



SWH's Monthly Newsletter

June 2015

Ben's Bit

Whilst there may be uncertain and unsettling times ahead with regard to our 4th rebid of Devon's Highway Contract, this hasn't stopped the appreciation of the great work you all do for our clients across the region – the compliments just keep on coming, as can be seen in this month's newsletter. Well done!

Our Business Outlook remains very busy. It's been quite some time since the industry has been able to pick and choose which jobs to bid for and this now appears to be the case. Many clients are struggling to get enough companies on tender lists and ours are no exception. We have seen a pick-up in opportunities in Dorset and Somerset across all disciplines. The first five months of this

year had seen a slow start because many of our clients have had to postpone projects which we have secured because of planning and land issues. These are now off the starting blocks and we have now entered a busy period for both Build and Civils.

Cornwall has just started the process of letting its next generation of frameworks for both Civils and Build work, on a new format and Somerset and Devon are co-operating to let a combined framework for building works up to £1m in project value.

Ben





FACTS AND FIGURES

Starters & Leavers May 2015

Welcome to:

Peter Hollis, Roadworker, Area East
 Angela Mulligan, Administrator, Area North

Leavers:

Goodbye and Good Luck to:

Sophie James, HR Administrator
 Martin Dennis, VRS Supervisor, Traffic
 Paul Cobbledick, Roadworker, Area West
 Jason Moule, Roadworker, Area North
 Andrew Knowler, Contracts Supervisor, Contracts Build
 Tom Van Emmenis, Fitter, Workshops
 Lauryn Mann, BD Coordinator



Vital Statistics	January - May 2014	January - May 2015
Days lost through sickness	1323	1375
Vehicle damage cost - via insurance claims	£45,261	£14,004
Vehicle damage cost - SWH fleet or on hire vehicles	£28,163	£39,211
Stolen plant cost	£18,444	£23,334
Fuel costs (diesel stored across SWH depots)	£942,000	£837,000
Days lost through lost time incidents	2	3
Lost time injury frequency rate (target 3.0)	0.96	2.39
Reportable accident incident rate (target 600)	225	112

The Bulletin Board



SWH Anniversary Special

Look out for SWH's 20th anniversary special in the WMN at the end of July. We advertised a decade ago when we reached our 10th anniversary and now we have been here for 20 years, the paper will mark the occasion with an impressive 8 page spread!

SWH is proudly sponsoring a Masked Ball in aid of Hospiscare. The event will take place on 4th July at St Peter's School, Lypstone and tickets are available from Hospiscare: 01392 688000



Please don't forget to follow us on twitter! We can be found under the following name: @SWH_i



Interview Day Torquay United Football Club

On 22nd May SWH's Training John Matthews & Anna Cooper took part in an Interview Day held at Torquay United Football Club for Year 11 students from nearby Combe Pafford School. Combe Pafford caters for pupils aged 8 - 19 who have moderate learning difficulties, physical difficulties, ASC or complex needs. We hope you will find the information you require and that you will enjoy looking at our website and finding out more about our school.

The aim of the event is to give the students an insight into the interview processes, which will help them in the future with their careers.

Anna Cooper said "Mock interviews provide candidates with an opportunity to test out their interview skills with someone who isn't evaluating them for an actual

job. They help you reduce stress and anxiety about interviewing, help you boost your confidence and provide you with constructive feedback in a low-stress environment. The expression that practice makes perfect may very well be true with interviewing skills"





SWH Build was pleased to attend the LABC (Local Authority Building Control) awards on Friday 12 June with the following nominations:

- 1. Preston School ASD project in Yeovil for the Best Educational Building. Build Manager, Richard Towl, was proud to receive the Certificate for being a shortlisted Finalist.*
- 2. Site Manager Steve Griffiths for the LABC Site Supervisor of the Year, having been nominated by Sedgemoor District Council for his management of our Highbridge Enterprise Centre in Somerset.*

Well done to all involved!



HNC Group Project Presentation Day

As an employer who continues to invest in the skills of our workforce, Exeter College invited SWH to assist with the

HNC Group Project Presentation Day.

On May 22nd Dean Womack and Sheldon Roberts volunteered to attend the event at Exeter College for their HNC Construction students. Within all HNC Construction courses, it is a requirement that the students complete a project in small groups, which is then presented to an audience. To better prepare the students to advance their skills

and careers, the audience was made up of industry professionals as well as academics staff and peers. Seven presentations took place, the volunteers were on hand to provide constructive feedback and ask questions.

Sheldon Roberts said, "I enjoyed the day very much and was extremely impressed with the quality of presentations".

Dean Womack said, "The standard of projects was high and it was good to put something back in to the training and education process".

Many Thanks to Sheldon & Dean, your time, knowledge and assistance were much appreciated by the college.





