the T5 and T8 fluorescent lamps include the Inceptor Duo up and down dimmable linear luminaire, Inceptor U-Lite compact, non-corrosive luminaire, Inceptor B-Lite linear batten multi-current LED light, and Inceptor A-Lite 4ft and 5ft College LED linear batten.

➔ Find out more at www.oviauk.com



➔ Ovia has been working on a smooth transition to alternative lighting

OUR ASSOCIATE MEMBERS



OB1 SEALANT STILL STICKING AROUND AFTER 15 YEARS OF USE

Leading cable accessories supplier and Scolmore Group company, Unicrimp, is the exclusive distributor of the original multi-surface sealant and adhesive brand, OB1, through the UK electrical wholesale channel.

OB1 is a market-leading, high-spec hybrid construction sealant and adhesive that has a tried and tested formulation which has been used by the trade for over 15 years.

What makes OB1 stand out is its versatility, flexibility



and its 24-hour full curing time. It provides an alternative to mastics, wood and PU adhesives, silicones, acrylics and butyl rubber sealants.

This one product is capable of bonding and sealing an extensive range of materials including aluminium, wood and MDF, plastic, metal, steel, mirror, lead, concrete, glass, tile, polycarbonate, PVC and felt. OB1 also works in damp conditions.

It contains no solvents so it will never crack or shrink, can be applied on wet surfaces, painted or moulded and has a very high bond strength with resistance to fungal and bacterial growth.

OB1's uses are wide ranging for both external

and internal projects. It offers superior bond strength for kitchen work tops and, with its food safe formula – OB1 conforms to ISEGA Standards – it is perfect for use in kitchens and food preparation areas. It will bond and seal marble, granite and quartz worktops and is guaranteed not to attack or stain surfaces.

For bathrooms, it features zero VOCs, so offers exceptional mould resistant sealing. It will bond skirting and architraves, as well as mirrors without the need for any additional fixings.

Its weather-resistant properties make it perfect for outdoor repairs including leaking gutters and slates and it will perform flawlessly even when applied under water.

➔ Find out more about OB1 at www.unicrimp.com

TOP SOFTWARE FIRM APPOINTS NEW CEO

Business management software expert simPRO has appointed Gary Specter as its new Chief Executive Officer.

→ Gary Specter



Specter has more than 30 years of leadership experience, with a strong operational and transformational track record at customer-focused organisations.

Rachel Truair is the new Chief Marketing Officer at simPRO. Truair has diverse B2B leadership experience.

→ Rachel Truair



LEADING CAPITAL ALLOWANCES EXPERT JOINS FORRESTBROWN

ForrestBrown has appointed Peter Reynolds to help businesses make the best use of capital allowances.

Peter's service now sits alongside ForrestBrown's existing support for R&D tax relief and patent box incentives and will be relevant for firms who buy, sell or incur expenditure refurbishing commercial property.

→ Peter Reynolds



➔ Contact Peter at p.reynolds@forrestbrown.co.uk

SCOLMORE'S ELUCIAN KIT MAKES IT EASY

Scolmore continues to expand its Elucian by Click consumer unit range to provide electricians with products that offer them convenience and easy installation solutions.

The latest addition is a new rear and side wiring consumer unit pattress mount kit. With the pattress mount secured

to the wall and attached to the back of the consumer unit, the electrician has space between the mount and the unit to neatly feed cabling from the trunking through the rear knockouts.

Because the mounting kit comprises two separate parts – a left and right mount – it can be used across any size of distribution board and is therefore compatible with the full Elucian consumer unit range: 5, 8,10,12,14,16 and 22

Way. For the contractor, this means carrying just one type of kit on the van regardless of the size of consumer units being installed, and for the wholesaler it means minimum space taken up in store, with just one size of kit needing to be stocked.

➔ The new pattress mount kits form part of Elucian's extensive accessories range. The full Elucian by Click range can be seen on the website at www.scolmore.com



↑ Elucian range is simple to fit



↑ The catalogue is packed with solar products

V-TAC's new solar catalogue offers a complete solution

V-TAC is thrilled to introduce its new solar catalogue, specifically designed to meet the needs of your residential and commercial clients, allowing you to build a complete solar energy system with a single brand.

