

@one



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Welcome to our very full spring edition of **Barhale News**

I have been reflecting upon the most tangible message to convey for Barhale news and all roads lead back to our People.

The good news is, we have been winning new work (challenging, complex, routine, and vital jobs) as well as delivering safe, high quality schemes and successfully closing out projects. Once again, through our People, we have gathered learning (both good and bad), driven efficiency and improvements from design through to delivery at the coal face. These improvements have not just been in cost efficiency, but reach into safety, well-being, environment, customer care and shorter delivery times.

From my perspective the best part of my job is that it is people oriented; i.e. meeting with, listening to and having discussions with Barhale colleagues from all backgrounds at site visits, cascades, inductions, client meetings and events.

These and many other interactions with our teams throughout the business fill me with confidence and enthusiasm about how Barhale will prosper long into the future. Our people deliver improved and excellent outcomes and this makes Barhale appealing as a partner for our clients, attractive as an employer to the growing number of people coming on board and responsible within the communities within which we deliver infrastructure improvements.

Some practical examples of our people-centred strategy can be seen in recent, long term commitments, which Barhale have made.

We have rightly been recognised as a company where our 'Be Safe' programme is placed at the core of the business. Mindful that the health message had much less prominence in the health and safety agenda we have launched our 'Be Healthy' programme. This incorporates many different facets from our Roadmap and Strategy and the focus for this year will centre on respiratory illness, plant safety, fatigue and mental health.

To provide impetus and concentration on mental wellbeing we are recruiting a Health and Wellbeing Advisor and will engage with existing volunteers around the mental First Aider model. Our ambitious and (we hope) pioneering agenda will have high level consultancy and direction from Dr. Lisa Curran, a highly respected and widely acknowledged expert in this field.

Barhale firmly believe that safer, healthier employees equal better careers and better business for Barhale and our clients.

A further example of our People-focused agenda is the engagement of a new Learning and Development Manager to really add further impact to the train and retain elements of our Source/Train/Retain policy. We couple this with our Q4 2017 objective to step up our 'Investors in People' accreditation and visibly demonstrate how we progress our objective to be a permanently "learning" company. Every individual makes a valid and valuable contribution to success and every contribution makes a difference. I heartily encourage all our People to embrace our 8 values, embrace the unique and holistic Barhale culture and together embrace and celebrate the many successes that we create.

Finally, I extend my thanks and that of the Barhale Board to each of you who make the difference and look forward to sharing the benefits of our combined efforts for years to come.



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

Alex Field – General Operative
Anthony Moralee – Pipelayer/Ganger
Dale Holland – General Foreman
Ferry Amani – Site Manager
Jody Sayer – Skilled Operative
Justin Muircroft – General Operative
Kevin O'Connell – HGV/Skilled Operative
Luke Boddington – Skilled Operative
Manny Niekerk – Site Agent
Mark Whybrow – Mechanical Fitter
Melvyn Knowles – Skilled Operative
Michael Keeling – Foreman
Neil Admans – Electrician
Nick Green – Site Manager
Paul Girling – Skilled Operative
Peter Knight – General/Technical Operative
Robert Wadsley – Trainee Engineer
Sarah Denton – Apprentice Electrician
Sean Regan – Skilled Operative
Simon Stanley – Skilled Operative
Thomas Patton – General Operative

Head Office

Andy Kay – Trainee Buyer
Lynne Crawley – Buying Administrator
Paul Stewart – General Foreman

Northern

Anthony Bowen – Site Engineer
Charles Minskip – Technician
Colin Jukes – Senior Site Agent
Griffith Davies – Working Foreman
Kevin Williams – Fitters Mate
Matthew Charles – Senior Site Agent
Nicolae Gheorghe – Trainee Engineer
Olamiju Unuigboje – Technical Assistant
Stephen Coyle – Skilled Operative
Suhail Ahmed – Quantity Surveyor
Thomas Cottom – General Operative
Tony Boulton – General Operative
Vijay Singh – Site Agent

Scotland

Derek Moir – Foreman
Glen Scott – Foreman

Southern

Antonio Ribeiro – Graduate Engineer
Ben Phillips – Sub Agent
Liviu Capra – General Operative
Raj Thayalarajah – Site Agent
Thomas Elliott – Assistant Engineer

Yorkshire

Andy Laughton – Site Agent
Phil Hallewell – Commercial Manager

BCS

Jonathan Hall – Driver/General Operative
Kuldip Canth – Internal Sales Executive
Nicola Robinson – Internal Sales Co-Ordinator
Shane Botfield – Driver/General Hand

Internal Promotions

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

Eastern

Ashley Jordan – Promoted to Site Agent
Charlie Ramsden – Promoted to Delivery Engineer
Joshua Smith – Promoted to Assistant QS
Kieran Donnelly – Promoted to Mechanical Manager
Mitchell Stacey – Promoted to Site Agent

Head Office

Amara Gill – Promoted to Assistant Buyer
Ross Godwin – Promoted to Plant Hire Co-Ordinator

Northern

Daniel Mulchinock – Promoted to Project Quantity Surveyor
Jaques Barnard – Promoted to Tunnel Project Manager

Southern

Florin Edu – Promoted to Sub Agent
Ian McGrady – Promoted to Project Manager

Yorkshire

Chris Mathers – Promoted to Stream Manager

BCS

Mark Dangerfield – Promoted to BCS Operations Manager

Congratulations to **Sam Gent**, Trainee Electrical Designer (Eastern) who has successfully completed his electrical apprenticeship

Midland Metro Alliance
Traffic Management
Tender



An Update from BCS Group

BCS Winning Work Midland Metro Alliance – Traffic Management Tender

BCS have been awarded the supply of Traffic Management Equipment for a three year contract on the Midland Metro Alliance's ten year framework. There is a potential of the contract to be extended based upon BCS's performance. The main reasons for winning this tender were locality, centralised stores and stocking, sustainability and willingness to work closely with the MMA. We are currently in the process of working on our first order (£80k) and are in talks with the MMA to understand their programme of works going forward.