This year it is part of our strategy to raise awareness of occupational cancer. SWH has produced a No Time to Lose pledge which is a six-step plan to capture the key actions we are already doing, or planning to do, to manage carcinogenic exposures within the workplace. (See Policy part of SHEQ page on SharePoint).

Breathing in Silica dust is one of the causes of lung disease and many of you will have had face-fit tests recently to make sure that your respiratory protective equipment is suitable. However it is always better to reduce the risk at source rather than relying on PPE, so Hilti were recently invited to demonstrate their range of tools which have a vacuum attachment to remove dust. These include disc cutters and drills, some of which have hollow bits allowing dust to be removed during drilling. Remember you must always use a properly fitted FFP3 mask AND water suppression when using disc cutters.

Steps to Health 2015

Well done to Tim Pegler, Katie Gray, Marion Hall, John Caddick and Mark Fouache, who took part in Eurovia's 2015 Steps to Health competition. Our 'Reedbed Walkers' came 2nd out of 85 teams, totalling 1,980,183 steps.



FREE Flu jabs!

Following last year's popular take up of flu jab vouchers we are pleased to offer all employees free flu vaccination vouchers for 2015.

Should you wish to order a voucher, which is redeemable at any Boots Pharmacy Store before December 2015, please let HR know, no later than 31st July 2015 so we can order in bulk.

Your personal voucher will then be sent to you towards the end of October for you to use in your own time.

The voucher will be valid until the end of 2015 although we are advised that the optimum time for a flu vaccination is in the Autumn.





Indeed, in the past, Taliban gunmen have killed or threatened tribal leaders who defied them, and the American military and the Afghan government have largely been unable to protect them.

NEWS

The pact appears to be the first in which an entire Pashtun tribe has declared war on Taliban insurgents.

SWH Civils has completed the construction of a helipad at Derriford Hospital, Plymouth. This facility replaces the old grassed landing area with a state of the art helicopter landing facility.

The new helipad provides a 24 Hr landing facility for the hospital which enables a wider range of aircraft than was previously possible to land adjacent to the Derriford Hospital Emergency Unit.

Devon & Cornwall Air Ambulances, along with air sea rescue Sea Kings can now access the hospital day and night, helping the Hospital Trust continue to improve their services to the community.

In addition, the next few weeks will see SWH Civils complete the construction of an equestrian/cycle bridge over the A38 at Heathfield. This structure forms part of a route linking Newton Abbot to the Granite and Gears cycle route which traverses the Dartmoor National Park.

Civils Manager, Jerry Bricknell said, "The whole of the SWH Civils team is delighted to have been involved in so many recent projects which will be of direct benefit to both local residents and visitors to Devon."





Project of the Year Award

The Reinstatement of the Grand Western Canal has been nominated for ICE's Project of the Year award! To vote for SWH Civils' project, and to read more, follow this link:

<http://bit.ly/1FLKOJd>



Twitter- #tipofthemoth

In order to engage in conversation, you must introduce yourself. You do this by creating a handle (username) which allows you to quickly describe who you are. A handle is essentially the name other twitter users will use to interact with you and include you in conversation. Your profile pic, header image and bio should also reflect who you are. Unless you're planning to create a satire or spoof account, you should use your actual picture and real name, so people feel more comfortable interacting with you.



You'll see (below) that SWH's handle/username is @SWH_i



WMN Business @WMNBusiness
SWH apprentice road worker awarded City and Guilds
Gold Medal for Excellence award @SWH_i



Exercising for better mental health

Exercise releases chemicals in your brain which improve your mood. Regular physical activity can help you concentrate and sleep better and can boost your self-esteem.

You don't have to go to the gym to be active. There are a lot of ways you can exercise, and they don't need to cost money.

As well as releasing natural chemicals that make you feel happier, having an active lifestyle can improve your health and the way you look. Being active can also be a great way to meet new people and take time out to forget the stresses of day to day life.

Leading an active life can help to improve your confidence. If you find something enjoyable and that you're good at, you may find it sets you a challenge - a goal to aim for.

How much exercise is enough?

Aim to do 30 minutes of moderate exercise five times a week. It may sound like a lot, but it isn't as daunting as it first appears.

Moderate exercise means being energetic enough so you:

- breathe a little heavier than normal, but aren't out of breath
- feel warmer, but don't end up hot and sweaty

You don't have to leap in at the full amount. Build up slowly at a pace that suits you.

You don't have to do a solid half hour either. Find three ten-minute slots each day if that suits you – or two quarter hours.

If you're busy and worried about finding the time to fit exercise in, try to find ways of making small changes to your routine instead. Perhaps you could speed up the housework or take the stairs instead of the lift, or get off the bus a stop early and walk the rest of the journey.

