

# internal spotlight

Keeping you informed about Harsco Infrastructure UK

December 2013



The Bristol team joined Movember and raised £562.70 for the Lighthouse Club. You may notice that young Sam (far right) had some issues producing his Tash so he is sporting a nice false one. If you wish to support them please donate at <https://www.justgiving.com/harsco-infrastructure5>. THANK YOU!



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**HARSCO**  
INFRASTRUCTURE



Steve Farmer | Managing Director UK

I would like to wish everyone a Merry Christmas and of course a very prosperous New Year.

This time of year is one for reflection on what has passed and anticipation of what lies ahead. It is fair to say that since starting with Harsco in March of this year, a lot has happened. The business has continued with its recovery plan in a very difficult trading environment and despite the financial recovery of the business being slower than expected as a result, there has been a significant amount of positive steps forward including a very successful transition to Brand at the end of November.

I am very proud of the business and what we have achieved, it would be impossible to say a personal thanks to everyone within Ed's word count limit for my section but I am very grateful for all the support and hard work from everyone and wanted to thank you for making the new guy feel very welcome.

The financial challenges within the business remain significant but at long last it feels like the UK market is getting back on its feet. Our key challenge for next year is to continue to keep our costs under control as the recovery from the recession will first see an upturn in workload before any real inflation in our chargeable rates. As we get busy, a different set of challenges will present themselves through a shortage of resources to feed the growth. Planning and forecasting will become an increasingly important aspect of our management activity. The key point to remember is that being busy doesn't always mean that we are being profitable; we need to make sure that we take full advantage of a growing market whilst keeping our business as efficient and effective as possible.

I am really looking forward to 2014 and having survived what could arguably be described as the worst consecutive five years in UK construction history, all our people have come through with a professionalism and vigour that will re-establish our business as a UK industry leader. We are leaner, wiser, determined and have something to prove to Brand and the competition. Having the best people is the biggest single competitive advantage I could wish for. Thank you all.

## Brand merger celebrations

On 26th November Harsco Infrastructure successfully merged with Brand Energy and Infrastructure Services under the new owner, a private investment firm Clayton, Dubilier & Rice. The new combined business will become the worldwide leading provider of specialized services to the global energy, industrial and infrastructure markets. Brand is currently a major corporation in North America serving the needs of industrial and infrastructure market and by merging with Harsco Infrastructure it will expand to new markets.

With the merger taking place there was a reason for celebration. At our Dosthill branch, Branch Managers Bob Lawrence and Steve Bollans have celebrated with a custom made cake.



## Lighthouse Club Charity Dinner

The Lighthouse Club is Harsco's chosen charity helping those in the construction industry & their families who through accident or illness find themselves in need of emergency financial help. The 57<sup>th</sup> annual charity dinner held at the Hilton Park Hotel, London took place on the 7th November and Harsco's directors and senior managers were invited to represent the company and also help to raise additional funds in a silent auction. The generosity of present guests helped to raise £40,000. Guests were entertained by Marcus Brigstocke who is a rising comedian, writer and actor. The night saw a fantastic opportunity for generating more contacts within the industry with some major clients present such as BAM, Sir Robert McAlpine and Laing O'Rourke.

The major outcome of the night was to create awareness of a new Construction Industry Helpline; this Helpline will extend Lighthouse's existing financial support to encompass a range of employment, welfare and advice for the construction workforce

The Lighthouse Club has raised over £11 million since funded in 1956 and has helped over 12,000 families within the industry through financial crisis.



### And the winner is....

It has been challenging for our 9 depots to undergo changes that could lead to winning this award. It has also been challenging to decide on the winner. The scoring criteria was clearly determined at the beginning which made the decision a bit easier and resulted in equal scores for Leeds and London branches. Therefore these branches were chosen as joined winners. Overall the Yard of the Year award not only led to improving the yards, but has also been a key driver for change in health and safety culture within our business.

	CRITERIA	LEEDS		LONDON	
		Items	Score	Items	Score
1	Benchmark Assessment	14%		30 %	
2	FPP action close out	0	30%	0	30%
3	SHE10 assessment	0	10%	1	5%
4	H&S Framework	0	10%	4	0%
5	Inspire Submissions	5%		4%	
6	Discretionary points	5%		5%	
	TOTAL	74 %		74%	

# MOST IMPROVED Yard of the Year



Each employee from the winning yard receives

**£250**



I believe that all our yards are about as clean, tidy and safe as the Yard Manager decides they will be. As soon as the Yard of the Year competition was announced, Dave Foster at Leeds made a conscious decision to go for it. On each visit to Leeds through the year, the whole team displayed a "can do" attitude and a desire to win. The sense of team spirit is palpable at Leeds and I am sure they will be equally determined next year. Well done Leeds.



