



HOWARD

CIVIL ENGINEERING

NEWSLETTER

FEB 2023

ISSUE #10





A word from Michael

Although we are now well into 2023, I would like to thank our colleagues, subcontractors, and suppliers who helped to make 2022 a wonderful year.

At the beginning of last year, we promised ourselves that we would contribute at least £60,000 and volunteer 60 working days to benefit those in our communities who need it most. I am pleased to say that our team's generosity and can-do spirit helped us to greatly exceed those targets (page 3)!

2022 was also the year that Howard Civil Engineering made great strides in our effort to increase our

sustainability. From our £5m fleet upgrade which will help reduce our carbon emissions, to continual investments in high quality health and safety equipment (page 18) and funding Mental Health First Aid qualifications for four team members, these initiatives have put us in a great position to appoint our first ever Sustainability Manager (page 9). Congratulations to Sophie Henderson on the new role!

It's fair to say there has been plenty of activity since our last newsletter, so there is lots to get stuck into in this issue - enjoy!

Michael Howard

**HOW WE HELPED TO
TRANSFORM OUR
COMMUNITIES IN
2022**

Page 3



Topping out at Scarborough Hospital



Page 4

WHAT'S OCCURRING?



Creating a safe space for girls in Leeds with DIY SOS

Howard Civil Engineering is honoured to have taken part in the latest 'DIY SOS: The Big Build' project on BBC One for the benefit of Leeds-based charity Getaway Girls!

Over a period of two weeks, Howard Civil Engineering facilitated the construction of a new headquarters for the charity, including the provision of drainage works and the construction of a new road into the centre.

Founded over 30 years ago, Getaway Girls has supported over 13,500 girls and young women across Leeds to learn new skills, build their confidence and raise their aspirations.

The new premises, which sits just around the corner from Howard Civil Engineering's head office in Seacroft, will provide modern offices, a crèche, activity spaces, a music and media studio, counselling rooms and a garden area.

The facility has been built with the aim of

enabling Getaway Girls to provide more opportunities for young women and girls in the city, as well as guidance and support.

Managing director Michael Howard is thrilled that Howard Civil Engineering was able to assist with the build.

"Howard Civil Engineering has always endeavoured to assist community-led projects where possible, so I am delighted that we have been given the opportunity to volunteer our services and expertise for such a worthwhile project," he said.

"With the country still recovering from the shock of the COVID-19 pandemic and the cost-of-living crisis at the forefront of everyone's minds, it was spectacular to see how many companies in the industry, both big and small, turned up to help transform a vacant plot of land into a beacon of hope for women and girls across the city. Community spirit is definitely still alive and well!"



WHAT'S OCCURRING?



60K, 60 Days - How we helped to transform our local communities in 2022



At the start of 2022, Howard Civil Engineering challenged ourselves to end the year having contributed £60,000 and volunteered a total of 60 working days to benefit our local community - a significant increase from 2021's target of £50,000 and 60 days!

We are pleased to say that not only did we achieve this goal, we smashed it!

In 2022 Howard Civil Engineering contributed £80,206 to local enterprises, schools, and charities, and volunteered over 84 working days.

Some of our most notable contributions included:

- £20,210 and over 280 hours to Getaway Girls, helping to build their new premises in Seacroft for DIY SOS: The Big Build!
- £12,000 to De Hood Boxing Club and Community Centre in Sheffield.
- £7,512 raised for Cancer Research UK on our Yorkshire Three Peaks hike.

- £5,000 towards both The Howarth Foundation and the Rob Burrows MND Hospital - which have been matched by Leeds Christmas Charity Lunch!
- £4,100 to The Atlantic Grappler who is rowing
- £1,645 in matched internal donations to Wakefield Hospice on our Yorkshire Three Peaks hike.
- £1,130 raised for The Howarth Foundation by SHEQ manager Andy Rafton on his hike to the top of Ben Nevis!

Throughout the year, Howard Civil Engineering also assisted food banks with the provision of vans for deliveries, transformed a community garden in Roberttown and joined local volunteers in litter picking around our sites.

Thank you to everyone who worked to achieve these fantastic results - we can't wait to reveal our plans on how we're planning to better our local communities in 2023!



