



Summer 2017

Barhale *news*

Safety | Communication | Quality | Integrity | TeamSpirit | Caring | Trust | Pride

Protecting the Legacy of our Victorian Infrastructure

@one alliance customer & community engagement award **p3**

Getting on the 'Front Foot' with health & safety **p4**

International women in engineering day **p6**

Meet Michal Hermanowicz, Site Engineer **p13**

An introduction to Barhale's mentoring programme **p16**

Welcome to yet again a packed edition of **Barhale News for Summer 2017**



I hope each of you manage to have a relaxing, safe and enjoyable break/holiday with those family members and/or friends closest to you.

A huge amount of positive things have happened within Barhale in the past year and recharging our "batteries" is an important ingredient in successfully approaching the wonderful opportunities and many challenges that are ahead of us.

As we go to print we are 11 months into our year end to 30/06/2017. We can proudly reflect on significant success against our Key Performance Indicators (KPI's) and our 3 Pillar Sustainability Model. Delivering safe, sustainable and cost effective projects and solutions for our clients has been at the core of our improved performance in the past year, and this embedded goal will serve us well into the future.

For me the standout high point for the company has been our performances under each of the Profit, Safety and Environmental Pillars. The counterpoint has to be the disappointment of having to manage a RIDDOR and challenge our core actions, responsibilities, systems, procedures and behaviours to ensure everyone understands our central Safety Pillar is our passport to a better future for Barhale. Whilst we are extremely proud to have been awarded a Company-wide RoSPA Gold Award for the second year – our hearts and minds know that we will only be satisfied when we achieve zero incidents/accidents through our Be Safe and Be Healthy programmes.

Looking to the future we have every reason to be optimistic. Our hard work and performance for clients has provided excellent opportunities to continue and expand our water framework business, to progress major projects, both independently and in joint ventures and to grow our Rail, Energy and Built Environment activities.

Our 5 year (Strategic) plan has been approved by the Board and we will be briefing this out to everyone very shortly. We are in the closing stages of securing important and

meaningful projects on the Thames Tideway Tunnel. Additionally, we will be a significant competitor for the Wessex Water Trym Tunnel, further work on the Midland Metro Alliance (light rail), the High Speed 2 Rail pipeline of opportunities and of course additional works in AMP7.

To capitalise on secured and profitable workload Barhale has attracted some great new people to join the excellent team we already have. Our culture and ethos of our 3 Pillars supporting our clients and their customers is well practised and nurtured within the company.

Sustainable success quite simply depends upon everyone and every team making a difference every day.

For those of you who enjoy acronyms, I have been explaining my vision of PROUD Barhale people, P.R.O.U.D. encompassing **P**ersonal **R**esponsibility, **O**wnership and **U**nderstanding in **D**elivery. Delivery is everything we do from design concepts to final completion of client projects, from every operational site team to every support function.

Thank you for your part in this year's achievements and please participate fully in shaping a successful year ahead.

Matthew Behan
Chief Executive Officer



Good News



Achilles Barhale Achieves its **Highest Achilles** **UVDB Audit Score**

We are pleased to announce our recent success in achieving our highest ever score with Achilles, following reassessment for Achilles UVDB Verify Category B2.

Our final average score of 98% is up significantly from last year's 93% and reflects the substantial progress that we have made in the year, across so many aspects of the business.

"I want to convey my thanks to the wide range and number of people in our various sites and office functions, who have made significant improvement to performance, which underpin this high level of rating from Achilles."

Matthew Behan, CEO

Achilles is one of the most widely recognised and utilised agencies used by clients to assess performance strength and capability.



PCL (Principal Contractor Licence)

Following a recent series of successful site and system audits by Network Rail's Licencing Team, Barhale's PCL has been renewed for a further three years. This allows us to continue pricing and delivering work directly for Network Rail and to also undertake third party schemes where we interface directly with their assets. This includes tunnelled under track crossings (UTXs) such as those to be delivered at Newark.



Achilles **RISQS 5* Audit**

We have achieved a 5* audit for the 3rd consecutive year!

The RISQS audit service (formerly Link-up) is the UK rail industry audit programme that pre-qualifies suppliers to work in the industry.

Welcome to the Barhale Team

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

Eastern

Benjamin Owen - Junior Engineer
Christopher Troughton - Skilled Operative
Damion Bumfrey - Open Cut Pipelayer
Dylan Loneragan - Skilled Operative
George Perry - Slinger
George Wallis - General Operative
Jack Marcroft - Stores Assistant
James Hoskins - Ganger
James Seago - Open Cut Ganger
Jamie Bell - Industrial Electrician
Mark Withers - Open Cut Pipelayer
Mateusz Tekiela - Skilled Operative
Michael Burn - Skilled Operative
Michael Burke - Ganger
Paul Moran - Skilled Operative
Peter Best - Site Team Leader
Philip Ingamells - Mechanical Fitter
Philip Emms - Pipelayer Ganger
Sam Venmore - Skilled Operative
Simon Maddison - Industrial Electrician
Steven Corrigan - Open Cut Ganger
Steven Parsons - Skilled Operative
Thomas Finnegan - Site Operative
Thomas Nash - Site Operative
Thomas Morley - Deep Open Cut Ganger
Victoria Hoole - Project Co-ordinator

Head Office

Ami Sohal - PA to CEO
Andre Bigirimana - Graduate Design Engineer
Nicola Gladstones - Procurement Data Analyst
Robert Houghton - Head of Learning and Development