The London yard has over the course of the year been transformed, from a very low starting point to a market leading yard. The team has improved the material storage layout, reducing time for deliveries and the processing of returns. The new waste segregation system ensured positive steps towards our environmental goals and newly implemented safety walkways are ensuring that we are minimising vehicle pedestrian interface.

### How does GOOD look?

Material stacked neatly & safely and in designated areas, clean floor, safety walk ways, waste segregated etc.



### Trophy Design

A special "Thank you" to all who got involved on production of the trophy made from our Cuplok and Extraguard leg. Thanks to Joao Hipolito for producing the 3D visualisation and Adam Kirchoff-Sleet for the welding.

# MindSafety

## How many thoughts can you think at once?

As part of the safety culture and development of Safety coaches the first MindSafety training took place during October and November. Across 5 locations over 500 colleagues were invited to attend the two hours presentation to understand the mind safety behaviour.

### So what are they key points to remember:

- **Immediate Corrective Action**
  - rectify deficiencies immediately, don't walk by and ignore potential hazard.
  - ie: If you spot an oil spillage cover it
- **20 seconds scan**
  - before attempting a task, stand back and ensure the job is safe to be carried out.
  - ie: If you are using a tool such as spanner make sure it is maintained.
- **Positive about safety**
  - Be safe not because you have to but because you want to
  - ie: If you believe in safe work place you will create one for yourself and others
- **Repeat, Repeat - Safe habits**
  - Familiarise yourself with the correct way of doing things. Repeat doing them correctly and you will always do them safely
  - ie: If you have been on tools for years doesn't mean that you are doing things correctly. Check that the procedure hasn't changed
- **Walk over culture**
  - Don't walk past and ignore things, walk over and correct them
  - ie: If you have seen a fire exit obstructed take an action and move the object
- **Beliefs become behaviour**
  - Think safe and you will be safe
  - ie: Protect yourself and others by taking care of equipment.

# MindSafety™

the "Belief Based" Culture Change People



Feature point was that your mind can only remember 7 points (+-2). If something new goes in, then one of the 7 thoughts gets forgotten. Be mindful.

The next step of the training are Phase 2 and 3 that shall take place in the first quarter of 2014. After completion of the MindSafety Phase 3 training the Health & Safety team is looking to appoint 40 employees who are looking to make a difference in health & safety and support the team and other colleagues.

## UK & France EHS Collaboration

On 28th November an important collaboration meeting between UK and French businesses took place in the Dosthill branch. This is an initiative that will be ongoing throughout 2014 and is looking at best practice sharing, innovation and proactive approach to EHSQ Management across both regions.

On the photo you can see Craig Kirby (EHSQ Director UK), Al Shetler (VP EHS Brand Energy & Infrastructure Services), Bob Lawrence (Formwork General Manager, Dosthill), Stephane Schmidt (MD France) and Simon Lafargue (EHS Manager France). This was also the first visit for Al Shetler to any of the Harsco locations globally.



## Senior Site Safety visits

As part of our Senior Site safety visit commitment we are pleased to announce that the following site visits have taken place in the last few months: (the pdf reports are available on the intranet)

- Colette Hibbs..... Velocity Village. (Leeds)
- John Simpson..... Haddington Tower House, Taylor Wimpey. (Leicester)
- Steve Farmer..... Arts University. (Bournemouth), Jessops. (Sheffield)
- Jeremy Jowett..... AMI TC building (Rotherham), Leeds Branch



Steve Bollans – Branch Manager  
Mark Jeffery - Site Supervisor  
John Simpson - Operations Director  
Richard Broden - Taylor Wimpey

# Construction



John Simpson | UK Operations Director

## Continued growth

Throughout the last quarter, I have visited many different parts of the business; it remains very focused in all areas, which is great to witness such high levels of professionalism in the organisation. Our route back to number one in the formwork and access markets remains firmly in our sights.

The business has faced challenges as the economy regenerates from recession, however we remain fully committed and focused as a team. There is some great work being undertaken by many in the business and this will bring the changes needed to push the business to the next level.

As we enter 2014, a renewed focus on our health and safety performance is needed, that coupled with our commitment to our behavioural safety campaign and the leadership of the the management team will ensure our continued path to leadership in the construction specialised service industry.

We have begun a journey to embrace the training of new young people into our business through the formwork apprentice plan and the engagement with A4E (Action for Employment). These schemes will develop much needed skills in our business and

the industry. With 137 apprentices and trainees already in the business we look forward to adding to this number in 2014. I wish all in the business, a happy and healthy, Christmas and 2014.

## Hire & Sales 2014

Harsco's business plan for 2014 is to re-introduce the Hire and Sales business of traditional and mechanical access. For that reason Harsco appointed National Hire and Sales Manager Laurence Reilly in September.

