

Representing the Scottish
electrotechnical industry

cabletalk

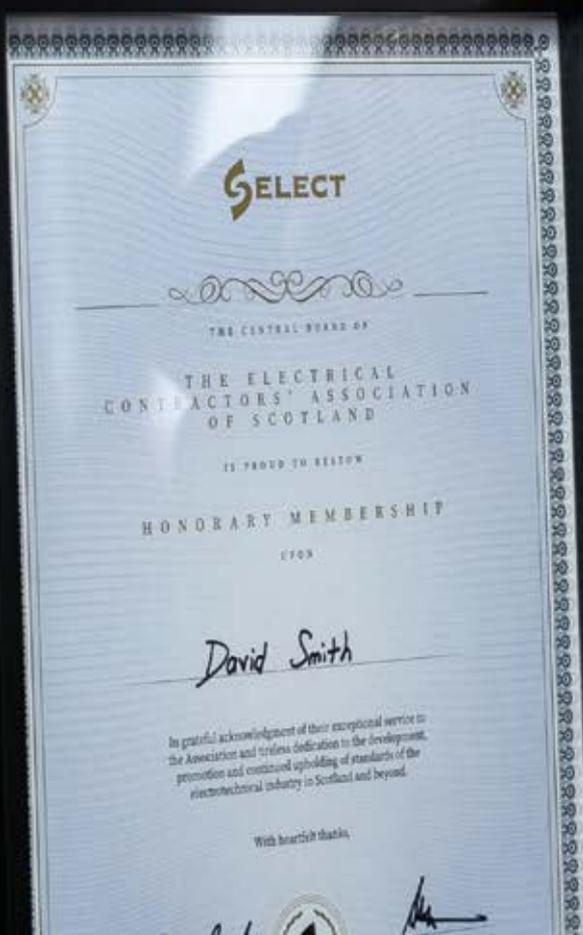
AUGUST/SEPTEMBER 2023 | £4.50

SELECT

→ Embracing the
tech of tomorrow
Special report on the
potential of installing
air source heat pumps

Getting it all
right on site
Our Technical team joins
the Building Safety Group
for an in-depth inspection

On the road to
training success
Learn the right skills
for installing electric
vehicle charging points



Decades of dedication

New Honorary Member David Smith looks
back on an eventful career that includes
tireless work for SELECT and the industry

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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.



Contents



AUGUST/SEPTEMBER 2023

Regulars

- 05 OPINION
- 06 NEWS
- 56 PROZONE
- 62 DIARY

Features

- 14 Celebrating the life and work of Honorary Member David Smith
- 20 Toolbox Talks head north for this year's final roadshows
- 22 Why heat pumps could pay off for electrical businesses
- 24 Associate Member Daikin on future-proofing homes
- 27 Tune into our free webinars for practical advice and support
- 31 Apprentices tell all in second *Sparks' Remarks* podcast

Technical

- 32 We go on-site with the Building Safety Group inspection team

Health and Safety

- 34 New section offers advice on dangers while working

"THE ELECTRICAL INSTALLATION APPRENTICE SCHEME DELIVERS REAL JOBS"
// PAGE 5



ASSOCIATE MEMBERS DONATE TRAINING TECH

Training

- 36 Our new course covers skills for fitting electric vehicle charge points
- 38 Brush up your business skills with our new short e-learning sessions

Industry Insight

- 40 The benefits of making mental health a priority for your business
- 43 Legal advice and updates from our expert friends at MacRoberts
- 44 Take advantage of hassle-free healthcare with our bespoke plan
- 46 Discover the difference proper motivation can make to workers

SJIB Bulletin

- 48 Remember the rules on ECS cards plus advice on apprenticeships

SECTT Update

- 52 Celebrating the hard work of the next generation of industry talent



LEARNERS KITTED OUT FOR A SAFER START

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**



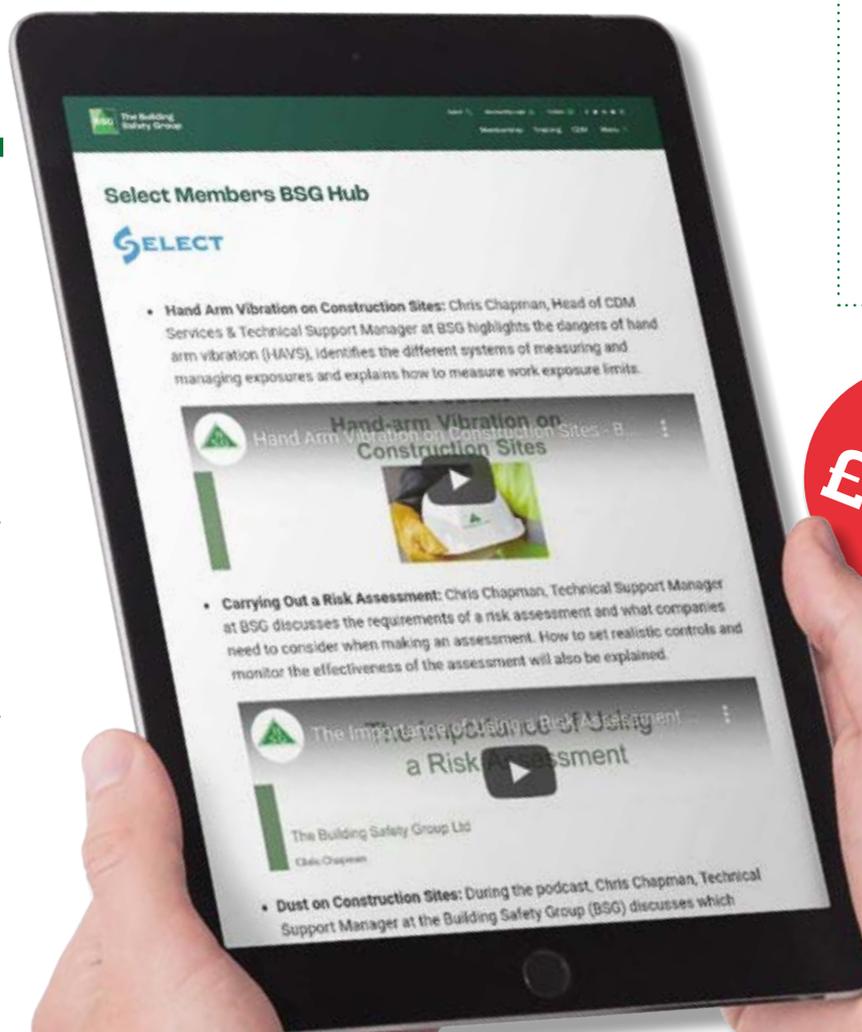
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What will the skills delivery review actually deliver?

A REPORT into a review of the skills delivery landscape in Scotland was published in June. Led by James Withers, former Chief Executive of NFU Scotland, the review considered the functions and remits of Scotland's national skills public bodies and has now proposed 15 recommendations to the Scottish Government for future adaptations to support its National Strategy for Economic Transformation.

In his report, Withers acknowledged the important role training programmes such as apprenticeships will play in delivering the strategy, stating: "I want to consign to the dustbin the outdated view that studying at university is somehow a 'better' kind of success.

"It is undoubtedly something to be celebrated; we should be proud of Scotland's university sector and for many it is an important part of their post-school journey.

"However, there are multiple potential pathways available addressing different learning approaches, using different contexts to provide experience and meeting individual (and economic and societal) needs."

His recommendations included:

- Moving responsibility for national skills planning from Skills Development Scotland (SDS) and the Scottish Funding Council (SFC) to the Scottish Government (Recommendation 3)

- Establishing a new single funding body, which will bring together responsibility for all post-school learning and training funding functions from SFC, SDS and, potentially, the Student Awards Agency for Scotland (SAAS) (Recommendation 5)
- Giving the new qualifications body a clear remit for overseeing development and accreditation of all publicly funded post-school qualifications and the underpinning skills frameworks and occupational standards (Recommendation 8)
- Substantively reforming SDS to focus on the development of a national careers service, with a mission to embed careers advice and education within communities, educational settings and workplaces across Scotland (Recommendation 11).

Among the positive actions which could result from the implementation of certain recommendations could be a funding model which will focus on providing proper financial support for programmes which create real and long-lasting jobs and contribute to the government's plans contained in both its economic transformation and net zero strategies.

It has already been proven that the electrical installation apprenticeship scheme delivers real jobs which contribute to Scotland's economy. It is also clear

that there needs to be a focus on careers advice and for more to be done to promote careers which will drive growth in our economy.

For many years, there has been a lack of direction in this area and the planned changes will hopefully mean that young people will be given advice to consider an apprenticeship when leaving school and not default into a 'university should be your first choice' scenario.

Whatever changes are made, it is vital is that bodies such as the Scottish Joint Industry Board (SJIB) – which includes representation from employers and Unite the Union – have a significant input into the future direction of apprentice training.

What the industry does **NOT** need or want is a fractured training system where electrical training is regionalised and decisions are taken with financial considerations at the forefront.

The industry already has an apprenticeship scheme, managed by the Scottish Electrical Charitable Training Trust (SECTT) on behalf of the SJIB, of which it can be justly proud. With more support and encouragement, and with everyone in the 'team' playing their part by focusing on what they do best, we can deliver a bright future. ■



WORDS
ALAN WILSON
Managing Director, SELECT

News

+ PAGE 8 /
SELECT welcomes new
two-year agreement on wages
for the electrical industry

+ PAGE 10 /
Discussion and debate at
the latest Local Authority
and Client Forum meeting

+ PAGE 9 /
Schneider and CompEX are
welcomed on board as our
latest Associate Members

+ PAGE 11 /
MSP Monica Lennon revealed
as the headline speaker at our
upcoming President's Lunch

Support grows for regulation campaign

Nine more organisations and individuals have added their names to our Wall of Support to show their backing for continuing demands for protection of title for electricians

THE groundswell of backing for protection of title for electricians continues to grow after nine new additions to the Wall of Support being spearheaded by SELECT.

Foysoyl Choudhury has become the latest MSP to pledge his allegiance to our ongoing campaign for protection of title, along with four leading industry organisations and four SELECT Member firms.

Businessman Mr Choudhury, who is the Labour MSP for Lothian, said: "I support SELECT's campaign as poor electrical work can cause damage to homes and businesses, as well as posing a risk to lives."

As well as Mr Choudhury, four SELECT Associate Members have added their names – Building Safety Group (BSG), LINIAN, Flexel and Hager – along with Member firms Stirling Electrical Services, RW Bell, John McNicol & Co and FT Davidson.

Mark Johnson, Communications and External Affairs Manager of BSG, said: "SELECT's campaign will help electricians better demonstrate they have the relevant skills, knowledge and expertise to practice their profession safely, and with less risk."

Adding his brick, Scott McLean, Director and Owner of Stirling Electrical Services, said: "Regulating the electrical industry would ensure standards are raised and electrical safety is improved within the industry, which in turn helps boost the safety standards to consumers and property."

Launched in 2018, the Wall of Support shows the depth of support for SELECT's long-running campaign for regulation.

Managing Director Alan Wilson said: "Among the continuing groundswell of support, it is great to attract



↑ New names have been added to our Wall of Support



→ Foysoyl Choudhury

support from political quarters and also very encouraging to see the number of manufacturers and working electrical contractors who want to help. The campaign has been a long, hard road, but there is a sense that we are entering the end game and we will continue to focus all our efforts in bringing it to a successful conclusion."

By putting their names on a virtual brick in the Wall, supporters are taking a public stance that underlines their backing for legislation in Holyrood which would make it an offence for someone to call themselves an electrician when they have no, or inadequate, qualifications.

As well as more than a third of MSPs, other bodies featured include Unite the Union, Electrical Safety First, The Royal Institution of Chartered Surveyors, the Scottish Association of Landlords and the Energy Saving Trust.

SELECT has been campaigning with industry bodies, such as the Scottish Electrical Charitable Training Trust (SECTT) and the Scottish Joint Industry Board (SJIB), to ensure those who work in the industry do so in a safe and competent manner.



20 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 JUNE 2023

- ERM Electrical, Dunfermline
- Auchenew Electrical, Isle of Arran
- Watech Solutions Ltd, Glasgow
- P & M Electrical Fife Ltd, Anstruther
- S. Firth Electrical Ltd, Bathgate
- FJM Electrical, Perth
- Knox Power Electrical Services, Dalkeith
- Anteisla Electrical Contractors Ltd, Cambuslang
- Aedai (Ae Design & Install) Ltd, Dumfries
- GWG Generators Limited, Kilmarnock
- Irvine Electrical Edinburgh Ltd, Peebles
- EVR Electrical Ltd, Spean Bridge
- Davie Steele Electrical Ltd, Fochabers
- SAFE Services Ltd, Inverness
- Blue Flash Electrics Ltd, Aberdeen
- MGD Outdoor Electrical Ltd, Bothwell
- Easy Electrical Edinburgh Ltd, Edinburgh
- J and R Contracts Limited, Clydebank
- Todd Electrical Ltd, Danderhall
- Energised Ltd, Larkhall

cabletalk in running for mag award

S ELECT has once again been nominated for an award at this year's Association Excellence Awards, which salute the vital work of trade bodies across the UK.

Stakeholder magazine *cabletalk* is up for Best Association Newsletter, Blog, Online or Physical Publication for the second year running, with the winner to be announced at the Grand Connaught Rooms in London on 3 November.

The nomination follows our triumph in October 2022, which saw SELECT clinch the award for Best Membership Support Since COVID-19 in recognition of our ongoing response to the coronavirus pandemic.

Iain Mason, Director of Membership & Communications, said: "We are delighted to be a finalist for the second year in a row and the nomination is a fitting reward for the many contributors who continue to make *cabletalk* essential industry reading."



↑ SELECT's *cabletalk* magazine is in the running for the second year in a row

ACTION CALL OVER ACCORD

Director of Employment & Skills Fiona Harper says "actions not more words" are needed if the new Scottish Construction Accord is to become a success and embed Fair Work across the sector.

Speaking in a new video for the Construction Leadership Forum (CLF), Fiona said it's essential for the industry to work together, embrace equality and improve working practices. She said: "Construction can be a hazardous workplace where

blacklisting and bullying still happens. We need to learn how to address gender inequality and advance equality of opportunity; supporting employers to embed fair and inclusive workplace practices.

"If we get training and skills, procurement and supply chain issues right, we will all make good headway towards achieving a Fair Work outcome for the industry."

Fiona added: "My call to action for the sector would be: Be proud, trust, build on what already exists and help make the Scottish construction industry thrive economically, socially and environmentally.

"I hope the Construction Accord will deliver actions not more words."

Fiona was appointed co-chair of the Fair Work Group on the Construction Accord's Transformation Board following the Accord's publication last October.

It is aimed at creating more successful businesses, enhancing working conditions, improving the quality of construction and becoming a net zero industry.

➔ Watch the video at bit.ly/fiona-vid





↑ Renewable tech was under the spotlight at the eco homes event

Festival's got recipe for green kitchens

As *cabletalk* went to press, SELECT was 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.

Technical Adviser Robert McGoogan was scheduled to present at two shows at the free renewables event, advising on kitchen appliances on 14 August and solar PV and battery storage on 18 August.

Organised by the Construction Industry Collective Voice (CICV) – of which SELECT is a leading member – the festival ran for five days as part of the Edinburgh Festival Fringe, with shows on heat pumps, renewable funding, microwave heating, retrofit projects and more.

A full report will appear in the next edition of *cabletalk*.



SELECT welcomes 'clarity and certainty' over new two-year wage agreement

Months of talks end with announcement of updated pay rates for electricians, apprentices and adult trainees in Scotland

SSELECT says it is “extremely pleased” that a two-year wage agreement has been agreed for Scotland’s electricians.

The deal, which will see rates of pay for electricians, apprentices and adult trainees rise by 7% in 2024 and a further 5% in 2025, will come into effect in January 2024.

The new wage agreement, which will apply across the UK, was announced in July following lengthy negotiations between SELECT, the Electrical Contractors’ Association (ECA) and Unite the Union.

Alex Smith, who is SELECT’s lead negotiator and convenor of the association’s Employment Affairs Committee, said: “This agreement has taken a lot of hard work over a number of months but we are extremely pleased with the outcome.

“In the current climate of ongoing financial uncertainty, and with the cost-of-living crisis continuing to affect everyone, we are delighted to have been able to reach a deal that provides

clarity and certainty over a two-year period. We also believe the deal reflects the dedication required to become an electrician and the standing in which such tradespeople are held in today’s construction industry.

“The future is electric and will require a properly trained and competent workforce, so it is only fitting that such skill is rewarded.”

Under the deal – which comes into effect on 1 January 2024 – hourly rates of pay will rise for technicians, approved electricians, electricians, labourers, apprentices and adult trainees.

Fiona Harper, Director of Employment & Skills at SELECT

and The Secretary of the Scottish Joint Industry Board (SJIB), added: “Full details of the new agreement can be found at www.sjib.org.uk and I would urge all operatives and employers to familiarise themselves with the details.

“As well as thanking the representatives from Unite for their constructive cooperation during the negotiations, I would also like to thank all SELECT Member firms for their patience and recognition that, once again, their trade association was working tirelessly on their behalf.

“The agreement has taken a while to achieve but shows the value of working together to provide a positive solution.”



↓ Alex Smith

SELECTCERTS WEBSITE UPDATE

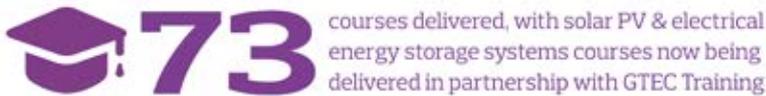
A useful new feature has been added to the In-Service Inspection and Testing of Electrical Equipment (ISITEE) form in the website version of SELECTCerts.

The new feature will automatically generate the Equipment Formal Visual and Combined Inspection and Test Record and the ISITEE Completion certificate associated with an ISITEE Equipment Record.

It also carries over all relevant data to each associated form, including equipment IDs and serial numbers.

➔ Find out more and sign up for a free one-month trial at www.selectcerts.co.uk

UPDATE No15: APR-JUN 2023



MEMBERSHIP & COMMUNICATIONS

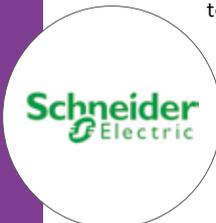
TRAINING

TECHNICAL

EMPLOYMENT & SKILLS

Double boost for Associate Member team

SELECT has welcomed two new Associate Members as we continue to attract an impressive line-up of market-leading manufacturers and organisations.



Schneider Electric and CompEx have joined the 24 other Associates who now enjoy mutually beneficial relationships with SELECT Member businesses.

Tracing its history back to 1838, Schneider Electric drives digital transformation by integrating world-leading process and energy technologies to help businesses make efficiency and sustainability gains.

David Pownall, Vice President of Services at Schneider Electric UK & Ireland,

said: "We've had a long and fruitful association with SELECT over the years, including sponsoring organisation awards, and are proud to be included in an Associate Membership scheme which brings so many benefits to the industry."

Established 30 years ago with the support of industry, CompEx is the international scheme for competency validation and certification of people who work in explosive atmospheres.

Its suite of training and assessment modules are delivered through a network of independent training and assessment centres to support electrotechnical practitioners in sectors including oil and gas, chemicals, pharmaceuticals, food and beverage manufacturing and utilities.

Huw Bement, Managing Director of CompEx, said: "Our international safety and competency scheme is rooted in certifying electrotechnical technicians and engineers operating in hazardous areas, so becoming an Associate Member is hugely important for us. It's a fantastic opportunity to establish new industry connections and continue building existing relationships."

The new Associates follow the arrival of Robus, Legrand, Hispec and V-Tac to the scheme in 2023.

Iain Mason, Director of Membership & Communications, said: "We are delighted that enterprises of the size and stature of Schneider Electric and CompEx have joined us. The scheme has strengthened our relationship with some of the industry's most renowned names and allowed us to grow events such as our Toolbox Talks, President's Cup and President's Lunch."

ADDING UP OUR ACHIEVEMENTS

SELECT has released its second infographic of quarterly statistics for 2023, showing the activity carried out by the association between April to June this year. The update shows

SELECT's many achievements in technical, training, membership, communications, employment and skills, with an update on current membership numbers.