Northern

Aled Griffith - Belt Operator
Callum Murphy - General Operative

Charlie McCauley - General Foreman
Darren Smith - Miner
David Agnew - Working Foreman
David Sidaway - Senior Contracts Manager
Gavin Williams - Foreman
Hugh Urie - Foreman Electrician
Jagroop Singh - Ground Worker
James Parker - Surface Grout Operator
John Harris - Senior Project Manager
Jason Reid - Foreman
Jeremy Burrows - Contracts Manager
John Ferguson - TBM Driver
Kyle Peters - Labourer
Mark England - Valve Technician
Mark Turnbull - Tunnel Fitter
Mark Onion - 360 Plant Operator
Mathew McNally - General Operative
Murphy Tipper - Skilled Operative
Nathan Macken - Yard Ganger/Storeman
Nigel Edwards - Ground Worker
Paul Murphy - Pipelayer
Piotr Janiak - Senior Tunnel Surveyor
Richard Onion - Lead Miner
Robert Hogg - Pipelayer Ganger
Ryan Smith - Ganger
Stephen Hunter - Civils Supervisor

Southern

Agata Porozynska - Placement Student
Arjan Nutaj - Skilled Operative
Ben Connis - Design and Engineering Manager
Callum Ryan - Site Technician
Daniel Kulmaczewski - General Operative
Deirdre O'Neill - Senior Site Agent
Endre Szabo - Quantity Surveyor
James Rule - Placement Student
Kevin Hanway-Magee - Skilled Operative
Raul Radulescu - Site Engineer

Yorkshire

David Lister - Apprentice Quantity Surveyor

BCS

Charlotte Joseph - Fleet Administrator
Eimhin Behan - General Hand
Gareth Moss - Apprentice Plant Fitter
Gary Frisby - Plant Fitter
Lorna Foley - Internal Sales Executive
Neil Parkes - Crane Driver
Wendy Elsmore - Credit Controller

Internal Promotions

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

Eastern

Harriet Dodsworth - Technical Coordinator
Wayne Mackin - Ganger
Martyn Rout - Ganger
Michael Sheehy - Skilled Operative

Head Office

Abbas Mohammed - Senior Design Engineer

Northern

Vinnie Brownless - Site Agent
Paula Gray - Head of Procurement
Darren Ellis - Lead Miner
John Lester - Mechanical Supervisor
Martin Morris - Miner
Steven Owen - TBM Erector Operator
Mark Pritchard - Loco operator
Daniel Richards - TBM Fitter
Kevin Roberts - Segment Hoist Operative
Andrew Wilkie - Electrical Supervisor

Southern

Stephen Collett - Site Agent
Ananth Krishnasamy - Quantity Surveyor
Jose Nogueira Lopes - Planning Manager
Thomas Fitzpatrick - Trainee foreman
Alex Drobot - Sub Agent
Marius Ursache - Site Supervisor

BCS

Gareth Bromley - Transport & Fleet Manager

Notification of Awards

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

Gold Considerate Constructors Scheme (CCS) National Award

Sussex Gardens Trunk Main Replacement

John Prendergast, Contracts Manager, said: *"As a site team we were delighted to win this gold award following on from the silver award on phase 1 of the scheme in 2016. It was a massive effort from the team to get those extra points in a very tight, high profile site. Thanks to our clients Thames Water and Crossrail who were very supportive of our efforts."*



Silver Considerate Constructors Scheme (CCS) National Award

Marlow Flood Alleviation Scheme

Michael Faherty, Contracts Manager, said: *"The majority of this vital flood alleviation scheme was undertaken within the back gardens of a number of adjacent properties to a Thames riverside tow path. It was absolutely imperative to us and our client (Environment Agency) to mitigate the impact to the local residents and path users. This positive interaction and co-operation with the local community was fundamental to the successful delivery of the scheme."*



@one Alliance Customer and Community Engagement Award

Stephanie Carney

Stephanie Carney, Service Desk Manager, was presented with the Community Engagement Award for organising an event to encourage more young people to consider skilled jobs in the industry. The event offered 14 and 15 year olds the chance to sit in a digger and dumper truck and try out different simulators. Stephanie commented, *"The school was buzzing about it for weeks afterwards, they said it was the best careers day they'd ever had."*



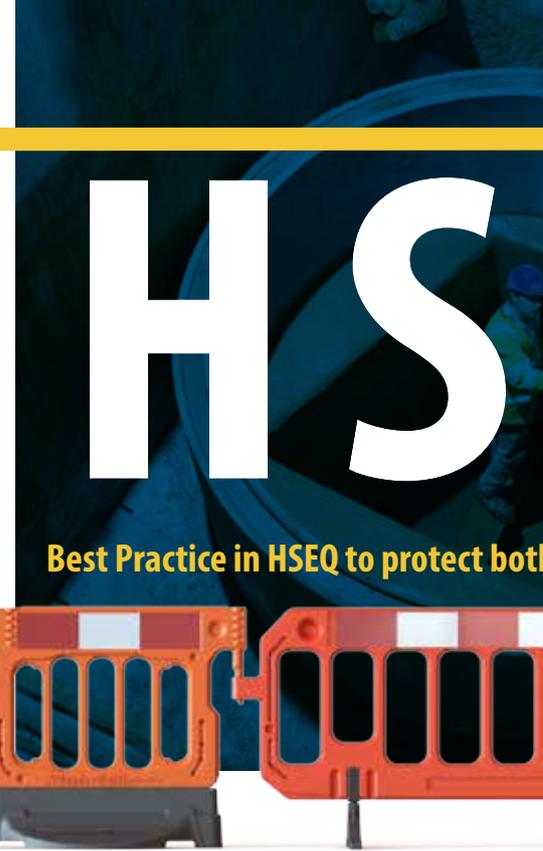
Getting on the 'Front Foot' with Health and Safety

To reverse the recent downturn in our health and safety performance, we are looking at ways we can refocus our attention to more proactive preventative actions.

Whilst our 'Be Healthy Be Safe plan 2017' already includes a number of preventative actions that are being delivered (risk assessment training and a people and plant

interface review to reduce risk), currently, most of our efforts are focussed on reactive incident investigations. A full review is in place to identify further actions we can take to 'Get on the Front Foot' to readdress the balance between reactive and proactive actions.

Once finalised, the updated plan will be rolled out to the whole company to get everyone on the front foot with health, safety and wellbeing.



Near Miss / Best Practice Monthly Winners (Southern)

Introducing our Southern Region winners in the Near Miss / Best Practice Reporting Monthly Competition.