It features a wide variety of highly efficient V-TAC Solar Panels with advanced design, textured surface and a 25-year warranty for optimal power output.

V-TAC solar inverters are available in different options, including single phase, three-phase, on-grid, hybrid and off-grid models. These inverters offer time-of-use optimisation and incorporate safety features to ensure reliable performance.

Maximise solar energy set-ups with V-TAC solar batteries, which provide off-grid capabilities and feature smart monitoring controls. These batteries utilise lithium iron phosphate technology for enhanced performance and safety. For versatile and convenient power solutions, V-TAC portable power

stations are designed to meet the needs of outdoor activities and emergencies.

V-TAC has collaborated with FastenSol to offer the latest solar mounting solutions, simplifying the transition to renewable energy. These solutions are built to withstand various weather conditions, ensuring long-lasting performance.

In addition, V-TAC's all-black solar panels, slim batteries and inverters, and rails and clamps in black and silver, present an aesthetic appeal suitable for beautiful interiors.

The catalogue provides in-depth details about product specifications and features to make an informed decision. Enhance your understanding of solar power basics and industry trends through the VTACEnergy blog, and for product videos and installation instructions don't forget to refer to their YouTube channel and website.

Scan the QR code to download the catalogue and embrace a brighter, greener future.



HerculesCS is tough and reliable hero

THE HerculesCS is a new, high-quality bulkhead from LED lighting specialist Aurora Lighting, which offers the added benefit of colour switching.

Designed to cope with arduous outdoor environments, the HerculesCS comprises an aluminium body and polycarbonate diffuser.

This makes it robust, high-quality and durable and is further demonstrated through the IP65 and IK10 ratings.

With an ambient operating temperature range of -25°C to +45°C, the new bulkhead is ideal for conditions where temperatures can fluctuate or be subject to extremities.

The HerculesCS can be switched between 3000K, 4000K and 6500K, making it adaptable on site to suit a range of different needs such as ambient lighting to wayfaring or safety lighting.

A round or eyelid bezel can be selected, offering an additional choice for each application or even different areas of a project.



↑ HerculesCS offers colour switching

To increase energy savings, a microwave sensor option is available. Emergency options can also be selected to fulfil compliance requirements if needed within a lighting scheme.

Thanks to the high-quality manufacture and build of the HerculesCS, supported by Aurora Lighting's five-year warranty, contractors can be assured of peace of mind when installing this solution.

For the wholesaler, as well

as the confidence in selling a reliable solution, the colour switchable element enables them to offer multiple colour options without holding additional stock.

Darren Casey from Aurora Lighting said: "We pride ourselves on offering the highest quality solutions, and the HerculesCS is no exception."

➔ More information about the new HerculesCS can be found at bit.ly/cabletalk-aurora

DEMAND HOTTING UP FOR FLEXEL'S STYLISH ECOSUN HEATER RANGE

Due to demand, Flexel has increased its EcoSun TH heater offering to now include new 2Kw and 3Kw units.

The TH range is a no-glare, medium wavelength infrared heater. Constructed from powder-coated black profile, its modern clean and elegant design allows it to be easily fitted in a multitude of domestic or commercial environments where heat is required without the glare.

Now available in 1Kw, 1.5Kw, 2Kw and 3Kw versions with mounting brackets and with optional protective grilles, it offers mounting heights of between 1.8m and 5.0m.

↓ The EcoSun is ideal for heat without glare



It's the ideal choice for enclosed terraces, conservatories, offices, studios, sports halls, schools, hospitals, reception areas, churches, bars, clubs, cafes, restaurants, shops, zoos and many more.

Cost effective and efficient, infrared heat can be directed onto seating areas and doesn't waste heat in a 360° circle like other heating options.

With easy installation and clean modern design, the zero light output is also ideal for indoor applications where a conventional shortwave patio heater would be undesirable or intrusive.

