

# SKYLINE

SUMMER 2017

**YOUR  
MAGAZINE,  
NAMED  
BY YOU!**



# Building FUTURES

Our Sherburn apprentices  
on sharpening skills and  
kick-starting their careers  
**Pages 10-12**

A lucky break **PAGES 6-7**

Your roadshow questions answered **PAGES 8-9**

Use your head (gear) and stay safe **PAGE 14-15**

**Win**  
More prizes  
to be won.  
See inside!

**COMPETITION**

# WELCOME TO SKYLINE

- your magazine, named by you!

**T**hanks to **Jamie Godley**, Internal Loader, Dalton for his inspired suggestion, and congratulations on being the proud owner of a new iPad! We think the name looks great on the cover.

Read about what Jamie thinks of *Skyline* in his Guest Editor spot below.

## A WORD FROM YOUR GUEST EDITOR...

"I really enjoyed the first issue of the magazine, so I was genuinely delighted – and pretty surprised! – when I was told my suggestion had been chosen as the winning name.

"The magazine is a brilliant idea. It's great to see what's going on across the company and learn new things. It shows how impressive Severfield really is – including our employees and projects.

"As well as working on Line 8 in Dalton, I write for *Scootering Magazine*, reporting on rallies around the country and overseas. In fact, I've just come back from one in Germany. So, when the Severfield magazine (or Skyline as it's now called) launched, I was really keen to get involved. Thanks to Anna, Melissa and Charlie for giving me the opportunity.

"This issue's look at apprentices (see pages 10-12) should be a real eye-opener to the endless possibilities Severfield has to offer. I have two close friends, **Daniel Etherington** and **George Chisholm**, who joined as apprentices and are now working on the new stadium for Spurs. Dan joined six years ago, and George just started a couple of months ago and already loves it!

"This issue proves to be another belter – there's even a story I suggested, about just why safety gear can mean the difference between life and death (see pages 14-15).

Anyway, I'll stop rambling and let you find out for yourselves.

"I hope you enjoy it – and don't forget to get in touch if you want to be the next guest editor! Details are over on the right..."

**FANCY BEING THE GUEST EDITOR FOR THE NEXT ISSUE?**

GET IN TOUCH!

EMAIL

communications@severfield.com



Jamie receives his new iPad from Anna Gray

## SO, WHAT DO YOU THINK?

Thanks for all your feedback on issue one – it's great to know whether you think we're on the right track.

This is your magazine, after all, and that's why we would love to hear what you'd like to read in it. Just like Stephen Swanton and Lee Hodgson have done (thanks guys!) for this issue – see page 5 for an idea they suggested. So if you've got a suggestion for something you think would make a great story, get in touch and you could win a goody bag if the story goes in the magazine!

### HERE'S WHAT YOU THOUGHT OF ISSUE ONE:

**82%**

of you felt better informed about Severfield by reading the magazine

**71%**

found the magazine either useful or very useful

**92%**

said you enjoyed the magazine

**OUR PROJECT STORIES**

were most popular. You also asked for more project and people stories – and more content overall!

## SAY HELLO TO US

We'd really like to hear from you! Share your ideas, stories, feedback and photos, and send them our way:

Drop us an email: [communications@severfield.com](mailto:communications@severfield.com)

Pick up the phone: 01845 577 896

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## OUR PROJECTS



1. Wimbledon, London (p3)
2. Ballinamallard, Northern Ireland (p3)
3. V&A, Dundee (p4)
4. Lostock, Bolton (p4)
5. Farringdon Street, London (p5)



## WIMBLEDON

Whatever drama unfolds in the circular stadium of Wimbledon's No. 1 Court, our aces are making sure rain won't stop play.

# COURT PROCEEDINGS

**1** Ten years on from our involvement in the now iconic moving roof at Wimbledon's Centre Court we're back at the home of lawn tennis. This time for the redevelopment of No. 1 Court.

The aim might be the same – to keep the great British summer at arm's length! – but, as Project Manager **Darren Brockhouse** explains, the design and construction of the roof support is unique, having to envelop the distinctive structure of No. 1 Court, just below the slopes of 'Henman Hill'.

"The new sliding roof tests our engineering expertise to the extreme," he says. "There are 11 trusses, with a total weight of 620 tonnes, and each truss spans 75 metres."

### LET IT SHINE

While the roof will be rolled out at the first hint of rain, it's designed to let light flood through too. And, just below, there'll be a brand new hospitality section.