WHAT'S OCCURRING?



Topping out at Scarborough Hospital



Howard Civil Engineering is thrilled to have topped out our three-storey reinforced concrete frame at Scarborough Hospital.

Our works form part of a £47m contract to improve Scarborough Hospital building which is being undertaken by Integrated Health projects (IHP), a joint venture between Sir Robert McAlpine and VINCI Construction.

This extension which will combine and expand the existing Accident and Emergency department and acute medical unit, and improve site-wide infrastructure such as the electrical systems, ventilation, and drainage.

In addition to a three-storey reinforced concrete frame complete with two lift and stair cores, Howard Civil Engineering has also delivered the enabling works, drainage works including 1600mm of drainage up to 5m deep and two large geo-cellular attenuation tanks, and installed 1000m of service ducting.

Gary Connor, Senior Construction Manager at VINCI Construction, said: "While Howard [Civil Engineering] has been on site, the team has been extremely proactive, and the site manager (Patrick Furlong) has been excellent. With this in mind, I would definitely use Howard Civil Engineering on other projects."



WHAT'S OCCURRING?



HOWARD
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More from Scarborough Hospital



An artist's impression of how the site will look upon completion.

WHAT'S OCCURRING?



Howard Civil Engineering achieves 'Excellent' CCS score



Howard Civil Engineering is pleased to have achieved an 'Excellent' score of 43/45 on our first ever Considerate Constructors Scheme audit as a registered organisation!

The audit assessed how Howard Civil Engineering respects its community, cares for the environment and values its workforce, and we are thrilled that our hard work and commitment to social value has been recognised by the Considerate Constructors Scheme.

Sustainability manager Sophie Henderson (pictured) commented on how we achieved this fantastic score, highlighting that "[Howard Civil Engineering] genuinely enjoys delivering social value to our local community" and "we provide not only financial donations but offer support in a variety of ways such as work placements, volunteering, and offering career advice to underrepresented demographics in the construction industry."

"One of our primary aims as a sustainable company is to keep our emissions as low as possible," she continued. "We continually invest in new technologies and monitoring systems, and our head office in Leeds is not only gas free but is now powered by solar."

Speaking on how Howard Civil Engineering strives to be an employer of choice in the local community, Sophie emphasised our focus on broadening opportunities for school leavers and graduates, and enhancing our wellbeing support for members of our team.

"We are in a fortunate position to go into schools and careers fairs, promote construction, and inspire a new generation of people into the industry," she said. "As a long-standing member of The 5% Club we have demonstrated our commitment to nurturing young talent, but our support stretches across the entirety of our team. We are happy to provide our team with access to continued professional development, and our wellbeing support includes four qualified Mental Health First Aiders who can signpost colleagues to professional support."

"I am thrilled that our dedication to enhancing communities, protecting our environment and ensuring the safety and wellbeing of our staff has been rewarded so highly," she continued. "In future, we will aim to continue and improve upon our high scores as a company to ensure our company values are delivered across all sectors."

NEW PROJECTS



Harrier Park - MUSE Developments



Howard Civil Engineering has been chosen to deliver drainage diversion works on the site of the former RAF Hucknall airfield in Nottingham. These works will prepare the site in advance of it being sold to a housebuilder.

Expanding upon existing housing developments and business parks on the Harrier Park site, these new homes aim to “create a new piece of townscape” which will “create a transition between the surrounding residential areas, countryside and employment uses through a number of townscape elements.”

Once complete, the scheme will have delivered over 900,000 sq ft of commercial space and over 700 mixed-tenure homes.

This is our first scheme for MUSE Developments, which will see us deliver our £0.7m package over 16 weeks.

[Click to read more](#)

NEW PROJECTS



The New Prison at Full Sutton - Kier

Howard Civil Engineering has been awarded a £12m package to assist with the delivery of a new category C prison at Full Sutton, near Pocklington in East Yorkshire, which will hold around 1,500 prisoners.

This will be the first prison in the UK to run solely on electricity, with solar panels and heat pump technology, meaning it will use around 70% less energy than previous new build prisons.