Anglian Water – Defibrillator Order

We have been selected by Anglian Water as their preferred supplier of Defibrillators and Accessories for AMP6 and beyond. Several models were presented and a lot of meetings and presentations were held to fully understand and ensure that their requirements were met. Close engagement with the supply chain was also key to the success of BCS with this award.



Investment Continues within BCS

Following our investment in excess of £300k covered in the last edition of Barhale News, we have taken delivery of and had approval for equipment investment for further plant and commercial vehicles for £1M. Assets added to the fleet since the beginning of the financial year include a fleet of new dumpers, compressors, tanks and bowsers, Renault vans and a new 10t crane. A further £1M investment is expected for the last quarter of our 2016/2017 financial year.

Delivered

Item	Number	Value
Telehandler 5mtr	1	£37k
Total Station	1	£6k
Tail Lift Van	1	£25k
Whale Tanker	1	£94k
Small Van	20	£167k
3 Ton Dumpers	5	£78k
6 Ton Dumpers	8	£196k
2 Tool Compressor	8	£54k
4 Tool Compressor	5	£67k
9 Ton Dumpers	3	£82k
Total		£806k

Ordered & Approved

Item	Number	Value
Large Van Inc. modifications	10	£207k
Medium Vans	5	£71k
Pick Up Vans	5	£90k
10T Crane	1	£146k
Small Vans	10	£95k
Mixed Plant	1	£332k
Total		£941k



Dumpers

BCS Road Shows

During Q2, BCS have been very busy with several road shows happening for our Key Accounts. We supported Yorkshire Water with their annual health and safety day. This was a great opportunity to catch up with all of Barhale's subcontractors working on this framework and trading with BCS.



Yorkshire Water Health & Safety Day



Yorkshire Water Health & Safety Day

We also supported Anglian Water with their @one Alliance AMP6 Year 2 communications event by supplying many items, which were showcased at this internal event. This was also a great opportunity for BCS to raise our profile with the support provided.



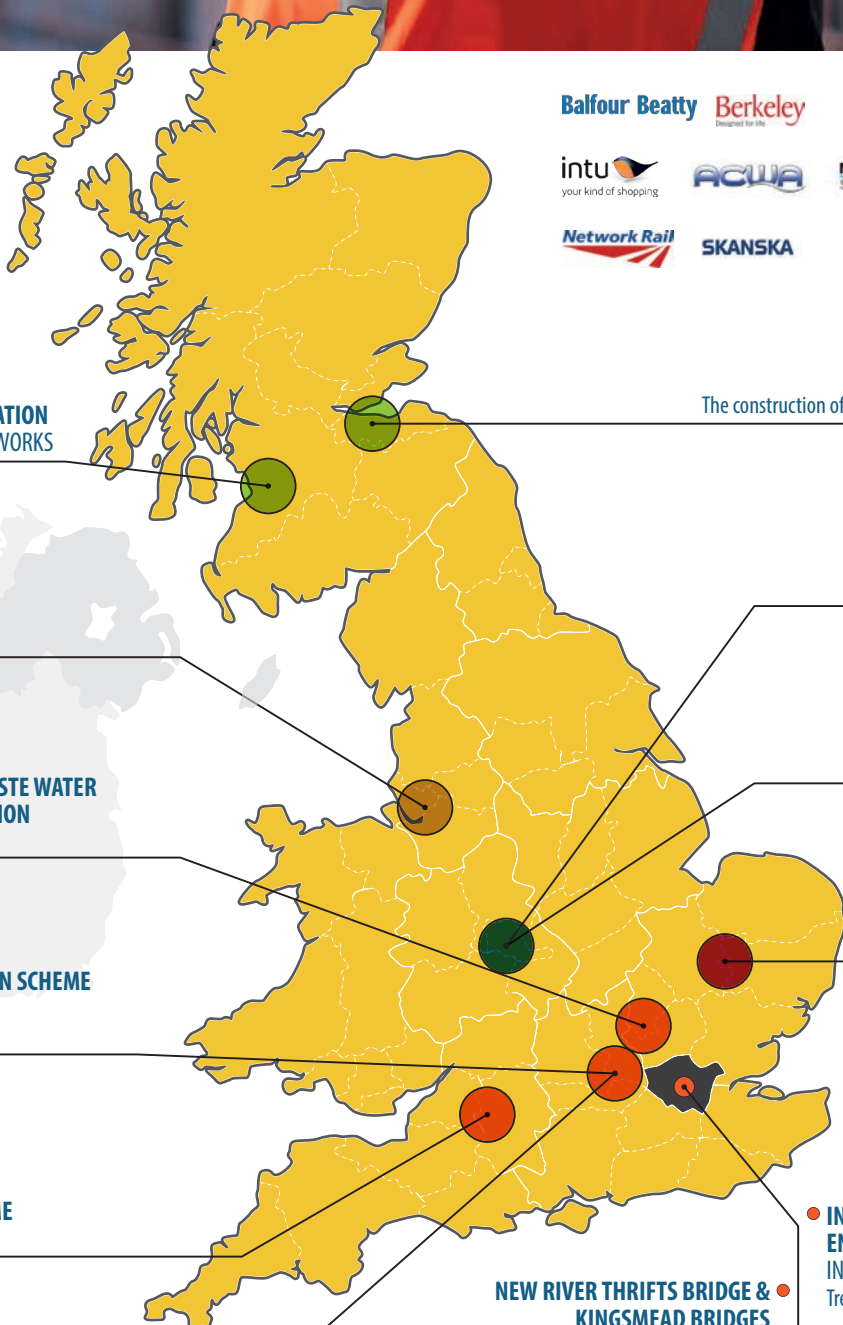
@one Alliance AMP6 Year 2 Communications Event