FINALS JOY FOR APPRENTICE

An apprentice from a SELECT Member firm has made it to the finals of SkillELECTRIC, the annual search for the UK's best student electrician.

Danny McBean, who works for Grants of Dufftown and attends Moray College UHI, will fly the flag for



↓ Danny McBean

Scotland in the contest organised by National Electrotechnical Training (NET).

He will now battle it out against seven other young apprentices in the UK Grand Final at Oldham College across the week of 13 November.

A full preview of the competition will appear in the next issue of *cabletalk*.

SECTT Update: Pages 52-55

Catch up with Associate Member news in ProZone: Pages 56-61



↑ Attendees at The Walled Garden for the LACF meeting

Tech talk and updates at Forum

Neutral current diversion and social housing were under the spotlight when we hosted the latest Local Authority and Client Forum meeting

S **COTTISH** Power Energy Networks (SPEN) and Associate Member Flexel were among the guest speakers at the latest meeting of the Local Authority and Client Forum (LACF), hosted by SELECT.

Held at The Walled Garden on Thursday 8 June and chaired by Andy Graham from Fife Council, the hybrid meeting saw 25 industry professionals attend in person and via Teams.

Frank Berry, Circuits Manager at SPEN, delivered the first presentation on neutral current diversion (NCD) – an issue previously highlighted in *cabletalk* and one which the forum has been discussing for a number of years.

Frank advised that an official process for reporting NCD issues would be released once it has been rolled out to SPEN staff and a future stakeholder

engagement meeting would then be arranged to further discuss the issue with local authority representatives.

He also outlined how SPEN have been working with other distribution network operators (DNO) to ensure that guidance is common throughout the UK, with NCD now being included in IET guidance and also in SELECT and City & Guilds BS 7671 inspection and testing training courses.

A second presentation delivered by Craig Herriott from Flexel outlined the features and benefits of infrared heating in social housing, with demonstrations

of the technology now available in our Training Centre.

The final discussion was on carbon monoxide (CO) environmental alarms, with Andy Greenhorn from Fire Angel explaining how they could help social housing be more proactive on issues like mould in properties.

The remainder of the meeting provided an update on the recent Corrigendum to BS 7671:2018+A2:2022 and a discussion on iMist fire suppression systems.

Andy said: “Once again we saw an extremely productive and informative LACF meeting that covered topical areas of interest to all members.”

The LACF returned to The Walled Garden on 13 July for another meeting to discuss local authority issues with NCD and progress of the guidance.

The meeting was again chaired by Andy Graham with SELECT Training Development Adviser Stuart McKelvie providing technical input.



↑ The meeting included discussions and presentations on a range of topics

Professionals' Day on the way

SELECT is polishing its presentations on solar PV, battery storage and heat pumps as it prepares to host the second Professionals' Day next month.

Held in partnership with SNIPEF, the event will see decision-makers from across the wider construction industry gather at the Falkirk Wheel on 20 September.

Architects, surveyors, specifiers and construction project managers will be among those invited for an insight into the latest developments in renewable technology, with advice on innovation and products supplied courtesy of exhibitions by SELECT Associate Members.



© Dmitry Naumov/Shutterstock

Specifier & Client Relations Manager Yvonne Wilson said: "With just a few weeks to go, we're looking forward to sharing ideas and knowledge with sector colleagues and equipping them with invaluable technical insights to help inform their decision making."

A full report of the event will appear in the next issue of *cabletalk*.

INSTALLERS' OZEV LOGO WARNING

Members who are approved installers for the Office for Zero Emission Vehicles (OZEV) should be aware that use of its logo is not permitted as it contains the Royal Arms.

OZEV says text can be used to indicate you are an OZEV approved installer, but logos should be removed from any marketing material, including websites, leaflets and vans.

The same rule applies for the Office for Low Emission Vehicles (OLEV) logo.



Office for Zero Emission Vehicles

CHANGES TO FIRE ALARM RESPONSE

Members should be aware that, from 1 July onwards, the Scottish Fire & Rescue Service (SFRS) has stopped attending automatic fire alarm callouts to commercial

business and workplace premises unless a fire has been confirmed.

Dutyholders with responsibility for workplace premises should now safely investigate a fire alarm before calling 999 as SFRS control room operators will be asking for confirmation of an actual fire, or signs of fire, before sending the nearest resource.

This change does not apply to sleeping premises such as hospitals, care homes, hotels or domestic dwellings, which will continue to get an emergency response.

The change follows an SFRS public consultation in 2021 and is estimated to greatly reduce unnecessary callouts and free up firefighters to attend real emergencies.

President's Lunch hosts MSP Monica

MSP Monica Lennon will be the headline speaker at the second SELECT President's Lunch, which will again be hosted at the historic voco® Grand Central Glasgow hotel.

Around 100 special guests will gather for the high-profile networking event on Friday 29 September, including senior political and construction industry figures and representatives from other UK trade bodies.

Labour MSP Ms Lennon – who is the Convener of the Cross-Party Group on

Construction – will address guests at the invite-only event, which will honour an industry figure with our Lifetime Achievement Award.

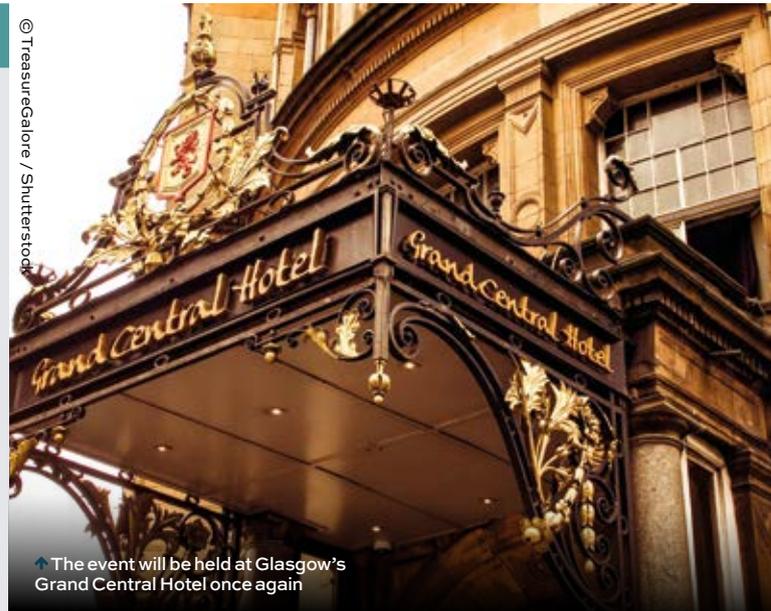
Proceedings will once again be sponsored by our Associate Members, with Electrium as official headline event sponsors and MacRoberts as official drinks

sponsors. Managing Director Alan Wilson said: "After the success of last year's inaugural event, we decided to give Central Board and



↓ MSP Monica Lennon © Alttopix/Shutterstock

© TreasureGalore / Shutterstock



↑ The event will be held at Glasgow's Grand Central Hotel once again

fellow industry bodies another chance to meet and network and we look forward to catching up with sector colleagues again."

Further information can be found at www.selectawards.co.uk

MACROBERTS LLP

electrium

Skills 'vital' for industry future

New report highlights the importance of training a new generation of properly qualified electricians to ensure we have a workforce that's fit for tomorrow and is ready to make the most of new renewable tech opportunities

SELECT has welcomed the results of a new report into the electrical industry in Scotland and says it shows the importance of proper training to replace an ageing workforce.

The new Labour Market Intelligence (LMI) report issued by The Electrotechnical Skills Partnership (TESP) contained a 'snapshot report' for Scotland which showed that:

- 19,600 individuals currently work in Scotland as electricians and electrical fitters
- 54% of workers are in the 25-49 age bracket, compared to the UK figure of 50%
- 77% anticipate a demand for more qualified electricians, compared to 54% for the UK
- 70% believe that greater promotion of electrotechnical careers is needed to tackle recruitment problems, compared to the UK figure of 49%.

The LMI also showed that respondents in Scotland have a slightly more optimistic view of preparedness of job applicants, with 60% saying that they have the skills they require to do the job well, compared to the UK figure of 58%.

Fiona Harper, Director of Employment & Skills, said: "This report pinpoints the need to replace an ageing workforce with fully-skilled electricians.

"This recognition doesn't just lie with training bodies and trade associations, but also the contractors themselves, who believe we need to better promote the industry to attract the talent of tomorrow and equip them with the knowledge required to fill the skills gap."

Carried out by research experts Pye Tait and funded by industry charity NET, the detailed study

"IT'S PLEASING TO SEE CONTRACTORS LOOKING TO THE FUTURE AND RECOGNISING THE SEISMIC SHIFT THAT SUCH TECHNOLOGY WILL BRING"

also suggests the current demand for renewable expertise is being met better in Scotland.

Respondents said they have the necessary skills for EV charging equipment installation (59%), electrical energy storage systems (50%) and heat pump installation

and design (46%), compared to 34%, 31% and 25% respectively across the UK.

Looking to the future, some 89% of respondents in Scotland also anticipated demand for qualified electricians as a direct result of new technologies, compared to the UK-wide figure of 53%.

Fiona added: "These figures suggest that contractors north of the Border already see things slightly differently when it comes to renewables, both in terms of the skills they currently have and what will be required to meet demand going forward.

"It's pleasing to see contractors looking to the future and recognising the seismic shift that such technology will bring – and how vital it will be to have a suitably skilled workforce to navigate the many challenges and grasp the many opportunities that lie ahead."

77%

anticipate a demand for more qualified electricians, compared to 54% for the UK



↑ The report gives a snapshot of the electrical industry

19.6K

individuals currently work in Scotland as electricians and electrical fitters

89%

of respondents in Scotland also anticipated demand for qualified electricians as a direct result of new technologies, compared to the UK-wide figure of 53%

Support for Members working on EV charging

Members are being reminded that SELECT has launched three new membership sub-categories to reflect the growing demand for the installation of electric vehicle (EV) charging equipment.

They were introduced 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 are **ONLY** available for Members 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 and specific technical requirements must be in place before classification and approval is given.

SELECT will also require a signed declaration by your principal representative, together with evidence of your nominated competent person having recent assessed training in both BS 7671 and EV charging equipment installation.

A guide to these sub-categories is available from the SELECT website. For more information, contact our Technical

Administrators on **0131 445 5577** or via email at **technical@select.org.uk**

➔ SELECT launches EV charge point installation training course: **Pages 36 & 37**



HAVE YOUR SAY ON BUILDING WARRANT FEES

A Scottish Government consultation on building warrant fees is now open, with views being sought on changes to fees to support the strengthening of the building standards system. The consultation will run until 24 October and can be accessed at bit.ly/build-fees



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David's still dedicated to making a difference

With a strong sense of service that began in the 1960s and is still going strong today, SELECT's newest Honorary Member David Smith is optimistic about our industry's prospects for the years to come. Here, he reflects on his eventful career and looks ahead to the future

WORDS
STEWART McROBERT

DAVID Smith has spent many years promoting the cause of small, independent operators and has also shown how any Member, no matter their background, can become President of SELECT. In recognition of this outstanding service to both the association and the electrotechnical industry in Scotland, David was recently made an Honorary Member of SELECT at the 2023 AGM in North Queensferry.

The ceremony was a fitting moment for such a pivotal figure in SELECT's history, and someone who has come a long way

and seen plenty of change since his early days on the tools.

David said: "When I became a member of the Electrical Contractors' Association of Scotland (ECAS)

many years ago it felt to me like it was very much like an old boys' club, with a lot of big companies having sway. I felt that the association would be of more use to smaller companies than larger ones and over the years I think we've worked hard to redress the balance."

FIRST TASTE

David's life of dedication to the industry began in the 1960s when he started his apprenticeship as an instrument technician at Clyde Iron Works. "That's where I first got my taste of engineering," he said. "If people ask, I always describe myself as an engineer."

It was at a time of big changes in the industry and David's career reflected wider developments. He became a control engineer in the Iron Works' power station and then moved to Clydebridge Steelworks as a fuel engineer.

"Ironically, the steel industry at that stage was very 'green' orientated,"

"I'M VERY PROUD TO BE A MEMBER OF THE ASSOCIATION THAT WOULD BECOME SELECT"

↓ David Smith can look back on his career with a sense of pride



he said. “It produced all its own gases and ran them back into the system. It was magnificent engineering and I think back on that period as a glorious time for the industry, as well as for me as an engineer.”

Despite its glory, the industry was shrinking, and David realised it was time for change. He joined boiler makers NEI Thomson Cochran as contracts manager and got involved in the business side of the operation.

He said: “I enjoyed the work but could see that there was a shortage of good quality engineering firms to act as suppliers – a role that I could fill.”

FROM ECAS TO SELECT

After consulting a few trusted advisors, David set up David WH Smith Heating & Electrical Services and – recognising that being part of a trade association would help his new business – he duly joined ECAS.

He said: “I’m very proud to be a member of the association that would become SELECT. It’s a great organisation and makes you feel very much part of the industry.



↑ David, front left, with fellow office bearers at the association’s Centenary Dinner in Edinburgh in March 2000



↑ David received the SELECT Lifetime Achievement Award in 2018

“When I was considering membership, some good friends were in the organisation and they spoke very highly of it.”

After he joined, those same friends persuaded David to become Vice Chair of the Glasgow & West of Scotland Branch, which was the first of many official positions he held.

He explained: “I moved on to be Branch Chair, running the Branch meetings. That’s when I got put into the Central Board membership and got to see the workings of SELECT.

“It’s very much based on branch input, so if the branches are not operating properly it’s difficult for SELECT to do the same. I’m a great believer in democracy and I think the leadership team feels the same way. It has to be the Members who make the decisions and the secretariat who make things happen.”

David’s SELECT timeline

1990

Joins the ECAS, which will later become SELECT

1998

Elected Vice Chair of the Glasgow & West of Scotland Branch, joining Central Board

1998-2000

Serves as Chair of the Glasgow & West of Scotland Branch



THE SELECT VERDICT

WORDS

ALAN WILSON

Managing Director



David Smith is quite simply a legend at SELECT and across the wider electrical industry in Scotland, well known and equally well respected by all who have had the pleasure of dealing with him down the decades.

I have benefited from his wise counsel on numerous occasions over the years and I know my colleagues at The Walled Garden are also grateful for his input and guidance across numerous committees, working groups and social occasions.

As you will have read on these pages, David's continued enthusiasm for the industry is an example to us all as we face

continuing uncertainty on so many fronts.

His continuing attendance at Branch Updates and interest in developing technology is testimony to both his genuine passion for the industry and eagerness to see how SELECT can keep helping his fellow electricians grow and prosper.

After winning the SELECT Lifetime Achievement Award in 2018, most people would have been content to rest on their laurels, slow down and enjoy retirement but David is not most people.

Instead, he is a perfect example of why our trade association continues to thrive and why Members will always be our lifeblood.

I know that David's fellow Office Bearers couldn't think of a better recipient of Honorary Membership and I hope that he will continue to contribute plenty more years of experience and enthusiasm.

"HE IS A PERFECT EXAMPLE OF WHY OUR TRADE ASSOCIATION CONTINUES TO THRIVE AND WHY MEMBERS WILL ALWAYS BE OUR LIFEBLOOD"

According to David there have been several highlights along the way. He recalled: "One of those was when I was asked to be chair of a finance sub-committee of the Electrical Contractors' Association (ECA) in England and Wales.

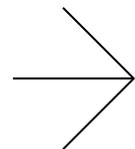
"The sub-committee, ESCA Estates, handled the sale of ECA's London headquarters during the 2000s. SELECT had given a donation to help buy the property in the first place. The sale was a major undertaking and eventually the building was purchased for a lot of money.

"Notably, SELECT managed to negotiate a significant return and I remember that Financial Director John McGhee was cock-a-hoop! Meanwhile, ECA subsequently bought a new property in London near Wapping, Rotherwick House, and that's where they still are today."

FLOURISHING BUSINESS

While his influence within SELECT grew, David's business flourished too, as he revealed: "In the early days I took on a close friend as a business partner. I'd known him for many years, since we were both involved in the Scouting movement. As well as general electrical installation we focused on specialist radiant heating and high efficiency boilers. I travelled throughout Europe, training heating engineers to commission this equipment."

On the electrical side, the company worked with Portakabin on both temporary and permanent building projects. In time, the firm that produced



2000-2003

Serves as Branch Officer
for Glasgow & West of
Scotland Branch

2003-2005

Elected Vice President
of SELECT

2005-2007

Elected President
of SELECT

DAVID WH SMITH HEATING & ELECTRICAL SERVICES

BRANCH:
Glasgow and West
of Scotland

PHONE:
0141 647 2634



David, right, receiving his Honorary Membership from President Alistair Grant at the SELECT AGM in July

the heating system was bought over and David decided to

focus on smoke fire damper projects.

“At one point our workforce grew to between eight and 10,” said David, “and it was then that we started taking on apprentices. Over the years we have had between 15 and 18 young people come through that route. Those that we took on were usually Scouts. With that background we knew they could work under pressure, as a team and do all the things you’d expect an electrician to do.”

Most of the firm’s apprentices went on to have

their own companies. “I think that speaks volumes about the way that we trained them,” said David. “We helped them think for themselves and we’re very proud of that. Similarly, the training we got from the Scottish Electrical Charitable Training Trust (SECTT) was first class.”

CHANGING TIMES

The high standards on offer from SECTT were symptomatic of developments at SELECT. David said: “The biggest change I’ve seen is the increasing professionalism of the secretariat. It’s a real strength and allows us to have greater influence.”

He believes that power to have an impact has

also been increased by devolution. “When the Scottish Government needs to get some information on the electrical industry, they listen to what we have to say,” David said. “Often, we’ll send a report to Holyrood and it ends up being quoted by a minister. Obviously, at the moment we’re fighting to get professional status for individual electricians. It’s been an up and down struggle, but I think we can get there.”

Despite semi-retiring more than three years

“WE USED TO SAY THE FUTURE IS ELECTRIC. BUT, WE’VE MOVED ON, AND NOW IS ELECTRIC”

David’s SELECT timeline

2007-2011

Serves as Immediate Past President

2011 ONWARDS

Serves as Branch Officer for Glasgow & West of Scotland Branch

2018

Receives SELECT Lifetime Achievement Award (right)

"The awards I've received always come as a total surprise, but are wonderful. I've given my time and my company's time because that's the way the industry should operate. We should all do our bit. It's good for you and for your firm. It increases your knowledge and you find that when you have a problem you have people you can turn to. I'm really proud of the Honorary Membership. It's humbling to be beside some of the names on that board. I feel that this wee boy from Rutherglen has done alright!"

ago, David still takes on occasional smoke fire damper projects, commissioning and project managing the job to completion. "A lot of it's done on Zoom, or through a phone call," he said. "After that, I may do a visit to get the job up and running. Luckily, it's not difficult or strenuous."

Looking back he said it's been a joy to be part of the SELECT team. "I'd like to say thanks to all the different people I've worked with. They've always been very welcoming. The secretariat deserve praise and sometimes they don't get appreciated fully by the Members. I'm impressed by many of the new Members who have come to the fore and I have no qualms about the future of SELECT."

David remains involved in the Training and the Electrotechnical Committees at

SELECT, explaining: "Those are keen interests, but I'm wise enough to step back when it's appropriate, as I've made clear to the people who run the committees. Luckily, they've kindly said that they'd like to keep using my knowledge and skills."

His long experience also gives him a keen perspective on the way ahead, and he says he is optimistic: "The future is extremely positive, especially with the emphasis on green energy. Lots of sectors have no option but to change over to electric, which means there will be an even bigger call for electrical engineers."

"We used to say the future is electric. But, we've moved on, and now is electric."

Thanks to the efforts of David and others at SELECT, this is a future that all firms, large and small, can share in. ■

Football lover has hat-trick of other interests



Away from the electrical trade and SELECT, David has three passions: Clyde FC, the church and the Scouting movement.

"Clyde are the 'Rutherglen club' and I've always supported them," David said. "As a youngster I'd go to Shawfield with my brother and friends. There was a time I drifted away because of work commitments."

