

Representing the Scottish
electrotechnical industry

calendar

DECEMBER 2023/JANUARY 2024 | £4.50

SELECT

The holly and the EV

Training team unwraps perfect Christmas
gift as new charge point course goes live

→ **Check the halls**
New SELECT resources
give essential update on
neutral current diversion

Gerry and bright
Member reveals plans
for the future after
50 years on the tools

Ho! Ho! No!
How to break bad
news and deliver
tricky conversations

Happy new gear
Training Officer Frankie
reveals all about his epic
charity cycle across Italy



The European Market Leader in
Home Life Safety

COMMUNITY AWARDS 2024



HomeLINK



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Neighbourhood Transformation
Resident Engagement
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National Apprentice of the Year

College Initiative of the Year
Rising Star Award
Electrical Contractor of the Year
Inspirational Colleague of the Year
Sustainability Project of the Year
Best Distributor of the Year
Collaborative Partnership of the Year

To enter the Community Awards 2024, please email: marketing@aico.co.uk



Visit the website to find out
more about the Community
Awards.

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



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**FRANKIE'S
ITALIAN CHARITY
CHALLENGE**

Support and in a tough year

IT'S fair to say that the last 12 months have continued to challenge the industry, with economic forces, including high inflation and interest rates, having an impact on workload demand and the cost of materials. Despite these challenges, the sector has been generally buoyant, with most Members remaining busy throughout 2023 and seeing work stretching into 2024.

The commercial arena, which includes public sector work, has seen a reduction in the number and size of projects, which has been somewhat mirrored in the domestic market. However, overall the sector's workload is holding up well and the drive towards a net zero economy is generally having a positive impact on workload opportunities.

We used to say "the future is electric", which then evolved to "the now is electric" and in the last year we've moved on further and now speak about "the electrification of society".

It's fair to say that we're all increasingly dependent on electricity for transport, communication, heat and light – and Members will continue to play a key role in providing all these key services.

In turn, SELECT will continue to support each and every Member across Scotland, building on the excellent work in 2023 that saw us:

- **Position** the association at the centre of the work being undertaken by the Scottish Government's Construction Leadership Forum, leading and influencing a host of sectorial issues at the highest levels.
- **Accelerate** our programme of work to help Members capture market share on renewable technology opportunities, including new training courses for the installation of EV charge points, solar PV and electric energy storage systems.
- **Deliver** a two-year wage deal which provides a stable employment platform for Members and allows them to plan and prepare for future pricing of projects.
- **Work** with Scotland's construction innovation centre, BE-ST, on the use of robotics and the implications of artificial intelligence for the sector.
- **Grow** our membership to 1,261 companies, with greater use of all our services including SELECTcerts which now has more than 325 users.

"AS WE MOVE FORWARD TO 2025 AND OUR 125TH ANNIVERSARY, WE'RE ALREADY PLANNING A NUMBER OF EVENTS WHICH WILL CELEBRATE THIS SIGNIFICANT LANDMARK IN OUR HISTORY"

- **Collaborate** with the SJIB, SECTT and Unite the Union to oversee the apprenticeship programme which now stands at 3,800 – the largest in Scotland.
- **Develop** our Associate Membership scheme which now has more than 30 leading manufacturers and service providers, who support our business and social events.
- **Launch** a professionals' e-newsletter for consulting engineers, architects and surveyors, as well as holding our second Professionals' Day.
- **Assist** Members with clear and consistent advice on a host of essential technical, employment, commercial and health and safety issues.
- **Hold** more successful Toolbox Talks on heat pumps and electrical energy storage systems, with more than 500 delegates attending our 13 events across Scotland.

All the above, along with many more activities we undertake, demonstrate how SELECT informs, educates and assists its Members with the things they **REALLY** need. As we move forward to 2025 and our 125th anniversary, we're already planning a number of events which will celebrate this significant landmark in our history. More details will follow in due course.

In the meantime, I wish all readers of *cabletalk* a very happy Christmas and a peaceful and prosperous New Year. 🎁

WORDS
ALAN WILSON
Managing Director,
SELECT



success



"I'D LIKE TO THANK EVERYONE AT SELECT FOR THEIR EXCELLENT EFFORTS AGAIN THIS YEAR"

I'm also relieved that my son Stephen wasn't the captain of the winning team for the second year in a row, so no accusations of nepotism could be made!

Another highlight of the year was the President's Lunch held in Glasgow in September, where we again welcomed close friends and colleagues from across the industry in Scotland and beyond.

Sponsored by Associate Members Electrium and MacRoberts, it was a pleasure to meet our special guest Monica Lennon MSP and a real honour to present the Lifetime Achievement Award to my fellow northerner Alick Smith – a truly deserving recipient of the prize.

As I near the end of my two-year term as the President of SELECT, I can reflect on a fascinating 18 months that has let me see the inner workings of The Walled Garden.

Like most Members, I wasn't aware of the sheer amount of hard work that goes on behind the scenes as our association continues to represent the interests of electrical contractors and businesses of all sizes.

It's comforting to know that we have such a dedicated and dynamic team working on our behalf and I'd like to thank everyone at SELECT for their excellent efforts again this year.

I've enjoyed my time in the hot seat and it's been particularly good to meet and chat with so many fellow Members, whether over a cuppa at a Branch Update, on the fairways in Dunblane or in the grand surroundings of the voco Grand Central hotel.

Meeting businesses of all sizes has made me realise that we all have the same things in common – the determination to do an excellent job, look after our staff and go home safely at the end of every working day.

I can assure you that SELECT shares and actively promotes these values and I know they will continue to do so long after I hand over the chain of office at the AGM in June.

Have a fantastic festive period when it comes and I look forward to seeing many of you again in 2024. 🍷

WELL here we are again, ready to dive into the many excesses of the festive season and celebrate a well-earned break with our family and friends.

The past 12 months seem to have flown by and it doesn't seem like yesterday that I was welcoming our Past Presidents to the Balmoral Hotel for the 2022 Christmas lunch.

Perhaps it's a reflection of the busy year I've had, both as a contractor and representing the association. From speaking to my fellow Members I know that most of them have had an extremely busy 12 months too – not that we should ever complain about full order books!

The past year has also seen plenty of SELECT activity and, after the initial date was rained off due to the typical Scottish summer, the President's Cup golf competition in August was an excellent day, thanks in no small part to sponsors Luceco Group.

More competitors than ever took part, and I was pleased to present the famous silver trophy to Mike Stark, who I'm also due to be handing over to as President in June.

WORDS
ALISTAIR GRANT
President, SELECT



"It's been fantastic to see the number of apprentices coming on board again this year and it's encouraging that companies continue to invest in the future – and that youngsters are so enthusiastic and want a great career in a great industry. With the electrification of society, it's our time to shine and it's up to all of us to do the next generation proud and encourage them to be and do their best."

Donald W Orr,
Immediate Past
President



"The highlight of 2023 for me is the same as every year – attending a vulnerable person who is stressed and upset about having no power. I take my time to speak to them and find out what's happened so I can test, fault-find and repair the issue. The relief and appreciation when power is restored really makes the job worthwhile."

Eric Rae, Vice Chair,
Aberdeen & North
East Scotland Branch



Such events are an invaluable opportunity to fly the flag for SELECT and exchange updates and ideas with our peers from across the sector."

Alistair Grant, President

As we reflect on another busy year, we asked the SELECT Presidential Team and Branch Officers to share their highlights of 2023 with us

Time to look back with pride



"My highlight this year was realising that tradespeople can benefit customers personally, not just professionally. I attended an inspection for an elderly tenant in Paisley who was clearly very lonely. I know we all have to work quickly and efficiently to make money, but rather than cut conversation short, I stopped every now and then for a chat. It was evident that by listening and engaging I was making his day – and that also made mine!

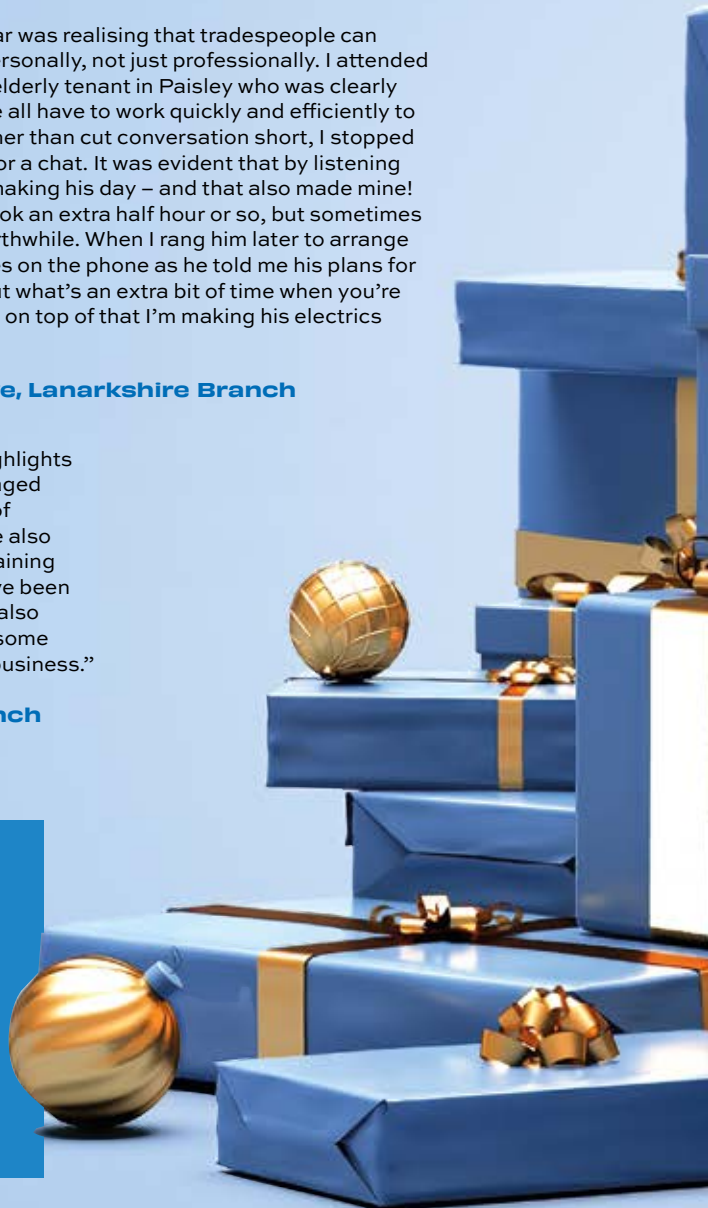
The work probably took an extra half hour or so, but sometimes it's the simple things that make the job worthwhile. When I rang him later to arrange some remedials, I spent an extra 10 minutes on the phone as he told me his plans for the week ahead. I could have cut him off but what's an extra bit of time when you're making someone happy? It's priceless and on top of that I'm making his electrics safe into the bargain. Win-win!"

Chris Liddell, 3rd Representative, Lanarkshire Branch



"Among the many highlights this year, we've managed to bring on a couple of apprentices and have also had some ongoing training programmes that have been successful. We were also pleased to welcome some new people into the business."

Jim Cooper, Chair, Ayrshire Branch





“My highlight of 2023 has been the continued success of our in-house apprentice scheme. It’s so rewarding to see youngsters you interviewed four years ago now passing their FICA and becoming qualified electricians, which helps with the continuing growth of this great industry in which we all strive to be successful.”

Mike Stark, Vice President



“The past 12 months have been a challenge as we try to get back to normality after two years of upheaval, ensuring day-to-day tasks are carried out safely and effectively. One of my highlights of 2023 is undoubtedly the ability to sit down face-to-face with customers and wholesalers again and just have a good old-fashioned chit-chat. Another pleasing thing is the volume of apprenticeship applications, which shows that our industry is seen as a rewarding option for up-and-coming talent. This is welcome as we’re also noticing a number of experienced operatives retiring, so we need to make up the shortfall.”

Stewart Anderson, Chair, Aberdeen & North East Scotland Branch



“It’s been very encouraging to see a growth in both the domestic and commercial EV charging network in 2023, as well as a rise in solar

PV installations, and I hope this trend continues in the year to come.”

Tony Harvey, Chair, Tayside Branch

“It’s been good to see that the electrical industry has been on a steady footing since COVID-19 and looks certain to prosper over the coming years with all the new technology coming onto the scene.”

Graham Lyall, 3rd Representative, Tayside Branch



"It's been good to have had another busy year, but we're still experiencing changes with COVID-19

and Brexit, so let's hope the work continues during 2024 and, in the meantime, enjoy the coming weeks with our friends and families."

**Gordon Paterson,
Chair, Dumfries &
Galloway Branch**



"After the turmoil of the past few years, it's the little things you notice most. Even something like

being able to buy a new van now that there's more availability again can be seen as a highlight! It just shows how much we take these things for granted."

**Donnie Calder,
Chair, Inverness
& North of
Scotland Branch**



"My professional highlight is seeing a healthy, productive company that ensures efficiency is combined with good safety and environmental working practices, with highly trained and competent staff using up-to-date hardware and tools and utilising software to everyone's advantage. In a world where a lack of training and skills and overspending on a national scale has led to a shortfall in competence, it's more important than ever that we all strive to keep core foundations strong and ensure high standards are met, ensuring we raise standards of physical and mental wellbeing for everyone in the workplace."

**Graeme Anderson, Chair, Edinburgh
& South East Scotland Branch**



"Health and safety is a vital part of day-to-day activities for all of us, so it's been good to see SELECT's partnership with BSG go from strength to strength. It's an ideal

opportunity for Members to replace, rebuild or update their safety management system and I'd recommend seeing what's available and considering Associate Membership. I'd also like to pay tribute to Allan McCabe, who retired as our Membership Representative in September after 13 years. My thanks to him for his invaluable support and I wish him the very best for the future."

**David Harris, Chair, Glasgow &
West of Scotland Branch**



"It's been really encouraging to see decarbonisation and net zero finally being taken seriously and

the industry realising the potential of renewable technology. It's also good to see Scotland taking the lead and being proactive with incentives and information, with SELECT at the forefront of training and advice, ensuring that we don't need to rely on what happens south of the border to further the green agenda."

**Sean Harkin, Vice Chair,
Glasgow & West of
Scotland Branch**



"We witnessed remarkable growth and innovation in 2023, particularly in renewable and sustainable energy. This took centre stage for us as we embraced renewable technologies, particularly solar PV and electrical energy storage systems, aligning with Scotland's commitment to clean energy. Our highlight was achieving MCS accreditation and I hope this, combined with support from SELECT, helps cement an increased focus on renewable technology alongside elevated industry standards. It has also been pleasing to see workforce development and the intake of apprentices and adult trainees continue to flourish, ensuring a skilled labour force to meet the industry's evolving demands."

**Alan Watt, 3rd Representative,
Glasgow & West of Scotland Branch**



"As a family business, our highlight of 2023 was celebrating our 50th anniversary after being established in April 1973. Over the past five decades, we're proud to have participated in a vast amount of change and are now eagerly embracing the rapidly developing technologies of the future. Our other cause for celebration in 2024 will be our 50-year membership with SELECT on 12 February! This long and special relationship is something we are extremely proud of and hopefully will continue for another 50 years."

Paul Smith, Vice Chair, Lanarkshire Branch

VIDEOS PUT YOU IN THE PICTURE



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



6+ hours of on-demand content



ACCESS ON YOUR DESKTOP, TABLET OR SMARTPHONE



26 exclusive videos now hosted on SELECT TV

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SCAN THE CODE TO START WATCHING OR LOG IN TO MY SELECT AT [SELECT.ORG.UK](https://select.org.uk)

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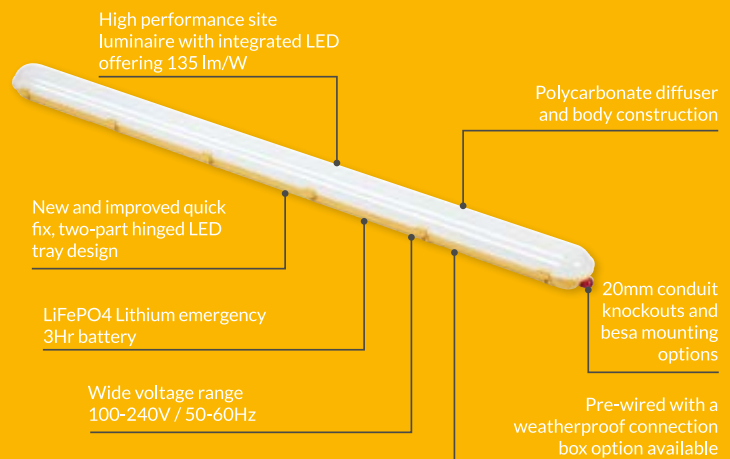
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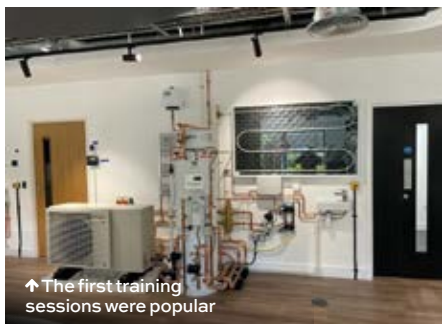
News

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SELECT'S very own Stuart
McKelvie is the speaker at
Glasgow housing event

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Mental health support is on
offer to apprentices in a bid
to improve their wellbeing

+ PAGE 11 /
Members are given a helping
hand to meet safety
standards in our industry

+ PAGE 13 /
Meet Emma, our new recruit
who will be on hand to assist
Members in the West of Scotland



↑ The first training sessions were popular

LOOK OUT FOR FREE HEAT PUMP TRAINING

Associate Member Daikin is planning to offer further free heat pump training for Members after an excellent response to its first sessions.

The market-leading manufacturer will be hosting more modules at its training centre in Paisley later in 2024 after the initial places in February were quickly booked up.

Aimed at installers, the course enables delegates to install and set to work a Daikin Altherma Monobloc heat pump and covers:

- Product overview
- Daikin manuals overview
- Correctly mounting and positioning unit
- Piping unit
- Wiring unit
- Identifying and developing best installation practice
- Setting the unit to work and basic controller settings.

A spokesman said: "Our product training is designed to raise standards, set industry benchmarks and help develop both product and service expertise. For SELECT Members only involved in installations, this is the course for them."

🔗 Why heat pump upskilling is essential:
Pages 40&41



Guests keep our Members up to date

ASSOCIATE Members Aico and Hispec were the special guests at our second Branch Updates of 2023, which were held across four weeks in October.

Representatives from the leading manufacturers delivered presentations at selected meetings, with Aico discussing changes to British Standard and multi-sensor technology and Hispec outlining its innovative new vape detection system.