Employee Assistance Programme

Your Employee Assistance Programme (EAP) is available to keep you healthy. That's why you are entitled to free, confidential* counselling and information services, 24 hours a day, 365 days a year.

To use your telephone services, simply call:

0800 716 017 free, at anytime of the day or night.

*Calls are confidential unless we believe there is a risk of serious harm to you or anyone else

EmployeeCare

Access a wealth of online information at:

www.employeeecare.com

Enter our organisation's access code **SWH** into both boxes.

Compliments - May 2015

Thank you and well done to everyone for your continued efforts.

Area East

2x compliments for Kevin Chown and Jim Palmer including:

We are highly delighted with the work and the positive attitude of your people. Both men were very considerate and worked well for the Friends of Honiton Hospital

Friends at Honiton Hospital

Thanks to your people who reinstated the footpath today; a very nice job has been done.

Jamie Gill, Walnut Grove, Exmouth

I am really pleased with the works completed at Walnut Grove, Exmouth by Leigh Ellis, Paul Rowsell and Robert Hook. The operatives were extremely helpful, polite and well mannered. They worked very efficiently and it was a pleasure to have them around.

Janet Reddington, Customer at Walnut Grove, Exmouth

10/10, Great Job to Richard Board and Derek Snell

Faye Bowden, Topsham Resident

Praise given to: Tony Carr, Bruce Skidmore, Kevin West, Neil Ellis, Jed Saunders, Ryan Wakely, Wayne Vincent, Leigh Ellis, Paul Rowsell, Alex Berryman, Martin Stoneman, Kevin Boston, Andy Lock, Terry Hunt, Karl Hunter-Marsden, Steve Askew, John Burrridge, Andy Davey.

I am writing to express my thanks and gratitude for the kindness and co-operation afforded to both myself and my wife by SWH employees. This was during the difficult time of having to clear effects from my late brother's cottage, adjacent to work being carried out to lay drainage pipework which required a road closure in the immediate area. Their consideration and helpfulness during a traumatic time was exemplary.

Henry Carpenter

May I take this opportunity to pass on the thanks of Whimble Parish Council for all the patching work that has been carried out on Church Road, Whimble.

The surface is now much more pleasant to drive on and much better for all our vehicles! Thanks to Rob Barons, Paul Frost, Chris Pinnock and Martin Hooper.

Whimble Parish Council

2x compliments for Tony Carr, Kevin West, Neil Ellis, Jed Saunders, Ryan Wakely, Leigh Ellis, Paul Rowsell, Alex Berriman, Martin Stoneman, Kevin Boston, Andy Lock, Terry Hunt, Karl Hunter-Marsden, Steve Askew, Jon Burrridge and Andy Davey including:

Workmen on site were wonderful. They couldn't do enough to help especially on the school run.

Andrea Bass, Branscombe

Very polite and helpful workmen. Thanks to Jon Burrridge, Cameron Surtees and Pete Hollis

GP Hipkin, Axmouth



Compliments Continued

Area South

2 x compliments for Steve Munro, Chris Richards, Richard Chanter and Stuart Butterfield including:

Very Good. The lads were very considerate.

Mr Ellis, Ivybridge

2x compliments for Steve Vanstone, Dave Gilpin, Mike Vaughan, John Hutchings and Dave Lintott including:

Please would you pass on my thanks and appreciation to the SWH team at Rydon for their help on the Friday of the May Day Bank Holiday weekend. Following my mid-afternoon phone call to Dave to enquire about water filled barriers to close the Stover Country Park car park, Dave located and arranged for the delivery of sufficient barriers within 20 minutes and they were on site within an hour together with a supply of water to fill the barriers.

The work gang stayed until the barriers were in place and secure, were very helpful and humorous with it. Brilliant – well done & Thank you

Jon Avon, Stover Country Park

2 x compliments for Steve Miller, Barry Woodgate and Rob Hutchings including:

The men working on this project appeared to carry out the work well. Also they were considerate and helpful. Please pass on our thanks to them.

Mr and Mrs Cresswell, Ivybridge

Thanks for filling the potholes!

Lisa Edmonds, Devon County Council

Area West

*The work done was at the bottom of our drive, the workers were friendly and respectful. They ensured we had access when needed, nice job. Thanks to **Shane Barrow, Pete Hawkins and Adam Taylor.***

Mr and Mrs. Grimshire, South Molton

My husband and I are completely overwhelmed with the quality of work and the engineering feat of solving the problems associated with excess water flowing from byways and fields opposite Bolts House.