Based in Manchester Laurence will primarily be responsible for driving the growth of our hirescan and for delivering large scale equipment orders across the UK. Reporting directly to Jeremy Jowett, Laurence will also have a dual role in supporting the continued growth of our mechanical access business.

Laurence is a member of the professional sales institute and also the Chartered Institute of Personnel & Development, he has recently held senior sales, operations and training roles across our industry and he is looking forward to bringing his experience and knowledge to Harsco.

"Since I started with the Harsco, I have been under no illusions of the challenges to be met but the confidence of the senior management team and subsequently having met all the branch managers and staff, a desire to re-energise the Hire & Sales offering was a clear and defined message.



I am looking forward to adding local Hire & Sales agreements to compliment branch turnover, but more importantly to add significant revenue streams at National levels and put the Harsco business back to where it should be. I hope to bring in my experience of the proactive approach to areas that impact on the customer and as a qualified sales trainer, I hope to be in a position to add benefit at branch level where needed, and help with the development of sales/admin staff. We all need to create awareness and raise the profile of Harsco's Hire & Sales offering, but that will only happen if we have the right products, tools and people. With the balance of both expertise and youth within this company, I can be nothing but confident of its future.

The Hire & Sales road show will continue to gain momentum and you will all be involved and kept update with its success.

## Employee opinion survey

During October you had an opportunity to share your view about Harsco, your manager, procedures and benefits via the Employee opinion survey. Employees with Harsco email address received the questionnaire online via email and site operatives received a printed version.

## Thank you all for sharing your opinion!

The return rate was 53.12 %. You have helped to raise £392 for the Lighthouse club. The results should be available from January



## Partner of choice for Edinburgh

Edinburgh branch, managed by Gavin Morcom, has become a partner of choice for Cala Homes - an award winning housebuilder of the year. Since starting to work together in 2010 on the Mooring, Ratho (an area in Edinburgh) the branch has been awarded every phase of the development followed by the final Phase 4 in January 2014. Harsco's hard work on this project helped the contractor to win a **NHBC Pride in the Job award in June of this year**. In October, the Moorings then went on to be awarded the NHBC Seal of Excellence and now moves on to the Regional Finals; in the hope of eventually being awarded NHBC Housebuilder of the Year (award generally considered the Oscars of the UK housebuilding industry).

As a gesture of thanks, the contractor has invited Harsco and other subcontractors who contributed to the success of this project to attend a celebration night in Edinburgh on 22nd November.

This demonstrates how important is it to become a number one partner for our clients. Well done Edinburgh!



## New fleet update

The team of drivers at the West Thurrock branch are very excited about the vehicles they recently received. The DAF85CF with a new PM crane has proven to be very useful on many jobs, i.e. Guys Hospital for contracts, Breyers of Islington for MastClimbers, Hillyfield School and Sydenham Girls School and two recent trips to Manchester depot with the large goods hoist and cradles. The drivers are very grateful for the cranes that can extend up to 17 metres, are equipped with Hands Free kits and are Chapter 8 compliant for the Cross Rail projects (which is a demand from many sites).

The team wanted to share their personal thank you to **John McKeever** who supported them during the switch over but also to all the team in the branch.

A driver's job is not the easiest with all the regulations constantly changing and tests to be passed. They have to do 35 hours of periodic Driver CPC training to be able to drive legally. Martin Wyatt, who has been with Harsco/SGB for over 15 years passed his HGV Class 1 14 years ago. Billy Moultrie (Thurrock's Urban Warrior) who has been with Harsco for over 7 years started as a Yard Operative but was encouraged to get his HGV licence 3 years ago and ended up being the youngest HGV driver to pass his Class 1.

When they heard of the new fleet they spoke to John McKeever (Transport Manager) explaining their needs regarding specifications. Now after receiving their new vehicles they would like to say:

**"Big thanks to John McKeever for being John!! A true inspiration, you are a legend!"**

The drivers had to go through training and introduction, which was done by John McKeever. John chose Saturday for this training so it would not interfere with the drivers' weekly working schedule. "We owe him a great debt for all the trouble and effort he made to help us be ready," adds the drivers' team. "We at Thurrock work as a team. All the administration team are spot on, they prepare all the paperwork and everything is to timing. Paul Howard (Branch Transport Manager) and Steve Honess (Yard Foreman) co-ordinate us drivers and keep us in good spirit in such a demanding job. Without Ricky Walton (Yard Supervisor) and his team of men getting all the necessary materials for new and existing projects together, we would not be able to deliver materials to site on schedule. We, as drivers have our good days and bad days but we all help each other out and complete the job done in a professional manner. And finally, the whole team is held together by Simon Grant."



### In other news:

These signs have been fitted to the o/s/r and n/s/r of all the Rigid's and Trailers. They indicate that the vehicle has been limited to 50mph thus saving in fuel and demonstrating our commitment to the environment. Martin Wyatt from Thurrock branch reported that the on board computer on the new Thurrock unit (DX 13 GPY) displays between 11 and 12 mpg as compared to the old LJ 07 DBY which was returning 3 to 4 mpg.