January

Near Miss: As excavation work continues, within days, the hoist on the crane will not be able to reach the bottom of the shaft.

Corrective Action: Hire Company was informed who subsequently arranged for fitters to attend the site and install a longer rope.

February

Best Practice: To increase the productivity rate of shaft segment building, Gordon Bull suggested obtaining a secondary segment building frame, so a segment is already loaded and prepared whilst the first one is installed. Result: segment building rate increased, standard maintained.

March

Best Practice: We have changed the supplier of the welfare cabins. This has resulted in more energy efficient cabins due to PIR (Passive Infra-Red) sensors and double glazed windows, whilst maintaining the same cost.



March: Andrei Axinte (Barnes TWRM Shaft Refurbishment SWA115)



January
William McAuliffe (Chelsea to Battersea SWA116)



February
Gordon Bull (Chelsea to Battersea SWA116)

Well done to all the winners!

April

Near Miss: Pedestrians observed ignoring 'footpath closed' signs, putting themselves at risk from plant/vehicle movement.

Corrective Action: Raised awareness with the traffic management owner who has erected additional signage and will consider changing the pedestrian diversion layout.



April: Tomasz Rachfal (Chelsea to Battersea SWA116)

May

Near Miss: Client failed to provide an electrician to connect our cabins to the main power supply.

Corrective Action: The client was chased up. This resulted in an electrician attending site to complete the required connection.



May: Linas Blazys (Holland Park Shaft Refurbishment SWA136)

EQ

h our Customers and Barhale brands



Driver Safety

We're on this road together... **Be Safe**



Bad drivers are particularly damaging to our reputation and our moral obligation to keep people safe and healthy which includes our employees and other road users.

Every complaint received from a third party is fully investigated and we will not tolerate erratic, inconsiderate or aggressive driving. People who are identified driving in this manner will receive the appropriate disciplinary action and have their vehicle taken from them.



Be Safe / Be Healthy Plan update:



Stop. Make a Change campaigns on Mental Health, Plant Safety, Respiratory Health and Fatigue were delivered during our weekly campaigns business-wide during April and May. Feedback and next steps to be announced.

RAMS 'Train the Trainer' sessions, have been delivered across the business, improving the quality of our risk assessments with each local HSEQ Advisor able to deliver bespoke training sessions. Training sessions for local site teams will shortly be arranged.

Daily Task Briefings now incorporate 'change' to allow site teams to assess change as and when it occurs, stopping to reassess the risks and controls before proceeding with daily activities. The Daily Task Briefing form now includes a process map to provide typical situations, which may result in change plus a method to follow to manage these situations more effectively.

Drugs and Alcohol monitoring across Barhale will be increased. D&A site testing kits will enable site management teams to conduct site testing when personnel start on site. We are arranging training sessions for site management in order to conduct the site tests, whilst maintaining the required chain of custody required during testing.

Be Safe
Be Healthy





International Women in Engineering Day 23rd June 2017

International Women in Engineering Day (INWED) is an awareness campaign to raise the profile of women in engineering and focus attention on the amazing career opportunities available to women in this exciting industry.

On the 23rd June this year INWED was celebrated for its fourth year; the first year that it has become truly international. In support of INWED, we showcased two of Barhale's inspiring and influential women. With a large skills gap looming and the additional need for a more diverse workforce, it has never been more important to inspire and encourage more people, especially women, to choose a career in engineering.



Natalie Griffin
Engineering / Architectural / Graphics / BIM Technician

In your experience, what are the benefits of working in engineering?

You tend to be in communication with quite a few disciplines, and so building up a rapport with people is very enjoyable. Also being able to visit site, and to keep your brain active with all the challenges.

What's the most important piece of advice you'd give to a woman thinking of starting a career in engineering?

Make sure you do well in Maths and Physics at school with Chemistry a bonus, you have to love equations. Then take a year out and get some work experience with some engineering firms, to see what field of engineering it is you want to go into, before choosing your university degree course. Alternatively attending university one day per week whilst working is also an excellent option. It is imperative that you gain lots of experience with materials and are involved on site with construction management, at work or home projects.

"I don't really think that people know what engineers do, and that it has a stigma attached to it about the person being covered in engine oil and wearing boiler suits!"



Sarah Denton
Apprentice Electrician

In your opinion, why is it important that more women take up engineering in the near future?

There's no reason not to! I wasn't encouraged to do Engineering at school and times change, if we want to we can do anything.

Is there more that schools could do to get girls engaged in science from a young age?

My daughter is in Secondary School and says that girls are taught more about the positives of having a job in Engineering, but they aren't told directly from a female Engineer what exactly the job entails and what the benefits of doing it are. They need real life female Engineers to go into schools and tell them how good this job could be for them; at Career Evenings or Assemblies.

"People assume that to be an Engineer, especially within the Water industry, you can't be feminine. You have to be physically strong and 'one of the lads', which is not true."



Thames Water, Even Better Together

Health, Safety and Wellbeing Contractor Conference

Representatives from Barhale recently took part in Thames Water's Even Better Together: Health, Safety and Wellbeing Contractor Conference. Thames Water want to ensure their supply chain are working collaboratively to achieve the vision of "Zero Harm, Zero Incidents and Zero Compromise" in the workplace.



Barhale presented an interactive "Lessons Learned" workshop, centred on the belief that if everyone follows the systematic checks and procedures which we have developed as a company, then we can carry out our roles with the peace of mind that we will all go home safely at the end of each day.

After describing a real life incident, the team invited the audience to vote for what they felt were the root causes of incidents they have experienced within the industry. The results revealed that complacency is often seen as the biggest cause of incidents.

We will now develop new approaches to daily operations, working with Thames Water to introduce a Best Practice Steering Group and develop a 'Safe Isolation of Plant and Equipment' Essential Standard.



Lock Safe Tool

Following our investigation into the Battersea RIDDOR injury, we have enhanced our mechanical and electrical isolation procedures to ensure they are followed in a consistent manner.