Updates on SELECT activity were also delivered by the Directors of Function and the Presidential Team, with Training Officers

providing latest news from the Scottish Electrical Charitable Training Trust (SECTT).

The Tayside event on 24 October also featured a tour of the inspection and testing facilities at Dundee and Angus College, Kingsway Campus, courtesy of SECTT Training Officer David Stebbings.

President Alistair Grant said: "I would like to thank Aico and Hispec for presenting at these events and also thank the Members who took the time to join us for some lively discussions."

🔗 Vape detection explained: Pages 30&31



↓ Members discussed a range of topics at the autumn Updates



↑ Stuart shares his views at the event in Glasgow

STUART SPEAKS OUT AT HOUSING EVENT

SELECT'S Stuart McKelvie was among the special guests at a recent gathering of housing experts in Glasgow.

Our experienced Training Development Adviser was invited to be a keynote speaker at the inaugural Tenant and Resident Safety Annual Conference, hosted by the Social Housing Safety Network Scotland.

Held at the Merchants House on 23 November, Stuart spoke about the importance of correctly completed EICRs and the quality of information that should be expected from such reports.



**10 FIRMS
HAVE
BECOME SELECT
MEMBERS SINCE
1 OCTOBER 2023**

1. Parkside Electric, Edinburgh
2. GRG Electrical Contractors Ltd, Thurso
3. JF Cooper Electrical, Falkirk
4. J A M Electrical Ltd, Kelty

5. Scot Building Services Ltd, Motherwell
6. LN Electrical Glasgow Limited, Kilmarnock
7. McCulloch Electrical, Falkirk

8. The City of Edinburgh Council, Edinburgh
9. Echo Electrical Ltd, Dingwall
10. Eastern Holdings Ltd, Broxburn

Enjoy discounted BSG membership



SELECT Associate Member the Building Safety Group (BSG) is offering Members a discounted new service to help them satisfy the requirements of Safety Schemes in Procurement (SSIP).

Members who take up BSG Associate Membership will be able to provide evidence that they have access to external competent health and safety advice – a must-have to satisfy SSIP.

By subscribing to BSG Associate Membership, Members will also be able to:

- Use the BSG logo and certificate to support new business tenders
- Receive regular updates, newsletter and safety alerts
- Access expert support with SSIP applications (up to four hours per annum)
- Get advance notice of forthcoming HSE blitzes
- Earn a 20% discount on BSG training courses
- Access BSG's exclusive Contractor Assessment Service (CAS) to assess current levels of health and safety compliance and, if successful, use the BSG Contractor Assessment Approved logo
- Receive an invitation to enter BSG's Health and Safety Awards.



© www.bsgltd.co.uk

BSG Associate Membership costs only £385 per year, which is a significant discount of £835 on the Standard Membership fee.

Associate Membership is conditional upon concurrent membership of SELECT and requires six months' written notice of resignation.

Find out more and sign up by emailing select@bsgltd.co.uk or calling **01786 448 838**.

SELECT's partnership with BSG already provides Members with free access to its risk assessments and method statements software (RAMS), as well as a wealth of benefits via the BSG Hub.

➔ Health & Safety round-up: **Pages 36-39**

NEW MEMBER WILL BE A CAPITAL GAIN

SELECT was delighted to welcome the City of Edinburgh Council into membership recently – the 16th local authority in Scotland to join the association.

Tam Meaney, Operation Manager, Housing Property, received his new Member pack from Specifier & Client Relations Manager Yvonne Wilson in November, and the council is already planning bespoke training for its staff.

Yvonne said: "We're pleased that the City of Edinburgh Council is now a Member as we continue to develop long-standing partnerships with

local authorities in Scotland.

"Exactly half of Scotland's 32 local authorities now enjoy the benefits of SELECT membership, including our

invaluable technical advice and dedicated in-house training."



EXPERT ADVICE ON OFFER FOR LETTING DAY

Staff flew the flag for SELECT at the recent Scottish Letting Day, talking to landlords and agents about electrical safety and other industry issues.

Technical Adviser Bruce Findlay and Specifier & Client Relations Manager

Yvonne Wilson both represented the association at the Scottish Association of Landlords' annual conference at Scottish Gas Murrayfield on 8 November.

Yvonne said: "There was plenty of interest from a wide

selection of property professionals and we were able to answer questions on the latest legislation and best practice and also reinforce the importance of always using a qualified electrician for all electrical work."



OFFICE CLOSED FOR THE FESTIVE SEASON

Our offices will close on Friday 22 December and reopen at 8.30am Wednesday 3 January.



WE'RE HELPING OTHERS TO ENJOY CHRISTMAS

Generous SELECT staff have once again dug deep to help children in poverty this Christmas.

Colleagues donated a mountain of toys and gifts for disadvantaged youngsters as part of the Mission Christmas appeal organised by the Cash for Kids charity.

The collection was organised by Training Administrator Laurie Burns, Membership Coordinator Loraine Hutchison and Events, Marketing & Communications Coordinator Linda Rolfe.



↑ Laurie Burns with the Christmas gifts

Mental health help for every apprentice

THE Electrical Industries Charity (EIC) has launched a new initiative dedicated to

providing **FREE** mental health awareness training to every electrical apprentice in the UK.

StandTogether recognises the urgent need to combat the alarming rates of suicide in the sector and aims to equip apprentices with the knowledge and resources to promote mental wellbeing and prevent tragedy.

Upon completing the course, participants will be able to:

- Understand the significance of mental health in personal and professional development
- Identify the signs of mental health struggles in themselves and their peers
- Access resources and strategies to manage stress and promote mental wellbeing
- Support a stigma-free environment by engaging in open

discussions about mental health

- Demonstrate empathy and active listening skills when assisting peers facing mental health challenges.

An EIC spokesperson said: "Our aim is to train 35,000 apprentices over the next five years as we stand together to create a supportive and mentally resilient industry that values the wellbeing of every apprentice."

Sign up through the online platform by scanning the QR code or going to bit.ly/eic-app



🔗 Frankie's epic cycle trek: [Pages 32&33](#)

🔗 Looking after your employees: [Pages 46&47](#)



↓ Help is at hand for people who are struggling with their mental health

"OUR AIM IS TO TRAIN 35,000 APPRENTICES OVER THE NEXT FIVE YEARS AS WE STAND TOGETHER TO CREATE A SUPPORTIVE AND MENTALLY RESILIENT INDUSTRY THAT VALUES THE WELLBEING OF EVERY APPRENTICE"





↑ Emma met up with Sean and David to discuss her new role with SELECT

ASSOCIATE MEMBER IS HOT PROPERTY

SELECT has welcomed an innovative heating manufacturer into Associate Membership as the scheme continues to attract a wide range of market leaders.

The Electric Heating Company (EHC) is the latest big name to join the scheme, which now gives 31 firms the chance to establish mutually beneficial relationships with Members.

Based in Blantyre, EHC produces a wide range of products, including electric boilers and radiators and water heaters, and is committed to revolutionising heating systems, reducing carbon emissions and enhancing financial efficiency.

Iain Mason, Director of Membership & Communications, said: "We are pleased to welcome EHC as our latest Associate Member and look forward to working together at our many events in 2024."

EHC follow in the footsteps of Acutest, Corgi Technical Services and Kewtech, who all joined the scheme in September.

➔ Electric heating myth-busting: **Pages 26&27**

Emma's on board to give support to our Members

SELECT recently welcomed a new member of staff to the team as Emma McKelvie joined the association as a Membership Representative.

Our newest recruit will be responsible for the Glasgow and West of Scotland Branch, covering everywhere from Oban to the Ayrshire border.

Among her busy first few weeks, Emma met with Branch Chair David Harris and

Vice Chair Sean Harkin to introduce herself and talk through her roles and responsibilities.

Iain Mason, Director of Membership & Communications, said: "We are delighted to have Emma as part of the team.

"Her enthusiasm has already shone through and we know Members will enjoy getting to know her."

➔ Five minutes with Emma: **Page 62**



NEW SPEN RESOURCE HELPS BUSINESSES PREPARE FOR WINTER POWER CUTS

With the cold snap well and truly upon us, SP Energy Networks (SPEN) has developed a one-page winter preparedness guide specifically aimed at businesses.

The free downloadable PDF is designed to help preparation and resilience in the case of power cuts and their effect on business operations. It includes advice on:

- **Safety** – including equipment to be turned off, back-up generation and alternate forms of heating and lighting.
- **Security** – including storage of key documents, fuel tanks and EV batteries, intruder alarms and response lines.

- **Welfare** – including risk assessments, alternate working locations, provision of torches and employee support.

Communication – calling 105, using www.powercut105.com and preparing for how to contact staff and customers.

SPEN looks after the electricity network across Central and Southern Scotland. In the event of interruptions to supply, staff work to restore power lines.

The PDF can be downloaded at bit.ly/SPEN_WinterOutlook For more help, email stakeholderengagement@spenergynetworks.co.uk

BUDGET BREAKDOWN FOR OUR MEMBERS

To help understand the implications for Member businesses, BDO has provided a handy breakdown of the recent Autumn Statement by Chancellor Jeremy Hunt.

SELECT's financial partner is offering in-depth Budget analysis in a number of easy-to-follow sections on its website, including corporate tax, personal tax, indirect taxes and employment taxes.

BDO has also made available a free webinar, in which tax experts Liam O'Doherty, Caroline Harwood, Martyn Pearson and Ben Handley analyse the statement and decipher what it could mean.

The measures announced included:

- Confirmation that 'full expensing' for companies will be made permanent
- Changes to the R&D tax credit regime
- Changes to gross payment status within the Construction Industry Scheme
- A reduction in the main rate of primary class 1 and class 4 National Insurance contributions
- The abolition of compulsory class 2 National Insurance contributions
- A rise in the UK national living wage
- Simplification of the rules around Making Tax Digital for Income Tax.

For the website analysis, go to bit.ly/bdo-tax
Watch the free webinar at bit.ly/bdo-web



Clarity on a current issue

In line with ongoing concerns about neutral current diversion, SELECT has been on the case, developing a handy suite of new resources to help contractors identify the issue and take appropriate action

WORDS BOB CAIRNEY

Director of Technical Services



THERE is no doubt that neutral current diversion (NCD) continues to be a hot topic across the electrical industry and that there is a certain degree of uncertainty and confusion around the issue.

However, following the recent publication of Engineering Report 141 by the Energy Network Association (ENA) and discussions with Members and the wider electrical industry, SELECT's Technical team have put their heads together to try and provide some clarity on the subject.

The result is the creation of three new practical resources, which offer easy-to-follow advice and are free for all Members:

- **A1 posters**, for use in workshops and training centres
- **A4 flowchart**, for free download, printout and digital distribution
- **Pocket-sized foldout**, designed to be kept in toolboxes.

The material has been produced following close collaboration with experts from a range of industry bodies, including the Institution of Engineering and Technology (IET), ScottishPower Energy Networks (SPEN) and the Scottish Electrical Charitable Training Trust (SECTT).

Easy to follow with a clear step-by-step process, all the new resources are designed to keep contractors and their operatives safe.

SELECT is also planning to make NCD a key part of next year's Toolbox Talks, with further explanation and advice for Members who want to find out more.

SO WHAT IS NCD?

NCD is a term used to describe 'stray' neutral currents that take an alternative or diverted route back to the earth connection of the supply transformer, e.g. via continuous metallic water or gas pipes entering a building.

Normally, load current flowing in a circuit will return via the circuit neutral conductor to the supply transformer via the neutral conductor of the network supply cable.

However, NCD can occur under load conditions due to a parallel path that may exist in the network or if a break in the neutral conductor of the supply cable occurs.

Where NCD occurs, the current that's flowing may consist of all or part of the neutral current that would normally return in the network supply cable.

WHERE IS IT FOUND?

NCD may be a particular issue in multi-occupancy type buildings where metallic services pipes are common to all properties.

The return path that NCD could take in such a property could potentially have multiple parallel routes.

NCD is most likely to occur in an earthing system where the neutral and earth functions are combined, such as where a TN-C-S earthing system has been provided by the DNO.

It can also exist where the neutral and earth functions are considered to be separate, as in a TN-S earthing system.

Checking

START

Carry out a visual inspection of distributor / supplier intake equipment to ensure no obvious defects

With the installation energised, clamp test the distribution network operator (DNO) earthing conductor at a convenient point. Is current detected in the earthing conductor?

NO

Introduce a known load, e.g. kettle. Has the current through the earthing conductor increased?

NO

Safe to proceed with caution

↑ The posters feature our easy-to-follow NCD flowchart

Find out more in *IET Guidance*

GET IN TOUCH

To request an NCD poster or toolbox card, please speak to your Membership Representative or email memberservices@select.org.uk

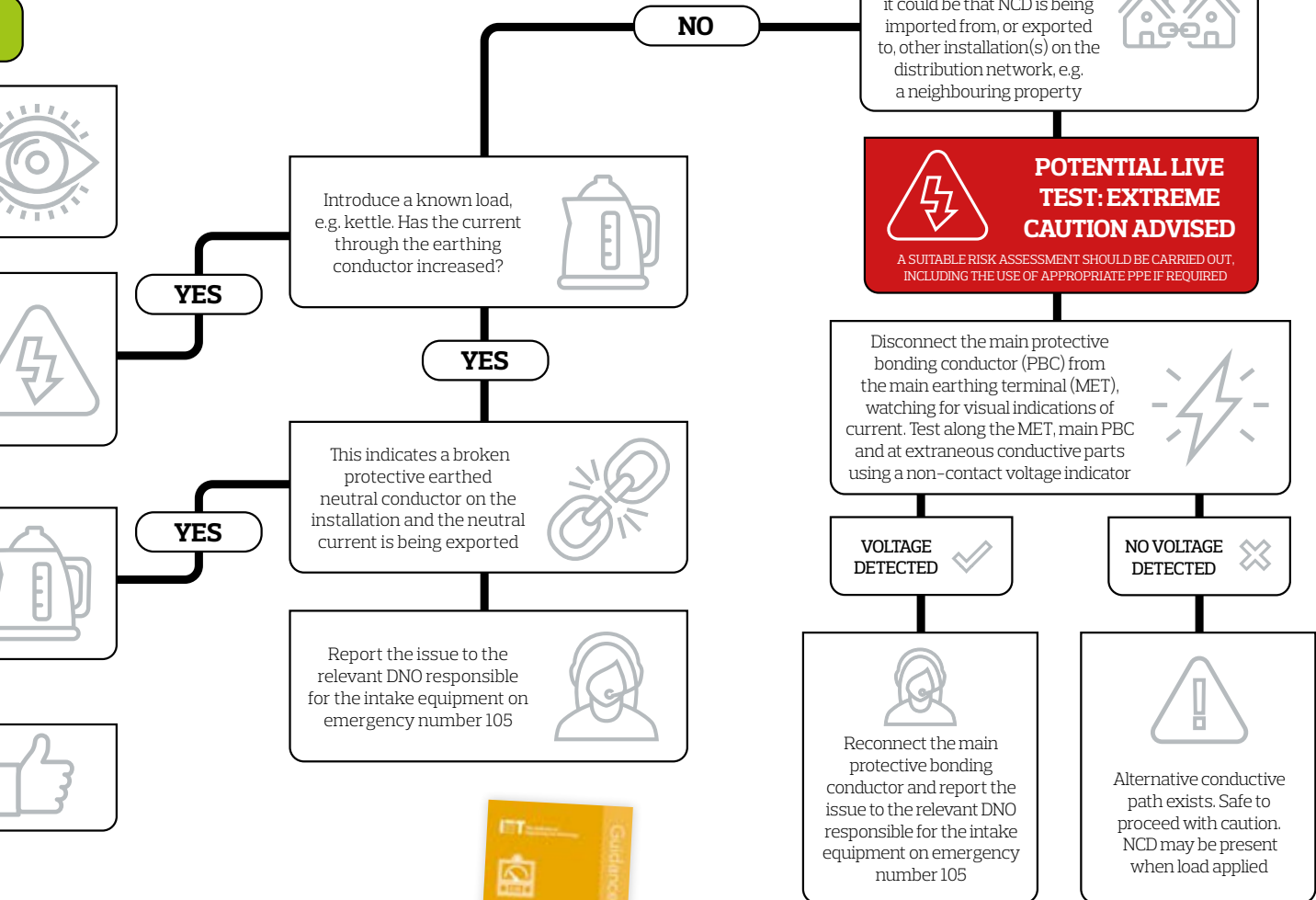
↓ Our foldout card is the perfect size for keeping in your toolbox



for neutral current diversion



Before working on an existing electrical installation, it is recommended that the following safety check is carried out to determine the possibility of neutral current diversion (NCD)



Note 3: Inspection & Testing, Appendix D

www.select.org.uk · Technical Helpline: 0131 445 9218

NCD can also occur where a main protective bonding conductor connection is made between the main earthing terminal and extraneous-conductive-parts that may exist within the consumers installation.

TN-C-S earthing systems, also known PME, were first introduced in the early 1970s and are known as Combined Neutral and Earth (CNE) systems by DNO network operators.

Prior to this, Separate Neutral and Earth (SNE) DNO networks were universal. However, over time, many legacy SNE networks have been modified to PME or made PME-enabled.

WHAT ABOUT OLDER PROPERTIES?

Older properties are more likely to have metallic water services and therefore provide a more

supportive environment for NCD. Protective equipotential bonding in these properties may be specified to an older version of BS 7671, therefore may not have been upgraded as BS 7671 has evolved.

Consequently, the smaller cross-sectional area (CSA) of protective bonding conductors in older properties may not be suitably sized for PME conditions, and therefore not rated to withstand the levels of NCD that can occur in a PME network.

Some relatively low NCD is a 'normal' condition that has been on networks for several decades.

It is only really of concern when a broken neutral or high impedance neutral fault occurs on the PEN conductor on PME networks. ■

A free PDF of the flowchart can be downloaded by scanning the QR code below or going to bit.ly/ncd-poster. For technical queries about NCD, call the SELECT Technical Helpline on 0131 445 9218.



Now we're



After months of fine-tuning, SELECT's new training course in electric vehicle charge point installation finally hit the road in November. We went along to the first session in Ayrshire to find out how it will help keep Members in the driving seat when it comes to renewables...

WORDS
JENNY CRYANS
Training Manager



THERE'S no doubt that the demand for electric vehicle (EV) charge points is rising all the time and that installations are becoming part of the modern electrician's world.

It's also essential that such work is carried out safely and efficiently, which is why SELECT

spent the first half of 2023 creating and shaping a new EV charge point installation course.

Developed in line with feedback from Members, the result is the SQA Customised Award in Electric Vehicle Charging Equipment Installations, a one-day module that can be delivered in person or online.

As you'll know from the previous edition of *cabletalk*, the Scottish Qualification Authority (SQA) has rated the session at Level 7 on

motoring!