## Southampton support to local scouts

Southampton branch has helped a group of disabled youngsters enjoy a weekend of outdoor activities by providing scaffolding tower to a scout camp in Farnham, Surrey. Organised by scouts from Woking, the camp sees children with special needs given the opportunity to try typical Scout activities, including climbing on a specially constructed 8-metre tall scaffolding structure equipped with a large ramp which offered a wheelchair climbing challenge. The climbing tower centred on a standard 8-leg Cuplok® staircase which provided access to two large platforms and gave plenty of scope for the youngsters to get high up above the ground. For safety various winching points, safety harness supports and self-closing scaffolding safety gates were also included.

“We have provided this type of equipment to the Scouts for the past four or five years and we’ve had the same crew working on the project each time, led by Supervisor Paul Gregory. The team really enjoy working on this, especially when you see the fun and enjoyment that that youngsters get out of the end result,” explained Chris Hicks, branch manager.

“This type of activity is a great way for young people of all abilities to develop their skills, and so we’re very grateful to Harsco for providing the climbing tower,” says District Explorer Scout Commissioner, Brian Pinto. “The children with special needs are individually partnered with an Explorer Scout for the weekend, and that really helps build their confidence to take on the new challenges that they encounter on a weekend such as this.”



The tower on the day

## Portland Works refurbishment

Harsco has helped an important community project in Sheffield to take on a whole new look by providing Cuplok® scaffolding. This has allowed the city’s historical Portland Works building complex to refurbish its main entrance as part of a wider process of renovation and improvement.

Built in 1877, the Portland Works is one of the earliest surviving examples of integrated metal-trading complexes. In 1914 this Grade II\* listed building became the first place in the world to manufacture stainless steel cutlery, and today it provides a home for a wide range of small craft, innovation and creative arts businesses. “The entrance of the building was in need of urgent work to repair the stone pillars and archway, as well as the roof and guttering,” says Nicola Wilson of the Portland Works Committee.

“We’re grateful to Harsco for providing the scaffolding for the portico repairs,” adds Nicola. “With their assistance we’ve made the entrance area safe and given it a new sign plus a smart new appearance to welcome our visitors.”



## Accident prevented at Guys

During October the south of the UK was hit by a storm with heavy winds. Steve Farmer issued a notice on Friday 25th to secure all sites and yards to prevent any issues. The team on the Guys hospital side (pictured) prevented accidents from happening and pro actively secured the site during the weekend. On Monday they went up the roof to check the site again. They measured the wind speed of 192 kph at chimney level! They noticed that a stack of cladding that had been tied with ropes had come loose with two pieces of cladding flying through the air and landing on the lower section. With the help of a gate man the team managed to secure all loose pieces and closed access to the roof.

Well done Guys!



## Is your training up to date?

Most of us need training and certification to carry out our jobs. To ensure that the level of training of our operatives is up to the industry standard we would like to encourage you to speak to your supervisor or manager to find out what training is available or to update your certificates. We are able to provide numerous training in-house on our own premises but also we can send you for training externally.

New training calendar with available training courses, locations and dates has been produced and is available by calling 01827 255 109 or emailing [training@harsco-i.co.uk](mailto:training@harsco-i.co.uk).

The training calendar is also available externally and key account managers are encouraged to offer this calendar to clients.

This is not only to generate additional revenue for the business but also showcases the wide service Harsco offers.

# Projects

## Beachfront Residences, Worthing

Karol Mikowski (Senior Technical Sales) and his formwork team have designed a formwork and shoring solution for a new residential and commercial development in Worthing. This high-profile building will host 49 apartments, penthouses, commercial opportunity and also hotel space right on the seafront. Harsco's products GASS<sup>®</sup>, Du-Al<sup>™</sup> and Topec were utilised to construct this 7-storey building which also features an underground car park. Extraguard was also used on site to provide a secure work place. The striking and contemporary design of this building uses lots of glass, maximising light in order to increase the connection with the beachfront. The central glass tower and other features of the building will create a new focal point for Worthing seafront when finished in 2014.



## Jersey Field Housing, Middlewich - Cheshire

For our client Stuart Milne Group, the Manchester branch under the leadership of Pat Diskin, developed scaffolding and access solution for this new housing development.

There are 83 timber-framed properties in a variety of styles, which include 2-bedroom terraced homes, 3-bedroom semi-detached homes and larger 4-bedroom homes, plus a block of apartments. The build schedule is largely being driven by sales of the properties, so planning ahead isn't particularly easy.

There is very little lay-down space on the site where equipment can be stored until it's required, so the team has been having to time equipment deliveries to site very carefully to ensure the right quantities of Cuplok<sup>®</sup> available at the right times.