To support this we have developed a Lock Safe tool, which provides various isolation steps people can follow to make sure isolations are completed robustly in the future.

The Lock Safe tool can be used by supervisors, visiting managers and our clients to check all required stages to maintain consistent isolations have been achieved.

We will be formally launching the Lock Safe tool to the rest of the business imminently.



Barhale Photography Competition

*Congratulations to
all of our Barhale
photography
competition winners!*

June Winner:

Dean Webb, Marketing Manager, BCS team

May Winner:

Dean Webb, Marketing Manager, BCS team

April Winner:

Vasile Andras, Ganger, Birmingham
Resilience Project

March Winner:

Katie Walker, Office Manager, Scottish
Region



Steel Fabrication



Telescopic crawler crane (Hitachi Zaxis 210LC)



Tongland, Scotland



Birmingham Resilience project (BRP)

A 49m long bridge was removed over two nights

Client: INTU Lakeside Limited
Location: Grays, Essex

INTU Lakeside Enabling Works

In Brief

To facilitate a new 225,000 square foot extension to the INTU Lakeside shopping centre in Essex, Barhale were required to divert the existing utility services away from the new building footprint by carrying out extensive open cut excavation.

Technical Features

There were three existing services, which clashed with the footprint of the new building; a potable water main, a gas main and HV electricity ducting.



Several unchartered services were fed by the existing water main

The Barhale team excavated diversionary trenches through open cut techniques into which the new services were installed by third party stakeholders. Barhale then carried out all backfilling and reinstatement operations including bitumen surfacing and paving stone laying.

In total, the Barhale team enabled the diversion of:

- 487m of 355mm water main
- 418m of HV ducting
- 100m of 63mm gas main

Part of the works also involved the removal of an existing footbridge, which spanned the width of the ring road surrounding the shopping centre; connecting two multi-storey car parks. The bridge spanned a distance of 49m and was removed over a period of two nights. Demolition works were carried out by Barhale's competent subcontractor; Squibb Group. The bridge deck was cut in to four sections by trained welders using burning tools. After each section had been cut, they were individually lifted out of place by a 350t crane. All demolition works were carried out at night to allow the team unrestricted access

to the bridge location, without the risk of disrupting shoppers visiting the centre. This meant the team had to work to extremely tight deadlines to ensure the demolition was carried out within the allotted time frame.

During the excavation operations, the Barhale team uncovered 19 unchartered water services leading into the shopping centre, which were fed by the existing water ring main. Neither Essex and Suffolk Water nor INTU were certain of the status of the services. Barhale therefore carried out tests on all services to ensure no areas within the centre were left without water and found that five of the services were live and 14 were dead.

Customer Benefits

This extensive level of excavation and demolition was carried out within the grounds of a fully operational shopping centre, which plays host to around 500,000 visitors per week. Barhale were in constant liaison with the client; INTU. By working together through weekly look ahead meetings and daily updates, Barhale and INTU were able to collaboratively ensure that the needs of the 250+ retail tenants were met throughout the works, with minimal disruption caused to shoppers and visitors.

Extensive traffic and pedestrian management measures had to be put in place to protect the work site, while at the same time ensuring the experience of visitors was not disrupted. These measures required meticulous planning at several points along the excavation route, including where the team had to open cut across the main delivery haul road into the centre, and across the entrance to one of the centre's multi-storey car parks.

Barhale collaborated closely with third parties; Essex and Suffolk Water, UK Power Networks and Fulcrum, to correctly divert the Water, Electric and Gas services respectively; ensuring their installation requirements were met throughout the project.



The team excavated 487m of water main trench, 418m of electrical trench and 100m of gas main trench



Barhale carried out all trench reinstatement



Before works began the tower was showing visible signs of distress and discolouration

15 levels of scaffolding have been erected to provide access to the face of the tower

Client: Anglian Water
Location: Spalding, Lincolnshire

Chatterton Water Tower

In Brief

As part of Anglian Water's Integrated Operational Solutions (IOS) programme, we have started works to restore the iconic Chatterton Water Tower in Spalding, Lincolnshire.

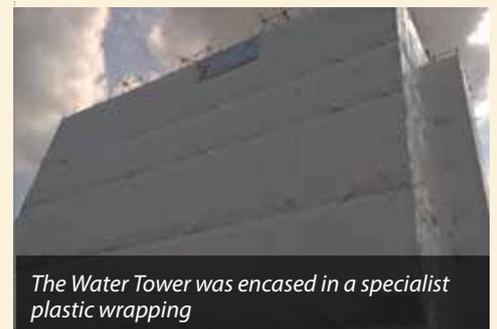
Located in the centre of town, the Water Tower holds up to 3.4 million litres of fresh water, providing drinking water and essential pressure to over 22,000 properties in Spalding and the surrounding rural locations.

would risk piercing the fresh water tanks below. The poles were therefore tied together on the roof; providing a counter balance system, which meant that opposing sides of the scaffolding were supporting one another.

Once the scaffold design was fully erected, it was encased in a durable plastic wrapping to stop dust and debris from blowing on to any areas of fresh paint work and to prevent paint from drifting during application.



Works have taken place up to 30m in height, with layers of primer and top coat already applied



The Water Tower was encased in a specialist plastic wrapping

Technical Features

The tower was last painted over 20 years ago. As such the exterior of the structure was displaying signs of distress, with large areas of discolouration and dirt visible across the face of the tower. Barhale were selected to deliver the external restoration works to the tower, which would include; deep steam cleaning and a re-paint of the 4000m² surface area.

When all preliminary access requirements were complete the team set to work steam cleaning the entire face of the tower, in advance of the restorative painting.

Painting is currently underway, with one layer of primer and one layer of top coat already applied. The final layer of top coat will be completed in the coming weeks. In total around 10,000ltrs of paint will be used in the restoration works.

The tower is essentially cubic in structure, standing 30m tall and 29m wide. In order to safely access the full face of the tower Barhale have engaged a specialist scaffold contractor; Interserve.