@one Alliance AMP6 Year 2 Communications Event

Barhale Contract Awards

- SCOTLAND
- NORTHERN
- EASTERN
- SOUTHERN
- BCS



KILMARNOCK SOUTH SUBSTATION
SCOTTISH POWER ENERGY NETWORKS

BCS PARSON BROW FOOTBRIDGE
ST. HELENS COUNCIL

CENTER PARCS WOBURN WASTE WATER TREATMENT WORKS EXPANSION
ACWA

MARLOW FLOOD ALLEVIATION SCHEME
ENVIRONMENT AGENCY
Advanced works MWF

MELKSHAM SUBSTATION FLOOD DEFENCE PROGRAMME
NATIONAL GRID

MILL LANE, TAPLOW
BERKELEY GROUP
Pipejacking

Balfour Beatty Berkeley

eight

Environment Agency

flo

intu
your kind of shopping

ACWA

MORGAN SINDALL

MWH

nationalgrid

Network Rail

SKANSKA

SP ENERGY NETWORKS

St.Helens Council

Thames Water

CURRIE CIVILS ENABLING WORKS
SCOTTISH POWER ENERGY NETWORKS

The construction of control building and equipment foundations

BESCOT STATION FOOTBRIDGE
NETWORK RAIL

BUSTLEHOLME FLOOD PREVENTION
NATIONAL GRID

LITTLEPORT PUMPING STATION
MORGAN SINDALL

NEW RIVER THRIFTS BRIDGE & KINGSMEAD BRIDGES
THAMES WATER

TOTTENHAM BOREHOLES
EIGHT20

HS2 ADVANCED WORKS
EIGHT20

Trunk main diversions - Trial holes

INTU LAKESIDE LEISURE BLOCK ENABLING WORKS

INTU
Trenching and ducting for gas mains, water

THAMES BARRIER HYDRANT RENEWAL

BALFOUR BEATTY
Excavate and replace 3 fire hydrants

BARROW HILL SHAFT REFURBISHMENT

THAMES WATER

KIRTLING STREET CLEAN WATER ALTERATIONS & PIPE SERVICES
FERROVIAL LAING O'ROURKE JV



Drink more water

My name is Kevin Shulver. I have been a Project Manager within Barhale's Eastern Region for the past 6 months.

Shortly after completing my probationary period I felt unwell whilst at work in the Great Billing Yard. After initially being looked after by Rudi Smit and Lisa McGinley (thank you both) I was taken to the hospital.

At the hospital I was diagnosed with a Urinary Tract Infection. I was prescribed antibiotics and told to rest. The antibiotics did not work. It was only after several visits to the doctors, return visits to the hospital and receiving three different types of antibiotics that the infection finally relented. Unfortunately, as this took four weeks, the infection had spread throughout my whole body.

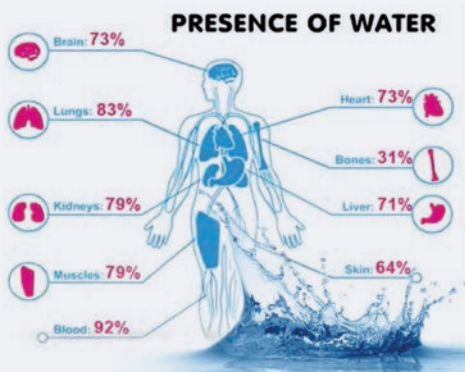
The infection has left me with severe anxiety, stress and panic attacks. I have undergone hypnotherapy for the panic attacks as well as yoga and prescription drugs for the anxiety.

The after effects of this infection have completely changed my character; at times I was in a dark place. The charity MIND has supported me through the mental health issues, but it is still predicted to take six months to a year before I am fully recovered. I am back at work. I love the job but some days are a struggle.

This whole ordeal could have been avoided so easily had I just drank more water. Medical surveys show that many of us, particularly men, do not hydrate sufficiently during the winter months. So my closing message to everyone within Barhale is please; DRINK MORE WATER!

To end on a positive note. In the wake of the infection I have taken up running and am currently on week 6 of the 'Couch to 5K' programme. I have lost 2 inches from my waist, half a stone in weight, and am on my way to a healthier future!