**Darren Brockhouse**

"The cantilever steelwork to the existing bowl structure will extend the hospitality area, with an unparalleled view of the venue," Darren says. But this provides a technical challenge, too.

"The sheer number of fixings – bolt and Hilti – required to fix the cantilever steelwork back to the existing bowl slab has been both a logistic and a real technical challenge," Darren admits.

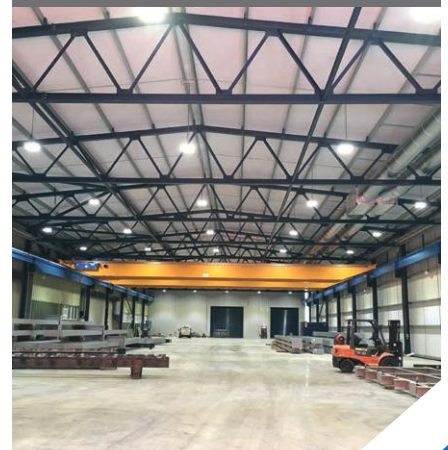
Working closely with the whole team, including consultants, the main contractor and the All England Lawn Tennis and Croquet Club has meant that we've been able to take these challenges in our stride and, already, year one's works have been completed on time. Just two more years to go!

"We still have to be aware that the world's most famous tennis tournament is taking place directly below us, and while the rain might have other ideas, we're determined not to let our build stop play over the next couple of years," says Darren.

## A LICK OF PAINT

**2** Severfield (NI) are building a new 2700m<sup>2</sup> paint shop to increase its painting capacity and boost its production of painted steel. The building was designed in-house with ventilation, electrical and mechanical equipment designed, sourced and installed by local specialist contractors.

The new facility will see six new paint working areas when it comes online this month.



## VICTORIA & ALBERT MUSEUM

# SHIP SHAPE

**It's the biggest new museum built in Scotland for over a century, and Severfield has steered the course for its successful completion.**

**3** Scotland's first ever museum of design, the Victoria and Albert (V&A) Dundee, is set to transform the waterfront of Scotland's third city. And with its two ribbed, ship-like buildings twisting and projecting out over the River Tay, it's a dramatic sight.

For Project Manager **Fiona Fisher**, the landmark building was to be her first ever commission – no pressure then!

"It's been a challenging project," she says, "but with the efforts of our dedicated team we handed over the completed project bang-on programme in January.

The museum's two separate three-storey buildings feature sloping external walls that merge together at roof level – it's an eye-catching scheme dreamt up by Japanese architect Kengo Kuma,

designed to complement its neighbour, the iconic Antarctic ship RRS *Discovery*. Below, the River Tay will flow between them both once the temporary cofferdam keeping the river water out is removed."

### SHAPE SHIFTING

"The building changes shape and orientation at each level and is clad with decorative precast concrete units," Fiona says. "We had to connect our steel to these curved walls with millimetre-perfect precision."

Elevated structural steel and metal decking floors span between these sloping external walls, with internal cores at three levels to tie the whole structure together. As you'd expect in a gallery, the floors favour large, open-plan spaces.

"Long span beams and trusses have been used to give the huge open-plan floors needed by the galleries," Fiona explains. "Because of this, we've needed heavy connections between the floor beams and the concrete walls."

To help erect these heavy trusses Fiona had to organise for a 250-tonne mobile crane to be set up on the temporary cofferdam – a logistical and technical challenge due to the size and weight of the crane. The largest truss to be erected resembles the prow of a ship protruding out over the river bank.

"It's been an amazing project to work on, made possible by the expert technical input, commitment and accuracy of our design team, fabricators and site crews," Fiona says. "I'm very proud to have been



### CLIENT FEEDBACK...

"The Ordsall Chord team at Severfield worked closely and collaboratively with Network Rail to successfully deliver a project that is vital to improving rail services – thank you."

**ORDSALL CHORD, NETWORK RAIL**

"Severfield provided an outstanding performance throughout the planning, design and construction stages at the V&A Dundee. We experienced a truly collaborative working relationship and valued their professional proactive approach, which led to the successful completion of a key section of the project."

**V&A, BAM CONSTRUCTION**

## LINE OF DUTY

**4** It'll transform the fabrication process, and ramp up production capacity like never before, but first, it has to be constructed – all 100 metres long and 7 metres high of it!

When fully up and running, Lostock's new 'T and I' line will be able to assemble flat plates into the girders' distinctive top 'T' sections and then the vertical 'I' sections. Set to be the biggest of its kind in the UK, it has the capacity to produce girders up to 3.5 metres deep and 1.5 metres wide.