➔ For more details, call Flexel on 01592 760 928 or email ch@flexel.co.uk to discuss your next heating project.

ESP'S FIRE SYSTEM REMINDER

Leading supplier of fire protection products, ESP, is reminding installers of some accessories in the range that are essential to consider.

Fire Isolator Switch:

With a legal requirement to ensure all new fire alarm systems in the UK are fitted with a mains isolator switch, ESP offers a product that meets the requirements of the BS 5839 Part 1 standard.

The switch provides a secure method of isolating the mains supply feeding a fire system control panel and is crucial for fire system maintenance. The supply can only be isolated by an authorised person by means of a key lock switch, and switching is restricted by key operation. The key is removable in on and off positions. Without this, a tool would be needed to disconnect the power.

Fire Safety Log Book:

It is a legal requirement for managers/building owners to take responsibility for safety in their property. ESP's log book will ensure records are maintained in line with BS 5839-1. It has information on test procedures, frequencies of service and maintenance.

Document Box: ESP's wall-mounted document box is designed to keep vital documents safe from damage. It is suitable for fire, emergency lighting and CCTV system documents and keeps them secure in a single location.

➔ For more details visit www.espuk.com



TIS meters pass the test for protection

We all know of the tempting advantages of using a multimeter or clampmeter to check that a circuit has been de-energised and only needing to carry one instrument to measure current, frequency, resistance and voltage.

Unfortunately, if that piece of test equipment has a dial on it, then it can't be used for safe isolation as the user could get the setting wrong – with potentially fatal results.

One other important box that safe isolation testers must tick is compliance with BSEN 61243: 3, meaning the instrument must still indicate voltage whether the batteries are discharged or missing altogether.

TIS is therefore proud to announce the launch of its new TIS 8000 Multifunction Voltage & Continuity tester, a 200 amp, AC open jaw clampmeter measuring AC current, frequency, diodes, continuity and resistance with readings, non-contact voltage detection and safe isolation voltage testing by both single and two pole methods, in full compliance with BSEN 61243: 3.

From a safety perspective, the instrument will always warn of live voltage on a circuit whatever setting the user is on.

With current recommendations stating that we should now also use a non-contact voltage detector, single pole voltage tester and clampmeter to detect potential circulating currents from PEN faults before commencing work on an installation, the TIS 8000 really is a one-product safety solution.

As if not feature-rich enough, the unit also has replaceable leads in case you damage them, a self-checking system on turn on and includes a protective carry case to keep it all in.

➔ For further information, go to www.testinstrumentsolutions.co.uk

➔ TIS tester is packed with great features



➔ Coverage is provided with fewer alarms

New multi-sensor alarm from Aico is a revolution in home life safety

AICO has introduced the newest innovation in home life safety – the Ei3030 multi-sensor fire and carbon monoxide (CO) alarm.

As the flagship alarm in its technologically advanced 3000 Series, the Ei3030 combines individual optical, heat and CO sensors for the ultimate response. Specifications include:

- Thermistor heat sensor and high-performance optical sensor that intelligently work together but also operate independently
- A proven electrochemical CO sensor that provides an accurate CO response in line with BS EN 50291-1:2018
- Visual fire and CO indicators, which flash depending on what has triggered the alarm
- Kitemarks for British Standards BS EN 14604:2005, BS 5446-2:2003 and BS EN 50291-1:2018.

The Ei3030 also has built-in dust compensation technology to reduce the risk of false alarms. The optical

sensor chamber continually self-monitors minute changes in dust levels, automatically recalibrating the alarm's trigger point when necessary to reduce false alarms.

The Ei3030 can also be fitted in any room where both fire and CO protection is required – excluding the kitchen – meaning coverage can be provided with fewer alarms.

Like all alarms in the 3000 series, the Ei3030 utilises an easi-fit base, is mains powered, has a 10-year rechargeable lithium cell back-up and is compatible with other Aico mains-powered units.

The device is also compatible with the Ei3000MRF module for wireless interconnection and data extraction via the Ei1000G Gateway.