All the best
Kev



Be Safe
Be Healthy

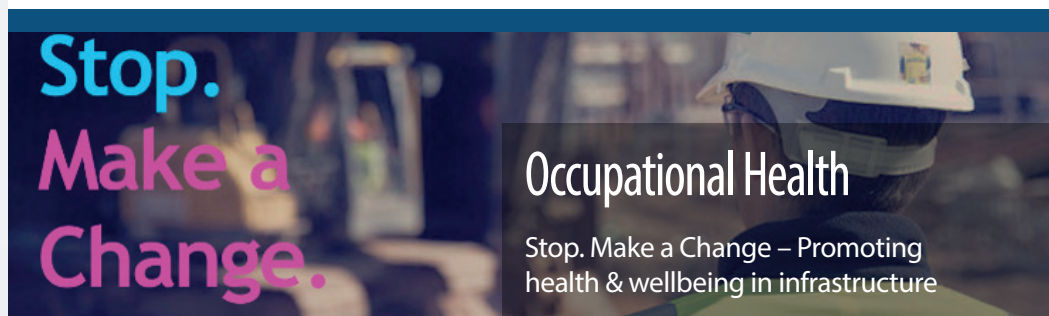
Be Healthy & Be Safe Plan 2017

Our Be Healthy & Be Safe Plan for 2017 has been formally launched at the recent quarterly cascade events held across the business.

Each regional business has committed to delivering local actions and supporting corporate deliverables. With increased focus on Health, the plan has an equal number of

deliverables between health and safety. If you are asked to support any of the actions, please get involved and play your part in supporting the improvement activities.

No.	Description	Due Date
1.0	Behavioural & Engagement	
1.1	Implement fitness to work programme	Jun-17
1.2	Provide mental health awareness through focussed campaigns	Oct-17
2.0	Management & Leadership	
2.1	Support positive mental health in the Construction Industry through 'Mates in Mind'	Aug-17
2.2	Enhance the site briefing process to Frontline personnel	Apr-17
2.3	Establish Site/Depot level Drugs & Alcohol Testing regime	Jun-17
2.4	Hold 'Stop Make a Change' stand-up day focussing on Respiratory Health/Plant Safety/Fatigue/Mental Health and support 'Mates in Mind' implementation	Apr-17
3.0	Process & Procedures	
3.1	Set and measure sickness and ill health targets	Jul-17
3.2	Determine and adopt a consistent approach to Electrical Safety across the business and joint ventures.	Apr-17
4.0	Planning & Risk Assessment	
4.1	Conduct Barhale Occupational Health Risk Review and develop risk register	Feb-17
4.2	Conduct review of approach to risk assessments - including Frontline involvement & Engagement, Subcontractor RAMS approval requirements, monitoring of compliance	Apr-17
4.3	Review approach to change management and impacts on RAMS	Apr-17
5.0	Roles & Responsibilities	
5.1	Establish Mental Health First Aid support across the business	Feb-17
5.2	Implement Health Inspection Regime with HSEQ Advisory Team	Feb-17
5.3	Develop and roll out 'Black Hat' roles & responsibilities and supervisory controls	Mar-17



**Stop.
Make a
Change.**

Occupational Health

Stop. Make a Change – Promoting health & wellbeing in infrastructure

From week commencing 18th April 2017, Barhale are signed up to take part in 'Stop. Make a Change', which is a national campaign being promoted by CECA. We are proposing to hold 'Stand Up' events across the business with sites, offices and production facilities putting work on hold to focus on how we can work together to build a healthier, safer industry. Barhale will deliver against the agreed commitments throughout 2017.

We will focus on four key issues:

- Respiratory illness
- Plant safety
- Fatigue
- Mental health

There will be further communications on arrangements in advance of 18th April 2017.



Mark Hill Substation

Brief Project Description:

The purpose of this project was to carry out the earthworks and civils operations for a new substation extension required to meet increased power generation capacity due to new network upgrades.

Earthworks scope of works:

- Excavation and removal of 14,500m³ of existing earth
- Build-up new platform area

Civil scope of works:

- Construction of multiple steel reinforced concrete foundations
- Installation of new cable troughs, underground earthing, new security fence and gates, new access roads and urbanisation finishes

Works were carried out next to and within a live substation. Careful planning and execution of the works ensured no disruption was caused to either the power generation process or the live plant.

Key facts about the project:

Client: Scottish Power Energy Networks (SPEN)
Location: Barrhill, South Ayrshire, Scotland.

Reduction of Carbon Footprint:

Unforeseen rock was encountered and was recycled by a crusher to process 6F2 material. The 6F2 was used as fill for the substation extension platform then as backfill for the foundations across the entire platform. This saved haulage costs, carbon footprint and also minimised disruption to the local village, as there were less "muck away" wagons.



Excavation works

Programme Challenges:

The contract start date was delayed by SPEN by nearly 6 months due to land owner disputes. This caused an issue, because the contract end date could not change, as it was scheduled to tie in with the date the new substation was due to go live. Barhale worked with SPEN and their Balance of Plant Contractor, to devise a collaborative programme, which saw all 3 contracts taking place concurrently on a constricted site. Successful collaboration meant all works were completed on time and the client was able to power up the new substation on the required date.

Barhale Project Team:

- David Blair (Project Manager)
- Craig Wannan (Site Manager)
- Luke McDermott (Foreman)
- Scott Muir (Site Engineer)
- James Kerr (Quantity Surveyor)



"Despite the issues of delayed access, shortened programme, unforeseen rock and a very busy site due to the concurrency of all contracts, the team delivered this project in line with Barhale's Three Pillars and to a very satisfied client. The project performed in line with budget, had no H&S incidents, scored highly in both internal and external audits and substantially reduced the expected carbon footprint due to the recycling of the stone on site. Special thanks to the whole team involved. The contract is an exemplar for the Barhale standard of 'What Good Looks Like!'"