Our works include the delivery of the foundation and substructure works associated with the ancillary buildings, the installation of internal cast iron surface and foul water drainage servicing the ancillary buildings, and the external services, ducts and chamber works servicing the ancillary buildings.

The prison is set to open in 2025.

[Click to read more](#)



ON-SITE SPOTLIGHT...

YORK STATION GATEWAY



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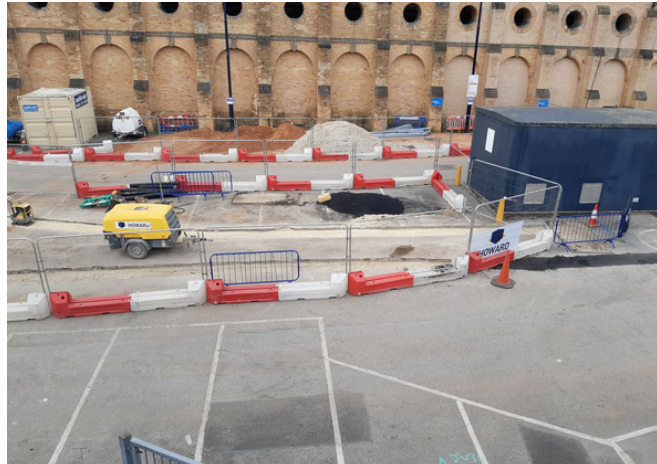
Client: City of York Council

Value: £0.25m

We have recently completed our enabling works package on the highly anticipated York Railway Station gateway improvement scheme!

This project saw us navigate existing services, unexploded ordnance and unexhumed skeletons whilst undertaking works, which included ducting installation and the disconnection and reconnection of the electricity supply to the left luggage cabin.

Access to the car park was maintained throughout the duration of our works, and the project required extensive coordination between ourselves, Network Rail, LNER and various other stakeholders.



[Click to read more](#)

IT'S ALL ABOUT YOU...



HOWARD
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Say hello to the newest members of the Howard Civil Engineering team!



Alastair Corbett
Quantity Surveyor



Dan Smith
Pre-construction Graduate



Gary Smith
Site Manager



Joe Loftus
Apprentice Engineer

IT'S ALL ABOUT YOU...



HOWARD
CIVIL ENGINEERING

Say hello to your new Sustainability Manager!

We are pleased to announce that Sophie Henderson has been promoted to the new position of Sustainability Manager!

Sophie has been a member of the Howard Civil Engineering team for nine years, and has an intricate knowledge of the company thanks to her progression from Health and Safety Apprentice to Estimator before she accepted the role of Pre-Construction Coordinator in 2020.

Henderson will be focussing on how the business can make a positive impact to the communities and regions it works in, prioritising areas such as environmental sustainability and social value.

Pre-Construction Director, Peter Howard, oversaw the internal appointment: "As a longstanding member of the Howard Civil Engineering team, we believe Sophie is the ideal candidate to embody our vision, values and attitudes towards sustainability in 2023," he said. "Her passion, her drive, and her excellent communication skills are an asset to the company as a whole, and I am eager to see how Sophie can transform our ambitious social value and

CSR targets into tangible results that benefit our clients and, most importantly, the communities in which we operate.

"The landscape of the construction industry has changed significantly in the past five years, and rightly so," he continued. "Delivering commercial value and a quality product is no longer enough for clients who are actively working to improve their local communities and are targeting Net Zero emissions in the next 30 years.

"The appointment of a Sustainability Manager is Howard Civil Engineering's statement that, although we may be an SME, our company has the understanding and the capacity to deliver this additional value for our stakeholders."

Sophie, who received the promotion after returning from maternity leave, is thrilled with her new role.

"I am incredibly pleased with promotion to sustainability manager and am grateful for the support I have received throughout the transition, especially just after returning from maternity leave!"



"The role is very versatile and suits me perfectly" she continued. "I thoroughly enjoy meeting and getting to know the people and organisations in the communities in which we work, and giving back to them whilst promoting the industry. I also enjoy looking at ways to reduce our CO2 and keep ahead of the curve!"

IT'S ALL ABOUT YOU...



