

Winter 2016

Barhale *news*

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Welcome to Winter Edition of Barhale News

I would like to start by extending my best wishes to everyone at this celebratory time of year, with Christmas fast approaching as we go to print.

In the autumn edition of Barhale News my welcoming article noted the various awards the company had received from a range of external sources and the pride I took in those achievements throughout the business. Over the past few months we have continued to receive further awards, which is excellent news and testimony to our performance-orientated culture and approach.

As I visit more sites and projects, what is crystal clear to me is how good we are in recognising success and also at appropriately celebrating our achievements, while at the same time focussing on the next challenge or milestone. This is truly a noteworthy and exceptional part of the make-up of Barhale and its people. I see this spirit, achievement and drive to deliver the next outcome in so many places throughout the business. It is evident in major project milestones, such as the EVA breakthrough, in smaller events such as the Halloween fancy dress and charitable fund raising events right through to our magnificent Health & Safety conference and 3 Pillar Awards Day.

The common thread throughout these events, locations and businesses is the affirmation and real life examples of our company values in action. The positive attitudes that combine with our own core values of pride, caring and teamspirit are mixed into a successful performance formula, which delivers positive results and satisfaction for our people and our clients.

I am both delighted and proud to be a part of this. The people within Barhale

make the company truly unique and, in my opinion, such a special place to be a part of. Without stealing any thunder from later contributions, it is hugely encouraging to see the depth of talented people organising, presenting and receiving accolades at our Awards Ceremony. Barhale are committed to improving the lives of our employees, our clients and all our stakeholders. We are excited about the early stages of our Be Healthy Plan and cannot wait to develop it further. We know it will be Industry leading.

This edition is full of wonderful stories, events, activities and achievements and I commend and thank all of our employees, contributors and participants.

My closing words, on behalf of the Board and myself, are that I would like to wish all of you a Safe, Healthy and Happy Christmas. Enjoy the holiday break and let's commit to even greater success and fulfilment in 2017.



Matthew Behan
Chief Executive Officer

Welcome to the Barhale Team

A warm welcome to our new starters who have recently joined the Barhale team.

Eastern

Charlie Davy – Trainee Quantity Surveyor

Janina Thomann – Project Co-ordinator

Mark Lloyd – Site Agent

Thomas Higgins – Site Agent

Head Office

Niamh Garner – HR Trainee/ PA to CEO

Tom Litwinko – HR Administrator

Northern

Paul Edwards – Contracts Manager

Samer Youssef – Contracts Manager

Thomas Poynton – Graduate Site Engineer

Vincent Brownless – Valve Technician

Scotland

David Blair – Project Manager

Southern

Amanda Van Der Schyff – NRSWA & Contract Administrator

Erin McDonnell – Administrator

Joe Ennin – Quantity Surveyor

Ionut Turenschi – Site Engineer

Matthew Holland – Sub Agent

Javier Lopez-Lorenzo – Site Engineer

Sikandar Ali – Graduate Site Engineer

BCS

Gareth Bromley – Logistics Co-ordinator

Jordan Widdal – Management Trainee

Kate Cunningham-Butler – Procurement and Sales Co-ordinator

Karl Evans – Account Manager

Trivel Grant – Administration Apprentice

Barhale Response

Sharon Leach – HSE Advisor

Simon Longley – Contracts Manager

Mike Dean – Design Manager

Internal Promotions

Well done to all our Barhale People who are celebrating promotions, good luck in your new roles.

Daniel Doyle (BCS) – Promoted to Fabrications Management Trainee

David Cottam (Eastern) – Promoted to Electrical Manager

David Lally (Southern) – Promoted to Operation Manager

Guilherme Rodrigues (Southern) – Promoted to Sub Agent

James McKenzie (Southern) – Promoted to Site Agent

James Parry (Eastern) – Promoted to Site Agent

Janet Hudson (Eastern) – Promoted to Procurement Manager

Joanne Southall (Head Office) – Promoted to Payroll Administrator

Joseph Wild (Eastern) – Promoted to Site Engineer

Kaye Wilkins (Eastern) – Promoted to Programme Manager

Khosrow Assadi-Moghadam (Eastern)

– Promoted to Project Manager

Michal Thomann (Eastern) – Promoted to Project Manager

Natasha Downen (Head Office) – Promoted to Proposals Co-ordinator

Rachael Fletcher-Gabriel (Head Office)

– Promoted to Buyer

Sebastian Burke (Head Office) – Promoted to Bid Writer

Thomas Davy (Eastern) – Promoted to Senior Site Agent

Pipe Jacking Association appoint new chairman



Barhale's Graeme Monteith, Tunnelling Engineering Manager, has been appointed chairman of the Pipe Jacking Association.

Graeme, a graduate of Camborne School of Mines, has over 25 year's experience in tunnelling, pipe jacking and associated civil engineering, much of this within the water sector.

Commenting on his appointment Graeme said: "The PJA has been active in a number of key areas including research, technical innovation and industry standards. We plan to continue and grow these activities and to raise the awareness of pipe jacking so that it may be recognised as one of the primary methods for installing drainage and other utilities in urban areas with minimal disruption, and significantly reduced carbon outputs".



Barhale Instagram Account

We have a new Instagram account (Barhaleplc) to allow you to experience moments in Barhale projects through pictures as they happen.

Instagram is a fun and quirky way to share your work and life with friends and colleagues through a series of pictures. You can snap a photo with your mobile phone, then choose a filter to transform the image into a memory to keep around forever.



Notification of Awards

During the past few months Barhale have received the following prestigious awards:

UKSTT Awards - Innovative use of Technology; HDD Gravity Sewer Installation



@One Alliance/Barhale presented award for Innovation Application of Technology

Awesome Awards (Severn Trent) Supplier of the Year – Gold Award



Barhale presented gold award by ceremony host Liv Garfield, CEO of Severn Trent

Construction Enquirer Awards

Barhale were voted top ten for two categories:



Best Main Contractor to Work With (£50m-£250m turnover)

Best Main Contractor to Work For (£50m-£250m turnover)

The Bridges Programme Awards

'New Employer of the Year' at The Bridges Programmes awards for excellence in employability.