But one day I realised that, while I was working on the weekends others were going to the football and enjoying themselves so I decided to go back. Now, as a member of the Clyde Community Trust, I'm a part owner of the club. We're currently exploring the possibility of moving to the Crownpoint Sports

Complex and building a new 8,000 seater stadium. All we have to do is find the money!"

A lifetime church-goer, David is a

member of Rutherglen West & Wardlawhill Church of Scotland. As with other parts of his life, he takes an active role. "I've just come back from the General Assembly where we discussed the difficult time the church is facing," he said. "There are too many churches and too few people going. I'm now involved in an implementation group to bring churches together and sell properties."

Not content with just that, David also helps out at another church close by, where an organisation runs youth groups that attract about 300 young people every week. What's more, he acts as an 'assessor elder' at the neighbouring Toryglen Community Parish.

As if that's not enough, David enjoys a high position in the Scouting movement.

He said: "I've been involved all my days as assistant cub leader, assistant scout leader, scout leader, and group scout leader before moving into district and area positions. Among other things, I ran Greater Glasgow Scouting Council during the 2000s. I'm currently on the local appointments committee and feel very fortunate because I get to meet young and enthusiastic people who are coming in to help lead the organisation."

"NOW, AS A MEMBER OF THE CLYDE COMMUNITY TRUST, I'M A PART OWNER OF THE CLUB"

Scouts

2023

Receives Honorary Membership of SELECT





↑ RS Merriman staff were out in force for our Orkney event

A northern trip to remember

WORDS
LINDA ROLFE
Events, Marketing
& Communications
Coordinator



After kicking off at Murrayfield in May, the second half of the 2023 Toolbox Talks saw our northern Members out in force to meet the SELECT crew and discuss heat pumps, battery storage and more, culminating in the final whistle at Stornoway at the end of June

FROM puffin-spotting in Orkney to sweltering in unexpected sunshine in Shetland, the second leg of the 2023 Toolbox Talks certainly ended in style. The final three weeks of our annual roadshow saw us head north as our Technical Advisers delivered technical updates on air source heat pumps and electrical energy storage systems to Members on the mainland and beyond.

Following the update in the previous issue of *cabletalk*, the Toolbox Talks roadshow rolled into Aberdeen and Inverness on 6 and 7 June, before island-hopping across the sea to events in Orkney, Shetland and Lewis.

Once again, there were many highlights on this second half of our tour, but just like last year, the thing that shone through was the friendly welcome from Members and how much they appreciated us dropping into their Branch area.

This was never more evident than in Orkney on 13 June, when most of the workforces from Member firms RS Merriman and E Fraser Electrical joined us at the Pickaquoy Centre in Kirkwall – from apprentices right up to management!

Aside from the satisfaction of seeing a full house, chatting over a coffee and bacon roll again brought home



↓ ECIR quiz winner Alistair Leslie of Ness Engineering with Keith Hagan in Shetland

how much SELECT means to Members across Scotland and why there's no substitute for delivering advice and information and getting to know people face-to-face.

We also had plenty of support from our trusty Associate Members on this last leg – especially when, despite a 4am start, a delayed flight meant we were running three hours late for our most northerly event on Shetland on 14 June.

Finally touching down, we rushed to the venue in Lerwick – only to find that everything had already been set up by Luceco's Steve Conn and Davy White from DEHN UK, who had caught the overnight ferry and had everything in hand. Now that's what you call teamwork!

At our final event in Stornoway on the Isle of Lewis on 21 June, I felt sad as we packed away the pop-up banners and gave away our final prizes and goody bags – but happy that there was now room in our suitcases to take home plenty of the island's famous black pudding!

FUN FOR EVERYONE

With the dust now settled on this year's technical talks, a special shoutout must go to the generous folk at Luceco and fellow Associate Member Test Instrument Solutions, who donated competition prizes for the EICR coding

quiz that rounded off every event. Thanks also to Sandy Thompson from Megger, who once again organised a voltage pen and two-pole voltage tester and proving unit as the star prizes in our popular Beat the Buzzer game. We're going to miss you, Sandy!

It was also great to welcome SNIPEF member Callum Cruden and representatives from manufacturers Daikin and NIBE, who attended Aberdeen and Inverness to answer questions about air source heat pumps. It provided a different aspect to the presentations and I know Members found them useful.

The EICR coding quiz also went down a storm at every event, with some impressive levels of knowledge among Members as they battled to be fastest finger first – we'll definitely be doing something similar next year.

To everyone who took part in this year's events, whether exhibitor, Member or guest, thank you for making them such a success. And thanks to everyone who filled in our survey, too – we're already examining your feedback to make Toolbox Talks 2024 bigger and better. ■



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)
- **29.87** – Sean Maclean, Alex Murray Construction Ltd (Stornoway)
- **30.01** – Stuart Wood, SWES & Ashgrove Ltd (Aberdeen)
- **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)
- **38.30** – Steven Smith, Ness Engineering Ltd (Shetland)
- **39.80** – Scott Taylor, C & F Electrical Services Ltd (Dundee)
- **46.24** – Ryan Watt, RS Merriman Ltd (Orkney)
- **60.20** – Calum Watson, CJE Electrics (Inverness)

→ David Forster, David C Forster Ltd



↑ The team from E Fraser Electrical also joined us at the Kirkwall talk

Don't miss out on the potential of renewables

Plumbing firm boss Lachlan McInnes explains why he's urging electricians to make the most of the business opportunities presented by heat pumps

WORDS
TIM POWER

LACHLAN McInnes provided the heating engineer's viewpoint at some of our recent Toolbox Talks, where he urged electricians to embrace air source heat pumps and associated technologies as soon as they can to avoid missing the potential of renewables as the sector quickly grows. He can understand that electricians are currently busy with conventional work, and they may be put off by the admin of planning installations, but with the Scottish Government committing to replacing gas boilers on new properties with renewable options after April 2024, he says the opportunities are enormous.

Here, *cabletalk* speaks to the SNIPEF member whose Inverness-based company the McInnes Group is training its own electricians to take advantage of the growing market for installing air source heat pumps and associated renewable technologies.

HOW DID YOU FIRST GET INTERESTED IN RENEWABLES?

When I was starting out in my business in 2010, I was finding it very tough to compete with established gas engineers in the area because they could offer much better incentives and longer warranties than I could. That's why I started to look into the new renewable technologies that were developing at the time, such as biomass boilers, solar PV and air

source heat pumps, and which were promoted by government subsidies.

To get on top of the technology, I actually went back to college to get my BPEC qualifications in how to install the systems and, although it took a couple of years for the business to pick up, this decision has really paid off. Now I employ 36 people and the majority of my business involves installing a whole range of renewable packages for both commercial and high-end private residences. The biggest problem now is finding electricians, particularly those that have the understanding of this new technology – that's why I employ and train my own electricians within the company.

WHAT WAS YOUR EXPERIENCE OF INSTALLING HEAT PUMPS AT THE BEGINNING?

To be honest, the first air source heat pump I installed around 10 years ago was a bit of a nightmare as there was little support to draw on. We had to work out things ourselves and I admit we made some mistakes, from the design of the installation to ordering the wrong materials or not completing the forms properly. Any mistakes were fully rectified at our cost. It's all about getting experience under your belt.

However, it's not like that any more; the training offered by manufacturers is much better and there's a lot of support available as the technologies have become more common.

WHY DO YOU BELIEVE THAT RENEWABLES ARE A GREAT OPPORTUNITY FOR ELECTRICIANS?

In the early days, we would sub-contract an electrician for the installation but we had to give them guidance on what to do, as very few of them were experienced in the technology.

But today, the installation of this technology, particularly the air source heat pumps, is heavily weighted to the electrical side. When I first started installing them, it was 50% on the mechanical installation side, but now, if you undertake a full renewable install with an air source heat pump, PV,

↓ Lachlan at work with a heat pump



"FOR SPARKIES, THE WIDER OPPORTUNITY IS ENORMOUS, PARTICULARLY AS A GROWING NUMBER OF INSTALLATIONS THAT WE'RE DOING INVOLVE A PACKAGE OF RENEWABLE TECHNOLOGIES SUCH AS EV CHARGERS, SOLAR PANELS, BATTERIES AND AIR SOURCE HEAT PUMPS"

batteries and EV chargers it's around 80% electrical. That's why there is a huge potential for electrical contractors to get into the market.

WHAT DO ELECTRICIANS NEED TO KNOW ABOUT WORKING WITH RENEWABLE TECHNOLOGIES?

From a technical sense, they obviously need to understand the product they are installing; what electrical supply it needs, the type of isolators and cables to use and, in terms of air source heat pumps, they would obviously need to sub-contract a plumber for part of the installation.

It's important to work out the amps of the house, and then decide whether to raise a notification to National Grid/Energy Networks Association to increase the load. You've also got to make sure the property's got the right size breaker and that the earth is up to standard. You also need to check if there is space for sub boards if you need them, and that's just on the air source heat pumps because it gets more complex when a customer wants multiple renewable technologies installed such as PV solar panels, batteries, etc.

So, you can see that there's quite a lot on the installation side that electricians need to know about before they start work, and this is the vital aspect of working with renewables, but it's all within an electrician's experience to do this.

WHY DO YOU THINK MORE ELECTRICIANS ARE NOT ENTERING THIS SECTOR?

I think one of the biggest barriers to electricians getting into the market is the pre-installation

planning and paperwork; it's admin heavy and you need to do the admin up front.

Most electricians, like plumbers, want to be out in the field working, not stuck in the office.

WHY SHOULD ELECTRICIANS GET INTO THE SECTOR NOW?

Air source heat pumps and associated renewable technologies are not a passing fad – they are inevitable now that the Scottish Government has committed itself to phasing out gas boilers after 2024. I think that most electricians are incredibly busy at the moment with current work and they have not had time to look at the potential of this sector yet.

The government has gone all-in on renewables, so if electricians avoid it for too long, they'll come to a point where there'll be no incentives for customers and no help for training – it will soon become a mature market and there'll be more people in it to compete with. That's what happened with me in the gas market in the early days – I could not compete with the established players. However, the renewables market now is better established but it's also still evolving, so it's a good time to get started in it, particularly as there is a great shortage of quality installers at present.

WHAT'S YOUR MESSAGE TO ELECTRICIANS?

Don't get left behind! I would say for sparkies, the wider opportunity is enormous, particularly as a growing number of installations that we are doing involve a package of renewable technologies such as EV chargers, solar panels, batteries and air source heat pumps. The only mechanical aspect of the installation of an air source heat pump is the plumbing part, everything else is electrical. So, the market for air source heat pumps and integrated renewables is probably the biggest opportunity for electricians over the next 10-15 years. ■



↑ Lachlan discussed the potential benefits of heat pump installations for electrical contractors at our recent Toolbox Talks



↑ Lachlan has embraced the changing nature of his business

WORDS
MARTIN PASSINGHAM
 Department Manager
 Product and Training,
 Daikin UK



Face the future with confidence

In the second part of this special report on renewables technology, our Associate Member explains why it's vital to future-proof homes to meet net zero targets – and provides two examples of air source heat pumps in action

In June 2023, the Scottish Government proposed a ban on gas boilers for new buildings which sets out to ban fossil fuel heating systems in all new homes built in Scotland from April 2024.

From this date, developers will only be allowed to use heating systems with no direct emissions, meaning that new homes will either need to be fitted

with heat pumps or connected to low-carbon heat networks.

This is a bold move towards meeting Scotland's climate obligations, with Scotland's Minister for Zero-Carbon Buildings, Patrick Harvie, saying the

change will be “essential” to Scotland's ability to meet its 2045 net zero carbon target. He believes the proposals to use heat pumps, solar and electric energy instead of gas boilers will “lead the way” in cutting emissions.

So what does this proposed gas boiler ban mean for the electrical industry? How will it impact householders? Will it future-proof new homes against rising energy costs? And crucially, will it succeed in cutting carbon emissions from Scotland's homes and buildings?

FUTURE-PROOFING NEW HOMES

Installing a heat pump in a new home which has been designed specifically for the system can often cost less than retrofitting a new home.

Plan a heat pump into the initial build and it becomes an easier and more cost-effective solution. Plus homeowners can rest assured that there will be no need to switch heating systems as government regulations come into force for retrofit as well as new build properties.

CASE STUDY 1: NEW BUILD

The owner of a newly self-built two-bedroom cottage opted for a low-temperature heat pump as part of an eco-friendly lifestyle design for his retired parents and a focus on maximum comfort, economy and efficiency.

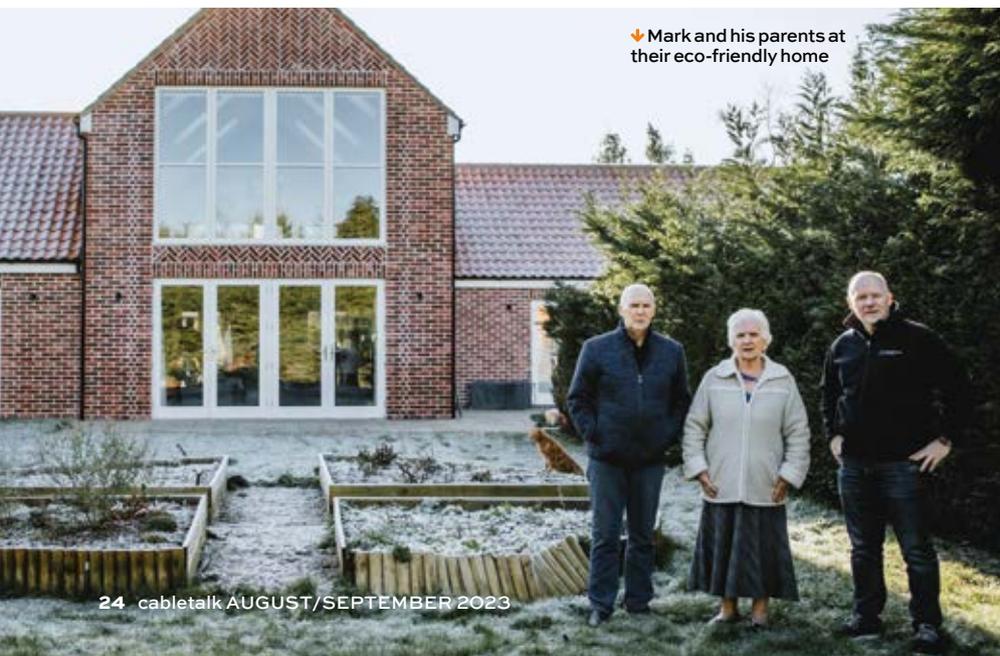
The cottage in Normanton on Trent is on land owned by Mark Lewis, Managing Director of Airway Group, a Daikin Sustainable Homes Centre and air conditioning installer.

Mark was fitting the cottage for his retired parents and was keen to reduce their worries about heating costs. The entire build was conceived with an older couple in mind and is an eco-home, designed for low energy costs and no worries about heating.

The cottage's green credentials – just visible outside – included the 6-Class Daikin Altherma low temperature R-split air to water heat pump and a rooftop



↑ Outdoor unit for low-temperature refrigerant split system



↓ Mark and his parents at their eco-friendly home



↑ The integrated hot water cylinder



↑ Willow Cottage was fitted with a heat pump

"THE ENTIRE BUILD WAS CONCEIVED WITH AN OLDER COUPLE IN MIND AND IS AN ECO-HOME, DESIGNED FOR LOW ENERGY COSTS AND NO WORRIES ABOUT HEATING"

3.0 kW solar photovoltaic installation that fed into the heat pump to enhance its overall efficiency.

The heat pump served 11 underfloor heating zones downstairs, which were always open. A Daikin Madoka

controller allowed small adjustments of the indoor temperature, when needed. The heat pump also served a 230-litre Daikin domestic hot water cylinder.

Mark said his parents like the new system because they don't have to worry about the cost, adding: "They're keeping the house very warm. The heating bill would have been high because they like their house at 23°C. They would be the kind of people who would really be feeling the pinch at the moment."

PLANNING AHEAD

The proposed regulations will also have an impact on the decisions taken by homeowners when it comes to replacing existing boilers. So if their current gas boiler is starting to fail, what should they replace it with?

With the long-term shift towards heat pumps, and government incentives in place to ease the way, there seems to be a clear option.

The Home Energy Scotland Scheme is now offering homeowners in Scotland a standalone



← Susan Holt at Willow Cottage

grant of £7,500 to install heat pumps, with enhanced measures also including an extra £1,500 for use in rural areas.

CASE STUDY 2: REPLACING OIL

One couple who decided to take this step scrapped the oil-based heating system that came with their new rural home in favour of a Daikin Altherma high temperature air source heat pump.

Based on a traditional long cottage, the Holts' Willow Cottage is at the centre of a two-acre smallholding near Oswestry. After their old oil boiler broke down, the couple decided it was time for change. They duly contacted Paul Thorney of Oswestry-based Air2Heat Ltd, who recommended the R32-based Daikin Altherma 3 H HT heat pump – and the 10 class version to handle current and future demand for heating and hot water.

The Quiet Mark certified outdoor unit was positioned outside the boiler room, which housed the indoor floor standing unit, integrated with a 180-litre hot water cylinder.

The cottage will have some additional underfloor heating installed when all the renovations are complete, but the heat pump will continue to serve most of the existing radiators.

As a result, the cottage has a much-reduced carbon footprint. A further benefit is that the R32 refrigerant in the new-technology heat pump has a much lower global warming potential (GWP) than earlier gases.

MEETING NET ZERO BY 2045

How this new legislation will impact the house-building industry has yet to be seen. However, it's clear that this plan to ban gas boilers from new buildings is an ambitious move to slash carbon emissions.