Battling the Monday blues with Mind in Bradford

Although 'Blue Monday' may be a myth, we used the day to continue our discussions around mental health, awareness, support and the resources that we offer our team members year-round.

We encouraged our team to 'brighten Blue Monday' and embrace 'Multicoloured Monday' - a campaign ran by Mind in Bradford which spurs people to discuss mental wellbeing and raise vital funds for the charity!

Our York team even held a TBT about the importance of maintaining your mental health and reiterating the support available within Howard Civil Engineering to those suffering with poor mental wellbeing.

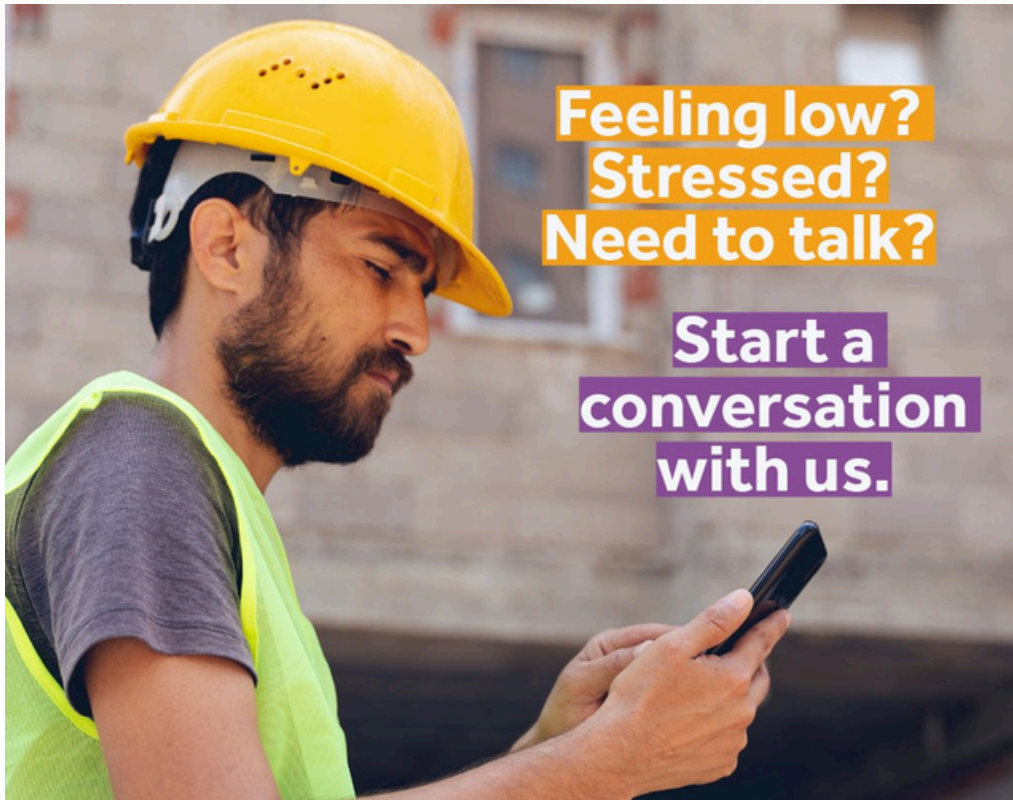
We raised £88 for Mind in Bradford, with lots of homemade goodies in our head office and tasty treats for our York site's bake sale provided by Sarah at Ashcourt Group.



IT'S ALL ABOUT YOU...



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Text HARDHAT to 85258
Free, confidential support, 24/7



We're enhancing support for your mental health



Howard Civil Engineering has set ourselves the target of having one Mental Health First Aider per site by the end of 2023!

In addition to this, we will aim to have 100% of our Site Managers undertake suicide awareness training to ensure our team is informed of the ways in which they can spot the signs of poor mental health in their colleagues and team members.

Howard Civil Engineering has recently become a Company Supporter of the Lighthouse Club Charity, who will be providing the training.

Keep your eyes peeled for how we will be rolling out this training across sites!

IT'S ALL ABOUT YOU...



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Your Mental Health First Aiders are here for you

There are plenty of different types of support out there, and a Mental Health First Aider can help you access them.