*Thank you to **Matt Neill, Steve Freeman and James Cox.** A proper job!*

S and W Pales, Torrridge



*Received good help in maintaining highway drains in our area. Thanks to **Mark Gibbings and Martin Seeley.***

M. Rossiter, Torrridge



Compliment Stats for May 2015

Division	Number of compliments received for May 2015
South (Ivybridge & Newton Abbot)	9
East (Exeter & Eastern)	9
North (South Molton & Tiverton)	0
West (Torrington, Tavistock & Okehampton)	4
Contracts	1

Compliments Continued

Surface Dressing

2x compliments for Gerald Hicks, Malcolm Sweet, Allen Fellows, Nathan Clark, Ashley Stoneman, Ted Skelton, Richard Easterbrook, Julian Grant, Martin Seeley, Mark Gibbings, James Clark, Julian Wilkinson, Les Rowse and Zac Taylor including: Thank you for keeping me informed and letting my riders through. Nice bunch of lads.

B Rundle, Woodleigh

Contracts

A note to say thank you to Darren Walker, Andy Brunt, Adam Downey, Paul Johnson, Sean Moysse, Dan Titball, Ian Webb, Jonathan Pope, Nick Crocker, and Anthony Rowe who undertook the work in Douglas Avenue Exmouth. Residents commented how courteous they were on the day and it's great to see the lining back in place this week.

Residents of Douglas Avenue, Exmouth

Minor Works

Thanks so much to Yvette Wilbraham and Minor Works gang. The playground looks wonderful. Looking forward to maybe working with you again in the future.

St Nicholas Primary School, Exeter

Dear Cris Peck,

We would like to personally thank you for all of your hard work and support that went into delivering Plymouth's fourth Sky Ride event on Sunday 31 May at Saltram. We are extremely pleased with how the event went. The media coverage, comments on social media and the general buzz around the Sky Ride was fantastic. We have subsequently received lots of positive feedback.

Please pass this on to all staff involved as we are very grateful.

Councillor Mark
Coker, Devonport
Ward



Hello,

Over the last couple of weeks, SWH have had a team of builders working in the market house. They are building a tourist information centre. I was sceptical when I saw a sign saying they wanted to "improve the image of the building trade".

I can happily say they have been great. I run a food unit next to them. They are friendly and polite, and don't act in the usual loutish behaviour. I'm used to builder/shop fitters/painters being rude and sometimes threatening if I don't give them a discount. Anyone who knows me is aware I am quick to complain, so I should like to give praise for once. They are tidy, and even considerate when moving vehicles around.

Well done

David, Taunton Trader

Getting to know you...

Ruthie Wright

Job Title: Temporary HR Admin Assistant

Background: I am originally from Cornwall and moved to Devon at the age of 17. I have worked in various companies over the years and in different job roles. South West Water (Technical Asst) Devon & Cornwall Constabulary (IT Trainer) AECOM (IT Asset Administrator) I have studied towards a Business Degree and Cert Ed in my later years at night school. Over the last 4 years I have spent time travelling Asia and training in Thai Boxing, Chess boxing, Brazilian Jiu Jitsu and MMA. Although I have retired from fighting, I still take part in boxing for fitness. Last year I sold my house, and travelled for 4 months, (my last stint). I am now living in Tiverton, settling down with my boyfriend and hoping to find a challenging permanent role within a reputable company.

What does your average day at SWH entail? I am still quite new to the role, but I deal with new starters, leavers, updating holiday, sickness, and dealing with payroll. I am also here to help anyone who comes in with HR/Payroll related queries.

What do you most enjoy about your job? I love variety, dealing with people, as well as challenging tasks.

And least? Probably the filing (when I get to it) especially if not in the mood...

What do you like to do outside of work? Outside of work I am a complete gym junkie, I have always been a sporty person and have lifted weights since the age of 20. I have been active in mixed martial arts for approximately 4 years. I also hold the British Flyweight

Chessboxing Title, but now only participate for fitness. I am a Personal Trainer and work with a few clients each week. I am also working towards fitness competitions/over 35 fitness modelling.

Do you have any favourite books/films/bands? I love listening to all dance music whilst working out, one of my favourite films is Apocalypto. I have read so many books for development purposes, I have never read a fictional book as an adult (I have tried, I always fall asleep!)

Do you have any pet hates? People who eat with their mouths open and chomp loudly!

Do you have any pets? We have a gerbil called Rocky, he lives in the airing cupboard. We adopted him as he was left on his own, apparently he liked wrestling and boxing all the other gerbils, but always took it too far.

If you could change any one thing, what would it be? Child and Animal Abuse... both are really upsetting, our world would be such a better place, if this did not happen.

If you were stuck on a deserted island, what 3 items would you take? Probably a chess board, my boxing gloves and round timer... I would always have something to do in terms of fitness and learning chess moves, would probably keep you mentally sane for years.