## Mersey and Stanley, Merseyside

Harsco was invited to work on this £12 million project by community regeneration and development specialists The Keepmoat Group. Originally erected in 1968, the 15-storey Mersey House and Stanley House buildings were in need of significant renovation. The outer skins needed to be stripped to allow asbestos materials to be removed, two extra storeys were to be added to each building, new windows, insulated render and rainscreen cladding were required for the external elevations. A host of internal improvements were also necessary to provide modern homes for the tenants. At first the team installed a large 4-metre wide gantry platform around the building at first floor level, complete with access staircases. The gantry was then used as a base for 4 Mastclimbers which extended to a height of 43 metres. Cuplok was then used to aid with removal of the original roof-top plant rooms and adding the two storeys. Cuplok was also used for some internal work. The site also benefited from a passenger and goods hoist for part of the project's duration.



## St Georges Hospital, Tooting - London

Garry Cullip, estimator at West Thurrock, and his team designed access solution for major construction of a helipad on the roof of the St Georges Hospital. Currently all helicopters land on a nearby football pitch but the new helipad will provide direct and quick transport of patients to the hospital. For easy access to the site and storage purposes a large working deck was fitted at first floor level, which was supported by large gallows brackets bolted into the building's concrete frame. A Cuplok staircase was fitted to the side of the building connecting the deck with the roof. The lift shaft that is currently being extended above the roof level will be directly linked to the helipad via a ramp which is due to be built in February. The helipad will stand between two light wells which are protected using HAKI roof beams due to their large span.





David Stewart | Formwork Director

## Formwork in the UK

At time of writing we are 10 months into our 2013 business plan, and I am delighted to report that we have already achieved and exceeded our stated Formwork budget for this year. Considering the relatively slow start to the year, the historical issues on repair and the various bad debts we have suffered this year, this is an outstanding performance from all the Formwork team.

Our hire scan continues to remain strong which should give us a good start in 2014. Our debts are under control and cash collection remains excellent. We also launched the first ever cyclical stock process in the UK, and although we did have significant teething issues I am pleased to report that this is now working well and will ensure we can continue to operate all year round with no closures due to wall to wall counts. I reported at the last review that tentative signs of recovery had been seen in the market. That continues to be the case and whilst we cannot be complacent things do seem to be improving for the Formwork sector.

The year is far from finished and all of the team must continue to push for the finish line as hard as we can to maximise the profit contribution this year. We will be heavily investing in new materials early in the new year and it is vital we maximise this with the correct rates for our products in what is at last a growing market.

I hope you all enjoy reading the various articles contained within the Formwork section of the Spotlight magazine, and would finish with a well done to all in the Formwork team on what has been an outstanding year so far.

## Customer Day

The event was held at the White Hart Inn for Ladies Day at Doncaster Racecourse. John Brakes, Formwork Sales Manager, organised and hosted a customer event for several of our key accounts including David Ashley Construction, Clugston Construction, JOS and Midland Reinforced Concrete. The venue is owned by Barry Johnson from David Ashley, and a fantastic day was had by all.



## Construct Day

The senior UK Formwork team attended the annual Construct Day in the Brewery, London on 4th October. During this day important clients from the construction market met up and discussed any potential projects and news from the industry. Part of the day visitors could raise money for the Lighthouse charity by competing in the golf simulation tournament. This event was a significant success. On the day the team met and opened 4 new accounts and secured orders in excess of £200k.



UK Design Manager Anthony Kenmare talking to a visitor at the stand.



UK Formwork Director David Stewart attempting to hit the green on the charity golf simulator. David did not win, more practice required for next year.



## London Welsh Rugby Under 14's sponsorship

For the second year running, Harsco Formwork have sponsored the London Welsh Rugby Club's under 14 team, which is associated with one of our key accounts, AJ Morrisroe.

# Formwork

## Concrete Society Award for The Radiographic Cell, Poole



A recent project in Dorset to create a new radiographic testing facility has highlighted the outstanding expertise available from Harsco Infrastructure Formwork. The complex nature of the facility's two testing cells posed very particular technical challenges for Harsco's formwork solution and also required the company to work closely with the other parties involved. The main contractor Woodmace included Harsco in the submission for the Concrete Society award and on 7th November this project was chosen as a winner in the Engineering category.



For this project the team of designers led by Jamie Horsburgh had to design a precise formwork using Cuplok, Du-Al, Logic 60 and MK2. The walls of the radiographic testing cells are one metre thick, 7.7 metres tall and support a 650mm thick roof deck, all of which had to be poured in one single operation. As the concrete was required to create a barrier for the radiographic particles used in the testing work, any crack widths had to be limited to just 0.1mm. Special concrete-filled 40-ton doors also had to be created to a vertical tolerance of just 1 - 2 mm.