Mental Health First Aiders are a point of contact if you, or someone you are concerned about, are experiencing a mental health issue or emotional distress.

They are not therapists or psychiatrists, but they can give you initial support and signpost you to appropriate help if required. If you feel like you need support or have any questions about Mental Health First Aid, please contact:



James Derry



Sean Gavaghan



Sophie Henderson



Tom Mitchell

Fancy a kick about?

Join us for a weekly game of five-a-side football at

FIVES Leeds, Limewood, Approach, LS14 1NH

Email scott.leather@errishomes.com to get involved.



BROADENING HORIZONS



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See you next time, #LARF23!



Thank you to everyone who came to chat to us at the Leeds Apprenticeship Recruitment Fair earlier this month!

It was wonderful to spend an afternoon inspiring a whole new generation of budding civil engineers, quantity surveyors and estimators, advising the best routes into an apprenticeship in the civil engineering industry.

If you know someone who is interested in an apprenticeship at Howard Civil Engineering, please ask them to email a CV to apprenticeships@howardcivileng.co.uk.

Unlocking Construction for prison leavers



As part of our commitment to encouraging people from non-traditional backgrounds to consider a career in construction, Howard Civil Engineering is pleased to say we have expanded our outreach to prison leavers.

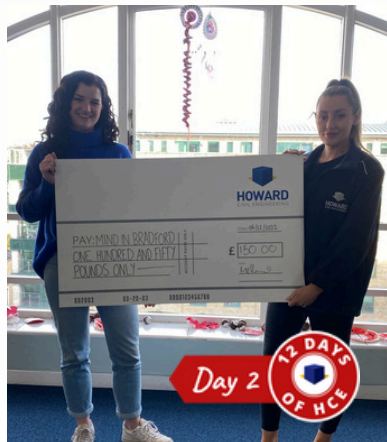
In January, we took part in the nationwide 'Unlocking Construction' event organised by the New Futures Network and spoke to prisoners at HMP Wealstun and HMP Hatfield about a future in construction upon release.

As a result of these job fairs, we are pleased to say we have offered a permanent role to one of the gentlemen we spoke to upon his release!

GIVING BACK TO OUR COMMUNITY



#12DaysOfHCE - Spreading festive cheer throughout Yorkshire



Did you see our #12DaysOfHCE campaign on social media last December?

Howard Civil Engineering donated over £5,000 over the Christmas period to help spread a little festive joy across the north of England

We offered a helping hand to various different organisations, including:

- Day 1: Gifts and toys for pupils at Ravensthorpe C of E Junior School and Ravensthorpe Community Resource Centre.
- Day 2: £150 to Mind in Bradford, which could help them service help five people in mental distress.
- Day 3: £500 to The Old Fire Station, funding their volunteers' Christmas dinner.
- Day 4: £400 to The LS14 Trust, helping to fund their Christmas Party and two-day Christmas Special Community Pantry.
- Day 5: £500 to HOPE in Community to fund meals for struggling families and a selection box for each child.

GIVING BACK TO OUR COMMUNITY



- Day 6: £400 to help The Island gift a slow cooker, recipe book, oven gloves and a food hamper to vulnerable children in York..
- Day 7: £500 towards Key to Life Foodbank's Christmas Appeal in South Tyneside.
- Day 8: £400 to help Sunderland mental health charity Headlight support their service users over Christmas.
- Day 9: Women's and children's pyjamas to Wearside Women in Need, in addition to a £250 cheque.
- Day 10: £500 to Inspire South Tyneside, an umbrella body for local charities, which has helped to fund Warm Spaces.
- Day 11: £250 to York & Scarborough Hospitals Charity, meaning every patient received a cost blanket for Christmas.
- Day 12: £500 to The Howarth Foundation, sponsoring event manager Rachael's 75k run!
- Day 13: That's right, we couldn't stop at 12 this year! We gifted £500 worth of toys and presents to Cash for Kids' Mission Christmas appeal.



Surprise... we turned #12DaysOfHCE into a baker's dozen!

Phew - we understood why Santa needs so many cookies after whizzing round delivering all those goodies!