Scotland won't meet its target of being net zero by 2045 unless bold steps are taken. The urgency of moving away from fossil fuels and cutting carbon emissions has never been clearer and Scotland – and its electricians – have a key role to play in the net zero energy revolution. ■

VIDEOS PUT YOU IN THE PICTURE



SELECT TV keeps you updated with exclusive industry information and Member content



6+

hours of on-demand content



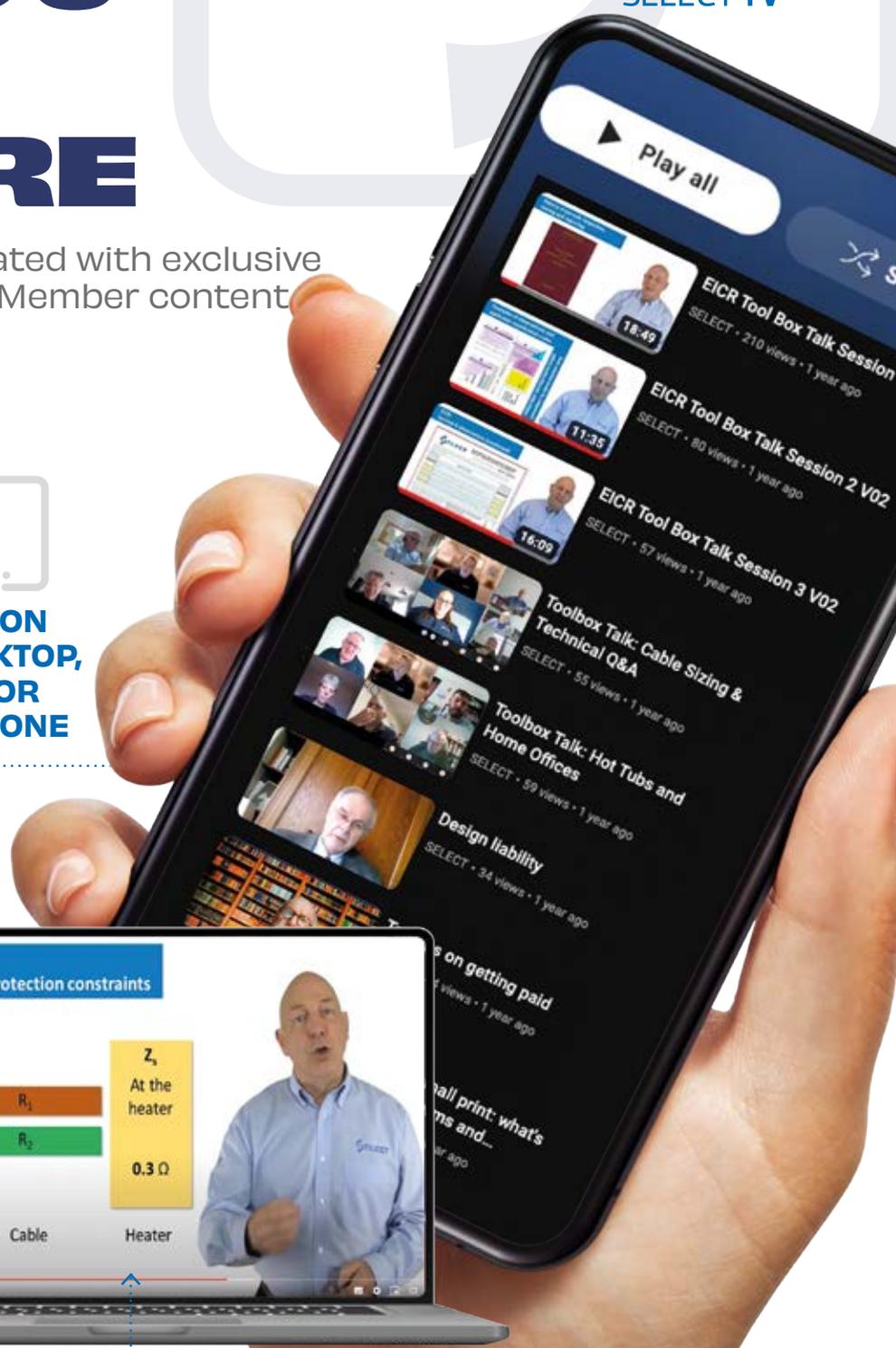
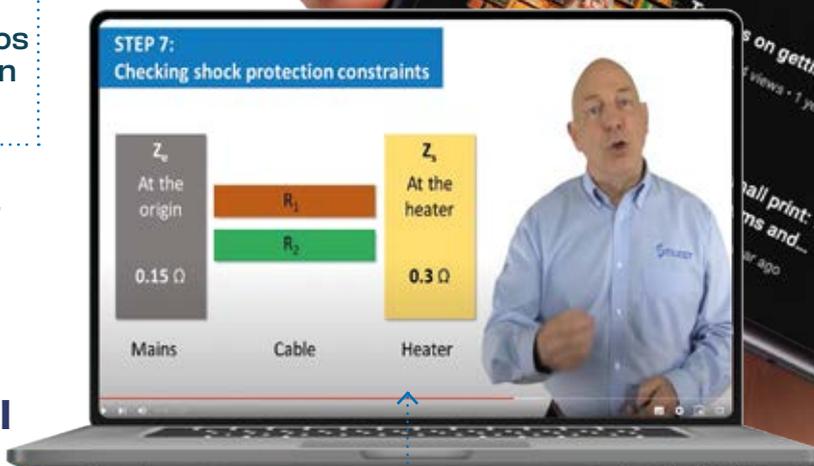
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Register for the free ECIS webinar on 5 September by scanning the QR code or going to bit.ly/ecis-webinar23



Tune in for help with wellbeing

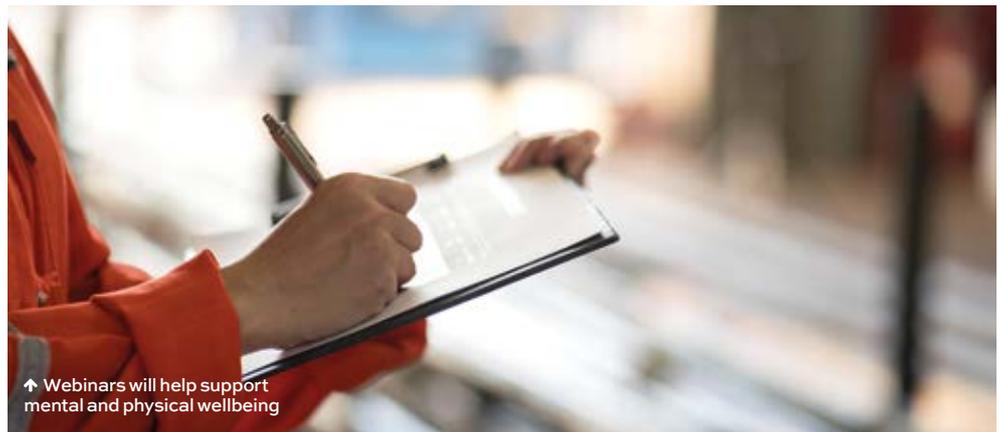
SELECT is hosting two free webinars next month, offering invaluable guidance about the private medical insurance and health and safety services provided by our Associate Members

MEMBERS who want to find out more about looking after the health and wellbeing of themselves and their staff are being encouraged to sign up for our upcoming webinars.

The first one-hour webinar will be hosted by EC Insurance Services (ECIS) on Tuesday 5 September at 1pm.

This easy-to-follow session is designed to give an introduction to the bespoke private medical insurance (PMI) scheme we offer in partnership with our longstanding Associate Member.

During the session, the experts from ECIS and Bupa will give an overview of the benefits and example costs of PMI, along with additional features such as the Digital GP service and Direct Access. They'll also introduce Members to Bupa Touch and how to use it, along with details of other additional features and specialist patient support offered by the SELECT PMI scheme.



↑ Webinars will help support mental and physical wellbeing

Our second webinar will be hosted by the Building Safety Group (BSG) on Tuesday 12 September and will again run from 1pm to 2pm.

This free session will introduce Members to BSG, explain their relationship with SELECT and then discuss the legal framework that drives the need to produce risk assessments.

The BSG team will give an overview of the content in the BSG Hub that's available for free to SELECT Members, including the forms, documents and toolbox talks that are included.

The webinar will also offer a RAMS software demo, including working through an example task-based risk assessment, before a Q&A session to tackle any queries.

Iain Mason, Director of Membership & Communications, said: "We are grateful to ECIS and BSG for giving up their time to host these webinars and we hope Members will take advantage of the opportunity to find out more about PMI and the many health and safety services that are now available to them." ■



Register for the free BSG webinar on 12 September by scanning the QR code or going to bit.ly/bsg-webinar23



Partnerships deliver boost for training

SELECT was delighted to recently receive generous donations from two Associate Members that will help keep our Technical and Training departments at the cutting edge

WORDS
IAN MASON

Director of Membership & Communications, SELECT



ONE of the most pleasing aspects of our Associate Membership scheme has been the close relationship we've developed with leading manufacturers that has seen them support the association in a number of ways.

Luceco Group continued this close relationship by recently donating an electric vehicle (EV) charging unit for the new SELECT training course that's currently being piloted.

Representatives from the Associate Member visited SELECT HQ last month to deliver a BG SyncEV charging station for use by our Technical team.

The 7.4kW unit will now be used as an integral part of the new SELECT course, further details of which can be found on **pages 36 and 37**.

"WE ARE DELIGHTED TO BE ABLE TO CONTINUE OUR EXCELLENT PARTNERSHIP WITH SELECT BY DONATING THIS EV CHARGING UNIT"

Bob Cairney, Director of Technical Services, said: "We are extremely grateful to Luceco Group for this generous donation, which will help with our practical demonstrations of charging units to Members and other delegates.

"This is another example of our excellent relationship with Luceco, who are already sponsoring our President's Cup golf day and were also a key supporter of the 2023 Toolbox Talks and last year's inaugural President's Lunch."



↑ Steve Conn, Bob Cairney and Leon Wong at handover of the EV unit

The Type 2 unit was handed over by Luceco Area Sales Manager Steve Conn and EVCP Business Development Manager Leon Wong during a visit to The Walled Garden on 10 July, during which the duo also demonstrated the unit's many features.

Leon said: "We are delighted to be able to continue our excellent partnership with SELECT by donating this EV charging unit.

"The BG SyncEV Wall Charger 1 is perfect for demonstrations and training courses as it's quick and easy to install and set up, with a host of intuitive modern features that are simple to use for both consumers and contractors."

Packed with smart technology, BG SyncEV charging stations comply with all EV smart charge point regulations and offer quick and easy installation, with UK-based technical support.

With full smart functionality via the app, the stations offer configurable charging up to 7.4 kW (32A), with optional dynamic charging.

Thanks to the integrated open PEN conductor protection, no earth rod is required, and the integrated type A 30mA RCD with 6mA DC protection means they're safe too.

Seven models are available – five socket and two tethered – including the recently launched Wall Charger 2 Three Phase 22kW model.

PASSING THE TEST

Our second donation saw a visit from Scolmore Group, who completed the official handover of six new mobile test boards to our Training department.

Regional Sales Manager Shaun Harrison dropped into The Walled Garden on 13 July to deliver the new rigs, which will be used in-house and at courses around Scotland.

The boards were made live by SELECT Technical Adviser Bruce Findlay, who was also on hand to run through the technology with Training Development Adviser Stuart McKelvie.

Bruce said: "We saw similar boards during an Electrotechnical Committee visit to the Sangamo facility in Gourock earlier this year, where they were being used to show off Scolmore products.

"We were so impressed we asked if something similar could be produced to enhance our training experience and provide a more portable solution for our teams and Scolmore were only too happy to oblige. The results are fantastic – the rigs' mobility and compliance with the latest version of BS 7671 means they



MOBILE TEST BOARD SPEC

- Elucian consumer unit
- Six 2-gang double pole 13A socket-outlets
- 45A cooker outlet plate
- 45A DP SW+13A DP SW socket and neons
- Ceiling rose
- 1-gang D/P 20A water heater switch with neon
- 20A Flex outlet plate
- 1-gang 2-way 10A plate switch
- 1-GANG and 2-gang 35MM deep spring action fast fit dry lining box.

"THE RESULTS ARE FANTASTIC – THE RIGS' MOBILITY AND COMPLIANCE WITH THE LATEST VERSION OF BS 7671 MEANS THEY WILL NOW BE USED ACROSS SCOTLAND"

will now be used across Scotland during our initial verification and periodic inspection and testing training courses."

Shaun said: "We are delighted to be able to continue our ongoing partnership with SELECT by donating these six test rigs, which have been specifically designed and

built with premium Scolmore Group products."

As well as an Elucian consumer unit, each of the high integrity boards is fitted with a back board that slides in and out for easy wiring access. The consumer unit has also been left with spare ways to populate with AFDDs and RCBOs in the future.

Jenny Cryans, Training Manager at SELECT, said: "We are extremely grateful to Scolmore Group for this generous donation, which will help us continue to deliver our training courses using the latest high-quality equipment.

"Along with Shaun, we would like to thank Alex Seath and Ian Wright at Scolmore Group for their ongoing cooperation." ■

↑ Bruce Findlay, Shaun Harrison and Stuart McKelvie

Further information about both products can be found at www.syncev.co.uk and www.scolmore.com



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](https://selectcerts.co.uk)



Sound advice for every apprentice



Apprentices from both ends of the electrical training journey have revealed their behind-the-scenes secrets in the second episode of the industry podcast from SELECT and SECTT

As well as hearing the thoughts of 1st Stage apprentices, the latest instalment of *Sparks' Remarks* features the inside track from fourth-year learners who are now setting their sights on rewarding careers beyond the lecture rooms.

More than wires and pliers: My first year as an apprentice sees both groups talk frankly about their experience at college and on-site, the complexity of the courses and the support they have received from the dedicated trainers guiding them.

The first half once again catches up with West Lothian College first years Fay Greens and Mason Arthurs, Nick Anderson, Robbie Super and Aaron Muir, who discuss their progress and what they've learned along the way.

One says: "I didn't realise at the start just how much an electrician has to do but I've learned how to take the skills from the workshop

into a real-life situation." Another reveals: "The variety of work really surprised me – you really have to do things correctly all the time."

Aimed at existing and would-be apprentices, episode No2 of *Sparks' Remarks* also features three apprentices at the other end of their training who are looking forward to a challenging career.

One fourth year tells the podcast: "I've progressed to commercial and industrial installations, was involved in the wiring of a warehouse and have also worked on new tech, such as rechargers."

Another says: "You really have to listen to the lecturers. They expect a lot of you, but there is no need to be embarrassed or afraid to ask questions – they are there to help you."

The new release follows April's launch episode, *The good, the bad and the fallopian tube windups*, with the budding electrical talent once again talking to journalist Kim McAllister and Barrie

McKay, Training and Development Manager at SECTT.

Barrie said: "I've been really impressed by the young stars of *Sparks' Remarks* and it's clear their work ethic is strong and they really want to succeed in their chosen career." ■

➔ SECTT Update: Pages 52-55

↓ The apprentices featured in the podcast



Technical

MORE INFORMATION

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

Support to get things right on site

WORDS
ROBERT MCGOOGAN
Technical Adviser,
SELECT



Two members of our Technical team recently accompanied the Building Safety Group on a site visit to see one of their in-depth inspections at first hand – and discover how the service could help our own Members

IN 2018, SELECT attained the services of the Building Safety Group (BSG), who are the UK's largest construction body for health, safety and environmental advice and training.

This soon became another great benefit, with Members enjoying free access to more than 250 templates, policies and documents to help their business provide site-specific and appropriate risk assessments on any work undertaken.

In addition to this free service, Members who work in the construction sector and have multiple ongoing projects in various locations may also be interested in becoming a full member of BSG.

Such membership could be ideal for contractors who require additional information, advice and guidance on how to comply with the relevant statutory health and safety requirements on sites, using BSG's wide range of services to enhance their health and safety practices, policies and procedures.

One of the services offered by BSG to its members is a robust, on-site inspection service – so to see it in action for ourselves, Director of Technical Services Bob Cairney and I accompanied BSG Safety Adviser Scott Lynch during one of his regular visits.

The inspection started after a formal site induction, during which Scott liaised with the site manager to ascertain the build's current stage of construction, what works had already been completed and what was currently ongoing on site at the time of the visit.



↑ Robert McGoogan on site with BSG Safety Adviser Scott Lynch, left



To find out more about full membership of BSG, contact Membership Development Officer John Puck on johnp@bsg ltd.co.uk or call him on 07973 864 011.



↑ Examining the working practices on site



↑ A foundation excavation for support columns, including exposed service cables

After the completion of the walk-round survey, Scott returned to the site office to carry out further assessments of the documentation related to the surveyed works and compiled and finalised the report that was to be issued to the contractor on conclusion of the inspection.

As part of this, all minor discrepancies, health and safety advisories and good practices included in the

report were discussed thoroughly with the site manager before the inspection was concluded.

It was certainly a thorough inspection and the attention to detail was very impressive, and this article only gives a small overview of what was an expert and in-depth assessment of just a small phase of a large and difficult construction project.

We know that SELECT Members working on similar projects always aim to provide a safe place of work by implementing good practices and procedures on all aspects of health and safety.

However, to further protect their employees and the public, Members may find the BSG inspection service invaluable and using another pair of expert eyes to see how they could take their health and safety measures to the next level. ■

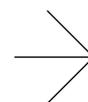
After an inspection and review of the site policies, facilities and protocols, a walk-round was carried out, led by the site manager. Ongoing works at the time of the inspection included:

- Issues with the storage of materials
- Steel erectors working at height from a mobile elevated working platform (MEWP)
- Foundation excavations for column supports
- Manual handling associated with the movement of materials by the erectors.

In addition, the construction work – which is to be carried out in four build phases – had additional risks posed by nearby members of the public and moving vehicles as the site was still open to the public.

During this process, Scott highlighted areas of the site and the works where health and safety aspects, procedures and controls required improvement.

He also informed the site manager where satisfactory processes and protocols were in place and where the appropriate control measures had been implemented to reduce the likelihood of someone being injured if an unfortunate accident or incident were to occur.



New health and safety section: Pages 34&35

“MEMBERS WHO WORK IN THE CONSTRUCTION SECTOR AND HAVE MULTIPLE ONGOING PROJECTS IN VARIOUS LOCATIONS MAY ALSO BE INTERESTED IN BECOMING A FULL MEMBER OF BSG”

Health & Safety

THE Building Safety Group (BSG) has reported

a 12% increase in the number of electricity breaches on construction sites between 2021 and 2022.

In a report based on 30,000 site inspections, BSG said the most widespread types of infringement included damaged and trailing cables and the temporary position of impermanent supplies.

Damaged wire sheathing or exposed conductors were also common violations recorded by BSG advisers, as well as a lack of electrical installation certificates for temporary sites.

About 1,000 accidents at work involving electric shock or burns are reported to the Health and Safety Executive (HSE) ever year, with around 30 being fatal. Factors include:

- Work usually taking place in a variety of weather conditions
- Electrical supply often connected by extension leads, electrical portable outlet devices, construction wiring and construction switchboards

A MUST ON DUST

BSG offers a range of handy resources about dust in construction and the consequences of exposure. Scan the QR code to see a short video about ways to control dust on-site.



Stay alert to electrical dangers

- Breaches of exclusion zones around overhead and underground powerlines
- Busy work sites with a constantly changing workforce.

Scott Lynch, BSG Safety Adviser for Scotland, said: “Working with electricity is dangerous in any environment but particularly on a construction site where hazards can be on a much bigger scale. A lack of awareness often causes the most damage so it’s essential that anyone working on a construction site understands the risks and knows how to act

to avoid themselves, or anyone else, coming to harm.”

For advice on how to best manage electricity safely on site, contact Scott on **07779 433 912** or call BSG Technical Support Manager Andy Harper on **0300 304 9070**.



GOOD ADVICE IS FREE!

SELECT Members automatically qualify for FREE advice and practical resources from the BSG worth £750. Signing up is quick and easy – all you need is your membership number. To find out more and get started, scan the QR code.



Putting useful advice in your hands

AFTER becoming our latest Associate Member, CompEx is offering four free resources to help Members familiarise themselves with hazardous areas and explosive atmospheres.

With more than 30,000 CompEx certified personnel currently working across a range of industries, these initial touchpoints are designed to offer an overview of the organisation and its work while we collaborate on future activity for Members:

TAKE THE INTRO

CompEx offers a 20-minute introduction to some of the basic principles of explosive atmospheres. Delivered by its IntroEx awareness tool, the content covers causes of a fire or explosion, key terms and definitions and common industrial settings where explosive atmospheres may exist. It also includes examples of common ignition sources and gives a basic introduction of classification. Access it via the QR code on this page or at bit.ly/compex-intro

WATCH THE WEBINAR

A recent CompEx webinar with the ECA outlined how to understand what is and isn't

a hazardous area, how to work safely in hazardous areas and the importance of the correct qualifications, training and insurance. The one-hour session is available to watch again by scanning the QR code or going to bit.ly/compex-webinar

READ THE BLOG

To further help with familiarisation, this piece by ECA Senior Technical Manager Gary Parker explains how a hazardous area is defined. It also covers recognising risk and creating a skilled and competent workforce. Read it by scanning the QR code or go to bit.ly/compex-blogpost

DOWNLOAD THE APP

DOWNLOAD THE APP

Finally, Members can download the dedicated CompEx app, which links directly to its website, store and news. The app is available to download for free on the App Store and Google Play by searching for 'CompEx Toolbox Guide'.

Alan Montgomery, CompEx Technical Development Manager, said: "We are delighted to have joined SELECT as an Associate Member and have already established some promising connections with Members at the recent Toolbox Talks.

"These initial resources will help Members familiarise themselves with both explosive atmospheres and the many services that CompEx can provide. We look forward to working together further and providing further advice for those Members who need it."

FIND OUT MORE

Go to www.compexcertification.com to find out more about CompEx. If you have any specific questions about hazardous areas, please contact your Membership Representative or Technical Adviser, who will pass on your query to the CompEx team.



01



The intro is full of good advice

02

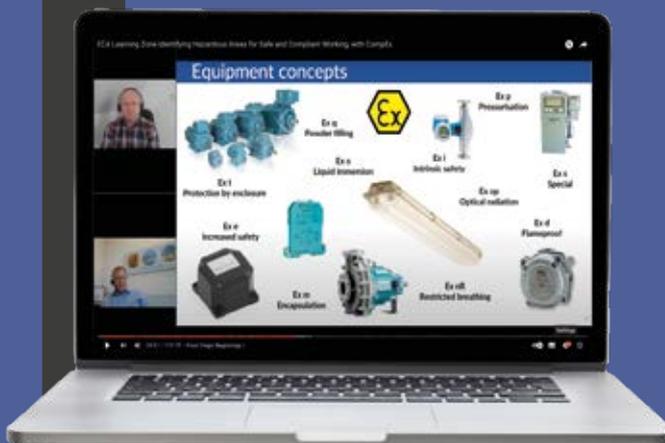


Scan the QR code for the webinar

03



Don't forget to read the blog



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

Training

MORE INFORMATION

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

Course will help you to charge ahead

After months of hard work, SELECT is preparing to launch its new electric vehicle charge point course to help Members keep up with rising demand for installations. And best of all, we'll be taking it out on the road...