Brian Slee - Senior Technical Sales for Formwork, far right, joins the contractor Woodmace on the podium to receive the award.

The large volume of concrete required was going to generate considerable quantities of heat during the curing process. Preventing this from creating cracks was a major design consideration the formwork which also had to withstand higher imposed loads for extended periods of time. Working on behalf of the concrete contractor, Woodmace, Harsco designed the formwork to handle forces of 74kN/m<sup>2</sup>. The faces of the formwork panels were insulated with 25mm-thick, high compressive strength board, to limit the temperature differential between the core and the face of the concrete to a maximum of 20%, and the guard against any cracks forming. An enclosed scaffold was also used so that heat sources could be used to regulate the ambient temperatures inside the enclosure and the cells.

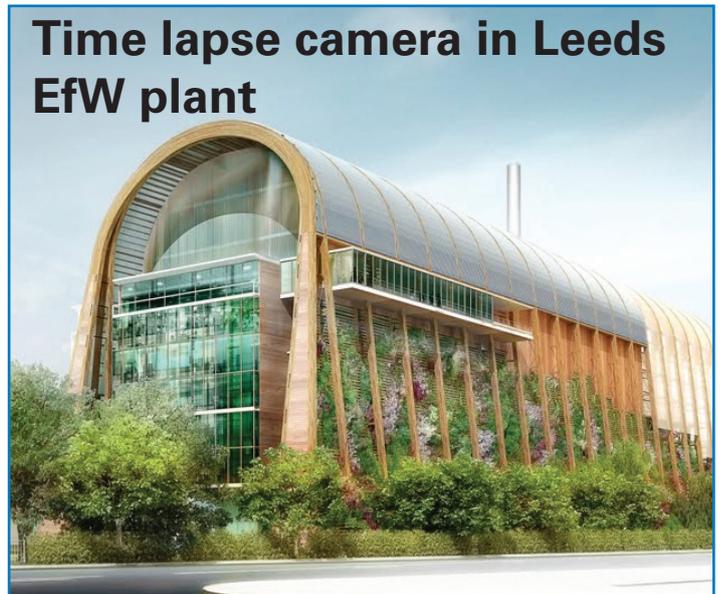


In November we installed a time lapse camera Brinno 200 on the Energy from Waste plant site in Leeds. Harsco and the client Clugston wanted to capture the progression of the construction and use the short film for promotional and training purposes. The camera captures a still image of the site every hour forming a short film after a two year period. John Brakes, Formwork Sales Manager, has explained that the relationship between Harsco and Clugston is very strong and this exercise will allow for joint promotion of our capabilities as partners.



The Recycling and Energy Recovery Facility is a state-of-art building constructed from glass and timber framing resembling a large greenhouse. It is designed to remove recyclable waste from black bins and recover energy from what is left over. It will significantly reduce the amount of waste that is sent to landfill. The construction began in September and shall finish in 2015.

## Time lapse camera in Leeds EfW plant



Do you have an idea on how to improve a product or a process in your line of business? Then...

# INSPIRE

Share your inspiration and win: **£50**

Every successful idea is entered into an annual grand prize: **£250**

How does it work?



## What ideas are we interested in?

- Health and Safety improvement
- Product or service innovation
- Loss prevention
- Process efficiency
- Working practices correction
- Quality enhancement
- Customer service modification
- Environment

Submit online on: [www.harsco-i.co.uk/inspire](http://www.harsco-i.co.uk/inspire) or complete one of the forms on back page

Please find complete rules online

## INSPIRE ideas

The Inspire has been a great success since its launch in June 2013. We have received a total of 54 ideas from which 24 have been awarded the £50 prize. Some ideas are still in phase of development but some have already been implemented. For example the yard operatives in London already separate accessories in a home-made box saving a great amount of money. Also our web enquiries don't contain spam due to "Captcha" on the page saving time on dealing with online enquiries.

Congratulations to all the winners and to all of you who sent their inspirations through. Please keep them coming.



Scaffold boards in front of fitting bays to stop rubbish from accumulating there in the London Branch



Waste segregation in the Leeds Branch.



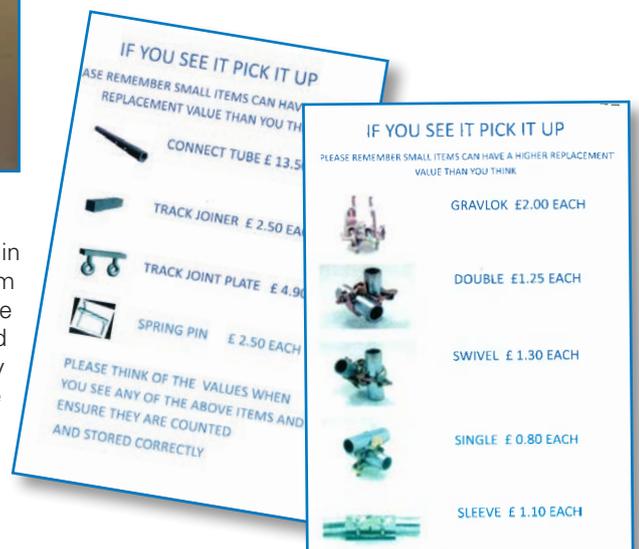
A box for wall tie accessories in the London Branch



Janet Rogers receiving an Inspire cheque from Steve Farmer. Below are the posters Janet put together displaying the products and their prices.