↓The first course in Irvine proved to be a success and a big hit with our Members



"THERE IS A LOT TO LEARN IN ONE DAY, BUT IF YOU DO THE STUDY BEFOREHAND, IT'S DEFINITELY MANAGEABLE"

the Scottish Credit and Qualifications Framework (SCQF), which reflects the amount of work that's gone into developing it.

And that hard work paid off with a full house of 11 local Members as the first official one-day course was held at the Gables Hotel in Irvine, Ayrshire, on Tuesday 7 November.

Delegates were provided with an introduction to the technology and an overview of its electrical requirements before getting hands-on with the units and being talked through the installation process.

The course was created by Training Development



"THE COURSE WAS VERY INTERESTING AND I LEARNED A GREAT DEAL ABOUT CHARGING MODES AND OPTIONS, COSTS AND INSTALLATION AND POTENTIAL DNO ISSUES"

Adviser Stuart McKelvie and Consultant Technical Adviser Billy McRobert, who both delivered the first course, with Technical Adviser Robert McGoogan sitting

in to experience the session as a delegate.

Stuart said he was pleased with the roll-out, telling me: "The launch course went really well, with a great range of candidates who were clearly engaged and asked plenty of questions, with plenty of interaction throughout the day."

"Delegates seemed to enjoy the practical side of getting involved, using the equipment and familiarising themselves with how everything works. A few said they went away feeling more confident with the requirements of installing an EV charge point and said they enjoyed the fact that it was all completed in one day."

Billy added: "This was a great start to our latest training offering. With EVs and charge points becoming more popular, this course will help Members add another string to their electrical bow and provide more business opportunities as they learn how to work with EV technology safely and efficiently."

Among the feedback, Shaun Taylor from Member company South Ayrshire Council said: "The course was very interesting and

Special membership for EV contractors

SELECT operates a dedicated membership sub-category for contractors who install EV charging equipment.

The three sub-categories were introduced in June specifically for Members who undertake such work and want to be recognised for their competence:

- EV charging equipment installations (domestic)
- EV charging equipment installations (commercial)

- EV charging equipment installations (large scale).

These categories 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 also be in place before classification and approval is given.



↑ EV charging provides lucrative business opportunities

I learned a great deal about charging modes and options, costs and installation and potential DNO issues."

A fellow Member was also impressed by the first session, telling us: "It was a good comprehensive course."

"There is a lot to learn in one day, but if you do the study beforehand, it's definitely manageable."

From a personal point of view, it's been a very satisfying launch. After a pilot

course with Members at the SECTT Assessment Centre in Cambuslang on 21 August, we responded to feedback and made a few tweaks, so it was great to see it in its final form.

Thanks to the donation of two top-of-the range charge points by Luceco, the in-person sessions are also completely mobile and can be delivered anywhere, meaning Members don't need to travel to the Central Belt to do it.

As *cabletalk* went to press, we were busy delivering more courses across Scotland and will be rolling out further sessions in the coming months.

We'd like to hear from Members who may be interested in the course, so have outlined the format and requirements below to help you see what's involved.

OVERVIEW, AIMS AND REQUIREMENTS

This one-day SQA-approved course aims to provide expert guidance to learners wishing



↓ The experts were on hand to deliver advice on EV tech

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

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



to gain knowledge and understanding of EV charging equipment installations.

Suitable for qualified electricians only, the session focuses on the IET Code of Practice for Electric Vehicle Charging Equipment Installation (5th Edition).

By the end of the course, learners will understand and be able to design and install domestic, commercial and industrial electrical vehicle 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.

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:

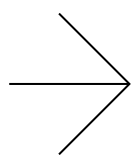
- Correctly install and terminate PVC/PVC cable, i.e. twin and earth
- Correctly install steel wire armoured (SWA) cable
- Carry out an initial verification, i.e. inspection and testing, on an electrical installation and complete the necessary paperwork.

Three workbook assessments need to be completed throughout the day,

↑ The course is designed for qualified electricians who want to expand their skills

"WITH EVS AND CHARGE POINTS BECOMING MORE POPULAR, THIS COURSE WILL HELP MEMBERS ADD ANOTHER STRING TO THEIR ELECTRICAL BOW AND PROVIDE MORE BUSINESS OPPORTUNITIES AS THEY LEARN HOW TO WORK WITH EV TECHNOLOGY SAFELY AND EFFICIENTLY"





each of which takes around 20 minutes to complete:

• **Assessment 1**

– knowledge of the key principles in Parts 1-4 of the IET Code of Practice

• **Assessment 2** – knowledge of key principles contained in Parts 5 and 6

• **Assessment 3** – knowledge of key principles contained in Parts 8 to 12.

A multiple-choice questionnaire is also held at the end of the day, with an SQA certificate granted to those who pass the course.

WHAT YOU'LL NEED TO BRING

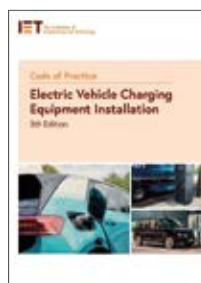
Delegates who want to take the new EV course must have a copy of the IET Code of Practice for Electric Vehicle Charging Equipment Installation (5th Edition). They must also spend a minimum of eight hours pre-study time going through it prior to the course itself.

Delegates should also have a copy of 'the brown book', AKA Requirements for Electrical Installations (18th Edition Wiring Regulations) BS 7671:2018+A2:2022.

If you don't already have a copy of these publications, they can be purchased through the SELECT Shop. Alternatively, please call our



↑ The course provided hands-on learning



↑ Delegates will need a copy of the IET Code of Practice (5th Edition) to take part

"DELEGATES SEEMED TO ENJOY THE PRACTICAL SIDE OF GETTING INVOLVED, USING THE EQUIPMENT AND FAMILIARISING THEMSELVES WITH HOW EVERYTHING WORKS"

Technical Admin Team on **0131 445 5577** or email **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 £230 + VAT (£276), which includes the assessments and SQA certificate on successful completion.

HOW TO BOOK

To reserve your place on the new course, or if you have any questions about other SELECT Training matters, please email **training@select.org.uk** or call the team on **0131 445 5577**. ■

➔ Why renewables training is vital: **Pages 22&23**

➔ Free heat pump training with Daikin: **Pages 40&41**



↓ Members had the chance to get to grips with the technology

More than 100 years
of tradition.
7 years of LEDVANCE.



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to sustainability.
Find out more at
ledvance.com/sustainability



LEDVANCE

Keep up with the green revolution

The past 12 months have been a record-breaking period for renewable technology, with 2024 set for further growth. With electricians at the forefront of the low-carbon landscape, our guest columnist outlines the drivers behind the uptick in green energy – and urges Members to ensure they're suitably skilled to make the most of the opportunities available

WORDS
GRIFF THOMAS
Managing Director,
GTEC



NEW data released from MCS in September showed that 2023 was a record year for renewables, with more than 120,000 certified PV panels, heat pumps and other renewable technologies installed in UK homes during the first six months – a 62% jump on previous years.

Solar PV in particular has seen massive growth, with 2023 set to pass the all-time annual record for solar panel installations, beating the dizzy heights set by the Feed in Tariff (FiT) in 2011. With the past 13 months accounting for half of all capacity installed since FiT came to an end in 2019, it proves we are truly in a 'post-incentive' era when it comes to PV. Dramatic reductions in hardware and rising energy prices have made solar more affordable than ever, with return on

investment in a matter of years. This technology is now part of the electrical mainstream, with an increasing number of SELECT Members conducting installations.

SURGE IN SELF-SUFFICIENCY

Slower on the uptake, but very much part of improving the potential return of PV, is electrical energy storage systems (EESS), with around 10,000 domestic battery installs currently completed across the UK.

The promise of greater self-sufficiency and specialist EESS tariffs from the likes of Octopus that lead to bill savings with or without MCS means that this technology is poised for even greater popularity, so Members should start doing their homework now!

As the demand on the grid increases, energy providers need EESS in both industrial and residential settings to balance intermittent supply. With this in mind, it's likely that more operators will introduce incentives to choose battery storage, potentially helping to further expand the market and reduce initial cost.

There are also clever developments in using car batteries as home batteries when an electric vehicle (EV) is parked on the drive – another reason to start investigating the options of how you can get involved with technology that's here to stay.

Speaking of EVs, this summer saw a landmark moment, with 22 July 2023 heralded as the day with the largest amount of EVs on the road – 400,000 – and therefore the greatest need for charging.

The UK is still falling short when it comes to EV charging provision, offering a market opportunity



↑ Griff discusses battery storage at a recent training course



↓ Solar panels are one of the green technologies becoming more popular

for suitably trained installers that will accelerate as the ban on petrol and diesel cars moves closer.

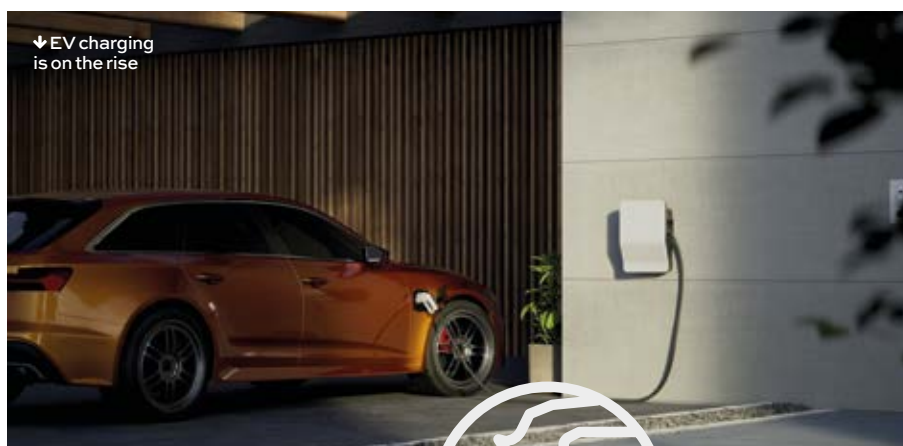
EV charge points are already a legal requirement in new builds down south, and no doubt Members are increasingly being asked for installation north of the border too. Another reason to get trained and tap into a market that's booming!

HEAT PUMPS HOTTING UP

Heat pumps are at a turning point in their mainstream appeal too. A landmark paper from Oxford University and the Regulatory Assistance Project (RAP) think tank called *Coming in from the cold: Heat pump efficiency at low temperatures* reveals that heat pumps outperform oil and gas heating, even at temperatures near -30°C.

Energy efficiency measures will of course reduce running costs, but the idea that this technology is somehow unsuitable for UK homes has been disproven time and time again, despite some loud detractors in the media.

While heat pump installs are nowhere near current government targets, low-price installations from the big energy providers and a new model by Aira that will see a full heat pump installation service for an affordable fixed monthly fee should see heat pumps go the same way as PV in the coming years. At present there are not enough installers to meet predicted demand and, as much of a heat pump install is electrical, it's definitely an area that electricians should consider becoming skilled in. Heat pump specification and installation is undeniably more complicated than a gas boiler, but it will soon be made simple using the latest software and room surveying tools – see www.heatly.com for the kind of thing I mean.



120K+
certified PV panels, heat pumps
and other renewable technology
installed in UK homes during first
six months of 2023

In 2024, the smart phone will become the heat pump installer's best friend, improving the accuracy and removing the hassle associated with heat loss calculations. Another approaching trend that it's definitely worth investigating.

JOIN THE RENEWABLES REVOLUTION

With solar PV and EV charging already included in the 18th Edition of BS 7671, all of this paints a very positive picture of the future of renewables and it's clear their popularity is only going to go one way.

Specialist training in the individual technologies takes just a few days to complete and is relatively inexpensive, but can enhance the skillset of already experienced contractors and open new – and lucrative – doors for a business.

So if you're not renewables ready yet, make 2024 the year **YOU** join the revolution. ■

ABOUT GTEC

GTEC delivers renewable qualifications across the UK, including solar PV, battery storage, EV charging and heat pump installation. An industry leader, GTEC MD Griff Thomas has contributed to most of the national renewable technology standards and is also part of the development team behind heatly, the new app and supporting software designed to make the process of choosing, specifying and installing a heat pump easier for installers and their customers. Part-funded under the Heat Pump Ready Stream 2 programme, it's due for launch in 2024. Find out more at heatly.com and www.gtec.co.uk

Half a century of dedication

As he settles into retirement, SELECT member Gerry Tait reflects on his proudest moments and shares the best piece of advice he's been given

LOOKING back over the past five decades, there is one theme that stands out in Gerry Tait's career: his dedication to service.

At the age of 67, the highly experienced electrician is now happily settling into retirement after hanging up his tools exactly 50 years to the day he started as an apprentice.

And reflecting on half a century in the trade, Gerry's fondest memories are of meeting and helping so many people.

"For me, it was never just about the money or lifestyle," he said. "I've done okay for myself, but what I really liked was going out and providing a service to people. Often folk would chat to you over a cup of tea – I loved that part of the job."

This commitment to his customers lasted to the end of his career. As the country was plunged into a series of lockdowns during the pandemic, Gerry continued to work.

He said: "I prided myself on always being reliable. Even during COVID-19, I'd be out in my van, turning out in the middle of the night if a house was all off."

STARTING OUT

Gerry's work ethic was first drilled into him at the tender age of 16 when he started his apprenticeship in 1973 with the South of Scotland Electricity Board (SSEB).

It was no easy time for Gerry and around 250 fellow apprentices from across Scotland. They underwent four tough years of training,

including two years living at SSEB's Cumbernauld training centre.

"We all worked to such a high standard and the training was rigorous," he said. "We'd be doing everything from rewires to installing immersion heaters in tenements."

"We had to work in the small electrical appliances section, so we'd be repairing kettles and irons, fridge freezers and washing machines. There was also an annual service we helped provide, where people would send us their electric cookers to be stripped, dipped in acid and reassembled."

One highlight from his time in Cumbernauld was meeting his wife Maureen. The couple have been happily married since 1977.

BRANCHING OUT

After his apprenticeship Gerry was given a job by SSEB, staying in his role when SSEB became ScottishPower in 1991. In 2000, he left ScottishPower for Gregor Shore, spending three years based out of Birkenhead, near Liverpool.

It was around this time that Gerry joined SELECT. Over the years he's found the training and advice has been a vital resource to help his career flourish.

"SELECT has been a massive help," he said. "All the training that's offered keeps you up to date with the latest technologies and advances, and I've called the Technical Helpline a few times too."

"Even for an experienced electrician, things are

↓ With a next generation electrician, his great-nephew Harrison



QUICK FACTS

G TAIT
ELECTRICAL

BRANCH:
Edinburgh
and South
East Scotland





↑ SELECT Membership Representative Diane Hales visited Gerry to present him with a special retirement cake from the association

"WHENEVER YOU'RE FACED WITH A BIG JOB THAT SEEMS OVERWHELMING, JUST BREAK IT DOWN AND TAKE IT ONE STEP AT A TIME. DON'T TRY TO DO EVERYTHING AT ONCE. I'VE ALWAYS CARRIED THAT WITH ME"

changing all the time. You always need questions answered." During his 10 years with Gregor Shore, Gerry got his first taste of running a squad of electricians. This gave him the confidence to start his own firm and in 2011 he set up G Tait Electrical, running it for 13 years with support from Maureen.

MEMORABLE ADVICE

There have been stressful times over the years, but Gerry has never forgotten one piece of advice. He

said: "I remember a friend saying that, whenever you're faced with a big job that seems overwhelming, just break it down and take it one step at a time. Don't try to do everything at once. I've always carried that with me."

Another lesson Gerry has learned is the importance of looking after your own wellbeing.

"It's vital to recognise the signs of stress and just take it slow," he said.

"Not long ago I realised that things were getting too much for me.

"I had to tell some clients I'd taken on too much and couldn't do their jobs. I'm pleased to say most were very understanding and I helped them find another electrician.

"It can be overwhelming when you're out there yourself, but it's important you don't take too much on."

ADJUSTING TO RETIREMENT

Following his decision to retire, Gerry has now sold his trusty van and swapped his cable fishing rod for an actual fishing rod.

"I've joined the

ScottishPower retired members fishing club and I'm loving it," Gerry said. "It's much better than fishing ceilings."

While recovering from the hip operation he had a week after retiring, Gerry has received messages from the many friends he's made over the years. This includes one of his oldest pals, Tam.

Gerry said: "We started our apprenticeship on the same day and the boss couldn't resist pairing us up – Tam and Gerry. We've been friends ever since.

"We also share the same birthday and both married women called Maureen. You couldn't make it up."

While Gerry will miss heading out in his van, he relishes the thought of more family time.

"Maureen and I are both from big families," he said, "so after all these years working long hours, it'll be great to finally have lots of time to spend with everyone." ■



↑ Electric heating has seen big advances in the technology used

A journey of innovation

WORDS
GARRY COWAN
Sales Manager,
Electric Heating
Company



ehc
the electric heating company

Once perceived as inefficient and expensive, electric heating has evolved to become economical and eco-friendly. Our newest Associate Member talks through the technology – and dismisses a few myths to help Members whose customers are looking for alternatives to traditional fossil fuels

ELECTRIC heating has undergone a remarkable transformation over the years. Not too long ago, it was often regarded as outdated, inefficient and expensive, but advancements in technology and a growing focus on sustainability have spurred a wave of innovation.

Modern electric heating systems are a far cry from their predecessors and have become highly efficient and environmentally friendly thanks to innovations such as smart controls and energy-saving features. These advancements have made electric heating a competitive option – even in regions where gas heating

traditionally dominated – with the many advantages including:

Efficiency – electric heating systems, like electric boilers and radiators, have become highly efficient. They convert near enough all the electricity they use into heat, ensuring that very little energy goes to waste. This 99.9% efficiency can result in lower energy bills and reduced environmental impact.

Precision control – modern electric radiators are equipped with advanced control systems. These allow homeowners to tailor their heating to their needs, heating only the rooms they use and adjusting temperature settings with ease. This level of control enhances comfort and energy savings.

Environmentally friendly – with the global push for reduced carbon emissions, electric heating has emerged as an eco-friendly solution. It produces zero on-site emissions and can be powered by renewable energy sources, making it a vital part of the journey towards a greener future.

Versatility – electric heating is adaptable and can be installed in various settings, making it an excellent choice for a wide range of properties, both new build and retrofit, as it doesn't require a flue or gas connection.

Best of all, it isn't just a one-size-fits-all solution and excels in a number of specific scenarios, namely:

- **Homes without gas access** – in regions without access to mains gas, electric heating offers a dependable alternative. It provides consistent, reliable warmth without the need for a gas supply.
- **Energy-efficient homes** – for homeowners looking to reduce their carbon footprint and embrace energy-efficient solutions, electric heating aligns with their sustainability goals. It allows for the integration of renewable energy sources, like solar PV, to further reduce the environmental impact.
- **Zoned heating** – electric heating systems are ideal for zoned or localised heating. They enable users to heat specific rooms or areas of their homes, minimising energy wastage and ensuring comfort where it's needed.