Once the painting is complete, the scaffold team will return to site to remove the plastic wrapping and safely dismantle the scaffold design; this operation alone will take a further six weeks.

Their team delivered a bespoke temporary works design, which was subsequently checked by our in house design team before being approved by Anglian Water. The 15 level design took a team of six to eight scaffolders eight weeks to install. In total around 180 tonnes of scaffold poles and 70 tonnes of scaffold boards were used in the design.

Customer Benefits

The Chatterton project has demonstrated Barhale's ability to deliver restoration works, to a prestigious building, in a built up urban environment, whilst managing interfaces with specialist contractors and interested third parties.

The scaffolding was secured to the side of the tower with bolts fixed at four meter intervals. On the roof of the tower however, this was not possible, because drilling at this point

The project has received extensive local interest, requiring continuing interaction with the local council. It has therefore been essential that work is carried out sensitively and to the highest standards in order to restore the town's centre piece to its former glory.



The view from the roof shows the extent of the scaffolding counter weight design

Firefighters Rope Rescue Training

Spalding water tower, rope rescue training with Spalding firefighters. Firefighters lower casualty (dummy) down inside of tower



Barhale Community

Constructionline Meet the Buyer Events

Barhale exhibited at the Ipswich 'Meet the Buyer' Event on Wednesday 12th April 2017 and the Black Country 'Meet the Buyers' Event on 4th May. Both events were hosted by Constructionline. The events gave locals the chance to talk to leading main contractors and public sector authorities and to find out about any upcoming work opportunities in the area.



Ipswich representatives Janet Hudson (Left) and Stephanie Carney (Right)

Firefighters Rope Rescue Training

In May, Spalding firefighters had a unique chance to practice their stretcher rope rescue drill inside the iconic Chatterton Water Tower.



Barhale's project engineer Ian Lewis watches the rescue.

With the water tower shrouded in plastic sheeting, hiding a network of scaffolding and walkways, a team from Spalding Fire Station safely lowered a stretcher-borne, dummy casualty 20 metres from one of the walkways to a first-floor area.

The rescue exercise at the water tower was only made possible because the building is being steam-cleaned and repainted. The drill was organised collaboratively between Anglian Water, Barhale and Spalding Fire Station.

Sean Compton, one of the Watch Managers at Spalding Fire Station, said: "Obviously we have a facility to rescue from height but, actually, we are quite lucky in this town because there are not really a lot of tall buildings."

Fellow Watch Manager Paul Barkway said: "It's not often we get a chance to do this from this height. It's just for preparedness."

Once inside the water tower, a team of firefighters prepared their ropes high up on a walkway before one of the crew, Petra Barneveld-Taylor, came over the edge of the scaffolding and inched towards the ground, guiding a stretcher as it was gently lowered by her teammates.

Paul Barkway was on the first floor, holding one of the ropes, and told us: "If we did have an emergency up there, we would have a paramedic working alongside us, assessing them."

Ian Lewis, Barhale's water tower project engineer, said: "We are very pleased to be able to give the fire service an opportunity to practice in this way. Opportunities to work inside tall structures such as this don't pop up very often."

It has taken several weeks for the scaffolding to be put up around the outside of the water tower, with work starting on March 20th.

Ian says the tower is virtually a 30m cube – the actual height is 30m while the width is 29m.

"An optical illusion makes it look much higher than the width," he said.

Institute of Water Annual Conference 2017



Barhale were proud sponsors of the 2017 Institute of Water's Annual Conference. The two day event titled 'Together We Achieve More' was held on the 15th and 16th June at Chatham's School of Music, Manchester. The conference focused on collaboration and included speakers from across the water sector incorporating water companies, regulators and contractor/suppliers.

Tunnel Boring Machine Launch and Naming Ceremony at Nantmel

The BNM Alliance successfully launched the Tunnel Boring Machine (TBM) last week at Nantmel. The day was shared with over 60 guests including residents, school children and councillors. Following a competition with the local primary school, the TBM was named the 'Nantmel Supermole'.

The TBM was lowered into the launch pit and commenced tunnelling in June. The project is part of the overall Elan Valley Aqueduct (EVA) scheme for Severn Trent being delivered by our BNM Alliance (Barhale/North Midland Construction)



Local Primary School attended TBM launch



Nantmel Supermole being lowered into the launch pit

Mount Mole ready for Newark town tunnelling

Severn Trent's project in Newark is one of the company's biggest-ever investments in the East Midlands, with the work due to be completed in 2020 and being carried out by BNM Alliance, a joint venture between Barhale and North Midland Construction.



The Mount Mole is lowered into a shaft on the Mount school field.



Pupils from the Mount Primary School with The Mount Mole tunnelling machine

Pupils from Mount Primary School named our tunnelling machine 'The Mount Mole'. Students and teachers were present to see it lowered into a specially-constructed shaft on their school field.

Tim Sawyer, of Severn Trent, said: "This tunnelling will form the groundwork for the new, larger sewer pipes that will protect hundreds of homes and businesses from flooding. The amazing thing about this way of working is that, once the machine sets off, it will be travelling underground, all without anyone realising it's there, meaning minimal disruption to the town."

Greenpower (Inspiring Engineers)

Barhale was a proud sponsor of the Norfolk IET Formula Goblin Event at Scottow Enterprise Park. The event was organised and hosted by the Greenpower Education Trust and 20 Primary schools took part in project.

As a charity, Greenpower relies on significant support from many hundreds of volunteers, organisations and supporters who contribute unbelievable amounts of time and resources.

The IET Formula Goblin project aims to inspire children aged 9 – 11 to take an interest in engineering in a fun and innovative way. The project allows children to build their very own functioning and drivable electric car.



St Patrick's Day Parade 2017

Barhale's Chairman, Dennis Curran joined thousands of people to celebrate the annual St Patrick's Day Parade in London on the 17th March. The parade started in Hyde Park Corner before travelling down Piccadilly and Regent Street and finishing up by Trafalgar Square.