Maggie Lennon, Director The Bridges Programme presenting the award to Katie Walker, Barhale Office Manager

Sponsored Awards



The Brummies 2016

As a proud sponsor of the awards, Barhale was honoured to support and present this year's 'Hero Award'. The award was presented to Fred King, a Normandy landings World War Two veteran from Birmingham, who this year received the highest French decoration for military and civil conduct – the Legion d'Honneur.



Hero Award winner Fred King with Michael Buerk, Don King and Dave Shaw

Source | Train | Retain



Most good organisations value people as their most important asset and we at Barhale are no different. We have always taken the view that the strength of our people has been key to our success over the last 30 years. We do this by ensuring we find and keep good people by developing their skills.

Recently, we have gone back to basics and revisited our Three Pillar model, together with Dennis Curran's simple formula of; Winning Work, Doing Work and Getting Paid, which has helped us look at how we manage our people processes.

Our People strategy is now called **Source | Train | Retain**. It is a really simple philosophy that makes us think about ensuring we source the right people.

Source:

In line with our Values we are a diverse group of people, utilising a global platform, which gives a multi-cultural feel. Sourcing the right people is not just about acquiring the right skillsets; it is also about ensuring we capture the right behaviours, employing like-minded people that fit with our Values.

Our present demographic includes a truly cosmopolitan makeup, with colleagues from all over the EU (UK, Ireland, Romania, Poland, Portugal, Greece, Albania, Lithuania and Spain) as well as from the wider global platform

(Australia, Egypt, Turkey, India, Sri Lanka, South Africa, Malaysia, Zimbabwe and Trinidad). We all work to a common set of Values that we continue to harness and nurture.

We are focused on bringing fresh talent into the business and this has been prevalent with the recent recruitment of trainees and apprentices across Barhale. We are also keen to continue with our strategy of looking at ex-military and ex-offender recruitment programmes; other areas in which we have had some previous success.

Train:

Training and development of our staff is another important ingredient. As such we are recruiting a Learning & Development Manager who will work with our business leaders and colleagues. Our emphasis on this importance is further demonstrated by our engagement with Investors in People, with whom we are part way through a 3 year process and are formulating our action plans, which will assist us in the development planning process.

This is all in addition to our continued support of professional development across several disciplines and the fact that we are refreshing our involvement with the ICE (Institute of Civil Engineers). This will enable the continued support and mentoring of our engineering population to help them achieve their professional qualifications and Charterships.

Retain:

We all know the importance of ensuring terms and conditions are comparable in the market, however retention is about a lot more. Dennis often says: "Treat others in the way you would like to be treated yourself". It's about feeling valued and having a happy, healthy and safe environment to work in, together with working with good colleagues. Within Barhale there is a clear "feel-good factor" and it is essential that we harness this and understand why this is the case, to enable us to further improve upon it. 2017 will be a really exciting year for Barhale and we know that **Source | Train | Retain**, will assist the business greatly in the achievement of our key business targets.



Jim Drain
Head of HR and Training

An Update from BCS Group



Investment

After reviewing the hire equipment trends of the business, an asset investment proposal was produced and approved by the Company and BCS are pleased to announce that we are in the process of taking delivery of a number of items of plant and commercial vehicles. This will improve the quality of our products, age profile and service that our business demands. All of these items will be available to hire from BCS very soon, so keep an eye out for future updates, not only on this batch of equipment but further investment.



Traffic management campaign

Private Pumping Stations and Reservoir Hatches

During the last three months the Barhale IOS team have been busy working on two business critical projects on behalf of Anglian Water.

Reservoir Hatch Refurbishment

Phase 1 of this Outcome Delivery Incentives (ODI) critical work consisted of 450 sites which needed to be completed by mid-October. The programme was designed to proactively help with coliform failures experienced at reservoirs. The work itself involved excavation around 450 access hatch upstands, application of waterproofing coatings and then backfill and reinstatement works. The work was delivered using in house labour, supplemented by our supply chain.

The team faced significant challenges in both the pace of the programme and geography of the work. The hatches were spread across 18 clean water sites, located throughout the Anglian Water region. Kevin Smith, Kirk Billing and Ian Thorpe had the herculean task of co-ordinating and managing the work on all sites ; and which they delivered superbly despite the challenging programme it is testament to the efforts of the team that the works were completed on schedule, with zero accidents, zero environmental issues and zero water quality incidents.



Hatch during refurbishment.

Private Pumping Station Adoption

As of October 2016 the water authorities adopted privately owned pumping stations and Anglian Water was no exception. They inherited approximately 2000 sites. Barhale's IOS team were tasked with upgrading the highest risk sites by October 2016, with an ongoing programme of work to upgrade the remaining sites over the following 18 months. As part of this programme of work the team developed a 'Safe & Serviceable specification', which was an improvement on the current client standard, but importantly was affordable and simple to implement.

The programme started in May 2016 and to date the team have completed 160 sites; 70 of which had to be completed by September to achieve the October targets. The programme has seen the team overcome a broad range of issues from legal and land restrictions, power and telemetry regulations and, importantly, safety and SIM. The majority of the sites are located in private land such as driveways and gardens. The cost to carry out the work was originally valued at circa £19.5K per site, but through delivery efficiencies, including utilising an in-house designed tanker, the team are now delivering sites at £15.8k each in line with our client targets. These works have been delivered by a 30 strong team who have successfully achieved a robust safety and SIM performance, whilst reducing costs.



Hatch during refurbishment.



Private Pumping Station



Training campaign



Renault Kango van



Telehandler 14m

Description	Total Purchased
Whale Tanker	1
Renault Kango Vans	20
Dumpers (3T)	3
Dumpers (6T)	6
Compressors (2 Tool)	8
Compressors (4 Tool)	5
Telehandler (14m)	1

Traffic Management Campaign

During Q2 we launched a series of campaigns focussed daily updates on marketing new products, specifically our newly introduced range of traffic management equipment from Site Supplies Direct. We posted daily updates across all of our social media platforms throughout October. In addition, over 15,000 email transmissions were broadcast last month at different intervals, each time focussed on road safety products. Additional targeted emails are scheduled to be sent over the coming weeks to further promote the special pricing we are currently offering to our target markets.