GIVING BACK TO OUR COMMUNITY



Roberttown gets a Christmas sprucing

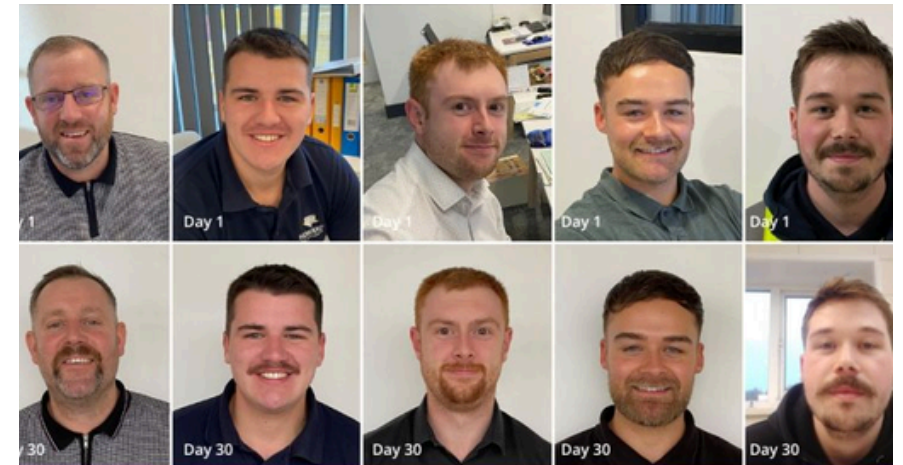


Just before Christmas, our Dewsbury team gave Roberttown Community Garden some much-needed TLC!

We removed weeds and old gravel, replacing the weed membrane and laid new gravel where needed.

This is now a beautiful place for members of the Roberttown community to enjoy, and was a wonderful Christmas present for locals who typically visit the garden to spend time on the memorial benches throughout the festive period - well done to Tom Barrett and the Dewsbury team!

Braving No-Shave November!



SHEQ manager Andy Rafton, quantity surveyor Ben Pritchard, assistant accountant Tom Mitchell, graduate quantity surveyor Ben Cooper and plant hire desk assistant Ryan McCarthy all braved No-Shave November!

They ditched their razors and let their facial hair go wild to fundraise for Lighthouse Charity and reduce the stigma of men's mental health within the construction industry.

In total, the team raised £125 for Lighthouse - well done, everyone! Same again this year?



HEALTH AND SAFETY



Oct '22 Pennine, Sheffield

Nov '22 Manor, Sheffield
Site Manager: Lee Taylor

Dec '22 The New Prison at Full Sutton
Site Manager: Steve Dakin

Jan '23 Dewsbury
Site Manager: Tom Barrett

Well done, and thanks for making health and safety your top priority!



You averaged 91% throughout 2022!

Howard Civil Engineering is pleased to say that our sites averaged 90.75% throughout the whole of 2022 for health and safety performance!

We would like to thank all our site teams, site managers, and health and safety teams for making safety your number one priority.

Let's keep up the good work in 2023!

Remember, the most important thing you do on site will be going home to your loved ones at the end of the day!

HEALTH AND SAFETY



HAVS monitoring gets the thumbs up from operatives

Operatives on three of our sites across the north of England have had their risk of developing hand arm vibration syndrome (HAVS) significantly reduced after Howard Civil Engineering introduced HAVS monitor watches!

Launched in August 2022, the third-generation R-Link by Reactec is a wearable wrist device that helps manage hand arm vibration exposure and provides real-time alerts to notify workers of unsafe situations.

Reactec's analytical platform provides cloud-based reporting which allows dynamic risk assessment and exposure reduction. For example, our team will be able to identify if a piece of equipment is faulty if it emits more or fewer vibrations than the manufacturer states, enhancing our operatives' safety while ensuring a quality product for our clients.

Operatives on site in Sunderland were the first to receive their new watches last month, followed by our teams at Scarborough Hospital and The New Prison, Full Sutton.

SHEQ manager Andy Rafton commented: "Although legislation states we don't need to continually monitor our operatives' hand arm vibration, Howard Civil Engineering recognises it has a duty of care to our employees. We have initially introduced these watches across three of our largest sites, but we are hoping to use these across every site in the near future.