Electric heating has evolved from a technology often associated with inefficiency to a forward-looking and eco-conscious solution. Its advantages, from efficiency and control to versatility, make it suitable for a variety of homes and an essential part of the journey toward more sustainable heating solutions.

As the world strives to reduce its carbon footprint, electric heating is playing a vital role in making our homes more energy-efficient and environmentally friendly, ushering in a new era of responsible living and helping to create a legacy that will resonate for generations to come. ■



FIND OUT MORE

The Electric Heating Company is committed to revolutionising heating systems, reducing carbon emissions and enhancing financial efficiency. For more information, visit www.electric-heatingcompany.co.uk or get in touch on 01698 820 533.

Electric heating myth-busting

MYTH: Electric heating is outdated

A decade ago, one might have said yes, but recent years have witnessed significant innovations in electric heating technology. Today, a new generation of electric heating solutions, such as electric boilers and radiators, offer remarkable efficiency, convenience and performance. Modern electric heating systems are intelligent, 100% efficient and can be easily controlled through smart apps, allowing users to manage heating time and temperature with ease.

MYTH: There's a lack of control

In the past, control options for electric heating systems were limited, often offering only basic on/off functionality. However, technology has advanced, and many contemporary electric heaters come with state-of-the-art controllers. These controllers, like those on the DSR Radiator Range, enable precise control over time and temperature, either manually or wirelessly. This enhances energy efficiency and user controllability.

MYTH: There's no demand for it

Contrary to this often-aided belief, the reality is quite different. Electric heating is on the increase, especially as many UK households still rely on outdated heating systems. Additionally, more than two million UK households lack access to mains gas, and others can't use gas due to restrictions on older or listed buildings. The commitment to achieving zero emissions by 2050 – or 2045 in Scotland – as well as the upcoming gas boiler ban will only boost the demand for electric heating.

MYTH: It's too expensive

While it's true that electric heating can be more expensive per kW compared to gas, the overall cost of installation and maintenance is often lower. Intelligent electric heating systems allow users to heat only the rooms they need, reducing long-term costs compared to gas central heating systems that heat multiple rooms simultaneously. Electric heating systems are also more efficient, as 1kW of electricity provides 1kW of heat, whereas gas boilers are typically only about 90% efficient at peak performance. Additionally, the cost of gas is expected to increase, while electric heating costs are projected to remain stable or even decrease.



↓ Electric heaters can be stylish as well as functional

↑ Mike, Kim and Joshua enjoyed recording the third podcast

WORDS
IAIN MASON
Director of
Membership &
Communications



It's Stark's remarks!

The latest episode of our popular podcast sees SELECT Vice President Mike Stark give his forthright views on apprenticeships from the employer's standpoint – and the tactics needed to inspire young learners to reach their full potential

S **ELECT** Member Mike Stark is well known for being a straight-talker – as he proves in the third instalment of our industry podcast, *Sparks' Remarks*.

The new episode features no-holds barred views on apprentices from the SELECT Vice President, who has more than 39 years of business experience and has been supporting learners for the last eight years.

In the podcast, entitled *Five-way tag teams, the proud father and a kick up the bahookie*, he reveals the qualities required to become a competent electrician – and what employers need

to do to guide and motivate apprentices along the way.

Mike, who works for SELECT Member firm Atalian Servest AMK, says: "I always say it's a five-way tag team – company, college, SECTT, training officer and apprentice.

"If someone doesn't pull their weight or commit then it won't work as it's a struggle for the other four.

"For example, we had a student struggle to pass the first stage of their





CATCH UP

Listen to the new podcast by scanning the QR code or going to bit.ly/sparks-three



apprenticeship but we supported him and he passed it, absolutely flew through Stage 2 and is now doing well in Stage 3, so the support in his early stages has really helped him and made a difference.

"Sometimes, just like the 'proud father' some of the apprentices say they see me as, they need an arm around them as well as a hug – and we're quick enough to give them a kick up the backside when needed too!

"I can think of one apprentice who had a really hard couple of years and is now back on his chosen path and it's great to see the smile back on his face. For me, the most satisfying thing is to see apprentices who've struggled make progress and pass."

HARD WORK PAYS OFF

Mike – Director of Data Networks at the facilities management firm, which recently merged with OCS Group – goes on: "It's been gratifying to see how support for apprenticeships has improved across the board in recent years, and communication has become better too.

"Students are here to learn and realise they have homework and deadlines for a reason. Some have struggled but we're working hard on improving this. Those students who have been on a pre-apprenticeship course turn up better able to take advantage of the training experience.

"Being a qualified electrician is to be a member of a safety-critical profession. Of the three key utilities – gas, water and electricity – it is electricity which is the hardest to detect and the safety risk element is a huge part of the course.

"We're not looking for superstars, we're looking for apprentices who are dedicated and committed to the cause of becoming electricians. We've had apprentices win awards at national level which is great but all of them who pass the Final Integrated Competence Assessment (FICA) are a success in our eyes."

"IT'S BEEN GRATIFYING TO SEE HOW SUPPORT FOR APPRENTICESHIPS HAS IMPROVED ACROSS THE BOARD IN RECENT YEARS, AND COMMUNICATION HAS BECOME BETTER TOO"

JOSHUA'S PATH TO SUCCESS

One apprentice who trained under Mike's tutelage is Joshua Jones, 24, a fourth-year learner who tells the podcast how he initially studied fitness at college, but soon realised his future prospects lay in the electrical sector.

He says: "I thought that at 19 I might be too old but learned that's not so and instead it's about keeping your head down and working hard. There was a good mix of people in my Edinburgh College class and while the workload was tricky, I managed to get through."

Joshua – who recently undertook a successful FICA resit – continues: "You need to stick with it and make sure you do the extra work required. I was lucky enough to be mentored by Mike and motivated by a good group, as well as the prospect of a strong career path, travel opportunities and the earning potential."

Like the previous two episodes, the new podcast is produced with the Scottish Electrical Charitable Training Trust (SECTT) and is hosted by journalist Kim McAllister and Barrie McKay, Training and Development Manager at SECTT.

Barrie said: "The training framework at Atalian Servest AMK is great and its strong support network is a model for other employers, so we're hopeful this podcast will inspire others to get in touch and start the conversation about taking on more apprentices." ■

PREVIOUS EPISODES

The good, the bad and the fallopian tube windups

Launch episode, with five young apprentices revealing the many challenges and behind-the-scenes pranks that they've encountered so far.



Scan the QR code or go to bit.ly/sparks-remarks



Scan the QR code or go to bit.ly/sparks-two



More than wires and pliers: My first year as an apprentice

The inside track from new learners and fourth-year trainees who are now setting their sights on rewarding careers beyond the lecture rooms.



↑ The apprentices who took part in the first two podcasts

Smoking out the troublemakers

Vaping has become the scourge of schools, hospitals and hospitality venues, with effective ways being sought to combat illicit on-site puffing. Our Associate Member outlines one such solution, which could help contractors with customers looking to extinguish a growing problem

WORDS
DEREK BOOTH
Marketing Manager,
Hispec



HISPEC
LIGHTING • FIRE & CO DETECTION

SCHOOLS once faced a constant battle to stamp out smoking behind the bike sheds, but that's been replaced by a much more modern problem.

Recent figures show that vaping is rising rapidly among UK pupils, with the proportion of children experimenting with vaping rising 50% year-on-year, from one in 13 in 2022 to one in nine in 2023. Action on Smoking and Health (ASH) also say that 20.5% of children had tried vaping in 2023 – up from 15.8% last year.

But it's not just schools where e-cigarettes are on the rise – the number of young women vaping every day in the UK has more than tripled in the last year, according to government figures.

Data released by the Office for National Statistics (ONS) showed that one in 15 women (6.7%) aged 16-24 vaped daily in 2022 – up from fewer than one in 50 (1.9%) in 2021.

This rise has been fuelled by the increasing availability of disposable vapes and seductive flavours including pink lemonade and bubblegum, but it's also causing a headache for schools, hospitals, offices and hospitality venues.

In an era where clean air stands as a cornerstone of wellbeing, the need for maintaining pristine air quality is crucial – which is why Hispec's SMART Vape Detector is one solution to an ever-escalating challenge.

COST-EFFECTIVE

As the first of its kind, the SMART Vape Detector provides a cost-effective solution in a relatively new market populated by

expensive alternatives. The integration of laser scattering PM2.5 sensors, real-time monitoring and customisable settings, mean contractors can offer business owners a truly transformative solution.

Designed to seamlessly integrate into varied settings, from luxury hotels to busy offices, the detector provides a proactive tool that identifies and issues immediate alerts in real-time when vaping occurs.

This allows swift intervention to maintain the desired atmosphere – invaluable in educational institutions, where fostering focused learning environments is paramount.

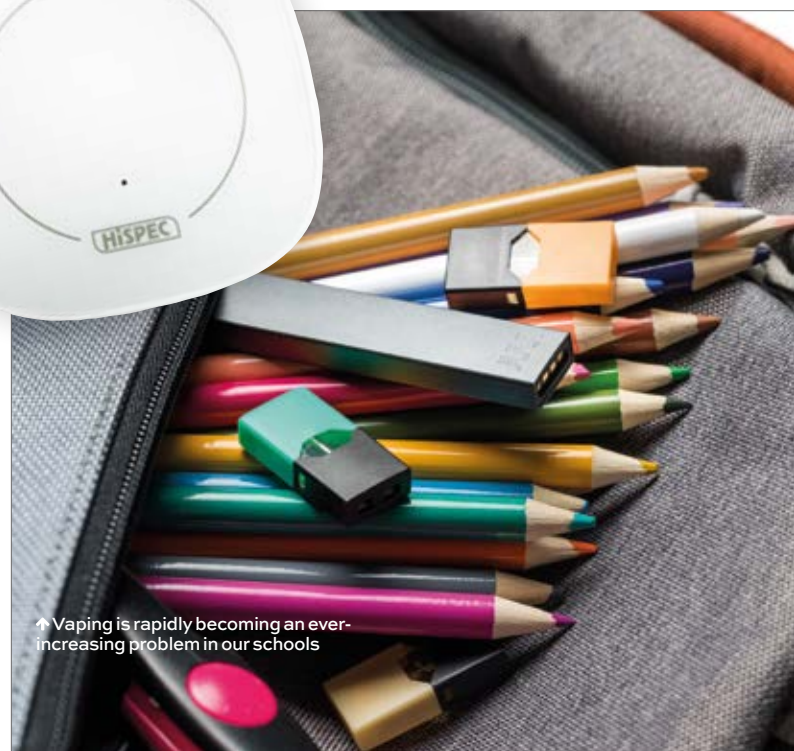
The precise detection capabilities and customisable settings accessible via a user-friendly mobile app mean users can fine-tune sensitivity levels, reducing false alarms while ensuring reliable monitoring.

But the device's effectiveness extends beyond detection – it empowers business owners and management

↓ Hispec's SMART Vape Detector is a cost-effective solution



↑ Vaping is rapidly becoming an ever-increasing problem in our schools



1 in 15

women
(6.7%) aged
16-24 vaped
daily in 2022

20.5%

of children had
tried vaping in 2023

alike to take charge of their spaces, championing clean air initiatives and setting new standards in indoor air quality management.

Its mere presence should also be a deterrent for would-be vapers, and for those not deterred or ignorant of its presence, the swift threat of an empowered administrator will undoubtedly do the rest!

MINIMAL DISRUPTION

Precision defines the core of the device, which delivers meticulous detection and measurement of fine particulate matter – critical in identifying vaping incidents swiftly and accurately.

End users can also benefit from its ability to be tailored to diverse needs, ensuring that it seamlessly integrates into varied environments, minimising disruption while upholding strict vaping policies.

Beyond its technical prowess – and most importantly for electrical contractors – the detector is reliable and can be easily installed and operated.

The companion mobile app, TUYA Smart, also allows customers to oversee multiple devices effortlessly and for multiple administrators to be connected to a device, enabling a larger intervention force and greater levels of consistency.

This level of control allows users to create and maintain vape-free spaces without compromising convenience or efficiency.

IMPROVING ENVIRONMENTS

Here at Hispec, we're keen to emphasise that choosing the SMART Vape Detector isn't just an investment in cutting-edge technology – it's a commitment to cleaner, healthier environments.

Its precision, adaptability, and user-friendly features empower end users to cater to diverse client needs



while upholding stringent standards and promoting wellbeing. And like other innovation journeys at Hispec, its evolution hasn't just been about introducing a new product to the market – it's been about catalysing change and amalgamating cutting-edge technology with a profound understanding of the needs of different sectors.

We looked at what solutions were out there to tackle a growing problem and decided to present a solution that doesn't just fit the bill, but saves a few too. The product is a culmination of meticulous research, rigorous testing, technological insight and a genuine drive to enhance indoor air quality standards.

At its core, Hispec's SMART Vape Detector symbolises a shared vision – an aspiration for cleaner, vape-free spaces that resonate with excellence.

So it's not just about a single device, it's about setting new standards, pushing boundaries and heralding a future where air quality becomes synonymous with quality of life.

Choosing the SMART Vape Detector isn't just a business decision – it's a commitment to creating environments that prioritise wellbeing and excellence, empowering stakeholders to elevate standards, champion cleaner air and foster spaces conducive to productivity and learning. ■

↑ The number of young woman vaping tripled in the last year alone

FIND OUT MORE

The SMART Vape Detector from Hispec is available via a large wholesale network. To find your local stockist, contact Hispec Customer Services on **01257 262 197**. For more information, go to www.hispec.co.uk

SECTT Training Officer Frankie Greig has come back from his Italian Lakes Cycle Challenge a changed man: a new level of fitness, a positive attitude to life and pride that his efforts have raised £2,880 for the Electrical Industries Charity (EIC).

During four days in October, Frankie cycled 323 miles from Venice in the east of Italy to Milan in the west, taking in the Romeo and Juliet city of Verona on the way and enjoying breath-taking mountain views of the great Italian lakes: Garda, Como and Iseo.

Although he would be cycling in some spectacular countryside, he knew that it was important to prepare himself for the challenge, so dad-of-four Frankie trained hard in the months leading up to the event, going to the gym regularly as well as taking on a personal trainer.

Frankie, 41, said: "I was doing a lot of spin classes, sometimes four to five times a week for months on end but it's not just about your legs as you also need to focus on your upper body, arms, shoulders and chest – your core. That's why I got a personal trainer who could work on the upper body to make sure my frame was stiff and strong for when I was on the bike for long periods of time.

"Despite all that training you just don't realise how tough the challenge is until you're there."

Although the first day's cycle from Venice started gently, Frankie was soon



Our Frankie's a true peak performer

SECTT Training Officer completes his very own Italian Job by cycling more than 300 miles through spectacular and challenging terrain in a life-changing adventure

WORDS
TIM POWER

testing his resolve and stamina as the route left the flat plains and forested low hills and transformed into gruelling steep hill climbs.

Frankie said: "The other guys on the challenge, who were more experienced at hill climbs, assured me that I would come into my fitness fairly quickly, as I would be

cycling every day. However, I made a rookie error on the first day by trying to keep up with everyone else. It was alright on the flat roads leaving Venice at the start of a 93-mile cycle that day but when we started to encounter steep hills that's where I felt the pressure. I managed to keep up until

lunchtime but for the rest of the day I was struggling like a dying horse because I pushed myself too much at the beginning. So I learned my lesson: go at my own pace from there on.

“There was a big hill every day and they ranged from not bad to really steep to pretty vicious. I think the first day was the worst as the road just kept on climbing for seven miles.

“However, it was the best feeling when we got to the top and then could freewheel down the other side at 30-40mph giving your legs a welcome rest.”

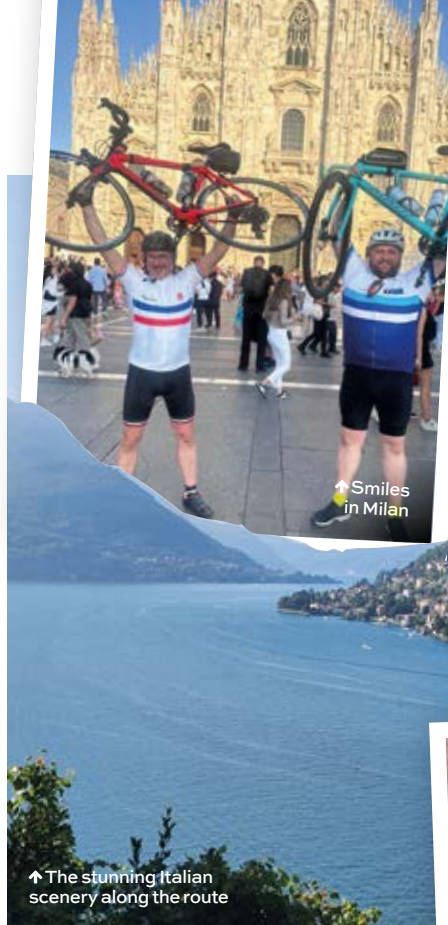
Frankie got into his stride over the next three days, taking in the views of the lakes from the mountain roads and the camaraderie of the group in the evenings when they stopped at hotels and enjoyed Italian hospitality.

The last day from Como to Milan involved cycling to Madonna del Ghisallo, a mountain chapel which is dedicated to cyclists and is at the highest point of the challenge at 754 metres, overlooking Lake Como.

It's here that Frankie got to see some professional cyclists who impressed him with their level of fitness.

He said: “At Como there was a professional race going on and these pros just made it look like they were going downhill when they were actually coming up as they were going so fast – it was just a different level altogether.”

From the chapel, Frankie was able to almost freewheel all the way back down towards Como then on to the angulating trail to Milan to then celebrate the end of the challenge at Piazza del Duomo in front of



↑ Smiles in Milan

↑ The stunning Italian scenery along the route

Milan Cathedral. He was delighted to have finished the challenge and raised money for the EIC, as he explained: “The EIC is all about mental health and I’ve benefited from their support as I suffer from poor mental health.

“I know that the EIC has also done a lot for my apprentices as well as some of the adult trainees at West College Scotland, Paisley Campus, so I’m delighted I can give something back to the charity for their support.

“Personally, I got a great deal from my experience in Italy and although I was slower than the rest of the guys and I struggled more on the hills, I got over the finish line and I’m proud of that.

“It made me realise I shouldn’t have worried about too many things. I just needed to focus on what’s important, rather than worry about all the miles ahead.