Training Campaign

To support our traffic management campaign we also emailed our client database an updated communication informing them of upcoming training courses, focussed specifically on road safety in conjunction with the above theme and keeping a consistent cross-selling approach. Social media was also used to echo these courses and mention any 'last minute' pricing if places were still available. Our focus was on Cable Avoidance Training together with Street Works full training courses, including refresher courses for those who need to undertake a re-assessment to comply with the SQWR (Street Works Qualification Register).



Elan Valley Aqueduct Shutdown

The end of October saw a key event take place in the EVA programme; the entire shutdown of the existing aqueduct.

The shutdown was required to allow the team to demolish two sections of the existing aqueduct; one within tunnelling launch pit at Bleddfa, and the other in the reception pit at Monaughty. This would enable the team to partially construct a new transition structure in each pit which will eventually divert flows from the existing aqueduct into the newly constructed tunnel pipeline.

By the morning of the 25th October, Severn Trent's network technicians had drained down the entire aqueduct to enable the required works to take place.

To facilitate the works all tunnelling equipment, including the access rail tracks, were removed from the bottom of the shaft to provide the team with a clear working area.

In order to protect the existing aqueduct within the launch pit during the tunnelling

operations, the team had previously surrounded it in a temporary concrete wrapping structure. Once the aqueduct had been drained, the first stage of the works involved demolishing this layer of protection. This was done by utilising a 4-foot diameter concrete cutting saw. The saw cut the structure into manageable sections; allowing the team to lift it out of the pit, section by section via a mobile crane.

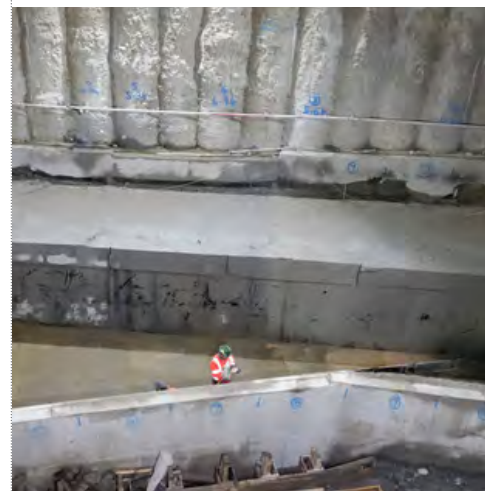
A large section of the protection was cut out of the shaft to expose the existing aqueduct below. Once the old structure was exposed, the team set to work breaking out and demolishing the existing brickwork and concrete with machine mounted breakers. Over the next 48 hours the team worked around the clock to completely demolish the required section of existing aqueduct.

Alongside the demolition operations a second team constructed a new transition structure adjacent to the existing aqueduct. This concrete structure will eventually channel flows from the upstream aqueduct into the newly constructed tunnel.

When all demolition works were complete, and the transition structure walls were cast, the team formed a temporary flow channel for the aqueduct, with upstream and downstream portals formed within the existing structure. Two sets of stop logs were installed at the end of the new transition structure to seal the structure from the tunnelling area; once all tunnelling operations are complete the transition structure will be extended the full length of the pit to tie into the new tunnel system. Finally, pre-cast concrete roof slab sections were lifted in place over the top of the structure in order to totally enclose the aqueduct before the flow was restored at the end of the week.

Thanks to meticulous planning by the project team prior to the shutdown, the challenging programme ran like clockwork. The team were able to restore the water supply and return the aqueduct back to service well before the allocated deadline.

Despite delivering a round the clock, labour intensive programme, it is testament to the customer focussed efforts of the team that no concerns or complaints were reported by neighbouring residents or landowners.



Elan Valley Aqueduct – Bleddfa to Monaughty Tunnel Breakthrough!

Barhale North Midland's tunnelling operations in the Elan Valley for Severn Trent Water hit a significant milestone on Friday 2nd December; with the TBM breakthrough into the launch pit in Monaughty.



- TBM Launched from Bleddfa, 23rd May 2016
- 6 Month Tunnel Drive
- Fully assembled TBM pulled 12 sledges, stretching over 100m along the tunnel
- Tunnel rings; 3.05m diameter by 1.2m long
- Almost 1800m long in total
- 1,441 rings constructed
- Highest production rate, 24 rings in two 12 hour shifts
- 30m production per day
- 420 tonnes of rock produced per day





HSE Conference and Annual Awards 2016

Barhale hosted another superb annual 3 Pillar Awards day on Tuesday 6th December at Walsall Football Club's Banks's Stadium.



The guests were then split in to groups and taken around the four health themed workshops

The day provided a fantastic opportunity to recognise the resolute efforts of our talented people, partners and supply chain throughout the year. It also allowed us to experience some outstanding interactive workshops and lectures; delivered through a combination of home grown talent, coupled with exemplary guest speakers.

The day started with introductory talks from Barhale's CEO Matthew Behan and Executive Director Andy Flowerday. After welcoming the 161 guests in attendance, both Matthew and Andy described why they feel these awards hold such an important place in our business, before introducing the overall theme of the day: Occupational Health, with particular focus on mental wellbeing and respiratory disease.

Dr. Lisa Curran; a Consultant of Occupational Medicine Physician and daughter of Barhale's Chairman Dennis Curran, kicked off the days' theme with a talk on health in the workplace.

Lisa's presentation explored the health risks we face within the construction industry; highlighting what can be done to improve the health and wellbeing of our employees by focussing on; key industry statistics, industry legislation and real life experience, which had been gained following a recent tour of various sites across the business.

- **Graeme Monteith** gave a presentation on the dangers of un-healthy living, looking at long term health risks including type 2 diabetes and obesity. Having previously been overweight himself and developing type 2 diabetes as a result, Graeme used this talk to warn others of the underlying dangers of an unhealthy lifestyle and provide assurance that through instigating a few key lifestyle changes both health and fitness is achievable for everyone.