John Knowles, Regional Manager

Ham Island Bridge Refurbishment



Barhale was awarded the contract by eight2O to refurbish and strengthen Ham Island Bridge that had severely corroded areas.

Key facts about the project:

Client: eight2O (CAB JV)
Location: Windsor, Berkshire

Brief Project Description:

This project involved the refurbishment and strengthening of an existing vehicular access

bridge, which was displaying signs of severe corrosion. The bridge spans a spur section of the River Thames. To enable the works to take place under the bridge Barhale secured a permit with the Environment Agency (EA) to block the river from early November 2016 until late January 2017, with a temporary pontoon system.



Quality inspection check between coating application

Scope of works included:

- Removal of rust and expose all corroded steel
- Re-surfacing the bridge deck
- Installation of a steel plate in the bottom flanges of the main edge
- Application of a waterproof paint system to future proof bridge



Key facts about the project:**Client:** Colas Rail**Location:** West Midlands, United Kingdom

Midland Metro Alliance:

Transforming the West Midlands by delivering the best integrated transport system for the future

Alliance Partners are:

- West Midlands Combined Authority
- Design consortium of Egis, Tony Gee and Pell Frischmann
- Colas Rail, (supported by their sub-alliance partners Colas Limited, Barhale, Bouygues UK and Auctus Management Group)

Purpose of the Alliance:

The Midland Metro Alliance is a team of planning, design and construction specialists responsible for building a number of new tram extensions over the coming decade on behalf of the West Midlands Combined Authority. These exciting extensions will help deliver a lasting legacy, aiding social and economic regeneration across the region.

Individual Projects:

There are a total of six projects that form the work of the Alliance, specifically Wolverhampton Interchange, Wednesbury to Brierley Hill, Birmingham Eastside, East Birmingham to Solihull, Birmingham

to Centenary Square and Centenary Square to Edgbaston. These projects form a significant part of the 'Movement for Growth' strategy through which Transport for West Midlands will work to limit the effects of congestion by improving the availability of modes of transport other than the private car.

The utility diversion works have started on both the Wolverhampton City Centre extension and the Centenary Square extension, with construction due to begin later this year. The tram line extensions will be complemented by a range of infrastructure works to ensure that infrastructure such as depots and signalling are able to maintain the extended tram network across the region.

Building on lessons from past projects and best practice from across the world, Midland Metro Alliance has goals, which will ensure the ten-year plan will only be successfully delivered if all parties work together to give the best outcome for the travelling public and the local economy.

Phil Hewitt, Midland Metro programme director at Transport for West Midlands (TfWM), explained why the alliance concept was chosen:

"The development of tram systems can be considered as high risk because, not only do they tend to have a very high public profile, there are also lots of unknowns when working on urban streets. For smaller schemes, the profitability can be relatively low and thus commercially unattractive under normal contractual arrangements."

"In addition, there is a danger of losing expertise on completion of smaller schemes, and therefore we felt that a move towards an approach that allows for a more strategic and continuous development of both skills and resources would be beneficial. This way, each scheme can build on the experience of the last so that there is always continuous improvement in techniques and performance."

Phil Hewitt

Changing Methodology:

Several amendments to the temporary works design for the pontoon were requested. Whilst these changes had a programme impact of 5 weeks, Barhale's team still had to work to the original deadline. The team had originally planned to encapsulate and heat the bridge to enable the coating works. New constraints within the programme however, meant that a more open face methodology had to be utilised. This required strong collaboration from the site teams to ensure condition checks could be carried out regularly; allowing coating works to be performed at every available weather-permitting window.

All works were complete, with the pontoon removed two days in advance of the EA deadline. This was a challenging and new type of project for both Barhale and our client, which involved developing successful new relationships with several specialist subcontractors. The success of this project was only possible as a result of focused collaboration and commitment between all parties on site.

Barhale Project Team:

John Prendergast – Contracts Manager
 Guilherme Rodrigues – Sub Agent
 Chester Short – Quantity Surveyor
 Javier Lorenzo – Site Engineer
 Melvin Bird – Site Foreman



Boat crossing under Ham Island Bridge after navigation reopened

"Eight20, delivery partner to Thames Water, required Ham Island Bridge to be refurbished within a very tight programme as stipulated by the Environment Agency. Barhale worked flexibly throughout the programme meaning the project was delivered on time and with minimal disruption to the local residents and river users. A fantastic result given some very challenging interfaces!"

Tom Grant (CAB JV Project Manager)



Be Right First Time

As part of improving our quality performance across the business we are now ready to launch our 'Be Right First Time' approach which sets out our approach to raise the quality bar over the next two years. Our Be Right First Time approach is focused on cutting out waste by improving our quality control and strengthening our performance under the profit pillar. The diagram indicates the actions proposed over the next two years to achieve our quality improvement strategy.



Social Club

Be a part of one of Barhale's Social and Wellbeing Clubs.