“There were times that I doubted I could complete the challenge but every evening I



↑ Frankie and the team start their journey

was buoyed up by messages of support on social media I got from colleagues and friends in the industry, and my family.

“I would encourage anyone in the electrical world that has considered taking part in one of these challenges to sign up and help the EIC continue the amazing work they do

“I would like to thank SELECT and the SJIB and all their members, and everyone who sponsored me and supported me through this challenge, and not to forget SECTT! I couldn’t have done it without you.”

Frankie added: “It was an amazing trip and I saw some beautiful sights, but I can assure you it was anything but a holiday!” ■

SECTT Update
Pages 52-55

THE ITINERARY

Day 1: Arrive in Venice
Day 2: Venice - Verona - 91 miles
Day 3: Verona - Lovere 96 miles
Day 4: Lovere - Como 72 miles
Day 5: Como - Milan 64 miles
Day 6: Leave Milan

For more information: www.discoveradventure.com/challenges/great-italian-lakes-cycle-challenge

Technical

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

Guide puts electrical safety first

- New ESF guide advises electricians, landlords and tenants on electrical safety
- Details what EICRs should cover and how to report defects properly
- Free guide is first of its kind to set out expected minimum standards

WORDS
BOB CAIRNEY
Director of
Technical Services



NEW guidance has been launched to help provide consistency and transparency on how to conduct thorough electrical safety checks on private rentals and how to report properly on any defects found.

Published by charity Electrical Safety First (ESF), *Best-Practice Guide 10: Electrical Safety Standards in the Private Rented Sector*, has been designed to help electricians, landlords, letting agents and tenants understand what inspection and testing is required and how to produce a detailed report.

Although it's now mandatory for landlords to carry out electrical installation condition reporting (EICR) at least every five years, consistency of reporting varies hugely.

This can be confusing for those reading the report and can lead to safety risks being reported incorrectly or ignored.

David Powell, Electrical Installation Safety Engineer at ESF, says a key problem is that

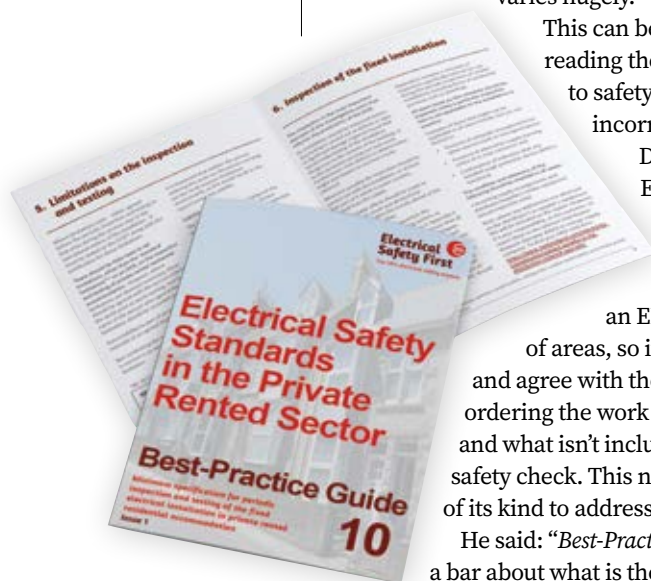
an EICR could cover lots of areas, so it is vital to establish and agree with the landlord or person ordering the work what's to be included and what isn't included in the electrical safety check. This new guide is the first of its kind to address this problem.

He said: "Best-Practice Guide 10 is setting a bar about what is the minimum standard

to expect and what should be inspected and tested. It also sets out how to record findings clearly in the extent and limitations section of an EICR and elsewhere in the report. Many organisations have collaborated and agreed on this guidance, and it has also had input from several industry bodies, government departments and letting agents."

Invaluable advice for electricians, the new guide helps them better understand what is expected of them and in particular how to:

- **DEFINE** the extent of the installation to be inspected and tested (Section 4). This details a number of factors that need to be considered when deciding upon the extent, with these factors agreed with the person ordering the work to ensure it is clear to all involved before the EICR commences.
- **RECORD** any limitations on the inspection and testing (Section 5). This states the importance of detailing any limitations and the liabilities imposed.
- **RECOGNISE** the significance of the inspection (Section 6). This part of the guide highlights that the inspection is the most important element of the investigative work that informs the production of the EICR. If not performed correctly, it would make testing of the installation dangerous to the tenants of the building or the person(s) carrying out such work.
- **IDENTIFY** the selection of tests (Section 7). This section suggests a minimum level of testing – including tests performed at the origin and within the installation – in addition to advice where a dangerous condition is identified.
- **ISSUE** the EICR (Section 8). This part of *BPG10* refers to the issuing of the EICR to the recipient, the overall outcome and classification coding.



Promoting best practice and guidance

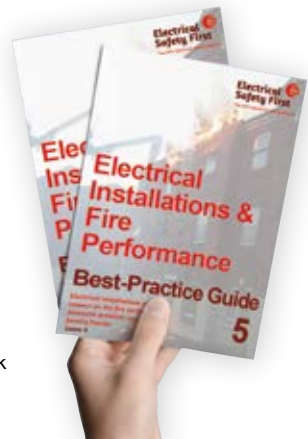
In association with SELECT and other industry organisations, Electrical Safety First has also published a revised version of *Best-Practice Guide 5: Electrical Installations & Fire Performance*.

The aim of this guide is to promote best practice in domestic electrical installation work by providing practical advice and guidance for designers, installers, verifiers and inspectors where the work penetrates linings forming ceilings and walls.

The guide explains what needs to be done to ensure that electrical installations don't impact the fire performance of domestic premises used as single family houses.

It also addresses the impact that electrical installations have with regard to fire performance of load bearing and non-loadbearing walls and floors – and sometimes ceiling membranes – that have a fire containment function and/or are required to carry a load for a prescribed period.

By following the guidance, it is considered that electrical installation work won't compromise the fire performance provisions that are mandatorily required to be incorporated into domestic premises under the relevant building regulations, and in particular in The Building (Scotland) Regulations 2004 and The Scottish Building Standards Technical Handbook Domestic (2023).



© Clare Louise Jackson/Shutterstock



↑ The ESF guide will help electricians when they're carrying out inspections

"THE NEW GUIDANCE IS THE LATEST IN A SERIES OF TEN BEST PRACTICE GUIDES FROM ESF OFFERING FREE EXPERT ADVICE AND INFORMATION ON TECHNICAL ISSUES INVOLVED IN ELECTRICAL INSTALLATION WORK"

From the landlord and tenant point of view, it also explains clearly what an EICR is, what to expect from an electrician, the questions to ask and how to prepare for a check.

The new guidance is the latest in a series of ten best practice guides from ESF offering free expert advice and information on technical issues involved in electrical installation work.

Produced by ESF in association with leading industry bodies, including SELECT, the downloadable guides support the work of designers, installers, verifiers and inspectors of domestic electrical installations. ■

Electrical Safety First

DOWNLOAD THE GUIDES

Electrical Safety First is the leading charity dedicated to reducing deaths and injuries caused by electricity in UK homes. Up to date versions of its complete series of Best Practice Guides are available to download free of charge from the SELECT shop at www.select.org.uk and from ESF itself at www.electricalsafetyfirst.org.uk



Health & Safety

Firms fail to address hazards of dust risks

WORDS
SCOTT LYNCH
Safety Adviser, BSG



**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.



A recent campaign by the Health & Safety Executive has highlighted a worrying lack of effective design and planning to eliminate the risks of dust at construction sites

SOME UK construction sites have no effective design or planning to eliminate risks from dust and the hierarchy of controls is simply not considered at all, the Health & Safety Executive (HSE) has found.

A campaign by the regulator has also discovered that some sites don't consider the use of pre-cut materials and put no control measures in place to minimise the risks, such as water suppression, on-tool extraction or the use of respiratory protective equipment (RPE).

As part of the Dust Kills Campaign, more than 1,000 inspections were carried out between May and July to look at what was being done to prevent or control the risks from construction dust.

HSE's Acting Head of Construction Division Mike Thomas said: "Regularly breathing in the dust generated by many construction activities can cause diseases like lung cancer, asthma, chronic obstructive pulmonary disease (COPD) and silicosis.

"Every year we see construction workers die from these diseases caused or made worse by their work because the necessary precautions required to protect their long-term lung health have not been taken by employers and workers themselves.

"The 1,000-plus inspections completed took place across a range of construction sites to check the action businesses are taking to ensure their workers' health is being protected. Where planning around the risks of dust and controls to prevent



exposure are not even considered, it shows there is still plenty of room for improvement."

At some sites, inspectors found there was no on-tool extraction in place on high-powered cutting saws that generate silica and wood dust or poorly maintained extraction equipment such as hoses and units making it ineffective.

There were instances of suitable RPE not being made available on site or sometimes it was available, but no one ensured it was used. On occasion, the health of workers was not being considered when sweeping up indoors, with no damping down to control the dust.

GOOD PRACTICE

However, the inspectors also found good practice at some sites, including motorised water suppression alongside face fit-tested FFP3 RPE to reduce exposure to silicosis and lung cancer-causing respirable crystalline silica (RCS).

At some sites they also found air-fed hoods – or powered air respirators – being used when working with high-powered cutting saws during carpentry, to prevent exposure to asthma-causing wood dust.

Save 20% with RAMS course Member deal



BSG is offering a discounted training course to Members who want to learn more about successful risk assessments and method statements (RAMS).

The half-day online course shows you how to build task-based risk assessments that will significantly reduce the time it takes to complete RAMS documentation, without compromising health and safety.

During the course, you'll be shown how to:

- Create a single task-based or job-based risk assessment template for any job or project, removing the need to create multiple documents
- Ensure that any templates you create meet the requirements of Management Regulations 1999 and the Health and Safety at Work Act 1974

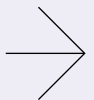
- Categorise risk, using BSG's automated scoring matrix
- Identify and select potential hazards, which are added to your risk assessment with all pre-configured control measures recommended by BSG
- Monitor and review RAMS
- Recognise the importance of preparing method statements to satisfy the requirement for a safe system of work and to appreciate when that requirement becomes essential.

You'll also gain an understanding of the practical implications of risk assessment techniques as well as a thorough understanding of the need for such assessments.

And you'll finish the course equipped with your own custom-built RAMS templates in PDF and Microsoft Word format for future editing and distribution.

Members who apply for the course will receive the quoted BSG members' rate of £85, which includes a 20% discount.

For further information and details of how to book, call the BSG Training Services team on **0300 304 9080**, email **training@bsgltltd.co.uk** or go to **www.bsgltltd.co.uk**



And some sites found details of HSE's campaign within company health, safety and environmental newsletters to raise awareness.

As the HSE carries out a full evaluation of the inspection data, the regulator has reminded employers that the law requires them to prevent the ill health of their workers as far as reasonably practicable, including prevention or adequate control of workers' exposure to construction dust.

It added that elimination of the risk of exposure to dust for workers should ideally be achieved by good design and planning. ■

Source: SHP and HSE

SHORT CUTS

01



BSG videos

02



BSG risk assessments

03



HSE: Construction dust

04



HSE: On-tool extraction

05



HSE: Cut-off saws

WORDS
ALAN MONTGOMERY
Technical
Development
Manager, CompEx



Preparation is a key part of the learning journey

When working in hazardous and potentially explosive environments, it's crucial that certification for core competence is kept up to date. However, pre-course learning is also vital before attending a new course or recertifying, as our Associate Member explains

THE role of training or instruction is crucial in ensuring a competent workforce. In my opinion, it's equally important for candidates to give consideration to finding time to complete recognised pre-learning and look to set objectives of what they hope to learn, in preparation for course attendance.

During my several years of delivering competency assurance training prior to joining CompEx, I recognised that every individual approaches learning differently. Some come prepared, having digested the pre-learning materials provided, others learn by repetition or reinforcement of knowledge while some turn up on the day with the notion that they'll be able to 'wing it'. I can't stress enough the

importance of preparing ahead of attending a training course. In my experience, when it came to success rates, it was often clear to see those who had taken time to study pre-learning compared to those who hadn't.

PREPARATION IS VITAL

Whether pre-learning is done through reading, listening or doing, by putting in the time ahead of the course, learners can understand the level of knowledge that the course instructor expects all candidates to have when they arrive for the first day of learning.

As an instructor and assessor, I occasionally found, particularly in the case of recertification courses, there was a risk that those who had been working in an industry for many years could become over-confident or complacent. This meant that some individuals didn't see the need to study the pre-learning materials provided and just decided to take their chances, which then had an impact on the successful completion of the qualification.

I also found that those that had completed the pre-learning often had greater involvement in group discussions and felt more comfortable asking questions.

The role of continuing professional development (CPD) shouldn't be ignored either.

As well as pre-learning, I would advise that practitioners should dedicate some time each year towards CPD, allowing them to stay on top of any updates in their industry and changes in regulations. Whether this is through attending industry webinars, monitoring the Health & Safety Executive (HSE) website for any changes in guidance or reading trade



↑ Training is vital to stay up to date with safety practices



↑ It's essential to have the right knowledge for risky environments

publications, there are plenty of resources available to help and most individuals are already contributing to their CPD without realising.

In many cases, recertification is required after a period of time. I suggest that practitioners begin their preparation at least six months prior to the expiry of their qualification by booking their course and proactively seeking the best pre-learning available to support their individual requirements. It's also at this point that candidates should consider what is the best route for them and what qualification will provide them with the learning outcomes required.

HOW IMPORTANT IS THE SUBJECT MATTER? AND WHAT IF IT'S MISUNDERSTOOD?

The consequences of an incident that takes place in a hazardous area is far greater than one that might take place in a non-hazardous area. When working in electrical safety the potential of risk is higher, therefore it's fundamental that candidates acknowledge and understand those risks to avoid potentially life-changing consequences.

When working in potentially explosive environments, practitioners may not only be responsible for their own wellbeing and safety, but also their colleagues and potentially members of the public too. This is why, alongside their employers, they must ensure that they have an understanding of the requirements of the environments they work in.

WHAT MATERIALS CAN PRACTITIONERS PRE-LEARN FROM?

There are so many ways that candidates can prepare themselves ahead of attending a course

"WHEN IT CAME TO SUCCESS RATES, IT WAS OFTEN CLEAR TO SEE THOSE WHO HAD TAKEN TIME TO STUDY PRE-LEARNING, COMPARED TO THOSE WHO HADN'T"

FIND OUT MORE

CompEx is the international scheme for competency validation and certification for those working in explosive environments, with nearly 60 approved training providers across the world. Find out more about the CompEx scheme and locate your local training centre by visiting www.compexcertification.com. You can also keep up to date by following CompEx on LinkedIn and Facebook.

through a wide range of materials. Using supplied course notes and looking over the learning framework are good starting points, alongside completing any pre-course self-evaluation questionnaires or e-learning supplied by the training or scheme provider.

Some individuals might also find it more useful to discuss the course with their employer to question anything they are unsure of.

At CompEx, we offer an online learning platform where you can take advantage of a range of free and premium paid-for resources, including the opportunity to purchase an official practice examination paper for the Gas and Vapours (Ex01-04) qualification, allowing candidates to understand what knowledge they will be tested on at the end of their course and to assess their existing level of knowledge on the subject. It also provides a valuable resource for those attending the Recognised Practitioners Programme (RPP) as a knowledge refresh.

Working in hazardous environments requires a cyclical approach to learning from practitioners and shouldn't be approached with a 'start-to-finish' mindset.

In my experience, dedicating a set number of hours each year to CPD and committing to pre-learning ahead of new qualifications or recertification courses will enhance personal competency and contribute overall to their best chances of success. ■

Training

MORE INFORMATION

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

Meeting the demand for heat pumps

Upskilling the workforce is essential if Scotland is to meet its ambitious net zero targets. Here, our guest columnist outlines the free training available for air source heat pump installation – and the skills that electricians will need to become experts in the technology

WORDS
DAVIE ROBB
Regional Sales
Manager Scotland,
Daikin UK



CHANGE is coming to Scotland and the demand for heat pump installers is growing by the day. But are we equipped to handle it?

According to MCS, 18,879 domestic air source heat pumps have been installed in Scotland to date, at a rate of around 3,000-4,000 per year. At present, it's estimated there are only around 200 installers trained to carry out this work in Scotland, so there's definitely a skills gap that needs filling.

The demand for heat pump installers is only set to intensify over the next decade, with gas boilers no longer allowed in new builds in Scotland after April 2024.

There's an urgent need to grow, reskill and train our existing workforce to handle this increased demand, and at Daikin we're focusing on recruiting more installers and offering the training they need to move away from fossil fuel boilers to renewable products.

An integral part will be played by electrical contractors working with heating installers, so let's take a look at the skills needed to help Scotland make the switch to green heating.

TECHNICAL KNOW-HOW REQUIRED

A heat pump installation differs from a traditional boiler in several ways. For a start, a boiler installer must be Gas Safe qualified, whereas a heat pump installer isn't.

Heat pump installers are required to be competent, e.g. covered by the LCL Awards Level 3 Award in the Installation and Maintenance of Heat Pump Systems (non-refrigerant circuits) combined with manufacturer-specific product training.

These qualifications can take an installer to a high level of competence. However, to go a further step and repair any issues required in the refrigeration circuit, e.g. changing the compressor, F-Gas qualification and brazing skills are required. Most heating installers work with an electrical contractor to ensure this part of the installation is correct.

A heat pump also requires an outdoor unit to be installed in a suitable location connected to a hot water cylinder inside the property – usually in the airing cupboard – with a tank required for a system boiler. The pipework and controls need to be set up as per the design and are broadly similar, although pipe sizing needs careful checking.

As the flow temperature is generally lower compared to boilers, radiators or heat emitters are usually larger for heat pumps and again need

"THERE'S NO DOUBT THAT THE DEMAND FOR HEAT PUMPS IS HERE AND NOW IS THE TIME TO START THINKING ABOUT RENEWABLE PRODUCTS AND HOW THEY CAN HELP YOUR CUSTOMERS"





↑ The demand for heat pumps is growing fast

"A HEAT PUMP INSTALLATION DIFFERS FROM A TRADITIONAL BOILER IN SEVERAL WAYS. FOR A START, A BOILER INSTALLER MUST BE GAS SAFE QUALIFIED, WHEREAS A HEAT PUMP INSTALLER ISN'T"

TRAINING AND INCENTIVES AVAILABLE

Training courses don't have to be time-consuming or expensive. Daikin runs a series of one-day installation courses across each of its product groups, offering a wealth of training to anyone looking to get into heat pumps.

Training is free for customers, so there's no investment required. And Daikin is currently preparing to extend its training reach in Scotland, with plans to service the main population areas and train more installers locally.