- **Pete Bryceland** assessed why we as a society are not happier. He argued that our fears and perceptions of different aspects of life often prevent us from being who we want to be, and highlighted how making a few conscientious changes would result in the ability to unlock our full potential.

- **Dr. Lisa Curran** expanded on her introductory talk, by providing some real life photographic examples of site working and inviting attendees to discuss, as a group, the potential health risks, which can occur on construction sites.

- **Mihai Ichim, Tony Boyle and Peter Needell** from Bosch provided an eye opening look at the dangers of silica dust. Their presentation included an interactive quiz, along with several demonstration videos detailing the outstanding level of dust prevention appliances Bosch can supply, which provide complete protection from harmful silica particles. Tony rounded off the talk by describing a real life account of how exposure to silica dust can have a devastating effect on a person's health.



Safest Site Award

“The Safest Site Award recognises the successful demonstration of best practices in health and safety and a proven track record of dealing with subcontractors and other key stakeholders”.



Winner: Didcot Foul Water Sewer Project

Innovation Award

“The Innovation Award recognises the success of teams and individuals that have created and developed innovative solutions or processes that have improved the performance of the organisation or led to significant job creation”



Winner: Elan Valley Aqueduct Rehabilitation Project

Best Collaboration Award

“The Collaboration Award recognises an individual who has successfully brought organisations together in the spirit of collaboration to deliver numerous projects”



Winner: IOS Hatch Up-stand Team

Subcontractor of the Year Award

“The Subcontractor of the Year award recognises a Supplier who has demonstrated a common set of values and behaviours whilst developing a collaborative working relationship meeting our customer’s needs and expectations”



Winner: S&B Utilities Ltd.

Plant Supplier of the Year Award

“To acknowledge a Plant Supplier who collaboratively delivers the highest standards in safety, service and performance in line with Barhale’s Core Values”



Winner: P. Flannery Plant Hire Ltd.

Material Supplier of the Year Award

“This Award recognises a Material Supplier that has provided a consistent high quality and excellent service to ensure our self-delivery model stays seamlessly on target”



Winner: F.P. McCann Ltd.

Best Team Award

“Recognising the people and teams who have delivered an outstanding contribution for Profit, Safety or our Environment”



Winner: Scottish Regional Team

Living the Values Award

“Recognising the people and teams who bring our Core Values to life and actively demonstrate that our Values are at the very heart of our business”



Winner: Allan McWhinnie, Site Manager, Scottish Region

Health Improvement Award

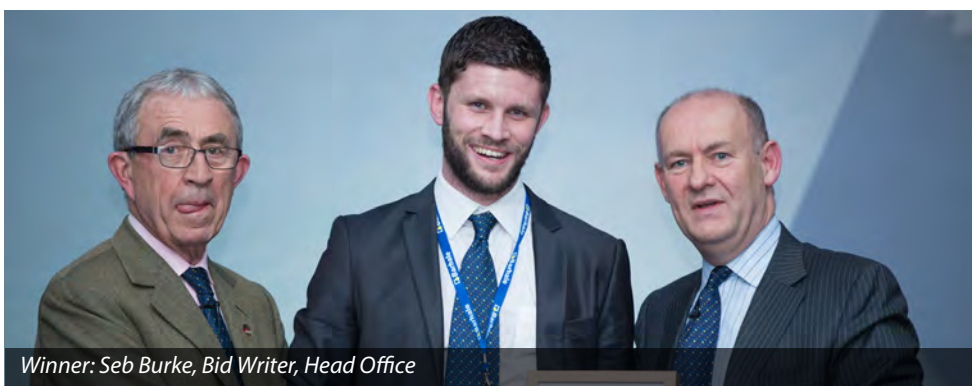
“The Health Improvement Award recognises an individual who has been successful in improving their own health and wellbeing. We want to award these triumphs to continue to inspire many more who are on their journey”



Winner: Graeme Monteith, Engineering Manager, Head Office

Barhale Young Person Award

“To formally recognise the vital input of a young individual for their outstanding contribution in meeting the needs of the business and its Clients”



Winner: Seb Burke, Bid Writer, Head Office



Dessie Fitzgerald, Guest Speaker, 3 Pillar Awards

After lunch Matthew Behan welcomed our second guest speaker of the afternoon on to the stage; Dessie Fitzgerald.

Dessie, a talented hurler; former Cork minor and intermediate All-Ireland winner, suffered a spinal cord injury playing for Charleville in a county junior semi-final in October, 2011. Following five weeks in the intensive spinal ward in the Mater Hospital in Dublin, Dessie was told that he may never recover any movement below his shoulders.

Two months prior to the injury Dessie had to cope with the tragic loss of his younger brother Mike. And as if Dessie had not suffered enough in such a short space of time, soon after his return from hospital he was informed that his youngest brother James had died suddenly while lifting weights in the gym. James was just 16 years old.

Dessie's powerful and moving story encapsulated the incredible feats the human spirit can overcome. The entire room fell silent as Dessie described, in heart rendering detail, the amazing journey he has been

through over the past 5 years. From battling with initial feelings of denial, depression, loss and emptiness, Dessie revealed that he was only able to begin re-building his life once he had accepted the magnitude of his loss. From then on he vowed to do all he could to challenge his prognosis, strengthen his body and be the best person he could. He described how the challenges we face in life do not have to define us. If we deal with them in the right way we can use them to make us stronger, and maximise our performance in life.

From being at his lowest point ever following the catastrophic events of late 2011, Dessie told the audience that now, five years on, he feels truly blessed. In the time since his accident he has married his fiancée Sarah and the couple are looking forward to celebrating the second birthday of their first child, Michael James. Dessie has also re-trained as a Facilitator of Positive Change

and Resilience having received his master's degree in Personal and Management Coaching from University College Cork in 2016. As Dessie thanked the audience for their attention and left the stage unaided, bar the assistance of a solitary crutch, he drew a much deserved standing ovation from all in attendance.