"It'll be nothing short of transformative," says General Manager **Andrew Smedley**.

"The current way is to lay a jig down, put three pieces together, tack weld them, turn them over and weld again. Manually, you'd be looking at a week to make an 'I' section. With this, it's less than a day to make a 20 metre by 2.5 metre deep girder."

With another machine coming on line at the same time – an edge rounding machine shaping out a radius on all the corners, for painting – Lostock's looking up.

"This will increase our plate girder capacity by 6 or 7 fold," Andrew says, "and it will open up new markets for us, while helping us to keep doing what we do best – top quality fabrication."

given the opportunity to lead such an iconic project – it's given me a firm footing to progress my career in projects."

**FIND OUT MORE ABOUT FIONA FISHER IN STEEL STORIES ON PAGE 17**



## LONDON DEVELOPMENT PROJECT



# CAPITAL ASSETS

**Why our Severfield (UK) London Development Project (LDP) is reshaping the very heart of the UK's financial district.**

**5** Farringdon Street, deep in the heart of the City of London, is one of the oldest in the capital. But, as our prestigious LDP project begins to take shape, it's clear – things don't stand still around here for too long.

"We've been here for ten months, and we're set to finish at the end of summer," says Associate Project Director [Steve Dobbs](#), as we take a look around.

It's an impressive site. The ground level floor rises a full 10 metres to create a double-level storey with a huge atrium, from levels five to nine. Underneath, there's a 50 by 75 metre auditorium, with dining and conference facilities for thousands. Make no mistake – this is no run-of-the-mill new kid on the block. Although only nine storeys high, because of those soaring storeys and saw-tooth shaped facade, the structure will be an imposing new London landmark.

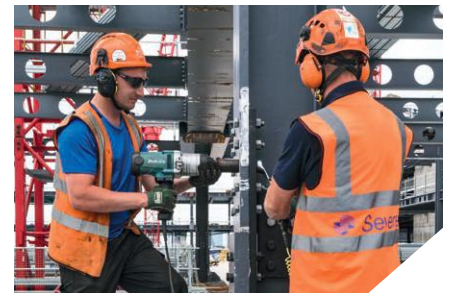
"Forming part of level one there's a hugely complex transfer structure, including six girders weighing up to 90 tonnes each," Steve says. "And they're not ordinary beams, they're curved, fish belly girders with bifurcate (forked) ends."

### A SMOOTH OPERATION

Heavy components, tricky tolerances, custom-designed connections and blast welds – the build's had its challenges: "From an engineering point of view it's been quite a feat," Steve says. "It's a huge site – 150 metres long and 90 metres wide – with a crane servicing each quarter.

The £45 million project will be a flagship new destination for its occupiers, who've been hands-on throughout the process.

"We've faced many challenges delivering the project from complex heavy fabrication, logistic constraints



and all the obstacles you encounter when working on major inner-city developments," says Senior Project Manager [Martin Clyne](#).

"Once that starting gun goes off it's a race to the finish and we've definitely had some high-pressure moments, but we're on track to deliver ahead of schedule and that's down to the skill and dedication of everyone involved. Our off-site team have worked exceptionally hard to ensure the steel is available and our site team have worked tirelessly to ensure the project is delivered safely and efficiently. Everyone should be extremely proud of their part in delivering this project."

"Good job by all involved. Good progress on site – we are really happy with the guys' performance overall – drawings, management, fabrication and erection."  
**GALLIFORD (1-9 SEYMOUR STREET)**

"Since the very start, we've been delighted with the positive attitude and experience that is clearly evident from within the Severfield team at every stage of the project. The tender stage was a very collaborative approach, which has continued right through, demonstrating a great team ethic and forming strong partnerships."  
**COAL DROPS YARD, BAM CONSTRUCTION**

✓ THANKS TO STEPHEN SWANTON FROM LOSTOCK AND LEE HODGSON FROM SHERBURN WHO SUGGESTED THIS STORY! A VOUCHER AND SOME SEVERFIELD GOODIES ARE WINGING THEIR WAY TO YOU BOTH!

**SUGGESTED BY YOU!**



# TRADING P

**Sometimes the best careers don't run to plan – but, often, it's these unexpected detours that can truly unlock our people's best potential, as these stories show.**

**I** call it my lucky break," Stuart Haslam says, when he looks back on the time when his Severfield career took an unexpected turn. One that has continued to shape his career with us today.

It was 20 years ago this summer that, fresh from his NVQ Level 2, Stuart joined our Lostock team as a fabricator.