Daikin is also offering fantastic incentives for installers too, with a payment of £250 for each

air source heat pump and hybrid system registered with Daikin under the Home Energy Scotland Grant and Loan Scheme.

The same scheme offers generous grant funding of up to £7,500 to help customers finance the installation, or £9,000 if the household qualifies for the rural uplift. The remainder of funding requested can be taken up as an optional interest-free loan supplied by the Scottish Government.

STRIKE WHILE THE IRON'S HOT

There's no doubt that the demand for heat pumps is here and now is the time to start thinking about renewable products and how they can help your customers.

Heat pumps provide both heating and cooling, can help save money and – most importantly of all – help to reduce the nation's carbon footprint.

This is your opportunity to differentiate your business and take a step into the growing renewables sector. So what are you waiting for? ■

to be checked and the design followed for the individual property.

In terms of skills, installers will need to locate the outdoor unit discreetly so it's positioned correctly for airflow and maintenance access and meets the manufacturer's spacing requirements. Permitted development rights will also need consideration and pipework and controls wiring should also be neat, discreet and to the manufacturer's recommendations.

The installer will need to be comfortable explaining the system to the homeowner and able to explain the difference between a heat pump and gas boiler, e.g. lower flow temperatures and letting the unit run for longer, rather than stopping and starting it.

It's also vital to ensure the system is set up correctly to ensure efficient operation.

The installer will need to explain the setting and operation to the homeowner, as well as be able to set the system up to meet their specific requirements.

FIND OUT MORE

Daikin offers a wide range of air source heat pumps to fit most applications. To find out more about its heat pump training and installer incentives, scan the QR codes.

01



Heat pump training

02



Installer incentives

Industry insight

How to have those difficult conversations

WORDS
PAUL McDEVITT
Managing Director,
McDevitt & Co



McDevitt & Co

Business leaders and managers often have to make challenging and uncomfortable decisions for the wellbeing of their business or team. The ability to say no and deliver bad news with compassion and professionalism is a skill that everyone should learn and perfect

WE all have a natural desire to be liked and

accepted by others, for reasons which are deeply rooted in our evolutionary, psychological and social make-up. For these reasons, we can all find it difficult to face stressful situations and, as a result, prevaricate and put things off. However, this does us and the situation no favours.

Delivering bad news is an essential skill in both personal and professional life, so to help you navigate these difficult conversations, here are some effective ways to do it successfully.

The starting point when confronting any difficult situation is to spend adequate time preparing and planning. Failing to prepare can lead to a disjointed and unconvincing message.

Take time to reflect on your own feelings, biases and goals for the conversation, ensuring you:

"MAKE SURE YOU KEEP YOUR COMMUNICATION SIMPLE, AS A LACK OF CLARITY AND VAGUE OR UNCLEAR LANGUAGE CAN LEAD TO MISUNDERSTANDINGS AND CONFUSION"

- **GATHER** all the necessary information to ensure you have a complete understanding of the situation.
- **SPEAK** to relevant subject matter experts to understand company policies and procedures.
- **PLAN** what you want to say, keeping the message clear and concise.
- **ANTICIPATE** any likely questions or concerns the recipient might have and prepare suitable answers in advance.

It's vitally important to choose the right setting and timing to have the conversation. Selecting the wrong time and place can quickly lead to the discussion going awry and produce an outcome that suits neither party, so remember:

- **TRY** to choose a time when the recipient is in a calm and receptive state of mind.
- **SELECT** an appropriate, private, and comfortable setting for the conversation. Ensure there are minimal distractions, as these will only unsettle and heap more pressure on you.

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



↑ It's important to deliver bad news in a sensitive way

to what they have to say. Sometimes, just having someone to talk to can be a comfort.

After the event, take time to reflect, be honest with yourself and ask what went well and what could have gone better.

Remember, the key to delivering bad news effectively is to show empathy, honesty and a willingness to support the recipient through the difficult situation.

It's important to always maintain professionalism and respect throughout the conversation, even when dealing with emotionally charged topics. If you follow this process, then the likelihood of getting the desired outcome increases.

There are no winners in avoiding these difficult conversations, but it's much better to prepare properly and follow this process than put it off. ■

• **CONSIDER** the timing and schedule the discussion at a time when the recipient can give their full attention and has time to process the news.

Start by being direct but compassionate – after all, you're dealing with another human being. Put yourself in their position; how would you like to be treated if you were in their situation?

Make sure that you keep your communication simple, as a lack of clarity and vague or unclear language can lead to misunderstandings and confusion. Avoid using technical or complex language that the recipient may not understand.

Always use plain language to ensure clear communication and make sure that you:

- **START** the conversation by being direct and to the point. Avoid unnecessary preambles or beating around the bush.
- **EXPRESS** empathy and understanding for the recipient's emotions and reactions. Listen to them, acknowledge their feelings and show support. Failing to consider the emotions of the recipient can come across as cold and uncaring.
- **TRY** to offer solutions or support, but don't make unrehearsed commitments. If possible, provide potential solutions or a plan to address the situation. Offering help or resources demonstrates your commitment to assisting the recipient through the difficult situation.
- **BE HONEST** about what you can and can't do to help, and don't make promises you can't keep – this will only come back to bite you further down the line.

You really need to listen, and by that I mean actively *listen* to their words, body

language, facial expressions and tonality, so you get a real sense of how they are feeling and reacting to your message. Also ensure you allow appropriate time for reaction, for example:

- **AFTER** delivering bad news, give the recipient time to react and process the information. Avoid interrupting or immediately pushing for a response. Avoid assigning blame or making accusations when delivering bad news. Focus on the situation or the issue rather than making it personal. This will only antagonise the situation.

- **BE MINDFUL** not to overwhelm the recipient with too much information at once. Stick to the key points and allow them to ask questions if they want more details.

- **LISTEN** to their concerns and respond calmly – this will help defuse the situation. In emotionally charged situations it can be very easy to become defensive, particularly if the recipient reacts negatively to your message, so avoid becoming defensive or argumentative.

- **ENCOURAGE** the person to share their thoughts and feelings, and actively listen

"PUT YOURSELF IN THEIR POSITION; HOW WOULD YOU LIKE TO BE TREATED IF YOU WERE IN THEIR SITUATION?"

The 12 pays of Christmas

WORDS

LEN BUNTON

FRICS FCIArb,
HON FRIAS
Contract Expert

With cashflow continuing to be a thorny issue across the industry, it's never been more important to ensure your payment preparations are in good health. Here, our expert elf delivers a dozen festive financial pointers to help prepare your business balance sheet for the New Year and beyond...

UNFORTUNATELY we're still seeing significant contractor and sub-contractor business failures across the UK, resulting in a trail of devastation for the supply chain.

I've recently dealt with payment and cashflow issues for a number of SMEs and the level of difficulties currently being experienced is extraordinary.

After 40 years in the industry I don't think I've ever seen so much chaos and it's desperately sad to see so many businesses going into administration and good people being made redundant.

It's essential that SELECT Members minimise risk in 2024, so with apologies to the classic tune *The 12 Days of Christmas*, I've wrapped up a dozen of my own top payment tips to ensure you don't lose sleep over payments and can enjoy a silent night...

01 Make a list and check it twice

Ensure you have a payment schedule in your contract, setting out the dates when you'll make an application for payment, what you need to provide, the due and final dates for payment and when a pay less notice will be issued. Stick religiously to these dates – your commercial manager should have them in their calendar.

02 Use Mr (or Mrs) Clause

Use an experienced professional to analyse any contracts you're bidding for and highlight any high-risk clauses. This will allow you to discuss the issue in advance and request that the clauses are removed or mitigated. There's no use doing this after your tender has been accepted!

03 Stay another day

Beware your payment schedule running out. If a job runs past the last date in the schedule, make sure it's extended until you reach practical completion.

04

Talk turkey

Payment applications are often rejected or reduced because you haven't provided the relevant information. Too much detail is better than not enough, so ensure your commercial manager follows up each application with a call to the contractor to establish they have everything they need. There's nothing worse than getting to the end of the month, only to find your application has been shredded!

05

Follow the star

Make sure you do what the contract says about submitting notices. So if it says they must be sent by email and registered post, do that. If it says they have to go to individuals and an organisation, do that instead.

Wrap it up

A sub-contractor told me recently that if his money isn't received by the final date for payment, he issues a notice to suspend the performance of his obligations on site the next day. You're perfectly entitled to do this and I find it's a good wake-up call to both contractors and employers.



7

Do you hear what I hear?

You'll often get an early indicator if there are trading difficulties, so keep your eyes and ears open. If the contractor or employer isn't paying on time or reducing payments, share intelligence and compare notes with other sub-contractors.

06

09

Head for quality street

Quality is still a major issue in the industry, with clients being charged for failing to rectify defective workmanship, remove rubbish and comply with health and safety regulations. The Construction Quality Improvement Collaborative is a major step forward – it's worth signing up at www.cqic.org.uk to demonstrate your credentials and commitment to doing things right.

08

Avoid a ding-dong

If you're delayed, tell the contractor or employer why ASAP and give early notification of an extension of time. Some clients say they don't want to ruffle feathers, but your priority is your **OWN** business. A standard contract allows extensions of time and payment of loss and expense, so take advantage.

Jingle all the way

I recently issued a notice of adjudication to a defaulting party who quickly paid up. The Low Value Dispute Adjudication offers a fixed fee for an adjudicator to run such a dispute so you should take advantage – find out more at www.rics.org

10

Stuff those turkeys

Finally, if you're working with an organisation that's repeatedly giving you the runaround, have the courage to tell them their goose is cooked and give them the boot.

11

Goodwill to all men

SELECT is among the many bodies to sign up to the Conflict Avoidance Process (CAP), which you can use as an early intervention to prevent issues escalating and allow you to keep working (and earning). Check it out at www.rics.org/capledge

12

In addition to these pointers, please read the CICV's Best Practice Guide – available to download for free from www.cicvforum.co.uk – to improve your commercial management.

There's no doubt we're in for another tough 12 months across the industry but those firms that prepare properly will manage to weather the snowstorms to come. ■

DISCUSSING your employees' wellbeing during the festive season might seem unusual, but the Christmas period can be a challenging time for many people's health – and the challenges aren't always what we expect and aren't solely due to overindulgence.

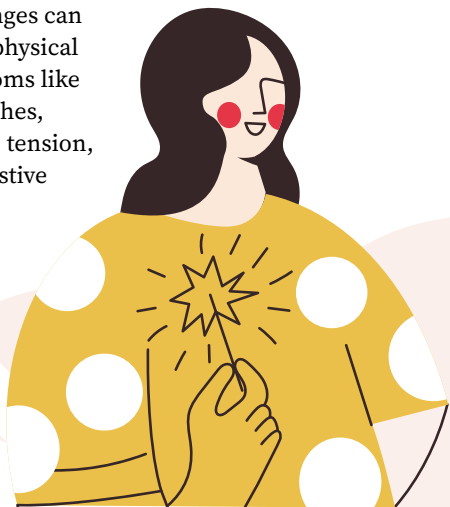
The pressure to meet year-end deadlines, the financial strains of gift-giving and the possibility of isolation can weigh heavily on individuals. During these moments of heightened expectations, the need for addressing mental wellbeing in the workplace becomes vital.

MENTAL HEALTH AND A PRODUCTIVE WORK ENVIRONMENT

To understand the impact of stress and depression on your business, it's crucial that you recognise the profound personal toll these conditions can take on an individual's health.

Mental health challenges can manifest in many ways, resulting in heightened anxiety and feelings of hopelessness, which often lead to social withdrawal and decreased energy levels.

Additionally, these challenges can cause physical symptoms like headaches, muscle tension, or digestive



Thriving through the festive season... and beyond

WORDS ROB LOW

Business Development
Executive, EC
Insurance Services
Limited



As another year draws to a close and decorations adorn homes and workplaces, it's easy to miss the hidden challenges of the festive season. Behind the tinsel and twinkling lights, it's vital to look after the wellbeing of your workforce and prevent the potential consequences for your business

issues. It's little wonder that your employees' mental wellbeing can harm their workplace performance and interactions.

Neglecting the mental health of your workforce can significantly increase the number of days your employees take off work. Additionally, it can result in them coming to work while not performing at their best, reducing overall productivity and engagement levels.

Both absenteeism and presenteeism can impact your business's performance, leading to missed deadlines, decreased efficiency, and a less engaged workforce.

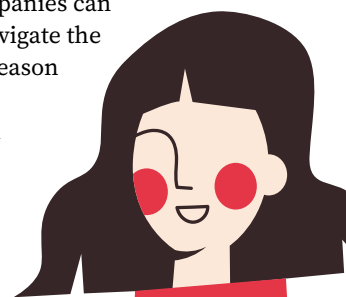
Addressing mental health in the workplace is essential for your employees' wellbeing and crucial for maintaining a productive and healthy work environment, and this commitment extends beyond the

Christmas season to ensure year-round wellbeing.

CREATING A WELLBEING CULTURE

By fostering a supportive environment, companies can help employees navigate the challenges of the season and beyond.

Creating an open and empathetic environment, offering a listening ear, and encouraging individuals to seek



professional help when needed are some of the ways to provide support for employees with mental health concerns. These steps can create a foundation of trust and understanding, making it easier for individuals to address their mental health issues and seek assistance.

Here are four straightforward ways businesses can provide the necessary support:

• **Promote peer support groups:**

Organise groups where employees can connect, share their experiences and offer mutual support. These groups provide a sense of camaraderie and understanding among colleagues, helping them navigate the unique challenges of the festive season together.

• **Create festive team activities:**

Plan celebrations that boost morale. These can range from holiday-themed games to shared meals or volunteering for charity.

• **Regularly check in:**

Implement regular checks with employees to gauge their wellbeing. Managers can conduct one-on-one meetings or anonymous surveys to understand how employees are coping and offer support when needed.

• **Review and update supportive policies:**

Continuously

update workplace policies to ensure they support mental health. Evaluate policies related to workload, stress management, harassment, and work-life balance. Make necessary adjustments to create a more supportive work environment.

In addition, members of the ECIS private medical insurance (PMI) scheme via SELECT have access to an extra means of employee support that can significantly enhance their wellbeing and workplace performance.

SUPPORT BEYOND MEDICAL COVERAGE

Within the ECIS PMI scheme, members can access an extensive range of support services that extend well beyond medical coverage, including the Employee Assistance Programme (EAP), which offers support for various personal and work-related challenges.

EAP services are easily accessible to your employees who are part of the scheme through a confidential 24/7 helpline. A dedicated call connects



them with experienced and compassionate professionals who are there to provide the support and guidance they need on issues like:

- Coping with stress
- Managing work-life balance
- Navigating family and relationship issues

- Dealing with financial worries
- Addressing mental health concerns.

EAP ensures that your employees can access the support they need, fostering a healthier and more productive work environment year-round.

ENHANCING EMPLOYEE WELLBEING: HOW ECIS CAN HELP

As we navigate the challenges of the festive season and beyond, prioritising the mental wellbeing of your employees is not just a compassionate gesture but a strategic necessity for your business. The hidden challenges, often exacerbated during this time, can significantly impact your workforce's health and productivity.

By creating a culture of support, implementing practical initiatives, and providing access to valuable resources like EAP, you can ensure that your employees thrive into 2024 and beyond. ■

HOW ECIS CAN HELP YOUR BUSINESS

If you're considering enhancing employee benefits for your team or reviewing your existing healthcare arrangements, don't hesitate to contact the ECIS team. Contact us at 0330 221 0241 or via email at ecis@ecins.co.uk – our experts are ready to assist you in tailoring a solution that supports your employees' wellbeing and enhances your business's performance. www.ecins.co.uk

"TO UNDERSTAND THE IMPACT OF STRESS AND DEPRESSION ON YOUR BUSINESS, IT'S CRUCIAL TO RECOGNISE THE PROFOUND PERSONAL TOLL THESE CONDITIONS CAN TAKE ON AN INDIVIDUAL'S HEALTH"



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)

 **SELECT**



The complex matter of adjudication

A recent ruling demonstrated that legal experts have the right skills to deal with the often complicated disputes that can arise between businesses

THE recent case of Home Group Limited v MPS Housing Limited served to underline the notion that adjudicators are well-equipped to deal with complex disputes within short timeframes, and to challenge any decision on those grounds is likely to enjoy little chance of success.

MPS raised various jurisdictional challenges to Home Group's Notice of Adjudication – one being that the case referred was too large and/or complicated to be appropriate for adjudication.

WORDS
DAVID WILSON
Partner



MF&
MORTON
FRASER
MACROBERTS
LLP

Nevertheless, MPS was ordered by the adjudicator to pay Home Group £6,565,831.94 plus interest and 85% of the adjudicator's fee. Home Group thereafter sought to enforce the decision.

As part of the referral, Home Group submitted an expert report running to 155 pages with 202 appended files, along with five lengthy witness statements. MPS requested by letter that the adjudicator either resign or grant an extension of time to allow for the preparation of an appropriate response.

MPS served its response 13 working days after the referral – complying with the original timetable, after having rejected a six-day extension.

As part of the decision, the adjudicator assured that he “kept [his] jurisdiction under

review throughout” and “...had sufficient time to appreciate the dispute and, at least, do broad justice between the Parties...”.

MPS maintained that the decision was unenforceable on the basis that natural justice had been breached in not allowing sufficient time to process such a dense referral.

As part of the enforcement case, Mr Justice Constable acknowledged that the adjudicator had maintained a proper degree of self-awareness throughout the process.

Critically, the judge concluded that “both complexity and constraint of time to respond are inherent in the process of adjudication and are no bar in themselves to adjudication enforcement.

“While it is conceivable that a combination of the two might give rise to a valid challenge, in circumstances where the adjudicator has given proper consideration at each stage to these issues and concluded that he or she can render a decision which delivers broad justice between the parties, the court will be extremely reticent to conclude otherwise”. ■

David Wilson regularly advises on arbitration and adjudication matters, often providing legal advice to adjudicators. As a litigator, he has extensive experience of acting for pursuers and defenders in commercial disputes in the Court of Session.

**LEGAL
HELPLINE**
0141 303 1111



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

SJIB Bulletin



FESTIVE SEASON RATES OF PAY

The three days of public holiday for Christmas and New Year agreed by the SJIB National Board are Monday 25 December, Tuesday 26 December and Monday 1 January.

Employees required to work during this period are to be paid as follows:

- **25 December** – Double time plus an alternative day of holiday to be mutually agreed.
- **26 December** – Time plus one half of the appropriate hourly rate plus an alternative day of holiday to be mutually agreed.
- **1 January** – Time plus one half of the appropriate hourly rate plus an alternative day of holiday to be mutually agreed.