Dennis' Closing Words

The day was brought to a close with a speech from Barhale's Chairman Dennis Curran. After congratulating all winners and thanking everyone for attending, Dennis assured the audience that good health, both mentally and physically, is achievable by all persons within the construction industry. He urged guests to cascade the messages presented throughout the day to their teams across the regions so that all Barhale's people, customers and supply chain may benefit from the shared knowledge which was gained from the event.

Eastern Region Working In Non-Infrastructure

The Eastern Region is making progress implementing our "chessboard" strategy for growth and diversification within our Anglian Water frameworks.

The "chessboard" is a diagram we have produced and shared with Anglian Water's supply chain management team. It plots how we will expand our self-delivery model to move up the value chain and provide more professional and management services, whilst also spreading across from our traditional infrastructure (buried assets) to non-infrastructure (treatment plant) construction.

In November, we started work on a small, but important project at Great Chesterford Water Recycling Centre near Cambridge. One of the existing Humus tanks had settled and moved in the ground and gone out of level. This meant that the scraper could not rotate properly and as result of the de-sludge pipework had cracked and blocked. Barhale have been selected as the Tier 1 Principle Contractor responsible for rectifying the problems. Our Site Manager is Michal Thomann and the General Foreman is Trevor Newman.

Working closely with Anglian Water Operations, the humus tank has been drained down and safely isolated under Anglian Water's Impact Planning process. We have cleaned out the tank and removed the mechanical equipment. The Non-Infrastructure project team developed a number of potential solutions. The one that was selected involves setting a new de-sludge pipe on top of the existing base and then pouring a new concrete base above it. This effectively means the freeboard in the tank is reduced, but calculations showed this was permissible and is certainly a better TOTEX solution than either rebuilding the entire tank or undertaking complex works to relay the

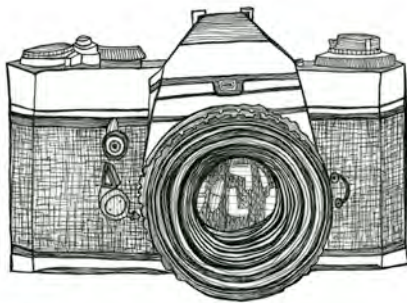
pipe through the existing base and trying to deal with a tank still out of level.

Once the new, raised base is cast, we will replace the scraper and recommission the tank. Anglian Water Operations have managed to maintain consent at the works whilst the tank is out of service, but they are keen we hit our completion date at the end of December. Work is on programme and we expect to complete the work under the solution cost approved for the scheme. This sets us up well for more work in this sector where we expect to see a good deal of investment in years to come.

The photograph shows the carpenters putting the final touches to the formwork in preparation for the concrete pour scheduled for the following day.



Barhale Photography Competition



Glenglass, Scotland

Our photography competition has maintained momentum since the last edition of Barhale News and we are pleased to see that we have winners from three different regions.

November Winner:

November's photography competition saw some amazing photos being submitted from all regions and all of which were of a very high standard. However, this month saw a clear winner with over 50% of the votes in a month that had more votes than ever before. Katie Walker, our Scotland Region's Office Manager submitted a superb aerial shot of our project at Glenglass. Well done Katie!

October Winner:

John Raven, Barhale's Value Manager from our Eastern Region submitted a superb winning photo in October of the deepest manhole within Anglian Water's region. Well done to John for a very creative photo.



Deepest Manhole, Anglian Water

September Winner:

Congratulations to Brian Gillespie from our Southern Region on his winning photo from Traction Power Westbourne Park Sewer Connection SWA110, which won the competition by over double the number of votes to its runner up. Well done Brian!



Traction Power Westbourne Park Sewer Connection, London

Marlow Flood Alleviation Scheme

Marlow's enviable location on the banks of the River Thames in Buckinghamshire has been both a blessing and a curse for the picturesque town in recent years, with residents and businesses suffering from numerous instances of flooding; most notably in 2014 when 23 properties were flooded.

The Environment Agency identified there were a total of 287 properties, which were "at risk" of river flooding in the town. To enable the completion of the wider Marlow Flood Alleviation Scheme, Barhale was selected to deliver advanced protection works on the river bank to the south east of the town.

Scope of the Works

The scheme involves the construction of:

- Approximately 135m of brick clad reinforced concrete flood wall, to an average height of 1.5m, along the river bank; bordering two local properties
- An 11m long sheet-piled headwall structure with flap-valve in the highway ditch running parallel to the A404
- Dye testing of the road gullies on either side of the recently constructed raised section of road to determine the flow paths

Due to the close proximity of the work site to the river, the team have had to allow for numerous precautions on site

including comprehensive archaeological, ecological and UXO watching briefs during tree clearance and excavation operations. Due to the location and historical wartime occurrences, munitions awareness briefings and archaeological toolbox talks have been given by accredited Explosive Ordnance Disposal (EOD) Engineers and Archaeological Contractors respectively.

To deliver efficiencies within the programme, the team have divided the flood wall construction into several separate activities, with multiple labour teams working on each. This has allowed them to:

- Condense the construction programme by enabling multiple tasks to run concurrently; therefore reducing disruption to local property owners and the public
- Reduce the time required on site by the Archaeologist and UXO Engineer, as multiple excavating will be done at once
- Reduce the requirement for ground supporting temporary works

Works Delivered So Far

The team have a very tight programme to meet, with works due for completion on Friday 23rd December. Following the completion of preliminary works, which included the removal of vegetation and trees, the team constructed the sheet-piled head wall within the existing drainage ditch. This has created a watertight barrier to protect against flood water backflows. A non-return flap valve has been installed within the headwall to allow the ditch to drain under normal conditions. During construction the team utilised over-pumping techniques to ensure the drainage ditch maintained normal flows. The team are currently constructing the reinforced concrete wall with large sections already completed and the project on programme to meet the agreed completion date.

The Local Impact

Due to the close proximity of local residents and public thoroughfares, there was a risk this scheme could cause disruption to the local community. However Barhale's focus on communication has promoted collaboration with both the EA and Buckinghamshire County Council as well as ensuring the local community have been engaged throughout the project. The team held local engagement surgeries before works commenced and have developed site specific 'Customer Contact' cards for the project. The site was recently visited by Sir James Bevan, CEO of the Environment Agency, along with members of his team. The visit went extremely well, with Sir James commenting on how impressed he was with the works, particularly regarding how quickly the team mobilised to site following the contract award and their efforts in proactively engaging with local stakeholders.