The Ei3030 also includes Aico's award-winning AudioLINK+ technology, making it simple to gain data directly from the alarm head via the AudioLINK+ app, reporting on information such as alarm activations, sensor status and record of testing.

➔ For more information visit www.aico.co.uk

Thorn helps shine a spotlight on bringing new life to town centre

NEW dynamic Contrast architectural floodlights from Thorn Lighting have helped revitalise the town centre in Dalkeith, Midlothian.

The lighting solution is part of the regeneration of Jarnac Court, modernising the 1960s urban square and allowing Midlothian Council to use colour to celebrate festivities.

Three Thorn Contrast RGBW DMX architectural floodlights with asymmetric optics on six bespoke aluminium columns were positioned throughout the square.

Controlled by an Amaze controller, they helped to create a vibrant urban space that the council can set to a

specific colour to support local and national events.

The Contrast range is a unified series of architectural luminaires that provide unlimited versatility of colour. Its RGBW multichip LEDs are mixed in a single lens to give a homogeneous, perfectly blended colour output with no multi-shadow effect on lit surfaces.

For example, for a German-style night time market at Christmas, the council could program dynamic or static light scenes controlled via DMX RDM. This makes it easy to transform the appearance of the square at night with a splash of Bavarian colour.

➔ For more information on Thorn's outdoor range, visit www.thornlighting.com/en/products/outdoor-lighting



WYLEX SURGE SOLUTION

The IET Corrigendum which came into effect last month updated the requirements for protection against transient over-voltages of an atmospheric origin or due to switching.

The Wylex single module surge protection device (SPD) doesn't require miniature circuit breaker (MCB) protection and connects directly onto the busbar in way No1, just like an MCB.

As a type 2 SPD, the equipment fits all Wylex Consumer Units and SP&N distributions boards and includes a status indicator and volt-free contacts for remote monitoring. Cartridges are

replaceable and locked in place. Wylex SPDs are designed, manufactured and tested to BSEN 61643-11 and certified compliant by Intertek.

➔ For more information, go to www.electrium.co.uk/wylex



SNICKERS' TOP CHOICE TO LOOK COOL ON SITE THIS SUMMER

Look cool and stay cool with Snickers Workwear's summer topwear.

These lightweight, functional tops are designed for work in warmer weather and come in a range of more than 50 styles.

From the new khaki to Class 1, 2 and 3 high-vis options, Snickers Workwear has tops and colour choices for those professional tradesmen and women who want to



look and stay cool on site this summer. Look out for the LiteWork tops, all made from a functional and quick-

drying polyester fabric that delivers everyday comfort and UPF40+ protection in sunny weather. They also have a

bio-based anti-odour finish for cool, ventilating comfort when it's warm on site.

Whatever style option you choose, every Snickers Workwear summer top has a street-smart body-mapping design for a great fit, outstanding functionality and long-lasting comfort – all day, every day.

➔ Getting more information on the Snickers Workwear clothing range is easy. You can call the Helpline on **01484 854788**, check out the website at www.snickersworkwear.co.uk or email sales@hultaforsgroup.co.uk

FIVE MINUTES WITH...

KIRSTY MOORE

EMPLOYMENT & SKILLS ADMINISTRATOR



HELLO KIRSTY. HOW LONG HAVE YOU BEEN AT SELECT?

I started at The Walled Garden back in February 2022, so I've been here a year and four months now.

TELL US A BIT ABOUT YOUR WORK LIFE SO FAR AND HOW YOU ENDED UP AT THE WALLED GARDEN.

I've worked mostly in offices, and my previous job was as a trust accountant with a firm of solicitors, so it was very different to SELECT. I left that job after 13 years and started working for an agency, hoping to find a permanent full-time job, where I was informed of the Employment and Skills Administrator vacancy at SELECT. I was really interested, got an interview and here I am!

WHAT DOES YOUR JOB ENTAIL? TELL US MORE ABOUT WHAT YOU DO.

I deal with the ECS Health, Safety & Environmental assessments, both creating and marking, and any queries that may arise through emails or telephone calls. I also deal with the individuals who come into The Walled Garden to sit their assessment and invigilate them.