## INSPIRE 2013 winner Janet Rogers

Janet works as Office Controller in Leeds branch and submitted two ideas in 2013 and both were winners. However her second idea impressed the team so much that it has been chosen as the overall winner. Not only because it is saving money but also because it generates awareness on sites and in yards. Janet produced a poster with photos of loose items normally overlooked and stated their price next to them. "If you see them on a site you might miss them but if you understand their value then you would pick them up. Would you leave £2 on the floor if you saw it?" Janet explains. Marketing will pick this idea up and will help to generate a poster with all the items to look out for and distribute to all depots and to all sites. Congratulations Janet, great idea.



## Quarter Four winners



**Alex Carpenter**

- lets default all printers to black & white. This could potentially save £4000 p/a.



**Carly Lord**

- adding plastics recycling to paper recycling in offices.



**Mark Hazelwood**

- adding "display until" to all printed notices to distinguish important messages and stop clogging notice boards.



**Rita McArthur**

- tick check list form system for changes to contracts. This will stop chasing customer for wrong amounts, overdue invoices etc.



**Jenny Boulton**

- introduction of personal expenses claims to be capped to £25 per night per person.



**Simon Grant**

- produced a visual record of business development target as part of the PMO displaying quotations and orders level in the branch.



**Amy Sinclair**

- requested a poster with correct PPE for Harsco operatives to ensure standards are established and clear.



**Dan Sargent & Steve Honess**

- both yard operatives turned old unused bin into a multi storage box for wall ties and accessories. Normally binned these items add up to £1200 over four jobs.



**Jonathan O'Connor**

- inviting KAMs to customer training courses to introduce the business and find a key contact in the client's company. Second idea is to produce a site introduction pack containing Harsco promotional products such as pens, desk pads, brochures, mugs etc.



**Gary Christie**

- introduction of a standard lifting plan and exclusion zone drawing printed on the back of every delivery and collection ticket. This would then be adjusted to suit each site. Gary called this Driving h'and's (Health&Safety)



**David Foster**

- introduction of one way system to Leeds yard for improved safety



**Dan Patek & Team**

- safety walk way/zone in the yard.



**John Castle**

- a large marketing poster displayed on the branch wall for the 130,000 drivers/day using the M27 to see.



**Janet Rogers**

- update of the Yard management manual to ensure weights match the Oracle system. Currently there is money lost due to differences in both documents.



**Ricky Walton & Gary Moore**

- moving of picked bay location to the centre of the yard to save on fuel and loading time.



**Paul Howard & Steve Honess & Ricky Walton & Nicol Marshall**

- placing scaffold boards along the front of fitting bays to stop rubbish from collecting under them. Also introduction of plastic water bottles to replace wasting of plastic one use cups.

## Facebook page in Channel Islands

Marketing and Harsco Channel Islands got together and produced a page for Facebook. To ensure we can compete with other Hire & Sales companies on the islands the business must be offering customers deals and limited offers. Facebook is an excellent platform used by competitors to encourage potential customers to shop or hire product and Harsco Hire can't miss out. The page also contains overview of products in stock and PR news. Visit our page on [facebook.com/HarscoHireCI](https://facebook.com/HarscoHireCI).



### Spotted in press

Front page of the Bristol Post belonged to Eugene Novac on 17th October. Eugene, trainee scaffolder, has been spotted cycling from work wearing full Harsco PPE. Local campaigners are promoting bicycle travel and snapped Eugene as an example. Thank you for representing Harsco!



### Drayton Manor winner

Congratulations to Del Potter, Formwork Business Development Manager, whose name has been picked out of a hat as a winner of the day entry for him and his family and over night stay at Drayton Manor. Congratulations Del, have fun! Also thank you all who entered the raffle. You have helped to raise £101.



## Harsco Weddings



Nathan Bobbett, Installer from West Thurrock branch, and his wife Leigh (Rothery) tied the knot on 11th September after 9 years of being together. "We met each other in a club, I suppose I couldn't resist his moves on the dance floor."



Tom Arnold, Service Engineer from West Thurrock branch, married his college love Stacey on 6th October. The couple have been together for over 8 years now and the ceremony took place at the stunning Ye Olde Plough House in Bulphan.