Construction of the brick clad defence wall



Project Team



Works taking place directly adjacent to the River Thames

Chester Short Quantity Surveyor

What do you do on a daily basis in your role?

I am responsible for the commercial management of live projects from tender handover stage, throughout the project up to completion and close out. My typical duties include; application for payment, forecasting, subcontractor procurement, cost reporting and meeting with commercial representatives from the client side to discuss the financial status of the works, and resolve any issues or disputes.

Give us a brief history of your career?

I initially came to Barhale as part of my University work placement year. During this time I was lucky enough to receive a sponsorship agreement from Barhale, which allowed me to study for one day a week, whilst gaining invaluable experience within the business for the other four days. That was three years ago and I haven't looked back since!

Who is the most interesting person that you have met and why?

I once walked past Jenson Button in Monte Carlo; that's my one and only claim to fame!

Who would you most like to meet and why?

The person who invented the Pepperoni Pizza...to congratulate and thank them for all their efforts!

What do you do when you are not at work?

I enjoy photography, reading, the occasional drink and travelling as much of the world as I can.

Where is the most interesting place you have visited?

A walking tour of what was East Germany. This involved visiting famous landmarks and monuments constructed during the Cold War.

What is the weirdest project you have worked on? Or Strangest job you have done?

I had a number of weird/bad jobs during my youth growing up in Blackpool.

Throughout my teenage years I had the misfortune of working in various departments of the "World Famous" Blackpool Tower...any one of them would constitute a bad job.

In terms of weird...I was also a barman in a club, which catered to over 1000 people. Some of the "activities" that the DJ organised would not have looked out of place on an 18-30s holiday in Magaluf; not great at the best of times...but made worse on a dreary November in the north-west of England.

If you were to be stranded on a desert island and could take one luxury item, what would it be and why?

A satellite phone so that I could contact Ray Mears and Bear Grylls for help.



Tiny Tanker unlocks Customer, Safety and TOTEX benefits

To deliver the transformation needed within our operational delivery, our frontline team have developed a bespoke solution to the specific needs that IOS have when working on restricted access and tight working areas within the WRI arena. This includes pumping stations and smaller capital maintenance and reactive projects. As part of Barhale's strive for continual improvement in achieving value for money and meeting our 'Transform Challenge', Tiny Tanker with its tiny footprint is the first in a series of innovative solutions to be deployed.

Barhale recently purchased 'Tiny Tanker' following a comprehensive business review of our recent usage of out-sourced tankers. This review looked at all aspects of our 'Tanker Usage' including;

- A Cost-Benefit-Analysis of 'Out-Sourced vs Direct'
- HSEQ control and standards
- Consistency and standard of drivers/supplied
- General company culture and procedural compliance (Barhale, Anglian Water and IOS)

From the review, the benefits were immediately obvious to see and can be summarised as follows:

- Barhale directly employed people will be operating the tanker following successful completion of the required training to our prescribed standards, therefore providing consistency in usage and removing the unexpected of having different drivers every day from different suppliers who need re-inducting
- All these trained Barhale people have undertaken 'Face of Anglian Water' training and have had an IOS induction supported by our SIM induction and have been briefed on Anglian Water/Barhale safety alerts
- The tanker is based in Gt Billing yard where our people live less than 30 minutes away and are able to be 'on call' for out-of-hours work. This removes the requirement to source different suppliers or trouble OMC when there is an urgent requirement for a tanker.

- With our tanker, we are fully aware of the planned maintenance schedule and can therefore proactively plan for it, removing any unnecessary last minute cancellations
- With our own tanker, it removes the frustration of customers competing on price and the tanker being supplied to the highest bidder and letting us down at the last minute
- Barhale's tanker is a city combi tanker, 3m³ tanker plus 800 litre's fresh water for jetting and cleaning, which is perfect in terms of its compact size for PPSA and its ability to get into tighter areas. This ensures our SIM score is not negatively affected due to blocking driveways and narrow roads etc...indeed by demonstrating how we have positively planned to reduce disruption and inconvenience, we can actually enhance the reputation of Anglian Water and show that we care!
- The cost is lower than oversized tankers for PPSA where we are currently paying £90.00-£95.00 ph minimum for 9 hours plus travelling
- In addition to all the operational benefits, we have ascertained there will be a cost saving of approximately £200/day or £1000/week depending upon utilisation and demand. In essence, the more we use it (in lieu of external providers) the more we save

We are looking forward to having greater control, flexibility and a more cost effective solution to our tanker usage and being able to share the benefits with you all.



Pillars of our Community

Our people have been busy fundraising for good causes all over the country consistently demonstrating our Caring and TeamSpirit Values.

St Gemma's Hospice

Well done to Deborah Davies (Framework Manager) and Andrew Dempster (Quantity Surveyor) who took part in the Leeds Colour Run 5k on Saturday 1st October 2016. Deborah and Andrew raised a massive £565 in support St Gemma's Hospice.

Message from St Gemma's Hospice: "I just wanted to say a huge thank you to everyone who helped set up for our Colour Run at Harewood House on Friday. The event was a huge success and we are hoping to raise over £55,000 towards our patient care."

Barhale Yorkshire have been working hard over the last four months raising funds for St Gemma's Hospice and have pledged to raise £2000. So far through team building days, raffles, dress down days, donated clothes and the 5k Colour Run they have raised a massive £1301.



Deborah Davies (Framework Manager) and Andrew Dempster (Quantity Surveyor)



Barhale Yorkshire Water Team

Ring Pull Charity Collection

Gill our new cleaner in Walsall (Welcome on board Gill) collects ring pulls from cans to help raise funds for wheelchairs for young adults. So far enough money has been raised to buy 12 wheelchairs.

Therefore, in each canteen area there will be a bowl for you to place ring pulls, if you wish and Gill will collect these on a regular basis to donate to a very needy cause.