WORDS
JENNY CRYANS
Training Manager

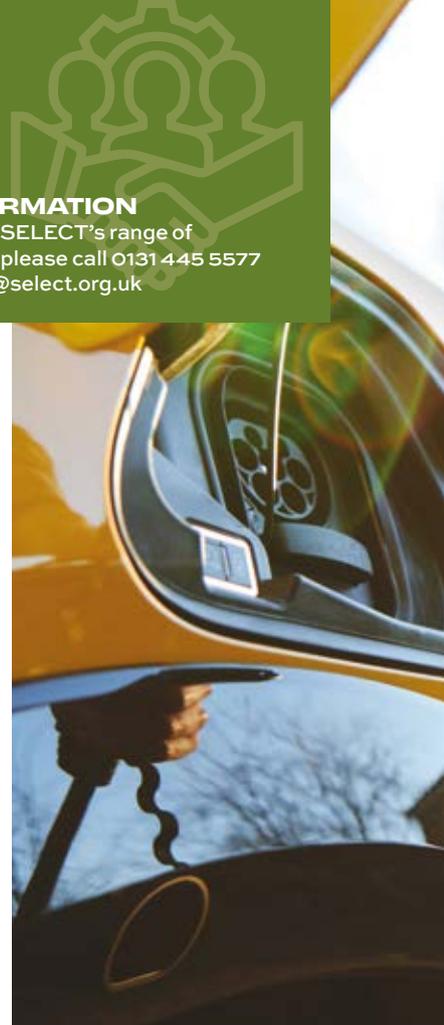


AFTER listening to feedback from Members, SELECT has spent the first half of 2023 developing and shaping an electric vehicle (EV) charging equipment installation training course.

With the demand for charge points in new and existing properties rising all the time, this one-day course will allow candidates to develop their knowledge and become skilled in design, installation and commissioning.

And best of all – and thanks to the Luceco equipment you'll have read about elsewhere in this issue – it's completely mobile and can be delivered anywhere across Scotland, meaning Members don't need to travel to the Central Belt to do it.

I've been working with Training Development Adviser Stuart McKelvie and Consultant Technical Adviser Billy McRobert on the project, which was recently submitted to the Scottish Qualifications Authority (SQA) for credit and levelling.



As *cabletalk* went to press, a pilot course was due to take place at the SECTT Assessment Centre in Cambuslang on Monday 21 August, with a number of Members invited along to get things started.

After completing the course, the first delegates will be asked to provide feedback on what they think about the content, presentation and assessments, with their comments collated and taken on board before we roll out the full course in September.



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

OVERVIEW, AIMS AND REQUIREMENTS

This one-day SQA-approved course aims to provide expert guidance to learners wishing to gain knowledge and understanding of EV charging equipment installations.

Suitable for qualified electricians only, the session focuses on the IET Code

THE SCQF FRAMEWORK

The SQA will credit rate the new EV course on the Scottish Credit and Qualifications Framework (SCQF), using two measures to describe qualifications:

- The level of difficulty of the learning outcomes of a qualification
- The size of the qualification, in terms of number of learning hours.

As well as providing a rating that allows the qualifications to be understood on the Scottish framework, it allows qualifications to be compared with similar credentials throughout the UK.

Find out more at www.scqf.org.uk

WHAT YOU'LL NEED TO BRING

Delegates who want to take the new EV course must have a copy of the IET Code of Practice for Electric Vehicle Charging Equipment Installation (4th Edition). They must also spend a minimum of eight hours of pre-study time going through it prior to the course itself.

Delegates should also have a copy of Requirements for Electrical Installations (18th Edition Wiring Regulations) BS 7671:2018+A2:2022, AKA 'the brown book'. If you don't have a copy of these publications, they can be purchased through the SELECT Shop. Alternatively, please contact our Technical Admin Team on **0131 445 5577** or orders@select.org.uk

Please note that if you don't have the above publications available on the morning of the course, you won't be able to attend as they are referred to throughout the session.

COSTS AND TIMINGS

The cost for SELECT Members is £220 + VAT (£264), which includes the assessments and an SQA certificate on successful completion of the course. Submissions to SQA take approximately eight to 12 weeks, so the course will be available to Members in the last quarter of 2023. ■

of Practice for Electric Vehicle Charging Equipment Installation (4th Edition).

By the end of the course, learners will understand and be able to design and install domestic, commercial and industrial EV charging installations. To do this, they will be helped to:

- Understand the key requirements relating to EV charging equipment
- Identify various modes and features of EV charging equipment
- Gain the skills for designing and installing EV charging circuits
- Gain knowledge for the requirements for inspection, testing, commissioning, maintenance and handover of EV charging equipment and circuits
- Understand the use of vehicles as electrical energy storage systems (EESS) as part of prosumer's installations.

"WITH THE DEMAND FOR CHARGE POINTS IN NEW AND EXISTING PROPERTIES RISING ALL THE TIME, THIS COURSE WILL ALLOW CANDIDATES TO DEVELOP THEIR KNOWLEDGE AND BECOME SKILLED IN DESIGN, INSTALLATION AND COMMISSIONING"

The course is designed for qualified electricians with a current BS 7671 qualification and who are a minimum of 18 years old.

Delegates must also be able to demonstrate the following competencies:

- Correctly install and terminate PVC/PVC cable, i.e. twin and earth
- Correctly install steel wire armoured (SWA) cable
- Carry out an initial verification, i.e. inspection and testing, on an electrical installation and complete the necessary paperwork.

FIND OUT MORE

If you're interested in finding out more about the new EV course, please email training@select.org.uk or call the SELECT Training team on **0131 445 5577**.

CUSTOMER SERVICE

Approved by CPD / 75 mins / £35

How do you take care of a customer's needs and deliver professional, helpful and high-quality service? How do you ensure it's consistent across your business? And what are the benefits?

This course will start by making it clear exactly what is meant by customer service and why it's so vital. It then goes into detail about the goals of great customer service, verbal and non-verbal communication skills, discovering and understanding customer needs and more.



E-learning boost for businesses

From sales skills and cyber security to time management and Twitter tips, our new range of short e-learning courses will help you brush up on every part of your business skills

WORDS
JENNY CRYANS
Training Manager

S ELECT is continually looking to improve on what non-technical training is available for Members to help their business grow and flourish.

Therefore, we're delighted to announce that we've teamed up with Training First Safety Ltd to offer a range of short e-learning business skills courses from September onwards.

With more than 30 topics to choose from, the Business Skills suite offers a selection of practical

learning to enhance professional development and productivity for you and your employees.

Courses cost from £35 to £149 and last between 30 minutes and two hours, depending on the amount of video content shown.

Jenny McIntyre, Managing Director at Training First Safety Ltd, said: "As the industry constantly strives to pivot and adapt to situations, e-learning is serving as a fantastic way of helping to keep businesses on track with their current training needs."

A full list of courses is on the right, plus we've outlined details of a few courses to give you an idea of how they could help you and your business. ■

"AS THE INDUSTRY CONSTANTLY STRIVES TO PIVOT AND ADAPT TO SITUATIONS, E-LEARNING IS SERVING AS A FANTASTIC WAY OF HELPING TO KEEP BUSINESSES ON TRACK WITH THEIR CURRENT TRAINING NEEDS"

OBJECTIVE SETTING

Approved by CPD / 30 mins / £35

Setting clear and precise goals and objectives ensures that everyone is working towards the same goal, allowing for business and personal growth.

Objectives clarify priorities and allow employees to allocate their time and resources more effectively. They also introduce a way of understanding how work will be measured and evaluated, thus enabling employees to evaluate their own performance and make adjustments as necessary.

This course aims to help you write effective objectives that deliver results. It covers the importance of goals and objectives and why we need them, the barriers to you achieving your objectives and how to overcome them, what SMART objectives are and how to write and identify them, and concludes with some tips for successful objective setting.



CYBER SECURITY

Approved by CPD / 25 mins / £35

Employees, managers and directors should all have a good understanding of the threat posed by cyber attacks and the importance of guarding against data breaches.

This short course will explain why cyber attacks and data breaches happen and provide practical advice on how to set up effective defences.

The course will identify potential 'cyber threat actors' who initiate cyber

crime, along with looking at the main motivations behind cyber attacks on individuals and organisations.

On a practical level, you'll learn how to recognise and deal with phishing attempts and learn to recognise the importance of keeping passwords secure.

You'll also learn how to report a suspected cyber attack, what to do if you make a genuine mistake and the importance of working together to overcome cybersecurity issues. The course will also cover security for devices such as smartphones, laptops, tablets and desktop computers.



PROJECT MANAGEMENT

Approved by CPD / 90 mins / £35

Effective project management is essential, with correct control of stages and different aspects of projects helping to increase the chance of them being successful.

When a project is managed correctly it ensures that there's a sound business reason for undertaking the project, that it's clear who's involved, what the expected outcomes are and how resources and risks will be managed throughout.

When it's done poorly the project can suffer from 'feature creep', delays, go over budget or not get finished at all.

This course covers some of the common project management methodologies, setting goals and actually achieving them, identifying the need for a project to be started, using key project management tools and more.



AVAILABLE COURSES

- Customer service
- Leadership skills
- Managing meetings
- Presentation skills
- Preparing for a job interview
- Time management
- The principles of performance management
- Negotiation
- Project management
- Developing a workplace mental health policy
- Supervising mental health at work
- Introducing GDPR
- Objective setting
- Effective delegation
- Introduction to emotional intelligence
- Developing good employee relations
- Developing teamwork
- Equality, diversity and discrimination
- Stress management
- Managing sickness and absence
- Conflict resolution in the workplace
- Sexual harassment in the workplace
- Drug and alcohol awareness
- Disciplinary procedures
- Anti-bribery and corruption
- Anti-harassment and bullying
- Anti-money laundering
- Sales skills
- Search engine optimisation for business
- Cyber security
- Data protection in the workplace
- LinkedIn for business
- Social media for business
- Facebook for business
- Twitter for business



FIND OUT MORE

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

ADVANTAGES OF E-LEARNING

- **Flexibility** – online training courses can be taken any time and anywhere – the only requirement is an internet connection.
- **Mobility** – courses are configured for all types of devices, so can be used on phones, tablets and laptops as well as desktops.
- **Affordability** – courses are extremely cost-effective and can be utilised efficiently.
- **Impartiality** – assessments can be retaken and reconsidered if you don't pass first time, with a fair scoring system to help you evaluate your understanding.

Industry insight

Make mental health your firm's priority

In previous issues, we've outlined the range of help available to individuals with depression. But how can a business help operatives struggling with their mental health? Here, we address some of the most common questions faced by employers and advise on best practice for managing such a situation

WORDS
ERIKA FERGUSON
Employment &
Skills Adviser



THE Office for National Statistics reported that poor mental health is one of the top five reasons for workplace absences and accounted for around 10% of workplace absences in 2022.

Understanding mental health and how it can impact a person's life is now a very real requirement for electrical businesses, whether you're an employer, manager or director.

Anyone can suffer from poor mental health, yet we don't talk about it in the same way as about other physical ailments as there is still a stigma attached.

Historically, people who suffered from mental illness were shunned and seen as weak, but there is now a real focus on removing this stigma and creating a culture of acceptance and inclusion within the modern workplace.

So what **SHOULD** you do if an operative is struggling with their mental health? And how do you avoid doing – and saying – the wrong thing? Hopefully, this guidance will help you along the way...

WHAT SHOULD YOU BE LOOKING FOR?

Early intervention is important, so there are a few things that you should be looking out for.

People with poor mental health might not show symptoms of their daily struggles, but it is accepted that

common early warning signs can include:

- Behavioural, mood or temperament changes, especially when communicating with others
- A decrease in productivity and/or focus
- An inability to make decisions or problem solve
- Signs of tiredness
- Withdrawing and/or avoiding usual hobbies
- A change in appetite or diet
- An increased use of cigarettes and alcohol.

WHAT'S THE FIRST STEP IF YOU SUSPECT AN OPERATIVE IS STRUGGLING WITH POOR MENTAL HEALTH?

In a male-dominated industry, operatives can fall victim to the stereotype of being seen as weak if they admit to a problem or want to talk about personal problems and worries.

Knowing how to act isn't just about what to do if a problem is brought to you but how to react to these signs if you see them. Forget the 'wait-and-see' approach – instead consider 'intervention is prevention'.

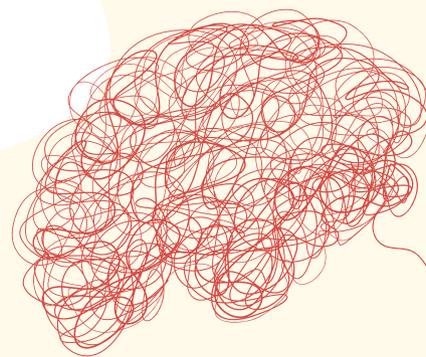
The first thing you should do is speak to your operative; it's best to do this in

an informal meeting away from work colleagues and distractions so try your best to use a relaxed setting.

Reassure your operative that they're not in trouble, that the meeting is informal and that anything you both discuss will be kept in confidence.

Introduce your concerns as things you've witnessed and offer your help. Ask if there's anything they would like to talk about and if they have a problem, you'd like the opportunity to help them find a solution.

Be prepared – your operative may disclose personal details that may be distressing and upsetting, so allow them to speak without judgement or interruption.



Use this meeting to ask what you can do to help and suggest any immediate action, i.e. encouraging them to approach their GP, offering time off or changing their work location and/or duty. If they're not willing to discuss anything with you, let them know that you're always there if they do wish to talk in future. You can also make them aware of external support like www.electricalcharity.org for the Electrical Industries Charity or www.lighthouseclub.org for The Lighthouse Club.

Irrespective of the outcome of your meeting, arrange for a follow-up talk or call to discuss any adjustments to work schedules or duties, what their healthcare commitments may be and if they wish to have a wellbeing plan put in place. Take notes and provide a summary in writing.

WHAT KIND OF ADJUSTMENTS SHOULD YOU CONSIDER?

Reasonable adjustments are a legal requirement when assessing a situation with a disabled employee but are also recommended best practice after illnesses of any kind as they promote a supportive, inclusive and positive workplace culture. The more information you have regarding the difficulties your operative has, the better you can adjust. Where possible, you could consider making a change related to:

- Work pattern, e.g. shorter hours, reduced night shifts, reduced overtime, flexible working
- Work duties, e.g. driving, travel, working at height, solo work, yard work, team working
- Task management, e.g. goal-oriented work, breaking duties into manageable tasks, reallocating a specific duty
- Work location, e.g. site(s), partners, desk space.

You could also offer time off, e.g. for appointments, medical care, leave of absence or sick leave, and consider a support network, e.g. setting up a buddy system or offering assistance with travel etc.

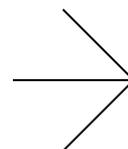
The key to reasonable adjustments is a gradual return to full duties with support through regular communication to discuss and assess the success of these reasonable adjustments.

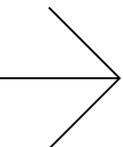
"OPERATIVES CAN FALL VICTIM TO THE STEREOTYPE OF BEING SEEN AS WEAK IF THEY ADMIT TO A PROBLEM OR WANT TO TALK ABOUT WORRIES"

WHAT IS A WELLBEING PLAN?

A wellbeing plan is a written understanding of the operative's mental health and how you can help. Working together, you and the operative can highlight:

- What workplace activities or stressors cause their mental health to drop, e.g. deadlines, overtime, paperwork
- How poor mental health is recognised in their case, i.e. negative thoughts, poor time



- 
- management, inability to focus
 - How the operative would like you to address their poor mental health
 - What reasonable adjustments you could implement when signs of poor mental health are evident
 - The review process. During periods of poor mental health we would recommend weekly meetings, otherwise monthly reviews may be advisable to discuss the changes and their impact, good or bad.

Wellbeing plans are voluntary and not a required part of an operative's employment. However, it's encouraged that employees and employers take part in them – the more you know, the better you can help and the more supported your operative might feel. More information can be found at the website www.mind.com and SELECT can offer more advice if needed.

WHAT IF THE OPERATIVE DOESN'T WANT TO TALK ABOUT THEIR MENTAL HEALTH?

Some people simply don't want to talk about their personal problems, which is okay. Don't force the issue on communication as additional pressure can make things worse.

Reiterate the opportunity for confidential support and that you'll regularly check in with them to make sure they're okay.

Consider asking for practical information such as information on any appointments, treatments or medications that you should know about.

HOW OFTEN SHOULD YOU COMMUNICATE WITH SOMEONE OFF SICK WITH MENTAL HEALTH ISSUES?

In the occasion of an absence, you should be informed of the reason for the absence, the length of time they expect to be absent, information on relevant medications, treatments and appointments, and any likely tasks they may not be able to do when they return.

Agree on the frequency and mode of communication, e.g. unexpected minor illnesses would be reported daily, longer-term absences may

require a weekly scheduled call. Communicating regularly allows you to understand the circumstances and consequences of the absence, but also ensures that the employee is kept engaged with their work.

It can be easy for an absent operative to feel isolated, forgotten and unimportant. To keep them in the loop, offer updates on team news (e.g. retirements, pregnancy, marriages, birthdays), work news (e.g. completed projects, new contracts) and business news (e.g. new recruits and new processes).

WHAT IF ADJUSTMENTS AND WELLBEING PLANS DON'T WORK?

Sometimes problems are too great for you to help fix. If your communication, intervention, adjustments and planning aren't working, you may need to refer your operative for an occupational

health assessment to receive professional medical advice. Company sickness/absence and capability policies may also be appropriate.

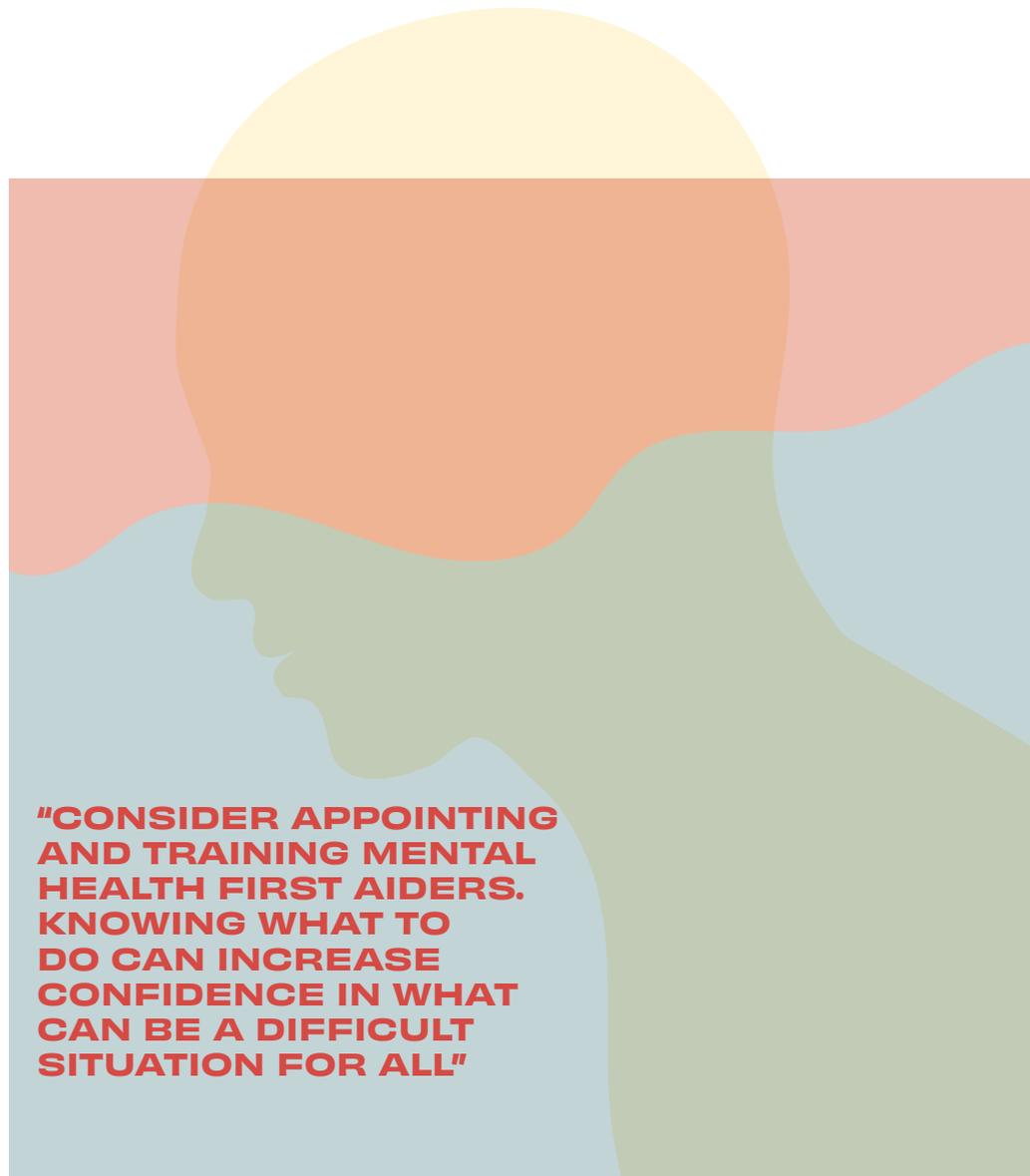
HOW ELSE CAN YOU SUPPORT OPERATIVES?