Hana Zobacova, now Darlington, married Joe Darlington on 14th September. "One day Joe turned up on my door step with a wedding dress - a prop for filming for his company where I played a bride. Two years later we got married in that very same dress."



Mark Newton, Installer from West Thurrock, got married to Emma on 31st October. The couple met at a party 10 years ago and decided to get married in a beautiful place in Cyprus - Protaras.

## Harsco baby



### Lexie

Lee Henson, Installer at West Thurrock branch, and his partner Zoe Saunders welcomed baby girl Lexie Saunders on 4/4/2013 at 8.50am. She was born in Darent Valley hospital weighing 7/12.



### Anthony Hopton charity run

Anthony Hopton (pictured centre) ran the Cheltenham Half Marathon raising sponsorship money on behalf of National Star College. He decided to run as he felt he needed the challenge and managed to raise £560. To find out more about the charity that helps disadvantaged adults visit [www.natstar.ac.uk](http://www.natstar.ac.uk).



### Ian Davies charity run

Ian Davies, Operations Supervisor for Mastclimbers, ran the Conwy half marathon on Sunday 24th November. He decided to collect some money for the Lighthouse Club Charity. If you wish to support him donate on this dedicated page: <http://www.justgiving.com/Ian-Davies9>.



### Leap of faith for Del Potter

Del Potter, Formwork Business Development Manager, as part of a charity event by one of our key accounts Cidon Construction, successfully completed a 20km bike ride and 40m abseil off a railway bridge. The overall event raised £1200 for the construction of a new orphanage in Africa. Well done to Del and Cidon for this excellent event.



## Photographers wanted

**Do you enjoy taking photos? Have you got some interesting images from site or branch to share?**

Then send them to us so we can share them with the team. For the more enthusiastic photographers we have got a chance to visit some exciting construction sites to take photos for our case studies. Would you like to become a photographer for Harsco? Then get in touch: [hdarlington@harsco.com](mailto:hdarlington@harsco.com)



**THANK YOU!**

### Long service

In this quarter we are celebrating long service of Steve Bollans, Branch Manager in Dosthill, who has been with Harsco/SGB for 40 years! On the photo with Operations Director John Simpson. Below right, Mark Hazelwood, Bristol Branch Manager, congratulates Chris Rogers, Design Manager, on his 30 years of service. Below left, Colette Hibbs, HR Business Partner, congratulates David Stewart, Formwork Director, on his 25 years with the company. Thank you all for your dedication.



**40 years**  
Steve Bollans ..... 10 December

**30 years**  
Chris Rogers ..... 24 October

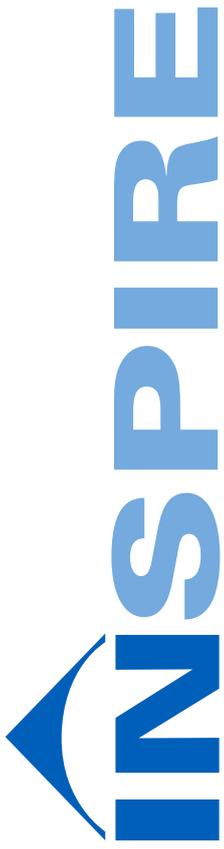
**25 years**  
David Stewart ..... 31 October

**20 years**  
David Hulme ..... 15 December

**15 years**  
Tim Burt ..... 12 October  
Sheila Hutchison ..... 12 October  
Chris Anderson ..... 9 November  
Paul Baldwin ..... 2 December

**10 years**  
Jennifer Bridgewater ..... 13 October  
Richard McCrimmon ..... 20 October  
Suzanne Lyon ..... 28 October  
David Pask ..... 3 November  
Simon Hawley ..... 3 November  
Alastair McGeoch ..... 3 November  
Kevin Gapper ..... 17 November  
Neil Pocock ..... 1 December  
Neil Trueman ..... 8 December





Your name

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Your location

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Contact phone number

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Date

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Team members

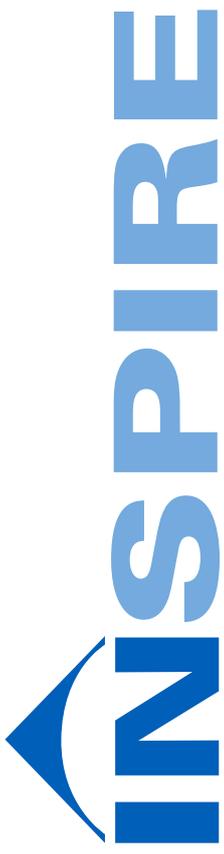
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Brief name of your inspiration

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Your idea

Please post the filled form to: Harsco, Building 100, Relay Point, Relay Drive, Tamworth, B77 5PA  
Or fax it to: 01827 266 120. Please attach any supporting images



Your name

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