Macmillan Cancer Support

A big congratulations to Barhale's Chris Nemeiksas (Eastern Region, Pipelayer) who completed the Viking Challenge on Sunday 2nd October, raising a staggering £1083 for Macmillan Cancer Support! The Viking Challenge is the UK's largest off-road cycling event, attracting more than 1250 riders each year. Well done Chris!



Chris Nemeiksas, Eastern Region

Cancer Research UK

Jordan Fieldhouse, IT Service Desk Engineer, took part in the Great Birmingham Run on Sunday 16th October to raise money for Cancer Research UK, a very worthy cause and one which is close to many of our hearts. Jordan completed the half marathon in 2hours, 3minutes and raised over £1000.



Stand Up To Cancer

Barhale's Watford and Walsall offices hosted a Halloween Spooktacular to raise money for Stand up to Cancer, a charity set up to fund translational research. Fundraising fun included Halloween dress down day with judges for best dressed, a pumpkin carving competition, scores at the doors, a bake sale and a raffle.



Kelly Waters, Stuart Harrison, Mike Faherty, Dennis Curran, Seb Burke & Samantha Barratt

Walsall Office -



Picture: Anita Chahal, Mike Mackintosh, Ben Howard, Jordan Widdal, Andrew Proverbs, Shannen Swinton, Kelly Whitaker

Well done and thank you to everyone who contributed and participated, raising a fantastic £864!

Sands and SiMBA Charities

In loving memory of their daughter Alannah, who they sadly lost in January 2016, Scotland General Operative Tony Early and his wife Collette, have been working with two charities; Sands and SiMBA raising money to help families in similar circumstances.

These charities work with families to support them through a devastating time. Providing midwives with the right training and knowledge to support and care for bereaved parents, as well as medical equipment for hospitals and memory boxes to honour babies who have died, been stillborn or miscarried.

On October 15th Tony and Collette were joined by family, friend and colleagues on a sponsored walk from Queen Elizabeth University Hospital (QEUH) to Celtic Park in Glasgow. Money raised by this event will go towards equipment and enhancing the bereavement rooms in the labour suite at QEUH.



Arriving at Celtic Park

Bushfields Judo Club Donation

Bushfields Judo Club is a non-profit organisation so relies solely on member subscriptions and the generosity of sponsors to cover the costs of providing facilities for training and equipment.

Barhale wanted to show their support and purchased a set of brand new mats, as a contribution to the local judo club.

"Barhale are delighted to sponsor the club. As a local employer, we like to be involved in community activities and are also keen to help develop the next generation. Sports such as judo promote fitness, concentration, respect and discipline. These are some of the qualities we need in our people of the future. We hope our contribution will make a difference to the club and its members." James Haddon, Eastern Regional Director



Diabetes Success Story

For Graeme Monteith, learning that he had Type 2 Diabetes set his healthy lifestyle in motion.

Graeme, Barhale Engineering Manager, was diagnosed with the condition in 2010 and now six years later, thanks to his diet and exercise regime, has managed to reverse it. This has resulted in a 4 and a half stone weight loss and him no longer requiring diabetes medication.

To prove to himself that Diabetes need not limit what can be achieved, and in recognition of him reaching his goal of beating Type 2 diabetes, Graeme competed in the Iron Man Wales Triathlon on 18 September 2016, raising £450 for Diabetes UK along the way.

The race began at 7.00am when Graeme lined up on the beach in Tenby with 1914 other athletes to start what is considered to be one of the world's toughest Iron Man Long Distance Triathlon races. He completed the 2.4 mile sea-swim in just 59 minutes, placing him in the top 10% of the whole field!

He then cycled 112 miles and ran 26.2 miles, to finish the race in 12 hours, 10 minutes and 28 seconds. This placed him 59th of 307 in his age group and overall, 465th out of the 1914 starters, just inside the top quartile.

Graeme said "the race was phenomenal with the support on the course wall to wall all day; one of the most life affirming experiences I have known." He is now already looking for his next challenge!

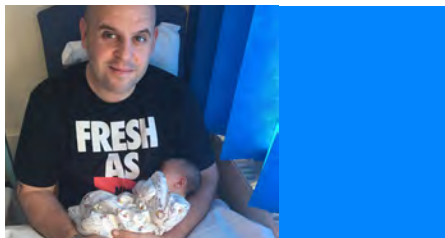
News from our People

Congratulations to...

Sam Baynham-Hughes, BCS Procurement Co-ordinator, who welcomed her daughter **Lola Baynham-Hughes**. Born Tuesday 20th September, weighing 7lbs 7oz.



John Lawson, BCS Business Development Manager, and his wife Danielle, who gave birth to a baby girl; **Sophie Cecilia Lawson** on Saturday 8th October weighing 8lb 1oz.



Ashley Redhead, Eastern Region Managing Quantity Surveyor, and his partner Claire, on the birth of their baby daughter **Elisabeth Rose**, who arrived on Sunday 6th November 2016, weighing 6lbs 11oz.



Helping the Community

Customer care and consideration for the communities in which we work is embedded in our culture and values "**Treat others as we would expect to be treated ourselves**"

Our Barhale people continue to show us how they stay involved with the community, through their acts of kindness and bravery:

A heron, which became trapped in loose fishing line was brought to safety by a Barhale site team. Gary Nixon and the rest of the team working on a Yorkshire Water pumping station in St Pegs were approached by a local fisherman who had found the trapped bird. Gary quickly put on a pair of chest waders and went into the water to rescue the bird. Gary and his team removed all the line from the heron before allowing it to recover in a local resident's garden pond for a few hours, before it later returned to the countryside in good health.



Whilst working on the Tunnel Inspections site at Walthamstow Fisheries in August, Alan Seebly spotted large amounts of smoke billowing over the trees. He knew that there was only wasteland in that area, along with Thames Water's compound and no road access. He saw a fire engine trying to access the vicinity of the grassland fire through a gate and barrier, which were locked. Alan quickly opened up the gate and drove to the barrier, passing a firefighter who was on her way to look at the scale of the fire. She joined him as he opened the barrier, then the fire brigade followed him down to the scene and began extinguishing the fire. Meanwhile, Alan returned to the gate and awaited a second fire engine. Once the fire was extinguished he released the fire engines and secured the site again.