Toynton - A Colourful Result

In 2016 the @one Alliance S101a team delivered a first time sewerage scheme to 55 properties in the village of Toynton All Saints in Lincolnshire. Later that year, as part of a High Performing Teams workshop, about 30 members of IPA (Infrastructure Programme Area) team returned to the village to take part in a community restoration project.

The objective was to plant 10,000 daffodil bulbs in various parts of the village as a goodwill gesture to the villagers. After being fed copious amounts of bacon rolls cooked by the Village Pride Group, the team rose to the challenge and this was the result six months later.



'World of Work Day' School Visits

Terrie Warrie, Senior Contract Manager from our Eastern Region visited The Oaks and Halifax Primary Schools in Ipswich to present at 'World of Work Day' on the 8th March.

The purpose of the day was to help students develop an insight into the knowledge and skills they will need when leaving school. They had the opportunity to experience different career insights through activities and presentations from a wide range of professionals who gave up their time to visit the schools.



360 Digger in playground



Children from The Oaks Primary School watching the digger in action



Terrie Warrie talking to students from The Oaks Primary School



Thank you letter from the pupils



An Update from **BCS Group**

Fabrication Update

Following the successful completion of all major shaft cutting edges on Barhale's key tunnelling projects including Birmingham Resilience, Newark and Chelsea to Battersea, we managed to capture a number of images showing the team in action whilst working on these components, which are vital to so many existing projects currently being delivered by Barhale. The team continually produce the highest quality fabrications under tight deadlines.



HAUC Roadshows

The Highways Authorities & Utilities Committee was established in 1986 as a forum for sharing technical information and advice regarding street works and works for road purposes. Throughout 2017, BCS have exhibited at several regional shows around the UK. Following each event, we receive a concise delegate list, which is as useful as the event itself in terms of future marketing and generating leads.

The event provides the perfect platform to network with new and existing clients and to demonstrate our products, services and training courses that relate to road safety.



SafeHire Certification



BCS has been awarded SafeHire certification, an industry-led initiative designed to raise standards and improve all areas of company operations, from quality management to customer service standards. The Hire Association Europe (HAE) has congratulated BCS for achieving the acclaimed certification demonstrating the highest standards in their health and safety, quality and environmental policies and operations.

To achieve the certification, we underwent a series of rigorous inspections to confirm that our operations meet stringent safety and quality criteria. It demonstrates that we have the necessary robust internal procedures in place backed up by concise documentation.



Traffex 2017

From the 4th to 6th April, we exhibited at one of the leading events in road safety - Traffex, at Birmingham's NEC.

Taking place every two years, Traffex is Europe's largest dedicated road, traffic, parking and transport event - attracting 10,000+ visitors across three days and over 350 exhibitors. The time we invest in Traffex is always well spent. Without the distraction of the office, the exhibition creates an environment in which we can talk freely to like-minded professionals about our new and existing products and of course, catch up on the latest industry news.

Several members of the BCS team attended the event to man the newly designed shell-scheme stand - speaking to a variety

of people, handing out newly designed merchandise and spreading the word about how we can help with any potential exciting future projects. It was also a chance to showcase our new road safety products brochure.

The three-day event was a huge success for the company, allowing us to network with a wealth of business leads, local authority contacts and suppliers - and we are confident that being present at Traffex 2017 will lead to more work for BCS long into the future.



Investment Update

Item	Number	Value
5-metre Telehandler	1	£38k
Total Station	1	£6k
Tail Lift Van	1	£25k
Whale Tanker	1	£94k
Small Vans	30	£262k
3 Tonne Dumpers	3	£79k
6 Tonne Dumpers	8	£196k
9 Tonne Dumpers	3	£83k
2 Tool Compressor	8	£54k
4 Tool Compressor	5	£67k
Large Vans inc modifications	10	£207k
Medium Vans	5	£72k
Pick-up Vans	5	£90k
10 Ton Crane	1	£146k
6 Tonne Excavators	6	£222k
Mixed Plant	1	£332k
9 Tonne Excavators	5	£283k
12' Oasis Unit	2	£40k
24' Oasis Unit	4	£103k
Total Station	1	£12k
Total		£2.4m





Michal Hermanowicz Site Engineer

All in a Day's Work
Region: Scotland

What do you do on a daily basis in your role?
My daily duties involve setting out and supervision of construction works, design coordination on site and liaison with design engineers, quality checks on site and preparation of quality documentation. During my working day on site, I also support the Site Manager in preparing risk assessments, method statements, work programmes and material orders.

Give us a brief history of your career?
I started my career in 2011 as an Engineer on a large scale residential project in my home city of Wroclaw in Poland. After a year of very intense work, the project was finished and I moved to a new company where I stayed for the following three years. Whilst I started out as an Engineer, I was soon responsible for the complete delivery of projects and was promoted to a management role. During my time there, we built warehouses for distribution centres, a primary school, a residential project featuring 'zero energy' (passive) houses, a number of construction works for breweries and the food industry and my favourite.... renovations on historic buildings. In 2015 I moved to Scotland and have been working with Barhale ever since.

Who is the most interesting person that you have met and why?
The American conductor maestro Leon Botstein, who I had the honour to meet in 2008 during the Opera Festival 'Bard Music Festival' in New York City. I was there with the Wroclaw Opera as a member of the choir. I found him to be a really inspiring leader, who has a rare talent that enables him to make difficult things easy, bringing cultures together and celebrating diversity.

Who would you most like to meet and why?
Martin Luther King as he shaped the world as we know today.

What do you do when you are not at work?
I watch movies, listen to music and read books during the week days. During the weekend we explore the Scottish Highlands.

Where is the most interesting place you have visited?
Falkirk Wheel!

What is the weirdest project you have worked on? Or strangest job you have done?
That would be one of two projects: Either the emergency repair of an 'almost collapsed' structural ceiling in the basement of a castle, which was also the head office of a brewery. Or the replacement of ceiling panels in an ice cream warehouse with temperatures reaching -40 degrees celsius inside!