Reach out to any healthcare provider you may have to see what additional support your operative is entitled to.

Consider internal training for your team – lessons in managing mental health for managers and directors is a must.

Also consider appointing and training mental health first aiders. Knowing what to do can increase confidence in what can be a difficult situation for all involved.

And finally, talk to SELECT. We're always here to help, so call us on **0131 445 5577** or email **erika.ferguson@select.org.uk** and we'll do our best to assist where we can. ■



"CONSIDER APPOINTING AND TRAINING MENTAL HEALTH FIRST AIDERS. KNOWING WHAT TO DO CAN INCREASE CONFIDENCE IN WHAT CAN BE A DIFFICULT SITUATION FOR ALL"

Developers' commitment on cladding

The Scottish Safer Building Accord aims to make a positive difference around remedial work required to buildings affected by new safety regulations

THIS year will be a significant time for developers as the UK and Scottish Governments progress their cladding remediation programmes. As of 6 June, eight large developers have signed the Scottish Safer Building Accord's (SSBA) Developer Commitment Letter to Scottish ministers.

Several fire safety regulation changes were made following the Grenfell Tower fire in 2017. In May 2022, the Scottish Government announced it was working with key partners to develop the SSBA to "identify fair and workable solutions" for cladding remediation.

The commitment concerns multi-residential domestic buildings over 11 metres which were developed or refurbished by them in the 30 years preceding 1 June 2022 in Scotland.

WORDS
NEIL KELLY
Head of Construction



MACROBERTS
LLP

Neil Kelly is Head of Construction at MacRoberts, who advise on all elements of construction contracts and disputes

WHAT DO THE LETTERS MEAN?

The signatories publicly recognised that homeowners should not bear the cost of remedial work for buildings which they developed or refurbished. They pledged to work, "in good faith with the Scottish Government to establish remediation contracts, funding proposals, time frames and communication plans". Two stages have been identified:

- The use of a Single Building Assessment to ensure a transparent and uniform approach to the evaluation of buildings.
- Agree to the terms of a

binding contract with the developer which reflects the SSBA's principles and engages with proprietors of affected buildings.

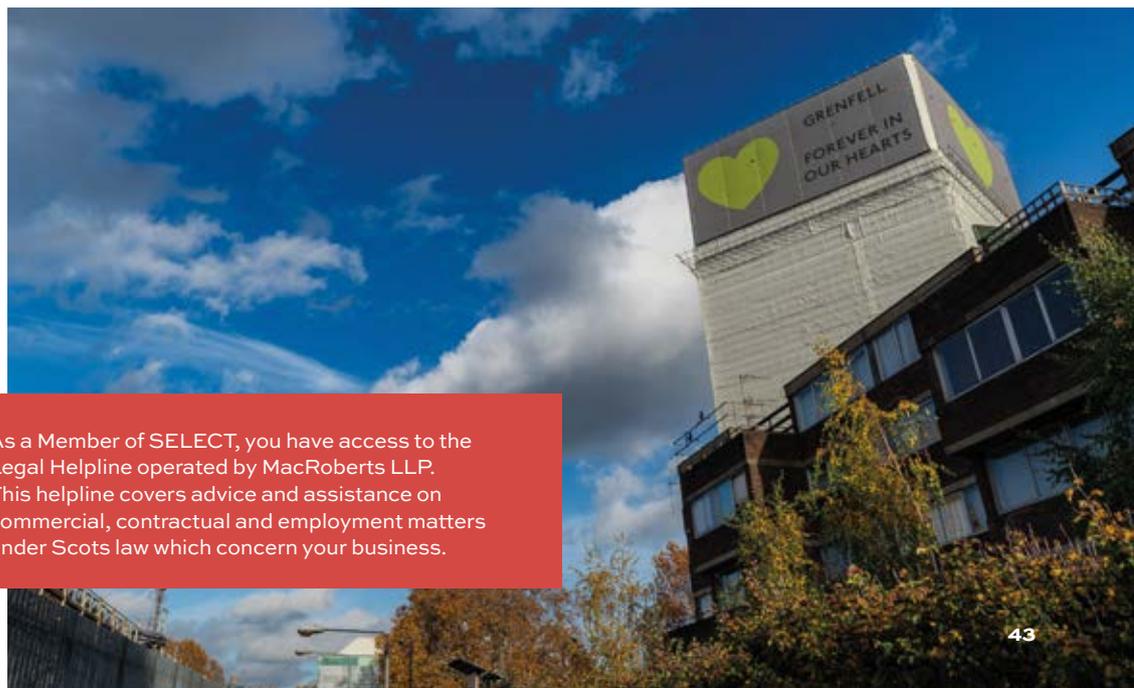
THE IMPACT OF THESE LETTERS

The commitment letter does not constitute a legally binding document. However, it does provide next steps for developers to identify buildings which will become subject to Single Building Assessments.

THE FUTURE OF CLADDING REMEDIATION IN SCOTLAND

While the SSBA is based on a voluntary collaborative approach from developers, as with the UK Government pledge, this is set against the background of possible forced cooperation.

On 18 May 2023, speaking at the Scottish Parliament, Humza Yousaf, First Minister of Scotland stated: "While I urge [developers] to do so voluntarily, we will use all the levers at our disposal including legislation if necessary, to remediate buildings and to protect residents." ■



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.



Healthcare without the hassle



With SELECT's bespoke scheme, there is now a way to skip the queues and enjoy quick and easy access to a range of expert healthcare and medical advice – and all from the comfort of your living room

**WORDS
VICKI LESLIE**
Client Relationship
Manager, EC
Insurance Services



WE'VE all experienced the frustrations of getting a medical appointment, with long waiting lists and the struggle to find a suitable time slot that fits our busy schedules.

Whether you're an employer or employee, seeking medical advice should never be delayed as timely intervention can be crucial for early diagnosis and effective treatment, preventing further complications.

However, there's good news if you're a member of the SELECT private medical insurance (PMI) scheme through ECIS, as your policy comes with a range of remote medical services designed to eliminate appointment struggles.

With the scheme, you can easily access the medical advice you need without leaving home, with a range of remote services that can be used to seek medical advice on a wide variety of health issues, from common minor illnesses to concerns about cancer.

Bupa offers four remote services to members seeking prompt assistance, ensuring you have convenient and direct access to medical services for a range of health concerns:

DIRECT ACCESS TO A DIGITAL GP

With this service, you can skip the wait for a GP appointment and connect directly with qualified doctors through secure video consultations. You can easily schedule virtual appointments at home, at work or on the go using your computer, smartphone or tablet.

During the video call, you can discuss your health concerns with the doctor, who will provide expert medical advice tailored to your specific needs. If necessary, the doctor can prescribe medications and you can even access specialist referrals, ensuring you receive the most comprehensive care possible.

DIRECT ACCESS TO MUSCULOSKELETAL (MSK) SERVICES

When it comes to joint pain, back problems, sports injuries and other musculoskeletal (MSK) conditions, this

"SEEKING MEDICAL ADVICE SHOULD NEVER BE DELAYED AS TIMELY INTERVENTION CAN BE CRUCIAL FOR EARLY DIAGNOSIS AND EFFECTIVE TREATMENT"

Strive for maximum motivation

In today's ever-changing and ultra-competitive sector, motivation is the key to unlocking the full potential of your staff. So where do you start? Our industry insider is here to explain how to build a motivated team – and the value it can bring to your business

WORDS
PAUL McDEVITT
Managing Director,
McDevitt & Co



M
McDevitt & Co

As well as being the fuel that ignites our creativity, productivity and innovation, motivation is what separates us from the ordinary and allows us to achieve greatness.

With that in mind, I want to share some of my thoughts on why as business leaders we need to ensure we have a fully motivated team and why failure to do so can seriously impact on the viability of the enterprise.

There is no doubt these current challenging times that we find ourselves in, as a consequence of the COVID-19 pandemic, Brexit and the cost-of-living crisis make it increasingly difficult to ensure our employees remain motivated and engaged.

Having recently reviewed the 2023 Gallup 'State of the Global Workforce Survey', it occurred to me that much needs to be done to ensure our employees are fully engaged with the work they do and the company they work for.

On a global scale, according to Gallup:

- 23% of employees are engaged, i.e. thriving at work
- 59% are not engaged, i.e. filling a seat
- 18% are actively not engaged, i.e. saboteurs.

Unfortunately, the UK figures make for more alarming reading, with only 10% engaged, 76% not engaged and 14% actively disengaged.

Before you press the panic button,

this is only one set of figures and as with any set of statistics they shouldn't be accepted in isolation. However, they **SHOULD** make us sit up and take notice. As a business leader, it's essential that you and your managers can effectively motivate your team so that you maintain and improve productivity levels, employee engagement and the overall success of the business. So here are my five key methods to motivate your team:

Clear communication

Establish open lines of communication and ensure that team members understand their roles, responsibilities, and goals. Share updates, provide regular feedback, and address any concerns or questions. When team members feel well-informed and supported, they are more likely to stay motivated. In my 20-plus years in the construction industry, this is where I feel we let ourselves down and we miss a vital opportunity.

Recognition and rewards

Always acknowledge and appreciate the efforts and achievements of individual team members and the team as a whole. Recognising their contributions publicly, such as during team meetings, town halls or through email announcements, will make a significant and positive difference. Consider providing incentives, rewards, or opportunities for



growth and development to further boost motivation. In my experience, recognition is by far the better motivator.

Goal setting and autonomy

Actively involve team members in setting clear and challenging goals that are aligned with your business objectives. Encourage autonomy by allowing individuals to have increasing control over how they achieve their goals. This sense of ownership and empowerment can fuel motivation and foster a sense of responsibility.

Professional development

Support the growth and development of your team members by providing training opportunities, workshops, or access to resources that enhance their skills and knowledge. Encouraging personal and professional growth demonstrates your investment in their success and can increase motivation by expanding their capabilities and opening new opportunities. This is a vital component, especially considering the current skill shortages that are impacting on the whole construction sector. Investing in your people clearly demonstrates that you care, and it is important in attracting and retaining talent.

Positive work environment

Foster a positive work culture where team members feel valued, respected, and supported. Encourage collaboration, provide a healthy work-life balance, and create opportunities for social interaction. Celebrate achievements, no matter how small, promote a sense of camaraderie, and ensure that the workplace is inclusive and free from negativity.

It's important to remember that every team is unique, so you need to tailor your motivational strategies to fit the specific needs and preferences of your team members. This should be done by

"ALWAYS ACKNOWLEDGE AND APPRECIATE THE EFFORTS AND ACHIEVEMENTS OF INDIVIDUAL TEAM MEMBERS AND THE TEAM AS A WHOLE"

regularly assessing their motivation levels, through the following means:

- Staff engagement surveys
- Productivity assessments
- Absenteeism records
- One-to-one feedback.

The Gallup survey would suggest that the large percentage of 'not engaged' employees provides ample low-hanging fruit to work on.

After all, it's in your business's interests to ensure that all employees are properly motivated and that you create the environment for them to thrive. ■

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

HEED THE WARNING SIGNS

If you or your management team see any of the following signs on a regular basis you **MUST** take action to address it:

- Decreased productivity or a decline in the quality of work
- Poor or mediocre performance
- Increased errors and mistakes
- Low morale and negativity
- High employee turnover and absenteeism
- Decline in customer satisfaction or revenues
- Missed opportunities for growth and development.



SJIB Bulletin

THE SJIB receives a large number of applications

from companies for Pre-Apprentice ECS Cards, particularly if an individual starts with the company prior to starting college.

The SJIB has stringent criteria in place for such cards to ensure that they are being used as intended and are not abused.

Therefore, in order to be issued with a Pre-Apprentice ECS Card, the employer **MUST** send the following:

- A written request, marked 'FAO The Secretary of the SJIB', which includes detailed information of the pre-apprentice's induction and training policy and the plan in place for them for the period before starting college
- Details of the college that the pre-apprentice will be starting and when
- Supporting documentation, i.e. contract of employment.

Only when all of the above has been received will the request be passed to The Secretary of the SJIB for approval.

Once the request has been approved, the SJIB will advise the employer and ask them



↑ A written request is essential

Pre-Apprentice ECS Cards: What you should remember

to arrange an ECS Health, Safety & Environmental (HS&E) Assessment or The Electrotechnical Site Safety Assessment (TESSA) course.

Upon successful completion of the above, the employer should advise the SJIB and include the certificate of achievement.

The SJIB will then provide the employer with a Pre-Apprentice ECS Card application and payment form. Please note that Pre-

Apprentice ECS cards cost £10, are valid for 12 months and are non-renewable.

If you have any questions about Pre-Apprentice ECS Cards or the process, please contact us by using the contact form on our website, which can be found by scanning the QR code on the opposite page, or by going to www.sjib.org.uk/about-us/contact-us

HELP IS AT HAND FOR NEW LEARNERS

As we fast approach the 2023-24 college intake of electrical installation apprentices and adult trainees in Scotland, it's looking like another record year, with a projected intake of around 1,000 learners due to start college after the summer.

The SJIB has resources and staff in place to help support apprentices and

employers through the duration of the training programme.

For more information, please scan the QR code on the opposite page or visit www.sjib.org.uk/apprentices-and-adult-trainees

The page contains links to useful information about the SJIB Apprenticeship and Adult Trainee Schemes, including how to join the schemes, what they entail, the benefits to employers of taking on an apprentice or adult trainee, information on service fees and more.

↓ Lots of useful advice is available for trainees and businesses



Take note of latest wage rate changes

THE SJIB has recently had a number of queries relating to the National Minimum Wage (NMW), the National Living Wage (NLW) and the SJIB National Rates and which takes precedence.

As a reminder, the UK Government announced on 1 April 2023 that the NMW and NLW rates would increase as follows:

AGE	PAY PER HOUR
23 and over	£10.42 (NLW)
21 to 22	£10.18
18 to 20	£7.49
16 to 17	£5.28
Apprentice	£5.28

The SJIB has agreed contractual rates which electrical installation apprentices should be paid.

The current SJIB rates of pay can be viewed by scanning the QR code on this page or going to www.sjib.org.uk/rates-and-allowances/sjib-national-rates-allowances-2023

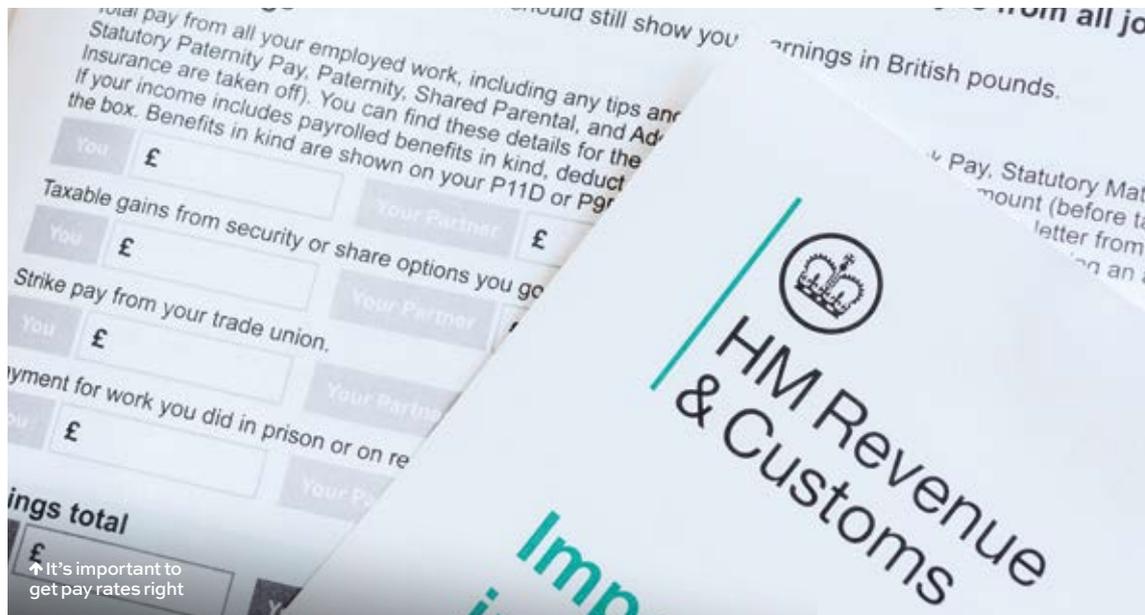
The SJIB contractual rates apply to all apprentices, regardless of age during the first 12 months of the apprenticeship.

After the first 12 months, depending on the age of the apprentice, when the NMW/NLW is higher than the negotiated rates, the NMW/NLW will take precedence.

The current age-based NMW rates can be found in the SJIB Circular *National Minimum Wage Rates*.

For more information, please scan the relevant QR code on this page or go to www.sjib.org.uk/category/circulars/circulars-2023

© David Pimborough/Shutterstock



Circulars will keep you updated

Please keep an eye on the Circulars area of our website for any updates. We review this page regularly and add any updates such as changes to the National Working Rules, wage rate increases, holiday arrangements, office closures etc.

Our circulars can be found by scanning the relevant QR code on this page or going to www.sjib.org.uk/category/circulars

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.

A reminder also that the latest SJIB National Rates & Allowances can be found by scanning the relevant QR code on this page or going to www.sjib.org.uk/rates-and-allowances/sjib-national-rates-allowances-2023

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

01



↑ SJIB contact form

02



↑ Apprenticeship and employer support

03



↑ Current SJIB rates of pay

04



↑ SJIB 2023 circulars

05

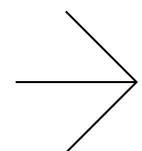


↑ SJIB circulars

06



↑ Latest SJIB National Rates & Allowances



Following the right steps for success

WORDS
NATALIE SCOTT
Employment & Skills
Operations Manager



Registration for the 2023/2024 intake of electrical apprentices and adult trainees starts this month. So if you're taking on a learner, what practical steps should you take next? Our handy checklist is here to help things run smoothly and ensure you tick all the boxes

✓ FILL IN THE FORM

The Scottish Joint Industry Board (SJIB) will receive the completed Apprentice & Adult Trainee Registration form from the Scottish Electrical Charitable Training Trust (SECTT). From this, we will register your apprentice or adult trainee with the SJIB, then issue an SJIB ECS Apprentice/Adult Trainee Card, which is valid for five years. These cards are sent to the SECTT Training Officers who will issue them directly to the apprentice or adult trainee.