WHAT'S A TYPICAL DAY BEEN LIKE FOR YOU SO FAR?

A typical day is dealing with applications, creating or marking assessments and answering calls or email queries, so I'm always kept busy.

HAVE YOU MET MANY SELECT MEMBERS?

I met some at the Toolbox Talk in The Walled Garden last

May, and also attended the first Toolbox Talk of 2023 at Murrayfield last month which was great – it's good to see people face to face.

WHAT HAVE YOU MOST ENJOYED ABOUT YOUR JOB SO FAR?

I enjoy all parts of my role, but especially when I'm able to help individual Members or their companies with specific queries, or even point them in the right direction. I'm always kept busy and each day can be so different to the next.

Quickfire questions:

Cheese or chocolate?
Cheese.

Dog or cat person? Dog.
First car owned?

I don't drive.

Favourite film? *Labyrinth*.
Favourite TV show?

Quite a few but would have to say *Ozark*.

Favourite holiday spot?
I've not really got one as I've been to so many lovely places.

Dream date? My hubby, obviously! But I'd also maybe consider a pub date with Tom Hardy or Jason Statham.

One thing people might not know about you? I'm fascinated by the Kray twins and have all their books and have watched all the films and documentaries made about them. I've also been down to London and visited all the sites and pubs they frequented, which was amazing.

"I ENJOY ALL PARTS OF MY ROLE, BUT ESPECIALLY WHEN I'M ABLE TO HELP INDIVIDUAL MEMBERS OR THEIR COMPANIES"

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KEITH SMITH, Vice-Chair
GRAHAM LYALL, 3rd Representative



Week commencing 2 October.

All venues TBC – contact your Member Representative for details.

Upcoming SELECT events:

CENTRAL BOARD

Thu 7 September – venue TBC
Thu 7 December – venue TBC



Mon 31 July – Dunblane New Golf Club, Perthshire

Summer CARNIVAL

Sat 12 August – The Walled Garden, Midlothian

GREEN HOME FESTIVAL 2023

Mon 14 August onwards – see greenhomefestival.co.uk for details of shows

Competition

Golf wordsearch



A F G Y J K L M B N D F G J Y S R F G E T B
 B S A N D T R A P G C W E B F W F M L N I D
 C H A C G H J K R T I H O L E I N O N E E
 H O L E S A D F G H O R H N A I K L V N M G
 D R I W D W Y U T S C D N G G T W E E F N H
 E E J S C B I J M K L P U T H U L B N A M J
 F C K S W X B N V B G F M R A C E D H M F K
 C A D D Y W G L G O L F B A L L R L T A D L
 G R L A A G K J X G I Q R A F U H J R T E M
 H D M B W Y T F C I J W E B G B U N K E R N
 I E N I R O N S V E K E L C B H M I A U Z F
 J D O C I I M D B F L R L D M O G T S R X R
 K C P D A P H W N G M P A R F U H Y D K L E
 L G O L F B A G M V N T T F L S I R F B M B
 M B Q S R J D O K W G Y Y G R E E N G F O F
 N A R T L K C L U B T U J G N B O U H H P D
 O Z S C U V W F X Y Z I N H K B P E J H G E
 P Y H A N D I C A P Q O D D R I V E R M B D
 Q X T P D E F A G H I J K L M R U Y T B C A
 R W U Z A B C R O U G H P O N D R S T U V W
 S V V Y P U T T X W V U T S R I Q P O N M L
 T U W X A B C D E F G M A S T E R S H I J K

AMATEUR
 BIRDIE
 BOGIE
 BUNKER
 CADDY
 CAP
 CLUB
 CLUB
 HOUSE
 DRIVER
 FAIRWAY
 FLAG
 GLOVE
 GOLF BAG
 GOLF BALL
 GOLF
 CART
 GREEN
 HANDICAP
 HOLE IN
 ONE
 HOLES
 IRONS
 MASTERS
 PAR
 PRO
 PUTT
 ROUGH
 SAND
 TRAP
 SCORE
 CARD
 SWING
 UMBRELLA

Here's your chance to win £50 of Amazon vouchers with our prize wordsearch about our upcoming President's Cup, compiled by SELECT Training Administrator Laurie Burns.