If you were to be stranded on a desert island and could take one luxury item, what would it be and why?
Maybe it's not very luxurious, but I would like to have access to Netflix – I can't think of living without films.



This World Environment Day, Barhale marked the celebration with the theme **"Barhale - Connecting with Nature"** to promote environmental awareness throughout the business.

In addition, the company has also introduced the **'giving nature a home'** initiative, which further helps protecting local wildlife.

Green Pods (Welfare Cabins)
Barhale encourages sites to use environmentally friendly welfare cabins where possible.

Our site in Holland Park is currently using Eco-Twin Modular Units, which are extremely economical to run and very environmentally friendly.

- Key features include:
- Easy interchangeable wall panels made of galvanised metal sheet profiles
 - Excellent heat and sound insulation to reduce the noise levels
 - PIR (passive infra-red) controlled lighting preventing excessive energy usage
 - Thermostatically controlled heaters with timers and extra insulation
 - Doubled glazed tilt and turn windows

Harvesting Sustainable Energy
Barhale recognise our responsibility towards saving natural resources for the future and always looks for an opportunity to use alternative energy options for on-site powered lighting, heating and hot water.



Protecting our Wildlife
Well done to James Marsh, General Operative (Eastern) and the rest of the team working on the Anglian Water project in Grafham Water Treatment Works, who stumbled upon an abandoned rabbits nest while removing some old spoil.

Wild rabbits often make their nests in areas that boggle our minds... sometimes even right in the middle of open grass. They are "hiding in plain sight" as often the predators that they naturally fear would be too timid to enter those areas.

It is also common for the adults to leave the nest for the whole day, meaning our teams would not have been aware of the existence of nests, or considered the presence of rabbits as a risk.

James (pictured) took as much of the bedding, along with the four bunnies to East Winch RSPCA. There they were assessed and cared for, before being released into the wild.



Well done to the site team at King George Reservoir, who found an injured and abandoned swan near the site compound. Immediate action was taken to prevent any further injury to the bird and the RSPB was contacted to assist. The swan was taken to a local rescue centre where it received further medical care.



Ashley Redhead Managing Quantity Surevyor

All in a Day's Work
Region: Eastern

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

I am currently the Partner Commercial Lead on the Integrated Operational Solutions (IOS) Framework with Anglian Water. My main daily role is supporting the commercial team and ensuring that as a joint delivery team, we are providing solutions that are not only delivered safely and meeting the objectives set, but are ones that create an environment for outperformance.

Give us a brief history of your career?

I have been lucky enough to work on a diverse range of projects and frameworks over my career to date. This has included working on railway platform developments, the prestigious Riverside Bridge in Cambridge, the 2012 London Olympics and in more recent times, the collaborative alliances with Anglian Water.

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

I am very much into my Construction Law and through being a member of the Chartered Institute of Arbitrators, I have met some very knowledgeable and what I consider, highly interesting people. Rudi Klein is definitely up there though. He is a construction law barrister, CEO and NEC Users' Group president. I have always been impressed with his depth of knowledge and enthusiasm to move the industry on in terms of working together more collaboratively.

Who would you most like to meet and why?

I have always wanted to meet Adam Duritz, the lead singer of the band Counting Crows. I have seen this band many times, both in



the UK and America (their home country), but I have never managed to meet 'the man behind the songs'.

What do you do when you are not at work?

I enjoy spending time with my wife and my 7-month old daughter. I enjoy eating out and travelling when the calendar permits. I also am trying to get to the gym more, which is proving quite a difficult challenge.

Where is the most interesting place you have visited?

A couple of years back my wife and I had a mini American Tour, which included visiting Las Vegas, Los Angeles and San Francisco. It was great to see so many different versions of America in such a short space of time. From a personal point of view, the Golden Gate Bridge was a highlight of the trip. What an amazing, iconic structure!

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

The strangest job I have worked on was probably a Waitrose Superstore in Bracknell. As their HQ is based in Bracknell, this store was very impressive visually and comes complete with a roof garden that covers almost the whole store roof, complete with patio and decking area! If you were to visit the store as a general customer, you would not know it was there.

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

I am an avid Desert Island Discs Listener, so I have always asked myself this question. The best answer was from Ricky Gervais, and was a vat of novocaine - a non-addictive pain-killer, so I will also go with that too.



Karen's Day

"Thank you to everyone at Livingstone House for raising over £1,500 in memory of Karen, their friend and colleague. This will pay for over 4 days of care for a patient in our In-Patient Unit."

St Gemma's Hospice

In February we lost a colleague from Livingstone House to cancer. Karen Vaughan worked for Amey Plc and in her last few weeks was a patient at St Gemma's Hospice.

Raffle tickets were sold and an office dress down day, which was renamed "Karen's Day" was arranged to raise money for St Gemma's Hospice. On the day 200 purple balloons were released in an act of remembrance.

A massive £1,585 was raised by all involved. The team also made a donation towards St Gemma's Hospice's 'Tree of Life'.



Construction Enquirer Awards

Will we be shortlisted?

10th OCTOBER 2017
The Vox - Birmingham NEC

AT
UK CONSTRUCTION WEEK | 2017



Barhale raises funds for SiMBA Charity (Simpson's Memory Box Appeal)



Barhale have proudly presented SiMBA Charity (Simpson's Memory Box Appeal) with a cheque for £1136.50. Well done to our Scottish team who raised the money for this very worthy cause.

SiMBA was founded by a team of dedicated individuals in October 2005 in response to the needs of those affected by the loss of a baby during pregnancy or close to the time of birth. SiMBA was officially registered as a Scottish Charity in 2007.

The "Memory Box" is a treasure chest of mementos, such as "the blanket of love", birth acknowledgement certificate, hand and foot prints and in some cases photos. The Memory Box was introduced to Simpson's Centre for Reproductive Health in Edinburgh as the result of a donation from a bereaved parent. It has since given comfort to many parents through difficult times.