"YOU ARE REQUIRED TO PAY YOUR APPRENTICE OR ADULT TRAINEE FOR THEIR HOURS SPENT AT COLLEGE"

✓ KEEP US UPDATED

The SJIB will communicate with you regularly, so please make sure that the details you provide on the registration form are current and correct as these are the contact details we will use. Also, please let us know if things change so we can contact you if we need to.

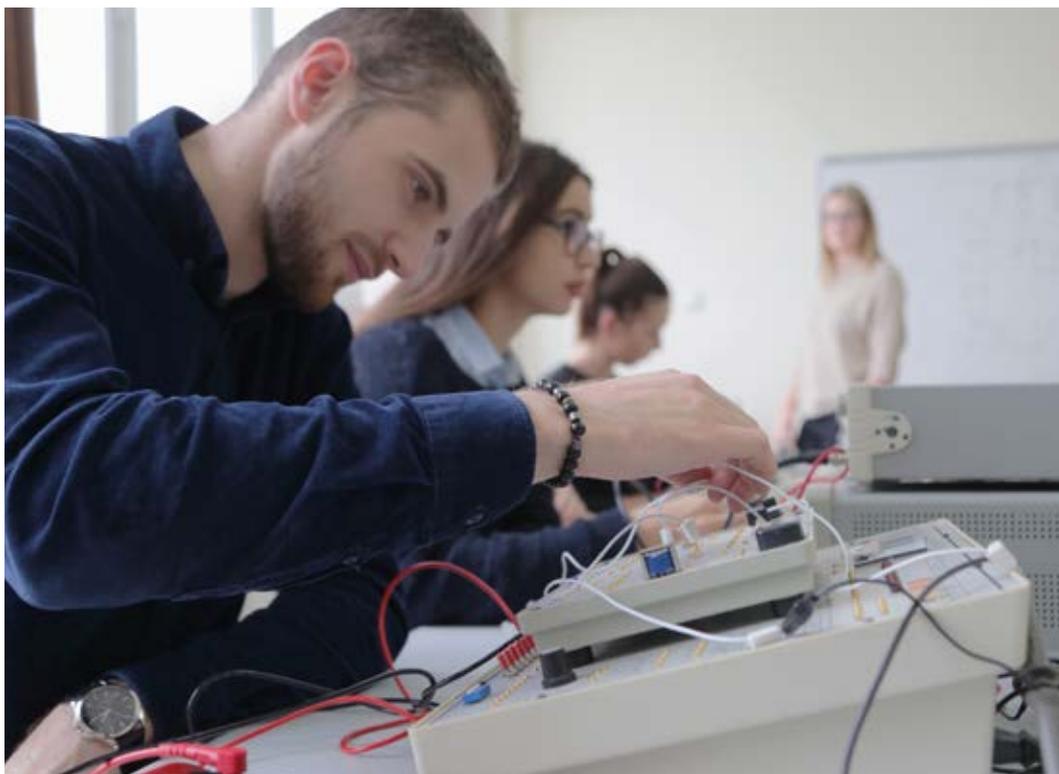
✓ FOLLOW THE RULES

As you will know from the Apprentice & Adult Trainee Registration form, your apprentice or adult trainee is bound to the requirements of the SJIB

National Working Rules (NWRs) for the duration of their training. You, as the employer, are also bound to follow these rules and their provisions for the duration of their employment as an apprentice or adult trainee with you.

✓ STUDY THE STATEMENTS

The SJIB has provided templated Statement of Employment Particulars which adhere to the SJIB NWRs and are a tool to help you implement these into your workplace practice. You can find these statements by scanning the relevant QR code on the opposite page.





“THE NWRs ARE COMPLEX AND DETAILED BUT FORTUNATELY WE’RE HERE TO HELP YOU NAVIGATE THEM”

✓ UPDATE THE PAY

Apprentices and adult trainees will advance to the next stage of their training once SECTT has confirmed that the workplace and college requirements for that stage have been met. SECTT will notify the SJIB, who

will amend the apprentice or adult trainee records to reflect their new stage. On behalf of the SJIB, SECTT will then notify you of the new rate of pay and from when it is applicable.

✓ DON’T BE SHY!

The NWRs are complex and detailed but fortunately we’re here to help you navigate them. If you have any questions or are unsure how and when they might apply please get in touch – we’re always happy to answer any queries and steer you on the right path. ■

✓ COVER THE CONDITIONS

Your apprentice or adult trainee is an employee of your company and there are certain requirements you need to meet to fulfil their employment conditions. These are highlighted in the Statements of Employment Particulars and are also covered in Section B of the SJIB Handbook, *Hours, Wages and Travel*, which you can find by scanning the relevant QR code on this page.

✓ RECOGNISE THE RATES

The SJIB states the required rates of pay and allowances available to apprentices and adult trainees. Current SJIB National Rates & Allowances 2022-23 are available on our website – scan the relevant QR code on this page to find out more.

✓ LEARNING EQUALS EARNING

College placement is a requirement of the work carried out by your apprentice or adult trainee. You are required to pay your apprentice or adult trainee for their hours spent at college.

All SJIB information is available to view online – visit www.sjib.org.uk for more. Our teams are also here to help in any situation where discipline, capability, redundancy or dismissal is required. Please always talk through your circumstances before acting by calling us on **0131 445 5577**.

SHORT CUTS

01



Statement of particulars forms

02



Section B of the SJIB Handbook

03



SJIB National Rates & Allowances 2022-23



SECTT Update

Events honour future talent

Annual apprentice contest once again sees young learners demonstrate their skills and receive well-deserved recognition for all their hard work

SECTT recently held its annual Apprentice of the Year competitions, with 41 young learners battling it out at three colleges across Scotland.

Supported by employers and parents, youngsters gathered for the contest in June at Glasgow Kelvin College, UHI Perth College and North East Scotland College – Fraserburgh Campus.

Barrie McKay, SECTT Training & Development Manager, said: “This competition is important as it allows the talent of the future to showcase their electrical practical and theory skills.

“This year saw very tight competitions throughout, with a high standard at each college and each and every apprentice should be extremely proud of their achievements.”

Barrie added: “I would like to say a massive thanks to the colleges for organising the workshops and classrooms, to the employers and parents for their support and also to Edmundson Electrical for again organising the extremely generous prizes.” ■

“THIS COMPETITION IS IMPORTANT AS IT ALLOWS THE TALENT OF THE FUTURE TO SHOWCASE THEIR ELECTRICAL PRACTICAL AND THEORY SKILLS”



↑ East 1st Stage: Barrie McKay (right) with Jordan Bathgate, Parker Technical Services, Edinburgh College



EAST



↑ East 2nd Stage: Josh Mudie, MAK Electrical Contractors, Dundee and Angus College



NORTH



← 1st Stage: Michael Vass, RI Cruden, Inverness UHI

THE TALENT OF TOMORROW

Ben Swinton



↑ West 1st Stage: SECTT CEO Anne Galbraith with Callum Gallacher, DS Electrical Services Ltd, Ayrshire College



WEST



↑ West 2nd Stage: Callum Rae, Renfrewshire Council, Ayrshire College



↓ North 2nd Stage: Ellis Stevenson, Campbell & McHardy UHI Moray College

NAME: Ben Swinton
AGE: 22
POSITION: First-Year Apprentice
WORKS: Craig Swinton Electrical Ltd.
STUDIES AT: Stenton Campus, Fife College
HOBBIES: Football, golf and going to the gym.

WHAT MADE YOU THINK OF BECOMING AN ELECTRICIAN?

My dad's been an electrician for 30 years and started his own company, so it made sense to join the family business. I've worked with him since I was a young boy by watching and helping him during school holidays and I really enjoyed it, so I knew I wanted to pursue it as my career.

WAS IT DIFFICULT TO GET AN APPRENTICESHIP?

No, it was fairly easy as I work for my dad's company!

HOW HAVE YOU FOUND IT?

It's a hands-on job, which I love, and it's also a job where you also need to think and problem solve.

It's been really enjoyable, especially thanks to my background knowledge that came from working alongside my dad for a year before I started college. That allowed me to be pretty hands-on straight away and I had the freedom to go and work on site independently a lot quicker than I probably would have. We do a lot of domestic work, and my favourite task is lighting because you really have to think about it and plan it out. Testing can be boring but it needs to be done! I also won Apprentice



of the Year for Fife College so it's good to have confirmation that I'm on the right path.

WAS THE COLLEGE TRAINING WHAT YOU EXPECTED? WHAT DO YOU ENJOY THE MOST AND WHAT'S THE MOST CHALLENGING?

The first blocks were things I'd done on site so I found it easy, but then we moved on to the fire alarm system which was something I'd never touched before. However I like learning new things. It was challenging at first but then it became quite an enjoyable process to follow. I've found some things take longer than I'd like, such as metal conduit and trunking. It's very stop-start and the amount of time that goes into it is the only thing I dislike.

HOW ABOUT WORKING ON SITE?

The roughing stage is my favourite part. I enjoy when you first go in and fix the wiring, because you then have to plan everything out for when you come back, meaning you've got a bare structure to work with and you can choose how you want to run the cables, giving you a bit of freedom.

HOW HELPFUL HAVE SECTT AND YOUR TRAINING OFFICERS BEEN?

David Frew has been really helpful. He watches me on site and gives feedback, and it's always good to get his review and hear praise from someone evaluating you. He's friendly and open and he's always been supportive.

WHAT DOES THE FUTURE HOLD?

Once I'm qualified and approved, I'd like to take over the family business, help it grow and keep it going.

Students are kitted out to save lives

ESF lockout donation will help trainees learn best practice and ensure power is off during work

SECTT has once again partnered with campaigning charity Electrical Safety First (ESF) to deliver lockout kits to all 3rd Stage apprentices and adult trainees across Scotland.

More than 500 learners at 21 Approved Centres were provided with the free kits worth £30 to help reinforce best practice and ensure power is safely turned off during electrical work.

SECTT CEO Anne Galbraith said: “The kits could potentially be a life-saver for these apprentices and adult trainees, who all started their training during the pandemic in 2020.

“Embedding this approach at the beginning of an electrician’s career is key to always working safely and is part of our ethos of teaching them how to apply knowledge and practical application in any situation.”

Lesley Rudd, Chief Executive of ESF, said: “Safe working practices and procedures are crucial for anyone working on or near an electrical installation and using a lockout kit is a fundamental safety precaution as ‘live’ working can be dangerous, if not fatal.

“Providing these free kits to young electricians is not simply about offering essential safety equipment, it is also helping to ensure that safe working becomes an ingrained habit, established right at the start of an electrician’s career.

“Our longstanding partnership with SECTT is now entering its 15th year and means we are helping to safeguard another future generation of Scottish electricians.” ■

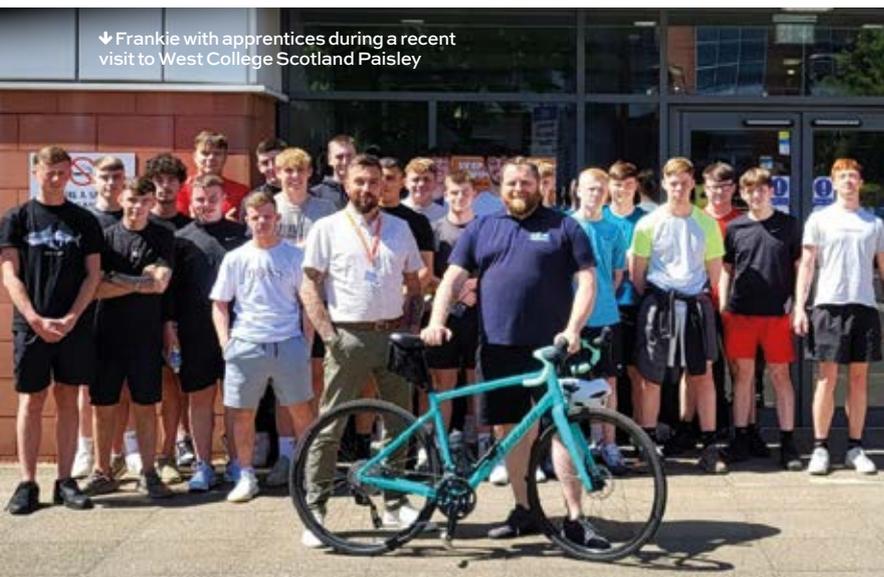


↑ Dundee and Angus College learners with their new kits

↑ 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**



↑ Students at UHI Perth College are ready to go



↓ Frankie with apprentices during a recent visit to West College Scotland Paisley

Frankie's thanks for cycle support

SECTT Training Officer Frankie Greig has thanked SELECT Members for their “amazing generosity” as he prepares to saddle up for his epic charity cycle.

We told in the last issue how the dad of three will pedal more than 200 miles from Venice to Milan in September in aid of the Electrical Industries Charity (EIC).

Frankie, who is Training Officer for Paisley and Argyll, said he has been staggered to have received so many donations as he aims to smash his £2,200 fundraising total.

The 41-year-old said: “SELECT Members and other industry colleagues have been fantastic and really rallied to the cause. I can’t thank them enough for their amazing generosity.”

➡ Donations can still be made to Frankie’s fundraiser at bit.ly/eic-frankie



↑ West College Scotland, Paisley Campus students



↑ UHI Moray College students with their kits



↑ Frankie is raring to hit the road

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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R series delivers flexibility and fit

Designed with the installer and wholesaler in mind, the R series from LED specialist Aurora Lighting is a family of colour and wattage switchable fire-rated downlights.

Supplied with a FastRFix connector and loop in/loop out terminal block, and at a height of 50mm, it is ideal for shallow ceiling voids.

The colour temperature can be changed between 3000K, 4000K and 5700K and there's an option to select the wattage between 4W, 6W and 8W.

New to the range is the R6CWS adjustable downlight. Offering all the advantages of the R series family, it also has the benefit of positioning the direction of the light.

➔ Find out more at www.auroralighting.com



↑ R series downlights give flexibility and choice

Deaf Aid Kit gives peace of mind

HISPEC has introduced the Deaf Aid Kit, a groundbreaking product designed to provide

enhanced protection for individuals with hearing impairments.

The new kit goes beyond relying solely on auditory cues by incorporating additional visual and tactile indicators to ensure the safety of its users.

Equipped with a strobe light, vibrating pad and AC/DC adaptor, it offers comprehensive sensory alerts when sound alone may not be sufficient.

The kit is specifically engineered to be compatible with Hispec's RF10-PRO smoke, heat, and carbon monoxide alarms, further enhancing its effectiveness. With the ability to detect faults or low

battery warnings from any smoke or carbon monoxide alarm paired with the radio frequency system, the Deaf Aid Kit provides peace of mind to users, alerting them promptly to potential hazards.

Designed for convenience and reliability, the kit operates on mains power but also features a rechargeable back-up battery that will continue to provide protection for 72 hours during the event of a power outage.

The product aligns seamlessly with Hispec's commitment to safety, encapsulated in their fire safety product range's slogan, 'Your Safety. Protected'.

Incorporating cutting-edge technology and a user-centered approach, the Deaf Aid Kit bridges the gap in safety measures for the hearing impaired, empowering them to live with confidence and peace of mind.

➔ Find out more at www.hispec.co.uk



↑ New alarm provides reassurance for people with hearing problems

Ovia's new rectangular REX revealed

Ovia continues to expand its range of utility lighting and the latest addition is the company's first industrial, rectangular bulkhead. REX is the name given to the new range of 5W IP65 CTA Rectangular LED Bulkheads and they are available in Standard, Emergency or with Photocell.

Designed with the installer in mind, and with ease of installation a priority, all REX LED Bulkheads are toolless gear tray entry. They are CTA switchable via the DIP switches in the following colour temperatures – 3000K, 4000K and 6500K – and they come with a three-year warranty.

The IP65 rating offers flexibility of application, making the REX suitable for large indoor areas as well as for external use – providing lighting for locations such as walkways or gardens.

The REX Bulkhead has a black base and can be wall or ceiling mounted. There is an optional black rectangular trim, as well as an optional red rectangular diffuser.

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



↑ The new bulkhead from Ovia

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

DEHN risk assessment offer has the X factor

DEHN is introducing a new engineering service called DEHNarX, which focuses on providing arc flash risk assessments.

The process involves conducting on-site surveys and utilising specialised software to create a single line diagram (SLD) of the LV distribution system, along with a detailed risk assessment of potential arc flash energy at various points within the system.

The risk levels are categorised from one to five, with one indicating low risk and no need for special measures and five indicating high risk and the necessity for arc flash mitigating equipment.

The assessment encompasses all personal protective equipment (PPE) options and includes the DEHNshort device. To ensure ease of understanding,

the assessment uses colour coordination for visual simplicity and intuitive navigation.

Beyond addressing arc fault risks, the service also provides the end user with an up-to-date SLD, complete with photo images and a comprehensive report on their existing LV distribution scheme.

This additional resource proves invaluable for any future LV-related works or upgrades and offers information on the requirements for surge protective devices (SPDs).

➔ Find out more at www.dehn.co.uk



OUR ASSOCIATE MEMBERS



ESP GIVES ITS ACCESS CONTROL RANGE THE V-IP TREATMENT

Leading security solutions provider ESP has added a new range of products to its Aperta access control portfolio. The new Aperta IP PoE (Power over Ethernet) collection provides quick and easy to install door entry solutions.

The range is designed to offer more flexible installation and improved performance. It comprises a visitor Multi Way and a Single Way outdoor station, a



↑ The range is suitable for projects of all sizes

feature-packed video monitor and app facility. All devices are connected via PoE switches, removing the requirement to have a power supply per device. The IP PoE IP65-rated Multi Way Outdoor Station can support

200+ apartments and for smaller projects there's the IP PoE IP65-rated Single Way Outdoor Station.

➔ Download a brochure at www.espu.com or the Scolmore app

SNICKERS WORKWEAR TROUSERS WORK AS HARD AS YOU

High-tech fabrics, functionality and fit are the hallmarks of this market-leading working clothes range.

For discerning professional tradesmen and women, trousers that deliver maximum functionality, comfort,



protection and mobility are key factors in their brand choices.

That's why the sustainable, street-smart, body-mapping features of Snickers Workwear Work Trousers make them the

choice for those who want to work at their very best.

The AllroundWork trousers suit any kind of work. FlexiWork trousers deliver freedom of movement and LiteWork trousers

keep you cool and dry. Then there's RuffWork trousers, reinforced for the roughest work, and ProtecWork protective wear. Snickers trousers also have the patented KneeGuard® system and CORDURA® reinforcement. They're the top choice for people who need to get the job done comfortably and efficiently.

➔ Call 01484 854788, visit www.snickersworkwear.co.uk or email sales@hultaforsgroup.co.uk

DEMISTA CONTINUES TO REFLECT HIGH STANDARDS IN BATHROOM DESIGN

In 1992, Scottish manufacturer Flexel introduced its new Demista brand, which featured a heated pad adhered to the back of a mirror to prevent condensation from forming on the glass.

Born from the original EcoFilm ceiling and floor far infrared heating solutions, Demista helped with the inconvenience and frustration of foggy mirrors in bathrooms, giving a perfect steam-free mirror without the need for time-consuming wiping or costly cleaning products.

Demista has been proven and accepted nationally and internationally and through its unique reputation and unblemished track record has been the number one choice for specifiers of mirror defoggers for more than 26 years. A product range that is available in a large range of standard sizes to suit almost any mirror and bespoke sizes can be supplied if required.

Demista products have been fitted in some of the world's most prestigious properties and hotel developments, including the Burj Al Arab, the Royal Atlantis, Fairmont Dubai, the Intercontinental O2 and other high-value developments in London.

➔ To find out more please visit www.flexel.co.uk



Aico's excellence and expertise

TO support customers and ensure its products are installed to the highest standards, Aico offers free City & Guilds Assured training as a global quality benchmark that recognises excellence in learning.