All other days of holiday during this period which are worked are to be paid at the appropriate hourly rate. For further details, scan the QR code on the page opposite or go to bit.ly/SJIB_Circular05

Please note that in line with the SELECT festive opening hours, the SJIB office will close on **Friday 22 December** and reopen at **8:30am on Wednesday 3 January 2024**.

REMEMBER!

Our small team is still extremely busy and receiving a high volume of calls. The best way to get in touch with us is the 'Contact Us' form at www.sjib.org.uk which ensures your query goes directly to the team member responsible.

Better deal on wages is agreed



A **REMINDER** that SELECT and UNITE the Union have concluded a two-year pay deal for the SJIB National Working Rules. The new rates will apply with effect from Monday 1 January 2024, with further enhancements to both rates and some terms of employment taking effect on Monday 6 January 2025.

The rates of pay are to be increased by the following percentages:

- **Monday 1 January 2024:** 7%
- **Monday 6 January 2025:** 5%

Further details, including the increases for lodging allowance, sick pay, death benefit and responsibility money can be found by scanning the QR code on this page or by going to bit.ly/SJIB_nationalrates2425

Details are also available in a downloadable SJIB circular, which can be accessed via the QR code on the page opposite, or by going to bit.ly/SJIB_Circular04 ■

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

EFFECTIVE FROM
Monday 1 January 2024

£49.27

New nightly
Lodging
Allowance

£16.21

New nightly
Lodging
Retention Fee

£49.27

New nightly
Weekend
Retention Fee



More money for Lodging Allowance

MEMBERS should be aware of increases to the SJIB Lodging Allowance and Retention Fee which come into effect next month.

Lodging Allowance is a tax-free payment approved by HMRC, based upon a formula which tracks the movement in the Consumer Price Index (CPI) over an agreed period of 12 months.

At its meeting on 5 October, the SJIB National Board endorsed an increase in accordance with this formula from £44.79 to £49.27 per night.

The Lodging Retention Fee will increase up to a maximum of £16.21 per night or £113.47 per week, while the Weekend Retention Fee will increase to

£49.27 per night. These rates are effective from Monday 1 January 2024.

Lodging Allowance is paid to an employee who, by arrangement with his employer, has to take lodgings, and shall be payable in respect of each night spent away from home.

The allowance shall not apply where suitable board and lodging is arranged by the employer at no cost to the employee. Lodging shall be of a reasonable standard and include breakfast and an evening meal.

For more guidance please refer to the SJIB National Rates & Allowances table for 2024 and 2025, which can be found by scanning the QR code opposite or going to bit.ly/SJIB_nationalrates2425 ■

Email option for ECS assessments

Some good news – applications for ECS Health, Safety and Environmental Assessments can now be emailed to the SJIB.

To order ECS Health, Safety and Environmental assessments, please complete the application form which can be found by scanning the QR code on this page or going to www.sjib.org.uk/ecshse-assessment.

Once you have completed the form, please scan and email it to ecsapp@sjib.org.uk

Please note that we cannot accept photographed applications. Please either scan and email the application form to us or alternatively post it to the SJIB, ensuring that the correct postage is applied.

Please also note that only **APPLICATIONS** can be accepted via email – the assessments themselves must still be posted to the SJIB as we require the original copy for marking and auditing purposes.



SHORT CUTS

01



↑ Christmas and New Year rates of pay

02



↑ SJIB National Rates & Allowances 2024-25

03



↑ Rates of pay 2024-25 downloadable PDF

04



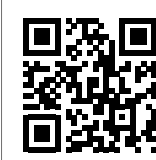
↑ New Lodging Allowance and Retention Fee

05



↑ ECS Health, Safety and Environmental Assessment application form

06



↑ Contact Us form

SECTT Update

Danny takes the top title

The only Scottish representative is a winner at SkilleLECTRIC event after completing a tough series of tasks against some highly talented competitors

DELIGHTED Danny McBean says he's "over the moon" after clinching first place in the prestigious SkilleLECTRIC competition.

The 21-year-old, who works for SELECT Member company Grants (Dufftown) Ltd, was this year's sole Scottish representative in the finals at Oldham College.

Held as part of WorldSkills UK, the event saw two-and-a-half days of tough competition – and Danny returned home with gold after impressing the judges with his craftsmanship and attention to detail.

Speaking afterwards, he said: "I'm absolutely over the moon and still can't quite believe it – when they read out my name I was frozen for a second!

"Well done to all the other competitors who took part; all the judges said it was really close and one of the most competitive years ever."

Barrie McKay, SECTT Training and Development Manager, said: "We always say the standard is extremely high at SkilleLECTRIC but there really wasn't much between any of the competitors this year. However, once again the quality training we deliver in Scotland shone through and we're all so pleased for Danny."

Danny – who attends UHI Moray College in Elgin, where his dad Iain is a lecturer – battled it out in a complicated electrical installation task comprising four circuits, steel wire armour and fire performance cable, lights, sockets, conduit, trunking and a smart module.

The task had to be completed within a strict timeframe and was marked against tough criteria including wiring and connection skills, inspection and testing and measuring and marking out, which had to be accurate within $\pm 2\text{mm}$.

For the first time, competitors also completed a solar PV-related task to reflect the fact that the core competence of a qualified electrician is the foundation from which to upskill and train in solar installation.

Darren Green, General Manager at Grants (Dufftown) Ltd, added: "Danny's win is absolutely tremendous and we're delighted for him. He's been a great employee and what he's achieved is unbelievable.

"It's great for us as an employer too. Like others in the industry, we're finding skilled resource limited, so the development of apprentices is key to the future of both our business and the industry. If we can support Danny and others it can only benefit all involved."

Organised by National Electrotechnical Training (NET), SkilleLECTRIC was one of 50 WorldSkills UK national finals held over a week across Greater



↓ Danny working on the solar PV exercise at the final



↑ Danny shows off his SkilleLECTRIC medal

↑ 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

IT'S A DOUBLE FOR DANNY

As well as coming home with the SkilleLECTRIC trophy, Danny was presented with another prestigious award by the SECTT team.

Barrie McKay and Senior Training Officer Craig Johnston handed the youngster the Rab Sherry Trophy for the best SECTT apprentice of 2023.

The award has been created in memory of SECTT and SJIB Trustee Rab, who was a Unite the Union official and a huge supporter of electrical apprenticeships until his death in 2022.

Barrie said: "The SECTT Trustees felt it would be appropriate to recognise Rab's support with this award and also felt that Danny was an extremely deserving recipient."



LONG LIST OF WINNERS

Danny follows in the footsteps of other talented SECTT apprentices who have triumphed at the SkilleLECTRIC final.

Craig Fairweather of Member firm McDonald & Munro in Moray was crowned 2022 champion, with silver going to Andrew Horne of A Campbell Electrical Services in Stornoway.

Scottish apprentices Lewis Sim and Darren Kerr won silver and bronze respectively at the 2019 competition.

And in 2018, Rhys Boni and Paul Anderson returned with gold and silver, reinforcing the excellent training north of the border.

Manchester, with competitors gathering for a special medal ceremony hosted by TV presenter Edith Bowman.

Danny will now go forward and receive additional training with the hope of making the UK squad for WorldSkills Lyon in 2024. Anne Galbraith, SECTT CEO, said: "Danny is a fine young man and an excellent competitor and to hear his name called out for the gold medal was thrilling. This is a super achievement and who knows what Lyon 2024 may bring."

All finalists received a range of prizes including equipment from SELECT Associate Members Megger and Scolmore Group, with Danny also receiving a Megger multi-function tester, an iPad, electrician's tool kit, VDE Plier Set from CK Tools and £250 Electric Center voucher. ■



↓ Danny is presented with the Rab Sherry Trophy by Craig, left, and Barrie

THE TALENT OF TOMORROW

Mandeep Singh

NAME: Mandeep Singh

AGE: 20

POSITION: Second-year apprentice

WORKS: Renewables division at FES Ltd

STUDIES AT: West College of Scotland, Paisley Campus

HOBBIES: Going out with friends and the gym

WHAT MADE YOU THINK OF BECOMING AN ELECTRICIAN?

I've always had an interest in becoming an electrician.

My dad and his friend both encouraged me to take up a trade as they work in construction and the electrical trade.



They pushed me because they believe it's good to get yourself a trade as it's a great career path.

I did the pre-app course at college and enjoyed it and knew I wanted to become an electrician.

WAS IT DIFFICULT TO GET AN APPRENTICESHIP?

Before my pre-app course, I was applying for electrical apprenticeships for nearly a year and found it was quite difficult to get one. I did the pre-app course then applied to four different companies, one being FES who hired me.

HOW HAVE YOU FOUND IT?

I enjoy it every day and every day is different. I work a lot with solar panels but even then it's always different.

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

First year was good, but second year is a big step up. You're in the classroom all day

and you're doing a lot of work that has to be handed in at certain times, so you have to be organised.

HOW ABOUT WORKING ON SITE?

I really enjoy working in high voltage. I enjoy doing the containment, terminating and just general work on wiring, especially doing the big cables. Before I was working with renewables and solar panels I got to work in high voltage and sometimes I still do, as technically at FES high voltage comes under renewables. As for the team I work with, they are great. My site manager, office manager and tradesmen are all amazing. The only bad thing is when you have to work in the rain!

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

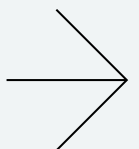
The high voltage side and how it's carried out and the risk factor involved was a big eye-opener for me. It's something I really want to go into in future.

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

My Training Officer Frankie Greig has been amazing and he's come out on site a few times to see me. When he's in college he does my review at the end of each quarter too. He's a nice guy and I know I could ask him anything.

WHAT DOES THE FUTURE HOLD?

I'll definitely stay with FES. I'm hoping to get an office job – a site manager or project manager or something like that.



Honours for our best apprentices

Awards event celebrates the work of some talented young professionals who are proof that the future of the electrical industry in Scotland is in very safe hands

THE cream of young electrical talent recently gathered outside Edinburgh as SECTT announced the winners of its 2023 Apprentice of the Year contest.

Once again there was some extremely tough competition, with young learners from across Scotland battling it out for glory at the Original Rosslyn Inn near Penicuik on 10 October.

After much deliberation, the 1st Stage apprentices couldn't be separated, with the joint winners announced as:

- **Gold** – Jordan Bathgate, Parker Technical Services
- **Gold** – Michael Vass, RI Cruden Ltd
- **Silver** – Callum Gallacher, DS Electrical Services Limited

Things were just as tight in the 2nd Stage apprentice category, with the winners again sharing the spoils as follows:

- **Gold** – Callum Rae, Renfrewshire Council
- **Gold** – Ellis Stevenson, Campbell & McHardy Ltd
- **Silver** – Josh Mudie, MAK Electrical Contractors Ltd

The search for glory began with the regional heats in June, where a pool of around 1,600 apprentices was whittled down to 41, who then faced a rigorous practical and theory competition.

The 1st and 2nd Stage winners from each region were then invited to the final, along with their employers and parents.

To determine the overall winners for each stage, the apprentices were interviewed by The Secretary of the SJIB, Fiona Harper, SJIB Trustee Alick Smith and Regional Officer at Unite the Union and Chair of the SECTT Trustees, Scott Foley.

Barrie McKay, Training & Development Manager at SECTT, said: "This day shines a spotlight on the outstanding apprentices who have demonstrated unparalleled commitment and talent in their stages."

He added: "To get to the final, the apprentices needed to be best in their class, then the best in their college and then the best in their region. The apprentices impressed everyone during the whole competition phase. Scores were extremely high throughout but especially so in the final, which was the tightest it has ever been and a real testament to the young talent involved." ■




1ST STAGE GOLD
Michael Vass
RI Cruden Ltd




2ND STAGE GOLD
Callum Rae
Renfrewshire Council




2ND STAGE SILVER
Josh Mudie
MAK Electrical
Contractors Ltd

Gifted pupils prove that they're bright sparks



1ST STAGE GOLD
Jordan Bathgate
 Parker Technical
 Services



↑ George Heriot's School won the CABEC event in 2022



1ST STAGE SILVER
Callum Gallacher
 DS Electrical
 Services Limited

THE first eight heats have taken place for this year's Construction and Built Environment Challenge (CABEC).

Excited S2 pupils battled it out at Edinburgh College, West Lothian College, Napier University and Heriot-Watt University to decide who reaches the grand final of the annual competition.

The following schools will now assemble at the O2 Academy in Edinburgh on Tuesday 6 February to battle it out for top spot:

- Holy Rood RC High School
- Beeslack Community High School

- North Berwick High School
- James Gillespie's High School
- Bathgate Academy
- Inveralmond Community High School
- Armadale Academy
- George Heriot's School.

Two more heats will take place at SRUC Oatridge in West Lothian to decide who makes the final 10.

SECTT CEO Anne Galbraith said: "The heats have been excellent and all the pupils have shown great enthusiasm and teamwork."

A full report of the final will follow in *cabletalk*.



2ND STAGE GOLD
Ellis Stevenson
 Renfrewshire
 Council



↑ Andy, left, hands over the equipment to SECTT's David

GIFT IS THE LATEST TECH FOR COLLEGE

SELECT Associate Member Kewtech recently donated a selection of technical equipment to Dundee and Angus College.

The generous handout followed the Tayside Branch Update at the college's Kingsway Campus on 24 October, during which SECTT Training Officer David Stebbings highlighted the need for new equipment for the training facilities.

Kewtech's Andy Proudfoot duly obliged, securing a selection of consumer units and other equipment from Whitecliffe Electrical Distribution to bring the room bang up to date.

Andy said: "We are delighted to be able to help and are keen to support colleges and training centres to help produce the skilled electricians of the future."

ProZone

JOIN THE JOURNEY TO NET ZERO WITH EHC

In the pursuit of the UK's ambitious goal to achieve net zero carbon emissions by 2050, the Electric Heating Company (EHC) offers electric boilers as a practical alternative to air source heat pumps (ASHPs) in homes facing challenges.

While ASHPs are celebrated for their energy efficiency, factors such as inadequate insulation, limited space, extreme temperatures, high initial costs and aesthetic concerns may render them unsuitable for some properties.

Electric boilers from EHC provide a versatile, cost-effective and environmentally responsible solution. They accommodate diverse housing types, require no outdoor unit, excel in cold weather and entail lower upfront costs than ASHPs.

Furthermore, electric boilers align with the UK's commitment to cleaner energy, benefitting from the decreasing carbon intensity of the electricity grid.

EHC understands the importance of a dual approach, offering ASHPs, electric boilers and more to ensure every home finds a suitable heating solution.

EHC is also more than a provider of heating solutions; it is a dedicated ally on the path to sustainability.

By facilitating access to environmentally responsible alternatives, EHC actively contributes to the larger mission of creating a cleaner, greener future for the UK and is an integral part of the nation's journey toward a net zero future.

➔ Find out more about the company and its range of products at www.electric-heatingcompany.co.uk



➔ The shoot took viewers behind the scenes at LINIAN

LINIAN plays a starring role

GLASGOW-BASED family business LINIAN recently hosted a filming day for Scottish Enterprise at its office and parts coating production facility.

All four directors took centre stage for the shoot, providing a captivating glimpse into the inner workings of the team behind the first single-component BS 7671 compliant fire-rated cable fixing.

Founders Wes and Jean Arbuckle shared insights into the development of their products and the entrepreneurial journey that started decades ago for mechanical and electrical wholesale business owners. From navigating the complexities of intellectual property

protection to recounting key collaborations with strategic partners, they gave a fascinating overview of LINIAN's evolution.

LINIAN CEO Ian Arbuckle MIET and Global Commercial Director Lynne Jhangeer also took the opportunity to discuss product testing and regulatory compliance.

And they emphasised the transformative role played by LINIAN clips in prevention of premature collapse of cables and enhancing safety standards within cable installations, with a life-saving impact on the work of emergency services teams.

The film will be released soon – stay tuned and find out more about LINIAN by visiting their website at www.linianclip.co.uk

ELUCIAN RANGE EXPANDS WITH UNPOPULATED CONSUMER UNITS

Scolmore continues to expand its Elucian consumer unit range to provide electricians with the broadest possible range of units and protective devices to cater for all installation

requirements. The latest addition to Elucian is a range of unpopulated, enclosure-only consumer units.

As the units are supplied unpopulated, there are no pre-fitted circuit protection devices, which gives total flexibility for installers to design to the exact specification needed.

The company has also added a new 6 Way size to the unpopulated range which now

includes 6 Way, 8 Way, 10 Way, 12 Way, 14 Way, 16 Way, 18 Way and 22 Way.

Launched in 2021, Elucian by Click comprises a range of metal consumer units and protective devices. Recent additions to the line-up include a single width SPD module and 25A RCBO.

➔ The Elucian by Click range can be viewed at www.scolmore.com



**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

V-TAC proves it's a leading light in fire safety

LEADING energy brand V-TAC has launched a set of innovative fire-rated downlights to mitigate the spread of fire outbreaks in buildings.

The lights are a blend of functionality with peace of mind, offering a seamless integration of safety features without compromising on aesthetics.

One of the standout features of V-TAC's fire-rated downlights is their robust construction, which is specifically engineered to contain fire outbreaks within ceiling cavities.

These downlights are carefully designed to meet stringent safety standards, ensuring that in the unfortunate event of a fire, the spread is contained, buying valuable time for evacuation and minimising potential damage.

However, safety doesn't mean sacrificing style. V-TAC's range of fire-rated downlights boasts sleek

and contemporary designs, adding elegance and style to any space they illuminate.

Whether it's for residential homes, commercial spaces or hospitality environments, these downlights seamlessly blend into their surroundings, enhancing the ambiance while also offering peace of mind.

Kashish Amarnani, V-TAC UK Sales Director, said the downlights emit a powerful, glare-free light, which illuminates spaces efficiently and evenly, creating a welcoming atmosphere in any room without compromising on performance.

He added: "With various options in colour, temperatures and lumen outputs, V-TAC ensures that its fire-rated downlights cater to diverse lighting preferences and needs.

"Installation is hassle-free, making them a top choice for electricians and homeowners alike.

"And their compatibility with different ceiling types and ease of fitting make them a go-to solution for those seeking a reliable, safe and stylish lighting upgrade."

➔ Read more about the V-TAC fire-rated downlights at www.vtacexports.com



ACUTEST
Test Instrument Specialists

aico

AURORA
Electrical Services

BSG

CompEx
Electrical Services

CORGI
Gas Safe Register

DAIKIN

DEHN

deta

ecis

electrium

ehc
the electric heating company

FLEXEL

ForrestBrown
Electrical Contractors

:hager

HiSPEC
Electrical & Fire Protection

KEWTECH

legrand

LINIAN
Electrical Contractors

LUCECO
Electrical Services

MACROBERTS
Electrical Services

Megger

ROBUS

Schneider
Electric

Scolmore

Signify

SIMPRO

TCW

TIS

THORN
Lighting

V-TAC

Q-CRIMP CHOICE BECOMES BIGGER AND BETTER

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 3- and 4-Part BW armoured industrial brass glands.