To find out more about this wonderful charity and the work they do, please visit simbacharity.org.uk/

David Blair, Project Manager presenting Sara Fitzsimmons, Executive Charity Director, SiMBA with the balance of the monies raised



Charity Development Programme

In the Eastern Region Helen Glancy and Alex Smith have taken up WaterAid's challenge to help provide some of the poorest communities in Nicaragua with access to clean water, sanitation and hygiene.



Their team "La Vida Con Agua" comprises 8 members of Anglian Water's @one Alliance in Peterborough. They are joining more than 40 other teams worldwide who have registered for the charity's international development programme 'Water Innovators', which is now in its third year.

Water Innovators develops professional and core business skills, as teams go head-to-head solving real problems from the communities where WaterAid operates. 'La Vida Con Agua' are also organising fundraising events to raise donations in support of WaterAid.

The international event will see competitors across the UK, America, Japan and Australia use innovative thinking and fresh creative skills to overcome a water, sanitation, hygiene or legal-finance problem.

Teams have been tasked with crafting solutions to suit selected poor communities in Nicaragua. Years of insufficient public investment following war and natural disasters have left 800,000 people without safe drinking water and two million – a third of the population – without access to adequate toilets. More than 100 children in Nicaragua die each year from diarrhoea caused by unsafe water, a lack of toilets and poor hygiene. WaterAid has highlighted real situations for the teams to focus on, to help provide access to these basic necessities.

'La Vida Con Agua' have chosen the water challenge – to design and build a means of pumping safe surface water to remote villages using solar panels for power, overcoming eroding soil and deterring potential theft of the technology and equipment.

By taking part, the team will not only help to solve real challenges in Nicaragua, but also raise vital funds for WaterAid's work.

Last year's programme saw 31 teams from the UK and Australian water industries and the corporate sector take part. Together, they explored ways to help some of Cambodia's poorest people out of a seemingly endless cycle of water poverty, and raised over £139,000 for WaterAid projects in Cambodia in the process.

The team have already raised over £600 of their ambitious £5,000 target from a bake sale. They are selling ice creams all summer in their office in Peterborough and are organising an 'Any Which Way 5K' fun run/walk on 19th July, where everyone is being encouraged to join in with a 5k walk/run around Ferry Meadows, an adjoining park to the Anglian Water site in Peterborough.

To find out more about Water Innovators 2017 visit www.wateraid.org/uk/waterinnovators

To find out more about the team, their project and/or fundraising events contact Helen (hGlancy@anglianwater.co.uk) or Alex (aSmith14@anglianwater.co.uk). You can also donate on their just giving page <https://www.justgiving.com/fundraising/LaVidaConAgua>



Mentoring Programme

As part of our ongoing commitment to the Source, Train and Retain strategy, we are extremely pleased to announce the Barhale Mentoring Scheme. The Barhale Mentoring Scheme delivers clear benefits for the mentee (the student) and the mentor, as well as the wider business. Whether you are looking to improve in a particular area or behaviour or whether you wish to ready yourself for future roles or development in a wider sense, mentoring may work for you.

Mentoring is voluntary on both parties and only works if you want it to work. The business environment demands that our people are dynamic and responsive to the pace of change in the industry. It is important that people are given the opportunity to learn how to develop

themselves and be responsible for some of their own learning and development by showing commitment to their long term aspirations and mentoring can help. Watch our communication channels for further information and training dates but in the meantime, if you would like any further information on the scheme, please see the Mentoring Procedure (CPR857) on the IMS or alternatively contact Rob Houghton, our newly appointed Head of Learning and Development.

Rob Houghton
Head of Learning and Development
Tel: 01922 707 700
Email: rob.houghton@barhale.co.uk

Rob Houghton Head of Learning and Development

Role

I am the new Head of Learning and Development and am part of the HR team. My line manager is Jim Drain. I am based in Walsall but my role gets me out and about across the business.

Background

I have been in various development, talent management, training delivery and learning roles across the public and private sectors for over 15 years, with the last six years in the engineering and construction industry. The industry faces challenging times in relation to the skills demands but it is also full of great people who can help meet that challenge.

Focus Areas

My main focus will be to look at how Learning and Development can help deliver the Barhale Source, Train and Retain strategy, especially in relation to establishing a Mentoring Scheme, an introductory Management Development Programme, revised Apprenticeship and Graduate Programmes and getting ready for our Investors in People re-accreditation.

Outside of Work

I have 2 children, 24 and 11 years and I try and spend as much time as I can out and about with my family. I try to keep fit by running, swimming and going to the gym. I also like live music and regularly attend gigs and concerts and am a keen football fan.

I am running a half marathon in September with my wife who somehow managed to rope me into doing it.

News from our People

New Arrivals:



Kai Yuan Tan, Senior Quantity Surveyor (Southern) and his wife, welcomed twin girls on Wednesday 29th March; Katelyn arrived at 5:34am, weighing 2.818kg. Shortly followed by Joyce at 5:36am, weighing 2.716kg.



Jordan Fieldhouse, IT Service Desk Engineer (Head Office) and his partner Annalise, welcomed a new baby boy; Brody Benjamin Fieldhouse on Monday 5th June at 6:08am, weighing 9lbs.



Josh Bartimus, Buyer (Head Office) welcomed a new baby girl; Annabelle Grace Bartimus born on Friday 23rd June at 11:29pm, weighing 7lbs 13oz.



Alan Seeby, Foreman (Eastern) welcomed a new baby girl; Molly Ann Seeby born on Thursday 22nd June at 11:18am, weighing 7lbs 14oz. Molly is pictured here with her big sister Charley May.

Wedding Announcements:



Congratulations to **Jimmy Gill**, Site Supervisor (Southern) who married Natalie on Saturday 3rd September 2016 in Holborn, London.



Congratulations to **Emma Flavin** (née Sharratt), Assistant Accountant (Head Office) who married Martin on Saturday 13th May 2017 in Tettenhall, West Midlands.



Congratulations to **Mike Mackintosh**, IT Manager (Head Office) who married Ginnie on Saturday 20th May 2017 in Hoddesdon, Hertfordshire.