We are forming a Social Committee to oversee all Barhale's social and wellbeing clubs. The purpose of the clubs is two-fold; inter-regional integration and the health & wellbeing of our people. So far we have had suggestions to form the following clubs:

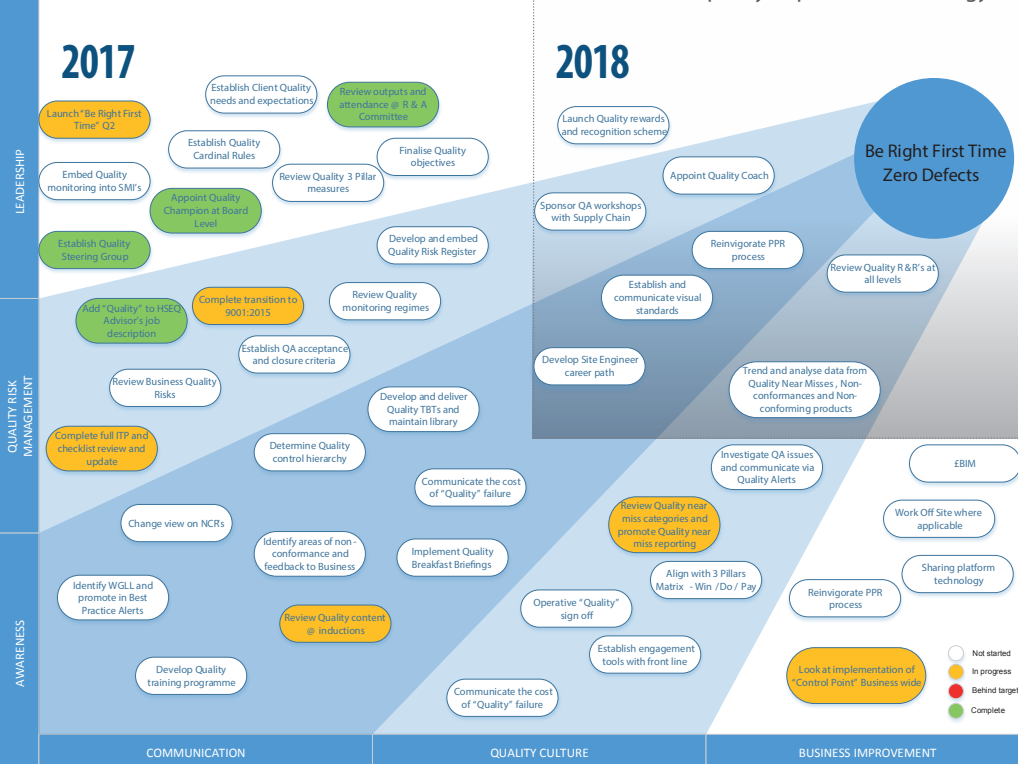
- Skiing
- Sailing
- Football
- Golf (Coordinated by James Mulchinock)
- Running
- Cycling

If you would like to be a part of any of the above clubs, or equally have a suggestion on another club that you would like to set up, please get in contact with Samantha Barratt: Samantha.barratt@barhale.co.uk. Equally, if you are interested in sitting on the social committee overseeing all of these clubs, please get in touch.

Let's have a fun and healthy year together.

2017

2018



Notification of Awards

The @one Alliance wins Anglian Water's Supplier of the Year Award



The judges in this year's Anglian Water Supplier Awards were looking for innovation, collaboration and transformation – and they found all three in the @one Alliance. Congratulations to everyone in the @one Alliance who contributed to this fantastic award.

(The @one Alliance is formed of; Balfour Beatty, Barhale, Mott MacDonald Bentley (MMB), Skanska, MWH and Sweco (formerly Grontmij))



IT Update

Automated Starter / Leaver process completed

- The HR Department are the commencing point for processing all leavers and new starters
- No IT equipment can be issued until HR have received all the necessary forms
- Line Managers are responsible for obtaining the Barhale equipment from leavers

Migration of Email completed

- All email has been migrated from the Barhale network to Microsoft Office 365
- Email now available from any device (phone, tablet etc.) from anywhere and at any time

Upgrade of phone system 60% complete

- New digital phone system installed at Scotland and Southern Regional Offices
- Significant cost savings realised – no costly future upgrades to switchboards
- All phones will be interconnected across offices – with an integrated phone book

WiFi Access in Regional Offices completed

- Barhale Staff and Guest WiFi access now available at all regional offices
- No need for staff to enter passwords to connect to the Staff WiFi

Microsoft "One-Drive" 20% complete

- The ability of each user to back up their data directly to Microsoft Office 365
- Data then available without the need to be on the VPN (any device.. any time anywhere!)
- Up to 1 Terabyte of data per person

Barhale Photography Competition

Congratulations to all the 2016 competition winners, who had their winning photos showcased in the Barhale 2017 calendar as well as across all of our social media platforms and Barhale News. Please keep submitting your favourite photos to Samantha.Barratt@barhale.co.uk

Glenglass Substation, Scotland Region



December Winner:

Congratulations to Mark MacKay, Senior Quantity Surveyor from our Scottish Region on his winning photo of Glenglass Substation in the snow. This photo now features in the Barhale 2017 calendar and certainly ended last year's competition on a high.



Marlow Flood Alleviation Scheme, Southern Region

January Winner:

Following a tough competition, the Barhale people voted Vasile Andras, Operative from our Southern Region, the winner of January's photography competition. Vasile's photo perfectly captures just how cold the UK was in January and the conditions our teams had to work in, but who all successfully delivered. The photo is taken on a very wintery day in January on our site in Marlow.

EVA Tunnel at Bleddfa, Northern Region



February Winner:

By almost twice the amount of votes to his closest rival, Sean Curran from our Main Board has won February's photography competition capturing the EVA tunnel at Bleddfa at its best.

Well done to all the winners and thank you to everyone who submitted a photo and made the competition so tough.

Outcome Delivery Incentives (ODIs),

What are they and how can we help?

So what are ODI's?