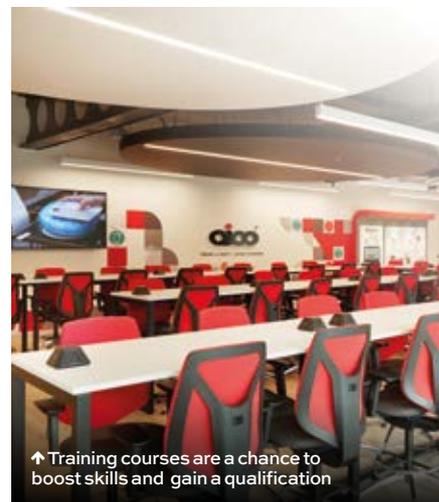
As a continuation of Aico's FIA CPD-accredited Expert Installer training, the course gives installers the essential knowledge to correctly install Aico fire and carbon monoxide (CO) alarm systems and environmental sensors.

The one-day course focuses on the design, installation, maintenance, interconnection, siting and electrical connection of Aico domestic alarm systems.

The qualification has a mixture of theory-based and practical sessions and concludes with a multiple-choice assessment that must be successfully completed to earn the City & Guilds qualification.

The course includes a variety of sessions covering:

- Standards and Regulations, including BS 5839-6, Installation Building Regulations, Fire Construction Products, Carbon Monoxide BS 50292,



↑ Training courses are a chance to boost skills and gain a qualification

rented regulations and the Tolerable Standard (Scotland)

- System design – grades and categories
- Fire risk assessment
- Sensor types
- Alarm siting
- Installation
- Integration
- Testing and maintenance
- Interconnection
- Products and technology.

➔ To find out more, visit www.aico.co.uk/our-services/domestic-fire-co-alarm-systems

VOICE OF TRADES ON TACKLING TECH TRENDS

Business management software expert Simpro recently released its *Voice of the Trades* report, which gives an authentic insight from trade professionals on the pain points of being stuck between the old ways of doing business and the new tech innovations shaping their future.

➔ Download it for free at bit.ly/simpro-voice

UNICRIMP GOES GREEN WITH LATEST CABLE ACCESSORIES

Unicrimp, part of the Scolmore Group of companies, continues to expand its popular Q-Crimp range of

cable accessories to provide installers with an increasing number of problem-solving products. The latest additions are a Green Earth Inspection Box and Hexagon Plain Driller Screws.

Designed to house and help protect the connection to an earth point, the Green Earth Inspection Box forms

part of the company's growing earthing rods and components range. It's constructed from PA66 to provide high mechanical strength.

Joining Unicrimp's extensive Q-Crimp range of fixings are the Hexagon Head Plain Driller Screws. Because they are self-drilling this eliminates the

need for a pre-drilled pilot hole as the screw performs the drilling, tapping and fastening in one action. They are available in a large range of sizes.

➔ The Unicrimp catalogue which showcases the entire range of Q-Crimp accessories can be downloaded from www.unicrimp.com and the Scolmore Group app.



ForrestBrown celebrates hat-trick of wins

Innovation incentives specialist ForrestBrown has been named Best Independent Consultancy Firm in the prestigious Tolley's Taxation Awards, completing a hat-trick of wins in the category since the company was founded.

The judges made special mention of ForrestBrown's contribution to raising professional standards, highlighting its integrity in what they described as a crowded market.

ForrestBrown recently moved to larger office space in Glasgow to meet demand



from Scottish businesses seeking to secure funding for innovation through R&D tax relief, Patent Box, grants and capital allowances.

Recent research by ForrestBrown highlighted Scotland's strengths as a location for innovation but HMRC R&D tax credit

statistics indicate that fewer Scottish businesses are claiming R&D tax relief compared to the UK as a whole.

ForrestBrown's growing presence in Scotland will help address this shortfall, ensuring eligible businesses are able to navigate the changing innovation funding landscape with the help of an award-winning partner.

➔ Find out more at www.forrestbrown.co.uk

A spiritual tale of lighting contrasts

Zumtobel and its sister brand Thorn, both lighting brands of the Zumtobel Group, have worked with Callaghan Electrical Contractors to design a new lighting scheme for the interior and exterior of one of the last substantial Roman Catholic cathedrals in Ireland.

The group's lighting brands provided a solution for each location at the cathedral of St Patrick and St Felim in Cavan, from the subtle ornate interior to the showstopping exterior.

Externally the lux levels have been optimised at the front façade and spire to enhance the cathedral's historic and architectural beauty, with Thorn's Contrast RGBW architectural floodlights with DMX controls.

This will allow the cathedral to configure many different scenes to complement religious days, light shows and Irish events.

In addition, the exterior car park



and cathedral entrance has been illuminated with Thorn's Avenue D2.

The luminaires have been customised to a specific RAL colour to complement the cathedral and the existing luminaires.

Ian Brodigan, Branch Manager Eastern Electrical Dundalk, said: "This upgrade has become a historical focal point for the town of Cavan and is a visually stunning upgrade."

➔ Read more at bit.ly/thorn_cavan

DEFINITY COMPLETES A STYLISH LOOK

As contractors look to decorative wiring accessories to achieve a smooth finish, the demand for flat plate wiring accessories has risen.

In response to this, the Definity Complete range, which incorporates screwless, push-fit face plates, has been extended to include the stylish Antique Brass finish. Because the face plates are supplied independently of the electrical inserts, the initial installation of the product can be carried out and any maintenance or decoration completed before the final fixing of the face plate.



➔ View the range and download a brochure at www.scolmore.com or the Scolmore Group app

RELIABILITY GUARANTEED WITH AURORA WARRANTY

LED specialist Aurora Lighting is strengthening its after-sales customer service with the introduction of an extended on-site warranty.

For products purchased from 1 June 2023, a significant number of Aurora's solutions

will be sold with a five-year warranty, three of which will be covered by a registered on-site warranty. This offers peace of mind and demonstrates the confidence Aurora has in its solutions to deliver quality and reliability.

Aurora has committed to a stringent testing and compliance process across all its product development and manufacturing, with rigorous testing also in place thanks to its in-house quality assurance

team. In the unlikely event that a client needs to make a claim, Aurora will replace, repair or rectify products which are deemed to be defective due to a material or manufacturing fault. (terms and conditions apply).

The contractor or end-user has three months to register the solution and enact the warranty.

Matt Burton, Commercial Director at Aurora Lighting said: "This offers comfort to our clients and reassures customers we invest in high-

quality, durable and reliable lighting solutions.

"The introduction of a three-year registered on-site warranty as part of products with our five-year warranty is an added benefit. This ensures contractors can feel even more confident in installing our solutions."

➔ Visit www.auroralighting.com



NEW FType downlight range - A revolution in downlight technology

FType Essence

High performing **retrofit downlight**
at a cost effective price

FType Mk2

Maximum performing **retrofit downlight**
with CCT, Wattage selector and
Dim2Warm technology

FType Ultra

Maximum performing **1st & 2nd fix
downlight** with CCT, Wattage selector
and Dim2Warm technology.



**DIM2
WARM**
AS STANDARD
(MK2 & ULTRA MODELS)

- Dim2Warm standard on MK2 and Ultra models - Replicates the feel through halogen in LED technology
- First to market to offer Dim2Warm and CCT combined
- Quick view window - Conveniently check your connection is properly terminated
- SpeedFit Connector - Innovative loop-in/out terminals that speed up cable connection

See the revolutionary new range at www.luceco-ftype.com



Luceco Lighting sets new trends in downlight technology

LUCECO Lighting has introduced the new FType series: Essence, Mk2 and Ultra. These UK-designed fire-rated downlights redefine lighting with superior performance, advanced LED technology and a focus on safer and easier installation.

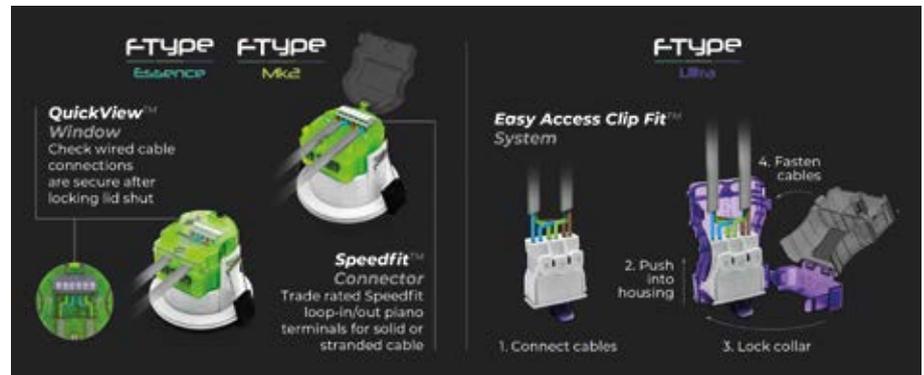
The new FType series elevates the lighting experience to a new level, sets new trends and is specifically designed with wholesalers and contractors in mind. Combining functionality, ease of installation and aesthetic appeal, these downlights are designed and engineered to revolutionise the lighting experience. Whether the project or contractor prioritises budget, customisation options or unparalleled convenience, the FType series of Essence, Mk2 and Ultra has it all covered.

As part of the product development process, focus groups were held with contractors to critically understand and evaluate their core needs. Applying these valuable insights, Luceco Lighting is proud to be the first to market with these innovative features, including the new Dim2Warm CCT, QuickView Cable Safety Window and Ultra Easy Access ClipFit connector.

THREE MODELS

FType Essence is the budget-friendly option, delivering functionality, design and performance. Available in 3000K or 4000K light outputs, it has a range of bezel colours and a three-year warranty.

FType Mk2 builds upon Essence, offering even more value and innovation. With power-selectable functionality, you can customise lighting spaces based on user preferences. Choose between 4CCT Colour Change 2700K/3000K/4000K/6000K or Dim2Warm CCT 3000K/4000K, which combines the



↑ The FType range is packed with useful features

traditional benefits of filament and halogen with modern LED technology. Adjusting to extra-warm 2400K colour temperature when dimmed, it creates a cosy, ambient lighting effect for maximum comfort. The Mk2 range guarantees maximum performance, easy installation and a five-year warranty.

For contractors, FType Ultra is the ultimate choice, incorporating all of the Mk2 features, including the ground-breaking patent-pending Easy Access ClipFit connector. This 500V insulation resistance compatible connector revolutionises installation, with a removable VDE-certified terminal block that provides easy 360-degree access when wiring, eliminating cable bending around bulky housings and providing



hassle-free wiring. Available in both Dim2Warm CCT and 4CCT options, with a range of bezel types and colour finishes, it's backed by a remarkable seven-year warranty.

KEY FEATURES ACROSS THE RANGE

1. QuickView cable window: enables easy inspection of wire connections, even after cables are secured in place. This provides the contractor with easier inspection and added safety and reassurance that the connection is secure.
2. Trade-rated toolless SpeedFit Connector: innovative loop-in/out terminals allow for effortless connection with both solid and stranded cables, minimising installation time.
3. Super slim flat or regressed removable bezels: compared to many competitor offerings, the new FType boasts a super-slim bezel design, creating a refined and discreet finish that seamlessly blends into ceilings, complementing any interior décor. ■

➔ For further information, visit www.luceco-ftype.com or speak to your local ASM.

LUCECO
LIGHTING

FIVE MINUTES WITH...

SAM MOORE

EMPLOYMENT & SKILLS ADMINISTRATOR



HELLO SAM. HOW LONG HAVE YOU BEEN AT SELECT?

I joined at the end of July 2022 but the warm welcome from everyone makes me feel like it's been so much longer!

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

After school I went into the hairdressing industry and was a qualified hairdresser by 18 years old. I loved creative colouring and was always experimenting with new colours and trends, but after a while I wanted to try something new so I went on to work in the bingo industry. I first came across SELECT after hearing about the opportunity for an Employment & Skills Administrator and, after having a look into what SELECT does for the electrical industry and the continuous support it offers its Members, I knew I wanted to be part of the team.

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

My job entails a variety of different things within the Scottish Joint Industry Board (SJIB). My main role is the processing of grade cards for the electrotechnical side and having an understanding of the other grade cards we offer. I also help with the creating and marking side of the ECS health and safety assessments and help with the queries we receive.

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

I have to say each day is different and no day is the same

"I LIKE DEALING WITH THE MANY QUERIES WE RECEIVE AS I ENJOY HELPING AS MUCH AS I CAN"

which I love as each day is a learning opportunity. I like dealing with the many queries we receive as I enjoy helping as much as I can.

HAVE YOU HAD THE CHANCE TO MEET SELECT MEMBERS?

I met some Members at the recent Toolbox Talk roadshows in Inverness and Aberdeen – it was really nice to see people face-to-face. Apart from that, I've only had the chance to speak with Members over the phone but I hope to meet more in the future.

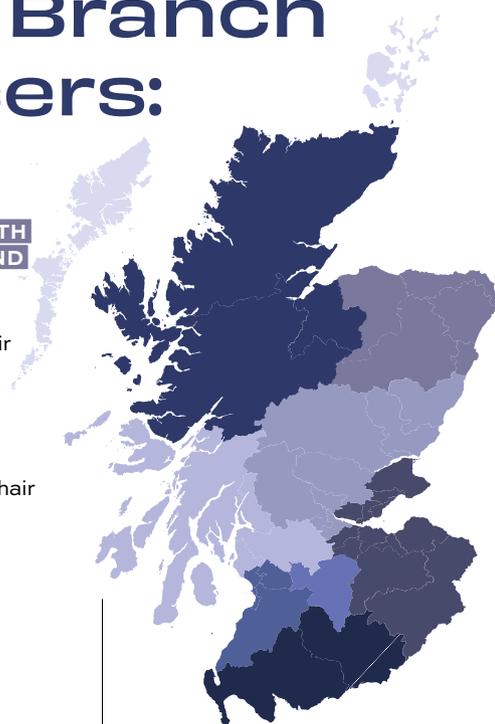
WHAT HAVE YOU MOST ENJOYED ABOUT YOUR JOB SO FAR?

I truly love all parts of my job, from the other staff in the office to speaking with Members on the phone. I will always go out of my way to help Members or point them in the right direction and they're always so thankful. I particularly like that no two days are the same and I'm always kept busy.

Quickfire questions:

- Cheese or chocolate?**
Cheese
- Dog or cat person?** Dog
- First car owned?** I don't drive but hopefully that will change very soon!
- Favourite film?** Has to be the *Scream* franchise
- Favourite TV show?** *Teen Wolf*
- Favourite holiday spot?** Greece
- Dream date?** Mark Wahlberg
- One thing people might not know about you?** I LOVE Halloween and anything to do with horror movies. I even have some horror film tattoos and plan to get more in the future – even though I'm petrified of needles!

Your Branch Officers:



ABERDEEN & NORTH EAST OF SCOTLAND

STEWART ANDERSON, Chair
ERIC RAE, Vice-Chair
ALICK J SMITH, 3rd Representative

AYRSHIRE

JAMES COOPER, Chair
CHARLES DOBBIE, Vice-Chair

DUMFRIES & GALLOWAY

GORDON PATERSON, Chair
JOHN WILSON, Vice-Chair

EDINBURGH & SOUTH EAST OF SCOTLAND

GRAEME ANDERSON, Chair
PAUL ERASMUSON, Vice-Chair
ALASDAIR NOBLE, 3rd Representative
CRAIG NEISH, 4th Representative

GLASGOW & WEST OF SCOTLAND

DAVID HARRIS, Chair
SEAN HARKIN, Vice-Chair
ALAN WATT, 3rd Representative

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DONNIE CALDER, Chair
ALISTAIR GRANT, Vice-Chair

LANARKSHIRE

CRAIG MCGOWAN, Chair
PAUL SMITH, Vice-Chair
CHRISTOPHER LIDDELL, 3rd Representative

TAYSIDE

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

Upcoming SELECT events:

CENTRAL BOARD

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

PROFESSIONALS' DAY

Wednesday 20 September – The Falkirk Wheel, Falkirk

PRESIDENT'S LUNCH

Friday 29 September – Grand Central Hotel, Glasgow

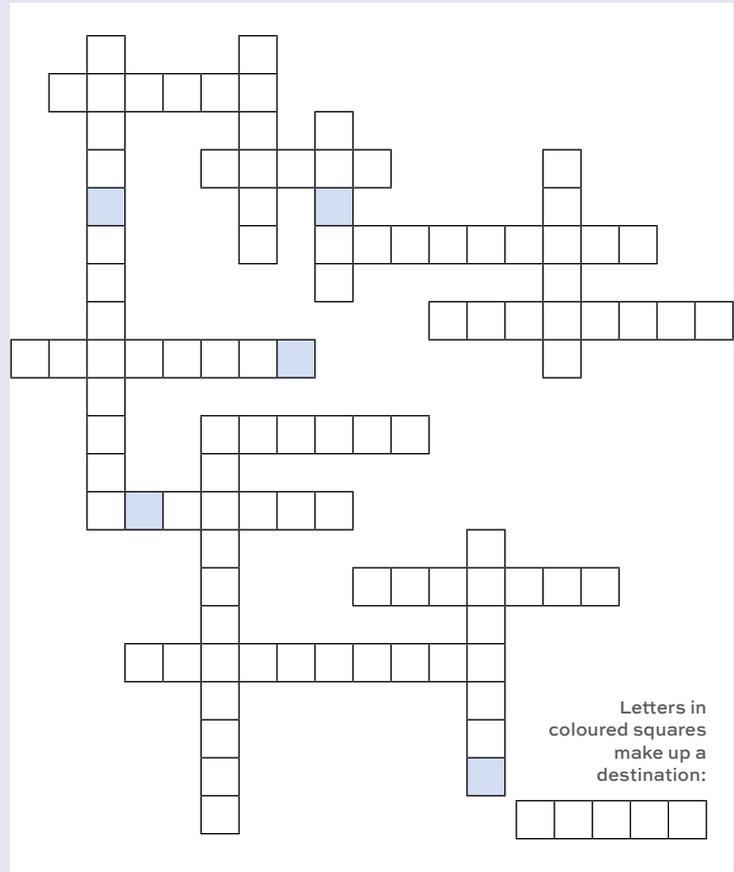


All meetings start at 6pm. Please contact your Member Representative for further details.

Tuesday 3 October – Dumfries and Galloway Branch, Dumfries & Galloway College

Competition

Summer holiday destinations wordfit



Letters in coloured squares make up a destination:

- 5 letters**
Italy
Crete
- 6 letters**
Turkey
Cyprus
Greece
Rhodes
- 7 letters**
Algarve
Croatia
Majorca
- 8 letters**
Tenerife
Benidorm
- 9 letters**
Lanzarote
- 10 letters**
Montenegro
- 11 letters**
Gran Canaria
- 13 letters**
Fuerteventura

Keep up to date with SELECT

Follow SELECT online at:

Twitter
@Updates_SELECT
@Training_SELECT
@Regulate_SELECT

Facebook
SELECT.TheECAofS

Instagram
@SELECT_Trade_Association



Visit our websites at:

- select.org.uk
- cabletalkmagazine.com
- selectawards.co.uk

Here's your chance to win £50 of Amazon vouchers with our prize wordfit about summer holidays, compiled by SELECT Training Administrator Laurie Burns.

Find the word from the letters in the coloured squares and email it to memberservices@select.org.uk by 15 September. The winner will be drawn at random. T&Cs are online. Congratulations to June/July 2023 winner **John Wheatley** from **J W Wheatley & Son**.

June/July 2023 Answers



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.

- Thursday 5 October** – Inverness and North of Scotland Branch, venue TBC
- Tuesday 10 October** – Glasgow and West of Scotland Branch, venue TBC
- Thursday 12 October** – Edinburgh and South East of Scotland Branch, venue TBC

- Tuesday 17 October** – Ayrshire Branch, venue TBC
- Thursday 19 October** – Aberdeen and North East of Scotland Branch, Tullos Training
- Tuesday 24 October** – Tayside Branch, venue TBC
- Thursday 26 October** – Lanarkshire Branch, venue TBC



Get expert advice and technical tips with the huge range of videos available for Members on SELECT TV.

Watch now at bit.ly/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

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



- True Loop™ test with patented Confidence Meter™
- CertSuite™ compatible Bluetooth® result transfer
- Next generation 2-wire and 3-wire non-trip loop testing
- User upgradeable operating system
- High resolution 0.001Ω loop test
- Automatic volt-drop measurement
- Stabilised insulation test voltage
- Configurable RCD and EV RDC-DD auto-sequence tests
- Fast change rechargeable plug-in battery pack
- Re-designed lead set and carry case solution

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www.megger.com