"Not only will these watches significantly reduce the risk of our operatives developing HAVS, the cloud-based software means the entire system is completely paperless – meaning it is in accordance with our long-term goal of becoming a paperless company."

Hand Arm Vibration Syndrome (HAVS), which is also known as Vibration White Finger, is one of the most common industrial diseases in the UK. The condition is usually caused by the prolonged use of power hand tools, whose vibrations can damage the blood vessels, nerves, muscles and joints of the hand, wrist, and arm. 300,000 people in the UK suffer from the condition, for which there is no known cure, only prevention.



TEAM ANNIVERSARIES



HOWARD
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Contracts manager James is celebrating 18 years with us...



It's hard to remember a time when he wasn't a part of Howard Civil Engineering's Senior Management Team, but when James Page joined us as a fresh-faced 23 year old in 2005, he was simply working on the tools as a groundworker.

We caught up with James to see how he views his 18 years at Howard Civil Engineering, and why he's excited about the construction industry's newest generation.

Why did you decide to join Howard Civil Engineering?

I worked for another civil engineering company with Steve Poulson (Project Manager) and unfortunately they went bust about three years after I started with them. Steve used to work with Mick (Howard, Managing Director) who had founded Howard Civil Engineering two years prior, so was able to get in touch and see if there was anything we could help with at his new company. It was around 2005 when this happened and I was just a groundworker at this point, but Mick took us on and we've both been here ever since.

What interested you about construction?

I was 20 when I started my first job in construction. When I left school I worked in a factory with my uncle making windows, but I knew Steve because we played football together and he offered to see if there were any vacancies for a general labourer on the job he was working on at the time. He told me

what he did, told me that I could work my way up, and informed me of the different routes I could go down with a career in construction just by starting as a labourer. It was more chance than anything rather than me being set on a career in construction while I was in school.

How did you go progress to Contracts Manager?

I worked on various projects to start with and then started learning more things and getting more tickets, and it just went from there. I demonstrated my capacity when working on the tools and my eagerness when I was asked to take on more responsibility, and then I gradually was trusted to be left supervising my own jobs and sites once I'd got my SSSTS and SMTSS. From there I was promoted to Site Manager, then Project Manager, and I've been a Contracts Manager for nine years now.

What is your favourite part about being a contracts manager?

The satisfaction of seeing some of the younger team members progress from new apprentices and graduates to qualified and competent professionals. Some of our more 'senior guys' who have ten, twelve

TEAM ANNIVERSARIES



HOWARD
CIVIL ENGINEERING

years of experience and are running their own projects are still only in their twenties because they joined us as apprentices when they were 16, straight out of school.

For example, Patrick Furlong joined us as a graduate nine years ago and has since successfully managed several projects for clients such as Esh and IHP; George Bagnall started when he was 16 and has been with us about ten years now, and he's a senior engineer. We have a very good crop of current young talent within the business and I'm excited to see them grow and progress into their roles.

It is also very satisfying when completing a particular challenging project, as it is then you really take stock and look back on certain complexities and achievements to get it where it is. A lot of hard work is put in and these projects are part of your life for a few years solid in some instances. It is rewarding when the project is a success.

Why have you stayed for 18 years?

I think my values are fully aligned with the values of Howard Civil Engineering, and I know I'm looked after. Don't get me wrong, sometimes my work is challenging, but Mick has an open-door policy and nobody's better

than anyone else here. Everyone's very down to earth and we're all aiming for the same end goal.

What advice would you give to someone considering entering the construction industry?

The main thing is having the right attitude. There are so many different avenues you can go down when you start a career in construction, so keeping an open mind is important. There have been several times where a new team member has started with the goal of becoming an engineer and found they actually have a

passion for another aspect of construction. We've had people move from being Quantity Surveyors to Estimators and Groundworkers to Engineers – don't put yourself in a box early on. Get stuck in, work hard, be willing, and it will be recognised.

...and so is Steve!

Steve Poulson became a member of the team all the way back in 2005, when the number of projects Howard Civil Engineering had in its portfolio had only just reached double digits.