The RSPCA were alerted to the Barhale Tunnel Inspections site in Walthamstow, London following reports of an injured goose. Alan Seebly and the site team had noticed a goose with an injured wing, which kept returning near to the works taking place and the team were concerned about its wellbeing. It seemed the condition was only worsening, with the goose eventually nearly walking on its own wing. Alan alerted the RSPCA, who attended site and rescued the injured bird.



On a very cold and wet morning in October 2016, Joe Ennin, Southern Region Quantity Surveyor was on route to work, when a motor bike sped past, slipping on the wet road and skidding for a few yards in front of Joe's vehicle.

Though shaken by this, Joe stopped his car, alerting other vehicles with his hazard lights and instructed our drivers who saw the incident to do likewise. When sure it was safe to do so, Joe got out of his car to help out the motorcyclist who was lying on the street with his bike some yards way.

Joe spoke to the man, and he responded coherently to the conversation. Other drivers came by and helped lift him to a safe position on the narrow side road. Joe called for an ambulance, who were 10 minutes away. Luckily a police vehicle had arrived by this time and took over the situation. The police advised that they would take care of the incident and escorted everyone back to their cars. The police also took over the management of the traffic that had built up and directed it away from the incident. The injured motorcyclist was safe and secure by the time Joe left the scene of the incident, without Joe's help this may not have been the case.





Be Healthy Plan 2016 Progress Report

We continue to deliver our Be Healthy 2016 plan as part of our overall Be Healthy 10 Year Strategic Road Map.

Our annual 3 Pillar Awards on 6th December was dedicated to Occupational Health & Wellbeing, continuing our overall focus.

Our Be Healthy 10 Year Strategic Road Map identifies 3 prominent areas of focus 1) Healthy Workplace 2) Healthy Worker and 3) Occupational Wellbeing. Our current focus into each of these areas is as follows:

Healthy Workplace

We have started to review our Occupational Health risk areas much closer to strengthen risk assessments so they include not just safety but also health risks. We aim to complete a full review of our risk assessments. Our Occupational Health Surveillance Programme continues with support from Hampton Knight, delivering mobile surveillance to all of our frontline personnel. This will continue well into 2017, when we will also be delivering surveillance to office staff.

Healthy Worker

Our focus with this part of the plan has been reducing exposure to occupational dusts in the workplace. Around 15 people per week die from cancer following exposure to silica dusts in our industry, so minimising exposure to occupational dusts represents a key focus area for Barhale. We have pledged our support to the IOSH (Institute of Occupational Safety and Health) 'No Time to Lose' campaign, which aims to get carcinogenic exposure issues more widely understood and help businesses to take

action. There are a number of free practical materials, which will further support our respiratory health programme and provide additional methods of prevention. We have also been working closely with Bosch, looking at new technology associated with hand tools, with BCS looking to invest in new equipment fitted with dust extraction and dust suppression. There has also been a continuation with our face fitting programme, which is a mandated requirement where people could be exposed to dust in the workplace.

Occupational Wellbeing

Lisa Curran has provided the business with some proactive strategic support in developing our Be Healthy 10 Year Strategic Road Map and joins Andy Dodman and Jim Drain in forming our Occupational Health Committee. Lisa has made a number of site visits to gain greater knowledge of our activities and support the development of an Occupational Health and Mental Health survey, which we intend to complete early in the new year. With Lisa's medical knowledge and experience, her input into supporting our strategic thinking in developing our mental health programme will be invaluable over the coming months.



Elan Valley Rehabilitation Project

Project Team arrange School Visit

Members of the EVA Project Team visited a local primary school as part of their school engagement initiative. Dolau School lies a few miles from the site where Severn Trent Water and their contract partners BNM Alliance are working together on a £75m project to replace 3 sections of the existing Elan Valley Aqueduct (EVA), a strategic conduit that transfers water from the Elan Valley Dams in Mid-Wales to Frankley Water Treatment Works in Birmingham, a distance of 73 miles.

The aqueduct delivers water at the rate of 320 million litres each day, supplying the raw water for 1.2m customers in Birmingham and surrounding areas. It was built over 100 years ago, and although still providing a good service, there are some parts of the aqueduct in need of attention. One of the sections is near Bleddfa in Powys, where a new tunnel 3.0m diameter and 1.8km long is being driven to form a new section of the aqueduct.

The presenters explained the scope of the EVA project, and how it sits within the Global Water Cycle, by securing water supplies to Birmingham and surrounding areas. The pupils were given a brief history of the original EVA construction over 100 years ago, and why parts of it need replacing.

After the presentation the pupils were transported to the site at Bleddfa where they were able to see at first hand the impressive cofferdam forming the drive pit, and the tunnelling set-up in the pit-bottom. They were all very impressed with what they had seen and learnt, and gave a big "thank-you" to the project team before being ferried back to school to continue their lessons.

Project Team Support Local Initiative

Members of the EVA Project Team arranged a meeting with the Bleddfa Sewing Group earlier this week.

The group are volunteers from local residents who have embarked on a long-term project to produce a tapestry depicting the history of Bleddfa. The embroidered tapestry will be made up of a number of panels, and when completed will be displayed in the local church at Bleddfa, as a lasting legacy of the group's efforts.

A major event in the history of Bleddfa was the construction of the Elan Valley Aqueduct through the village in the late 19th century, and the group will be using one of the panels to contrast how the work was carried out then and how this section of the aqueduct is being replaced using modern plant and methods. This will be an interesting way to bring the history of the Village right up to date. A draft of the tapestry art-work can be seen below.

The tapestry will need to be made from special materials to ensure it will endure for many generations in the future, making it a very costly exercise, and the group are holding fund-raising events to finance the tapestry. They approached the EVA Rehabilitation team for support for their project, and earlier this week the team presented the group with a cheque for £400, a joint donation from Severn Trent and BNM Alliance to help them achieve their goal.