The new 3- and 4-part brass glands now include a brass olive which allows for different sizes and grades of steel wire armour.

They are each available in four different sizes – 20(s)mm, 25mm, 32mm and 40mm – and they come supplied as a pack of two.



➔ The brass glands come in four different sizes

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

LUCECO'S THE ESSENCE OF SIMPLICITY

The new Luceco Lighting Essence floodlight range has been designed to make installation and set-up as easy as possible.

Features include:

- Full adjustment, allowing floodlight to be positioned exactly where needed
- New quick and easy slide-on installation bracket, helping to reduce installation time
- One metre of pre-wired cable supplied, for your convenience and easy installation
- Full weatherproof protection, thanks to the IP65-rated floodlight and passive infrared receiver (PIR)
- Full override, allowing the user to change the PIR setting at will.

➔ Find out more at www.luceco.com/essence-floodlight



➔ New Luceco floodlight range has been designed to be as easy to fit as possible



Aico award launched

AICO has launched its 2024 Apprentice of the Year Award, which honours the brightest talents working in the electrical industry.

Entries are being invited by 1 January for the new award, which aims to applaud the remarkable accomplishments made by future professionals across the sector.

Tony Boyle, Aico National Sales Manager, said: "Education is a fundamental principle for Aico and we firmly believe that providing future installers with industry knowledge and expertise is vital to creating safer communities.

"Our Apprentice of the Year award aims to recognise the outstanding apprentices who not only have excellent technical skills but are also role models for others in our industry.

"The electrical professionals of tomorrow are so important to our industry, and we aim to highlight and celebrate their success."

From the entries, 12 nominees will attend the JTL Training Centre in Birmingham to take part in the final assessment, each receiving a state-of-the-art toolkit.

The top six apprentices will then receive an exclusive invitation to the Aico In The Community Awards on 18 April, where the winner will receive a top-of-the-range multi-function tester worth up to £1,200.

➔ Entries for the awards should be submitted to marketing@aico.co.uk via the application form, which can be accessed at www.aico.co.uk/news-and-events/apprentice-of-the-year-2024. Further information can also be found at www.aico.co.uk

OVIA ADDS SUN-THING SPECIAL TO LIGHTING OPTIONS

As business and home owners continue to deal with the dual challenge of high energy prices and environment pressures, Ovia is pleased to announce that it has added its first solar-powered lighting products to its extensive portfolio.

A solar-powered LED security floodlight and two solar-powered LED streetlights bring together cutting-edge technology and elegant design, blending functionality with environmental responsibility.

Zonne is the name given to the new solar LED security

floodlight, which has a radiant 8W output, casting a crisp 4000k temperature glow at an impressive 950 lumens.

The fitting is IP65 rated and it has a charge time of five-six hours to fully charge and has two working modes – Mode A: 3~5 Nights and Mode B: 2~3 Nights.

It is designed to be installed at a height of four metres and comes with three metres of connection cable.

The Zonne is equipped with an adaptable solar panel that can be easily adjusted. As a very

handy extra feature, the Zonne fitting can also be used as a torch after being disconnected.



The Zontor solar-powered LED streetlight is a powerful 40W or 15W solar panel with advanced LED technology,

resulting in an outstanding lumen output (4800 lumen on the 40W model and 1600 lumen for the 14W model).

It casts a crisp 4000k colour temperature glow and the light can be adjusted 20° up and 10° down for solar charging. Designed to thrive in the most demanding of environments, its IP65 rating ensures unwavering performance.

The Zontor features a slim and modern, patent design and the light can be adjusted.

➔ Find out more at oviauk.com

Daikin takes on the big freeze

DAIKIN'S air-to-air systems reduce environmental impact and energy bills with the highest possible energy efficiency available on the market.

As such, they're the sustainable solution for a wide range of settings, from new builds to replacing electric heating and add-on systems to help reduce energy consumption.

When the temperature drops below freezing, it's important to have the right system to maintain an ideal indoor climate. Daikin Optimised Heating 4 was specifically engineered to perform at extreme outdoor conditions and temperatures as low as -25 °C. The system uses some of the industry's most cutting-edge technologies to achieve energy efficiency ratings of up to A+++ in heating.

Members can now take advantage of a special winter promotion, offering a cost saving of 11% on trade prices for Daikin Optimised Heating 4, while stocks last.

Contact Chris Hayes hayes.c@daikin.co.uk or Graham Purves purves.g@daikin.co.uk for further information.

Daikin also provides a full range of air-to-air product training from standard splits to advanced VRV systems. Courses are also offered on controls such as the ITM and Service Checker tools.

Plus, Daikin has teamed up with HSS Training to offer F-Gas certification at a special discounted rate. Contact www.daikintraining.co.uk to find out more.

Finally, contact your local Sustainable Home Centre or Daikin representative to find out more about Daikin's range of air-to-air products and how it can support your journey as an AC installer.

➔ Find out more at www.daikin.co.uk

THORNECO SAVES ENERGY AND HASSLE

THORNEco's popular high bay Boris has been given an upgrade and now boasts improved efficiency up to 162lm/w.

Powerful yet gentle, Boris is the ideal solution for high ceilings and open areas, offering high output and low glare at <25 UGR and the right balance of power and comfort.

Thanks to improved efficiency, Boris is a great replacement for conventional lighting where energy savings of greater than 50% vs traditional solutions are possible.

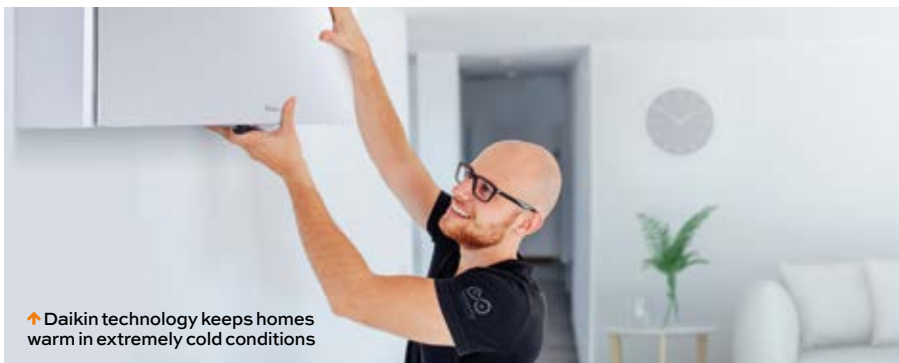
Boris has now gone FLEX so it's easier than ever to stock and use. And thanks to the lumen switch on the fitting, you can decide your lumen package directly on site.

As you'd expect from THORNEco, Boris offers hassle-free installation and is versatile thanks to emergency and sensor version plug-in kits.

The new plug-and-play E3 Emergency kit now comes with the latest battery technology, including a three-year battery warranty.

Boris also comes with corridor functionality, which means stand-by time and dimming level functionality can be used to reduce energy costs.

➔ For more information, go to www.thorneco.com/en/products/boris1



➔ Daikin technology keeps homes warm in extremely cold conditions

SNICKERS TROUSERS AND KNEEPADS FOR EVERY NEED ON SITE

It's said that hard-working craftsmen and women put more pressure on their knees than many top athletes. That's why the risk of knee injuries is far higher among trade professionals and manual workers than other occupations.

One of the best ways to avoid knee problems is to wear Snickers Workwear trousers with their innovative knee protection – KneeGuard™ – a world-leading, fully certified, trademarked system.

Snickers Workwear has 86 different types of work trousers in multiple sizes to suit a host of different trades and jobs – plus

eight different types of kneepads. Together they deliver hundreds of combinations to effectively deal with different types of knee impacts, the amount of time spent working on knees and personal protection needs.

The unique design features of both the work trousers and kneepads deliver flexibility when you walk, yet they close around your knees when you kneel down to prevent your knees from sliding off the kneepad when moving around on the floor.

So when you're seriously considering long-lasting knee protection, look for the Snickers Workwear KneeGuard™ system – tested and certified for performance, efficiency and protection to deliver comfort and wellbeing day in day out.

➔ Find out more at snickersworkwear.co.uk or call the helpline on 01484 854 788.



➔ KneeGuards and trousers keep you protected on site



↑ The smart thermostat can be controlled through the app

SANGAMO HAS THE SMART SOLUTION FOR HOME HEATING

As more households see the benefit of smart devices to control elements in the home, so the demand for smart controls that can help with energy saving is on the increase. ESP has added a smart thermostat to its Sangamo heating controls range, offering installers the opportunity to easily add a smart control function to their customers' home heating.

The Sangamo wi-fi controlled thermostat allows you to control and monitor the room temperature and thermostat from anywhere in the world via a smart phone or tablet. It's controlled through the subscription-free ClickSmart+ app from Scolmore, which offers users control of a raft of connected products.

The Sangamo smart thermostat provides energy efficient programming and allows for constant monitoring and control, including voice control through Alexa and Google Assistant.

It's straightforward to install and operate and is suitable for electric, gas or oil systems. A boiler can be controlled either by wiring into the Sangamo thermostat or the thermostat's receiver, giving full installation flexibility.

Key features of the thermostat that will help with the control of energy usage include the optimal start function and the open window/door detection feature.

Available in a white finish, the smart thermostat has a contemporary design, with touch button manual control and a clear LED display. It features a keylock facility to avoid buttons being pressed accidentally.

➔ Learn more at www.sangamo.co.uk and www.espu.com

Pack KEWMATE in your pocket

THE KEWMATEs from Kewtech are a series of pocket-sized digital multimeters (DMMs) with unique open jaw current sensor technology for AC and DC measurements.

An unrivalled tool, the testers enable quick and easily measurement current, voltage, resistance and continuity in one compact unit.

The open jaw sensors mean you don't have to break into the circuit as with traditional DMMs, with the sensors small enough to measure current flowing in individual circuits in a tightly packed distribution board.

The KEWMATE series has three products to choose from – KEWMATE 2000A, KEWMATE 2001A & KEWMATE 2012R – with jaw openings of six, 10 and 12mm and corresponding current ranges of 60, 100 and 120A. They also provide either 100mA or 10mA resolutions.

The versatility is unparalleled as the rubber holster encompasses the test lead storage so they can be unwound

immediately for use and rewound instantly for safe keeping. The holster also allows you to capture one probe so as to enable the unit to be used in the same way as a two pole tester.

The probes come as GS38 compliant and a removeable cover allows for a longer metal tip when using in Cat II environments. The AC and DC

measurement for both voltage and current enables use across most applications below 120 A and 600 V.

It's a very convenient tool for electricians involved in new installations, maintenance, automotive

work and DC installations.

As well as the Voltage DMM function, the instruments measure resistance, with continuity buzzer, and frequency of either the current or voltage. The top-of-the-range KEWMATE 2012R also benefits from True Root Mean Square (TRMS), capacitance and diode testing.

➔ Find out more at www.kewtechcorp.com



↑ KEWMATE is the ideal tool for electricians



TIS supports drive for cleaner travel through EVs

SOLAR PV, battery storage and ground and air source heat pumps are all becoming more popular – but electric vehicles (EV) are undoubtedly leading the charge when it comes to greener energy.

EVs are here to stay, with talk of hydrogen-powered vehicles replacing them a load of hot air, as they're less efficient and the hydrogen is distributed via tanker to garage forecourts, much like petrol and diesel. Obviously EVs don't need trucks driving around delivering the charge!

What also won't be going away is the safe testing of EV installations, both existing and new, and TIS has multi-award-winning kits to allow the testing of the supplying electrical installation and the charge point itself.

Although the TIS MFTPRO and TIS MFTECO are capable of testing domestic,

commercial and industrial installations in their own right, they really come into their own when paired with the TIS EV-TEST100 adapter.

The EV supply equipment (EVSE) adapter actually simulates the presence of an EV by calling for a charge and introducing various fault conditions to check the equipment, cutting off the supply if there's a safety issue.

When used as the TIS MFTPRO-EV full kit, there's also an 'AUTO EVSE' button on the TIS MFTPRO which guides the user through the full testing process with diagrams and prompts along the way, concluding with a full, stored test certificate.

➔ To view the comprehensive TIS range, including solar PV and EVSE testing instrumentation, go to www.testinstrumentsolutions.co.uk

LUCECO LESSONS IN BOOSTING SAFETY ON SITE

Construction sites are one of the most dangerous working environments in the UK, for contractors. The Luceco Academy Health & Safety CPD course, in conjunction with eFIXX, covers some of the key considerations on how to avoid danger, stay safe and be healthy in the workplace.

In this CPD you will learn about:

- The hazards of asbestos and how to deal with it
- How to comply with safe access on site
- Working at heights
- Working in confined spaces
- How you can help yourself and others with mental health issues.

➔ Register for the Luceco Academy and take the course at www.luceco-academy.com/electrical-cpd-courses



➔ Learn how to stay safe at work with Luceco Academy



TUNE IN TO THE BENEFITS OF RADIO FREQUENCY AS STANDARD WITH HISPEC RF10-PRO ALARMS

The RF10-PRO range from Hispec is a comprehensive suite of alarms designed to prioritise safety without compromise. The line-up includes smoke, heat, carbon and combined alarms to safeguard homes and businesses.

What sets the RF10-PRO range apart is its pioneering inclusion of radio frequency (RF) technology as a standard feature. This means instant

connectivity between alarms, enabling swift, synchronised responses.

Unlike competing products, the RF10-PRO alarms come equipped with this technology right out of the box. This not only simplifies installation but also ensures a unified safety network without added costs or complexity.

The inclusion of a vibrating deaf aid kit also

emphasises Hispec's commitment to ensuring safety for all.

Additionally, the RF control unit offers centralised control of the entire system and the locating feature enables the identification of the initial trigger by silencing the rest of the alarms.

➔ Visit bit.ly/CT_Hispec

FIVE MINUTES WITH...

EMMA
McKELVIE

MEMBERSHIP REPRESENTATIVE

HELLO EMMA. HOW
LONG HAVE YOU
BEEN AT SELECT?

I started at The Walled Garden in November, so I've been with the association for just over a month now. Everyone has been so friendly and welcoming.

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

One of my previous jobs entailed looking after individual and group memberships as part of a community transport organisation, which helped local community groups with affordable transport for outings, doctor's appointments, food shopping, etc. I then moved on to a label manufacturing company which I managed, looking after some major clients. I'd heard a lot about SELECT through my husband and father-in-law as they're both in the electrical industry and seeing what the association provides for its Members made me interested in applying for the role and becoming part of the team.

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

My role is contacting and visiting Members, keeping them up to date with what SELECT has to offer and arranging Drop-Ins to give them the chance to meet me and the local Technical Adviser and ask questions. I'll also be attending the Toolbox Talks next May and June which I'm really looking forward to. Basically, I'm always here for Members with any queries they might have or if they're looking for any information or advice.

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

So far it's been about phoning all the Members in my Branch area to introduce myself and arrange availability for a visit.

I've enjoyed how varied the role has been so far and I'm really looking forward to getting out and about to meet Members around the Branch.

HAVE YOU HAD
A CHANCE TO MEET
SELECT MEMBERS?

Yes, even though it's still early days I've met a few Members from my own and neighbouring Branches – it's been really good to hear all their stories and the projects they're working on.

WHAT HAVE YOU
MOST ENJOYED ABOUT
YOUR JOB SO FAR?

I've really enjoyed how varied the role is – it's a cliché, but each day really is different! The best part has undoubtedly been visiting and meeting Members and I've also loved how quickly my colleagues at SELECT made me feel welcome and part of the team. I really enjoy being out on the road and the chance to self-manage my time and arrange my own schedule.

Quickfire
questions:

Cheese or chocolate?

Cheese

Dog or cat person? Cat

First car owned?

Renault Clio

Favourite film? Saw or any

other horror movie

Favourite TV show?

Family Guy

Favourite holiday spot?

Anywhere with a hot tub

Dream date?

Chris Hemsworth

**One thing people might
not know about you?** In my

spare time I love to play video games. Horror ones are my favourite – mainly to watch my husband get the jump scares!

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

INVERNESS & NORTH
OF SCOTLAND

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 2024
events:

CENTRAL BOARD

Wed 27 March – online

Thu 6 June – Doubletree

Edinburgh North Queensferry.

Includes SELECT AGM and technical presentation

Thu 5 September – online

Thu 5 December – venue TBC

Branch
UPDATE

w/c Mon 6 March –
with AGM, venues TBC

w/c Mon 2 October –
venues TBC

2024
Toolbox
TALKS

Wed 1 May – Edinburgh,
The Walled Garden

Competition

Festive wordsearch

WIN
£50 OF
amazon
VOUCHERS

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

ADVENT
ANGEL
BELLS
CAKE
CANDLE
CANDY CANES
CAROLS
CHURCH
CRACKER

DECORATIONS
ELF
FAMILY
FESTIVE
GAMES
HO HO HO
HOLLY
HYMNS
LIGHTS

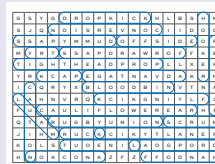
MARKETS
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MISTLETOE
MOVIES
NATIVITY
NOEL
PAPER HATS
PARTIES
PIGS IN BLANKETS

POINSETTIA
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REINDEER
RUDOLPH
SANTA
SLEDGE
SNOW
SNOWMAN
STAR

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TINSEL
TOYS
TREE
TRIFLE
TURKEY
WALKS
WINE
WREATH

Here's your chance to win £50 of Amazon vouchers by completing our prize wordsearch with a festive theme.

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Oct/Nov 2023 Answers

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Thurs 2 May – Borders,
Macdonald Cardrona Hotel,
Peebles

Wed 8 May – Dundee,
The Apex Hotel

Tue 14 May – Ayrshire,
Fenwick Hotel

Wed 15 May – Dumfries,
Easterbrook Hall

Wed 22 May – Oban,
The Corran Halls

Thu 23 May – Glasgow,
Hampden Park

Wed 29 May – Aberdeen,
Pittodrie Stadium

Thu 30 May – Inverness,
venue TBC

Tue 11 June – Shetland,
Shetland Arts Development
Agency, Lerwick

Tue 18 June – Orkney,
The Pickaquooy Centre

Wed 26 June – Islay,
The Machrie



**President's
CUP**

Mon 29 July – Dunblane New
Golf Club, Perthshire



2024

Mon 12 August-Fri 16 August –
venues TBC

PROFESSIONALS' DAY

Thu 19 September – venue TBC

PRESIDENT'S LUNCH

Fri 27 September – Grand
Central Hotel, Glasgow

PAST PRESIDENTS'

CHRISTMAS LUNCH

Thu 5 December – venue TBC

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