Outcome Delivery Incentives (ODI's) are a set of measures that will reward or penalise water companies depending on how they meet, exceed, or fall short of the outcomes they agreed with their stakeholders during consultations before AMP6. Incentives can be financial or reputational.

Our work with Anglian Water gives us a good understanding of the importance of ODIs and our role in helping to achieve positive outcomes. If water companies perform well against the ODI's then they will have more money to invest in asset and service enhancement during AMP7 (Asset Management Period). ODI's come in two forms, a target for AW based on the ODI performance at the end of the AMP or a graded system of financial impact year by year.

For Anglian Water, ODI's include:

- Achieving an 'excellent' bathing water standard to a number of the coastal areas
- Leakage
- Flooding to properties
- Interruption to Supply (I2S) – water mains
- Service Incentive Mechanism (SIM) – how satisfied are the customers?
- Pollution
- Serviceability (or reliability) of water and wastewater treatment processes

What type of Reward or Penalty will be invoked?

Overall, the maximum potential Reward for Anglian Water could be £153M. The maximum Penalty is £632M. Given the size of these numbers, our focus needs to be 100% behind supporting Anglian Water with achieving their ODI targets.

On an individual ODI basis, below are two Reward/Penalty examples that we can have significant influence over:

I2S:

Price Control	Water
AMP6 Max Reward	£28.4m
AMP6 Max Penalty	£42.8m

AW's target here is to ensure the overall interruption to supply is less than 12 minutes per customer per year. Every time a planned or unplanned event occurs the average time will increase. Damage to water mains can significantly impact on this ODI, with fines ranging from £35k to over £10M for a single event. Clearly, we need to make sure we do not cause any damage to water infrastructure in the course of our work.

SIM:

Price Control	Retail
AMP6 Max Reward	£28.6m
AMP6 Max Penalty	£57.2m

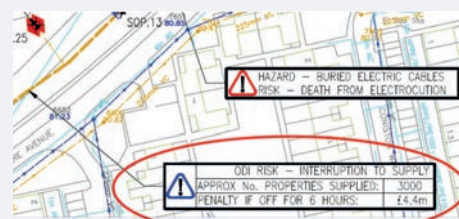
Our planning and construction works are scored by AW's customers on a 1-5 scale (very dissatisfied to very satisfied). We are fortunate to have a large team of permanent employees out on site and they are the people who ultimately determine our success with customers. The better we select people to work alongside customers, train them accordingly and back this up with regular customer communication, the more satisfied AW's customers will be.

How can we support achieving these?

By planning, designing and assembling projects with consideration of the ODI's we will support AW in achieving the Rewards. Selecting construction methods and pipeline routes to reduce road closures (which could lead to complaints) are two ways we can help.

We are also raising awareness to the Interruption to Supply ODI by adding hazard boxes to our construction drawings and producing checklists to make sure we have found all the services (including water mains) before we start excavations:

If you would like further information on ODI's please speak to an Eastern Region Manager working within one of our two Alliance frameworks.



Community Involvement

Our people have been busy engaging with local communities of all ages living by the Barhale Values.

Barhale site team assists fire brigade

The Barhale team in Didcot assisted the rescue teams of the Oxfordshire fire brigade to run their emergency training in the newly finished sewer. While awaiting the MEICA installation to be completed, the new sewer was accessed and the fire brigade trained 5 of their rescue teams over the weekend. Drills consisted of simulating the evacuation of a casualty from the 6m manhole and in the 1200mm pipe. The team on site recorded the procedures observed and will be producing a report and subsequently sharing it with our Health & Safety team that will enable them to review the existing procedures for emergency situations on site and add best practice.



Oxfordshire fire brigade running emergency training in the newly finished sewer

Peterborough Academy Careers Day

Barhale's Eastern Region introduced the 230 pupils of Peterborough Academy to the wonderful world of construction during an action packed careers day on the 8th December 2016. The Barhale team filled the classrooms and main hall of the academy with local suppliers, educational workshops, simulators, a 5 ton excavator and a dumper for the pupils to sit in. Feedback from the school was very positive and the careers day was even described as the best one they have ever had.



Barhale's Procurement Director, Karl Woodward presenting at Peterborough Academy Careers day



Construction simulator



5 ton excavator



Dumper



The team pictured with Cambridge MP Daniel Zeichner at Cambridge Regional College for the Construction Careers Day

Cambridge Regional College and other leading employers at the Construction Careers Day on Saturday 28 January.

The hands-on event took place at the college and job-hunters were able to have a go at operating a digger, try their hand in a simulator and talk to employers about apprenticeship opportunities on offer.

The event was supported by local MP Daniel Zeichner, Labour's Shadow Transport Minister, who praised the 'important' event and said:

"With the A14 upgrade now progressing, we know that hundreds of jobs will be created. Central to the project will be schemes encouraging local young people to enter the construction industry. Whether it's the opportunity to have a go on plant equipment or meeting leading local employers about apprenticeships, it's great to see Cambridge Regional College host such an important event."



Commercial workshop

Barhale visit St. Paul's Catholic Primary School

Barhale and Yorkshire Water visited the children of St. Paul's Catholic Primary School, in Alwoodley to talk to the children in KS1 about safety around roadworks.

Head teacher, Mrs Lesley Darren said "They were delighted to 'drive' the digger and loved their hi-vis jackets."



Reducing the risk of sewer flooding in Batemoor and Lowedges

Batemoor and Lowedges in Sheffield will be better protected from sewer flooding once Yorkshire Water's investment scheme has finished in the next few months.