Now, 18 years later, we sat down with Steve to discuss why he has stayed at Howard Civil Engineering for so long, his favourite part of being a Project Manager, and his advice for people hoping to get ahead in the construction industry.



Cont. on page 23

TEAM ANNIVERSARIES



Why did you decide to join Howard Civil Engineering?

I know Mick (Michael Howard, Founder and Managing Director) from being an engineer on the last firm that me and James (Page, Contracts Manager) worked for. We stayed with that firm, and Mick decided to set up a business on his own. A couple of years down the line, the company that James and myself had stayed working for went bust, so Mick rung us up straight away and asked if I fancied coming with him. There were six of us in total who went to work for Howard Civil Engineering from the firm that we all originally worked for.

What interested you in construction?

I think when I was 17, I started with a local construction firm doing external work – paving, kerbing, butts of drainage and manholes. The first job I was on was for Laing O'Rourke and it was at Sheffield Northern General Hospital. I'll never forget it. I must have swept that new building from top to bottom. Because I was working with the local men, who were my friends' fathers, back in the day they taught you. Everybody had time to show you how to do a trade, so for groundworks, they taught me

everything that's involved with it - paving, kerbing, flagging. I loved it. Loved every bit of it.

How did you progress from foreman to project manager?

I was promoted to Project Manager around three or four years ago. Before I joined Howard Civil Engineering I'd always been a working foreman or site manager, and I continued as a working foreman once Mick took me on.

Early on, the Contracts Manager at the time left, and Mick asked me to be a Contracts Manager. I was Contracts Manager for about four years or so until the banks went bust in about 2008, then we ended up scaling down to about three projects so there wasn't enough work for a contracts manager. I went back on the tools, and I enjoyed it, but when things picked up again Mick asked me if I wanted to start running jobs again.

It was the right thing for me – as you get older you start aching, and even going out and trying to do bits and bats with the lads takes its toll if you don't keep yourself in shape, which unfortunately I haven't!

What's your favourite thing about being a Project Manager at Howard Civil Engineering?

When you get a team of lads and everything clicks and you're able to have good craic, it becomes enjoyable for everybody. That's probably the best part about it. It's more rewarding.

Why have you stayed at Howard Civil Engineering for 17 years?

I've always been loyal. I know what I've got, and I know it could be different elsewhere. If the firm that I worked at with Mick when he was an engineer hadn't gone bust, I'd probably still be there now. I've known Mick since he was a young engineer and I've always got on with him.

What advice would you give to someone entering the construction industry?

Try and surround yourself with good people who are willing to teach you. If you're working with somebody who's only in it for the money, not the love of the trade, and who couldn't care less what they're doing, move on until you find someone who is willing to teach you and who takes pride in their work. It'll put you in good stead for the future.

TEAM ANNIVERSARIES



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Tom Barrett
Project Manager
- 19 years



Brian Wigglesworth
Machine Operative
- 16 years



George Bagnall
Engineer
- 9 years



Mandy McHale
PA to SMT
- 7 years



Fahd Mahmood
Engineer
- 4 years



Dan Heffernan
Trainee Estimator
- 3 years



Tom Mitchell
Assistant Accountant
- 3 years



Kieron Harrington
Plant Fitter
- 2 years



Adam Simpson
Excavator Operator
- 2 years

TEAM ANNIVERSARIES



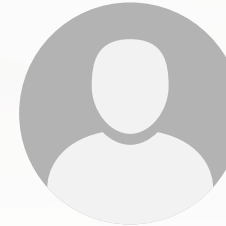
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John Squire
Groundworker
- 1 year



Sam Ford
Site Manager
- 2 years



Alex Fowler
Apprentice Groundworker
- 1 year



Kane Preston
Assistant Buyer
- 1 year



Kevin Gilhooly
Site Manager
- 1 year



Ewan Mason
Recruitment Administrator
- 1 year

Thank you for all your hard work!

JOIN THE TEAM!



HOWARD
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Seeking:
Payroll
Administrator

360
Excavator
Operator
Required

PROJECT
MANAGER
WANTED

VARIOUS
CONSTRUCTION
ROLES
AVAILABLE

Groundworkers
needed!