Find the words, take a pic of your finished grid and email it to memberservices@select.org.uk by 7 July. The winner will be drawn at random. T&Cs are online. Congratulations to April/May 2023 winner **Anne C Craib** from **West End Electrical Ltd.**

April/May 2023 Answers

S A B C D D U M F R I E S A N D S A L L O W A Y
 H E S A D D P O C K E P K L F A S B N R L P H
 F T R U G S V P A R K S T E M A R N C K O E X
 T G U A N R Y L P H N N F M L L F B B N F X L
 L H M P E E T N R U S G R O W K C D F E Z C H
 A I O J R K E A S D F H L J N I B V E M Y O I F
 N J S L L L M E C W Y J G K L R M G R U S W T N
 D K S J P E B V C X H Y L S H R E M N S I E D V M
 A P I T T O D R I E S T A D I U M X C O A F O O
 R L E W P O Y T T R E Q S J H O F S T F S J U S
 T S H E T L A N B R T U G X C V B N M M T L A R
 S H O W C E R T Y I S T O R N O W A Y N E M Y C
 O N U K O W E R I J U W T Y I O B R N A A
 T R E P I C K A Q U O Y C E N T R E G V B B N R
 P O L D L E R T U L K J R O F O A M C R V D O
 G O J L M K L M N B V C X Z A S N A S X O J S R
 M U R R A Y F I E L D S T A D I U M Z A C C P O
 R T I R A S D F G H I J K L M N O P Q R S T
 S Y S I N V E R N E S S P B O I T E W E R V E A
 T U L O P D I U V T R E W A S D F R A N G H
 U L L N C N C Z M J L O F L V J H S B L N O
 V F A L K I R K S T A D I U M A B C C E L B V T
 W X Y U I O P H J C O D A S Z C B N E T L E
 H A M P D E N P A R K S T A D I U M N N L F Y L

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Membership Enquiries:

Please phone our membership team on **0131 445 5577** to apply to become a Member of SELECT or if you would like more information about joining. Alternatively you can email us on memberservices@select.org.uk or submit an online enquiry.

PROFESSIONALS' DAY

Wed 20 September –
 The Falkirk Wheel, Falkirk

PRESIDENT'S LUNCH

Fri 29 September – Grand Central Hotel, Glasgow

For sponsorship opportunities, please contact Linda Rolfe on **07810 484 131** or email linda.rolfe@select.org.uk

Showing now on SELECT TV:

EICR CODING

Three-part tutorial on Electrical Inspection Condition Reports (EICRs), and use of classification codes in accordance with BS 7671:2018. Watch Part 1 at bit.ly/STV-EICR1 Watch Part 2 at bit.ly/STV-EICR2 Watch Part 3 at bit.ly/STV-EICR3

CABLE SIZING

This easy-to-follow session demonstrates a method of calculation in line with the requirements of BS 7671. Watch at bit.ly/STV-cable

READING THE SMALL PRINT

Expert Professor Rudi Klein explains why it's vital to always check a supplier's terms and conditions. Watch now at bit.ly/STV-TCs

HOME OFFICES & HOTTUBS

This special online Toolbox Talk was held on 7 July 2021, and saw Bob Cairney discuss the rise of hot tubs and home offices during lockdown. Watch now at bit.ly/TTalk-3

BIDDING STRATEGIES

In this useful film, we offer exclusive guidance and practical advice on bidding strategies. Watch it now at bit.ly/STV-matbid

Next Generation MFT



The NEW MFT-X1

Introducing the MFT-X1, the biggest technical advancement in multifunction tester design for a generation. Rated CAT IV to 300 V, Megger UK have designed and built the MFT-X1 for use on all single and three-phase domestic, commercial, and industrial electrical installations.

For more information visit:

MFT-X1.megger.com



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- High resolution 0.001Ω loop test
- Automatic volt-drop measurement
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- Configurable RCD and EV RDC-DD auto-sequence tests
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