Two old sewers that burst causing sewer flooding near local properties are being replaced. Yorkshire Water is spending £1.6 million on a new larger sewer to replace these sewers and reduce this flooding risk.

Local MP, Louise Haigh, visited the scheme on Tuesday 14th February to check on progress and to learn more about the new £1.6 million sewer.

Louise Haigh MP for Sheffield Healey said:

"I was pleased to see Yorkshire Water performing this vital investment and maintenance work to tackle pollution and flooding risks. It was also interesting to learn about the new tunnelling techniques being used to minimise traffic and customer disruption during the works, no one would have noticed that they were working underneath Chesterfield Road South, and hopefully more work can be carried out in this manner in the future."



Pictured (Left to right): Michael Healey (Barhale, Project Manager), Louise Haigh (Local MP), Andrew McKinley (Yorkshire Water) and Howard Rodney (Ken Rodney Construction)



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

Cost management for contracts in Southern, Northern, Scotland, Optimise and Barhale Response. Basically I ensure that we capture all the costs for projects correctly whether it be plant, materials or staff costs. I analyse the costs and produce reports for the Quantity Surveyors and Regional Management to review. There is also a lot of interface with internal people and external suppliers.

In 4 weeks we move to a new financial system RedSky so I and a large team are busy testing and more importantly learning how to use it, so we can have a smooth transition.

Is it scary? Yes. Have I broken it yet? Mmmm I'm getting there!! Will I be ready for it? Yes.

Give us a brief history of your career?

I have been with Barhale for 20 years and have had two roles in Cost Management and Buying. I have been fortunate to be able to have worked on some wonderful projects with some wonderful people. Before coming to Barhale I was with another Civil Engineering company and with Saint Gobain, so it's fair to say that I have a keen interest on projects with pipework.

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

It's a long list. I have been extremely lucky to meet a large number of my idols but if I had to pick, it would be Princess Diana – I could not believe how down to earth she was and yes she was beautiful. I was surprised I could even speak I was in awe!

Who would you most like to meet and why?

My ultimate dream is George Clooney – if you're female reading this then no explanation is required!
Or Arsene Wenger – to stamp my feet and ask what's gone wrong? Grrrr!!!

What do you do when you are not at work?

My friends and I have recently found a new hobby going for Saturday Brunch at some of the best spots London has to offer, which also means I'm also a tourist in my own city. Wish we could do it every week!! Holidaying at our home in Spain or going to the West coast of Ireland. Spending time with mine and my partner's families, relaxing with a good book and a cheeky glass of something naughty. Watching my beloved Arsenal whilst going hoarse!!

Where is the most interesting place you have visited?

I'm a closet history geek and even though I have lost count the times I have been there I just love the Tower of London. I get a shiver every time I walk through the gates and I love that it was a palace and a prison - those walls hold secrets. Looking at all those sparkling jewels is just, well - Doesn't every girl want a diamond?

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

I don't think any project has been weird. Some have been really high profile, some have been intense, some have even been historical but if I had to pick one I think it would be Datchet. It was an emergency project and the situations changed on site so many times it was a huge challenge to ensure there wasn't a breach. Standing on top of the reservoir, it really hits you how much water there is. It put a whole new meaning to all hands to the pump!!

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

Oh without doubt my iPad with a cover case of about 20 kilos full of chocolate.

Barhale Charity



We are delighted to announce that Barhale and its employees raised in excess of **£35,000** in 2016 for a number of very worthy causes. Running, baking, volunteering, cycling, swimming, donating - you name it you've done it! And we'd like to say a BIG THANK YOU and WELL DONE to everyone who's been involved.



IS Update

Barhale is implementing new company-wide software called RedSky Summit, to replace Siteman, Sun Accounts and Pegasus Payroll.

Go-live date is 3rd April 2017 for the initial replacement functions (Phase 1)

The benefits of Summit include:

- **One system** to cover all functions. No duplication/transfers of data.
- **Improved accessibility** for more employees, e.g. Operations staff
- **Future integration** of modules in the RedSky portfolio to create a true enterprise solution.

For example:

- On-line time allocations
- Works Management System
- Workflow Management (*email approvals, corporate governance*)
- On-line CVR Reporting
- Encrypted Payslips
- Site Stock Control
- Contract Database
- Dashboards and Business Analytics

News from our People

New Arrivals:

Phill Froggett, Estimator (Southern) and his wife Rebecca, have welcomed a baby boy; Cole on Saturday 17th December at 4:44am, weighing 8lb 4oz.



Rebecca Sheldon, Cost Clerk (Eastern) welcomed a new baby girl; Betsy Jean on Thursday 29th December, weighing 6lb 11oz



Holly Wickham, Sub Agent (Yorkshire) gave birth to a baby daughter; Felicity Titchmarsh Wickham born on Friday 10th February at 11:40pm, weighing 7lb 9oz



Chris Mathers, Stream Manager (Yorkshire) and his wife Jo welcomed a little girl; Elizabeth Audrey on Tuesday 21st February at 8:15pm, weighing 9lb 2oz.



Wedding Announcements:

Congratulations to **Haneen Al-Ibrahim**, Senior Quantity Surveyor (Yorkshire) who married Suzan on Monday 26th December in Solihull, West Midlands.



Congratulations to **Chris Binks**, Site Agent (Yorkshire) who married Kelly on Tuesday 27th December.



Congratulations to **Amjad Khan**, Third Party Manager (Yorkshire) pictured here with his bride Kaneez, who got married on Saturday 11th February.