Fast forward seven years, and – following an out-of-work accident – Stuart found himself heading to A&E to get a plaster cast on a broken arm.

After recuperating at home for a while, and keen to get back to work, Stuart was offered the chance to swap the steel plant for light duties – as cover in Lostock's busy Production Planning department.

"Back then, the office block was literally upstairs from the fabrication shop, but it felt like a world away," he says.

**An accident outside of work changed the path of Stuart's career... and he hasn't looked back since**

*"I'm living proof that, with the right support, you'll be amazed at what potential you have."*

**STUART HASLAM,  
ASSISTANT PROJECT MANAGER**





# LACES

## A FRESH START

Here, away from the heat and the noise of the factory floor, the Production Planning department oversaw the company's critical production scheduling – forecasting and preparing for each individual step in the fabrication and delivery process.

It was, Stuart says, nothing short of a real eye-opener.

"In fabrication you only see what's on the shop floor," he admits, "but here I was, just yards away from where I used to work, and I was given a completely new perspective on just how every role relied on everyone else's..."

His dedication and determination to soak up all the new challenges the Production Planning department threw at him meant that even when the itchy cast was finally removed, Stuart was convinced – there was no going back.

"You learn so much, about yourself, and about the business," Stuart says. "I discovered I had good organisation skills and people skills."

## MOVING ON UP

It didn't go unnoticed. When a job came up as an Assistant Project Manager within Severfield (UK), [Jed Hulme](#), a Project Manager who'd witnessed Stuart's work first hand, nominated him for the role.

"The Projects team work really closely with the Production Planning team – so he'd seen qualities in me he thought would be great for his team."

He got the job. And now, Stuart's working alongside Jed on our Ordsall Chord project in Manchester.

"I can be organising the details, going back and forth with clients to

make sure they're happy, making sure the site dates are being hit, or arranging when to bring steel in," Stuart says.

## A BRIGHT FUTURE

A year into his new role, and what's Stuart learned so far?

"It's been incredible," he reflects. "I was always a quiet person, but I've developed so much, holding meetings with clients, planning major construction works, making sure everyone's got what they need to hit the deadline."

"I'm absolutely loving it. I always like to be learning. Isn't that what life's about?"

As Stuart admits, his career has taken some unplanned diversions. But Severfield has been with him every step of the way. "I'm living proof that, with the right support, you'll be amazed at what potential you have," he says.

His advice? "Mention your goals during your Personal Development Reviews/ Job Chats with your manager or speak to [Karen Jenkins](#), our Learning and Development Manager, who is always happy to help."

Which, let's face it, has got to be a much better method than breaking your arm, right?



## DID YOU KNOW? OUR PRODUCTION PLANNING DEPARTMENTS:

- Draw up preliminary lists of materials needed when a contract is won
- Work out how to use materials – cutting and nesting – to minimise waste
- Scope out workload capacity plans
- Organise efficient workflow throughout the site
- Ensure budgets and deadlines are kept on track.

## ALL BASES COVERED



Stuart's not the only one to have taken a career detour. [Tom Harker](#) began his Severfield life as an Apprentice Fabricator, successfully completing the course a few years ago. Now he's moved from factory floor to on site as a Trainee Construction Manager.

"What inspired me to join construction was knowing that I would see the development of the sites with my own eyes. It's always been a great interest of mine and to get this opportunity to progress within the company feels like a great achievement," he says.

LOOK OUT FOR MORE ON TOM'S  
STORY IN OUR NEXT ISSUE

# WHAT'S ON T

Our full year results have been published, and we'd like to thank everyone for their hard work over the last 12 months. At the staff roadshows this year, you asked us what we've got planned for the year ahead. We get the inside story on the projects set to shape Severfield.

**E**very year, at the start of the summer, the arrival of our full year results gives us a chance to take stock and see how well we've been performing as a company over the last financial year.

2016/17 was a great year, with underlying profit before tax up by 50%, to £19.8 million, against an order book of £229 million. Our revenue was up 10% to £262.2 million and our Indian joint venture generated a profit for the first time.

But results don't tell us the whole story, that's why our roadshows are so important too. They're a chance for you to ask us the questions that matter to you: about our performance, and about where we're headed in the future.

At our roadshows, two really strong themes came out this year – our joint venture in India, and our move into European markets.

Underlying profit before tax up by

50% ↑↑  
to £19.8m

(£19.3m excluding CMF Ltd and our Indian joint venture JSSL)

UK order book of

£229m

(at 1 June 2017)

▲ A strong future ahead

Revenue up 10% to

£262.2m

## ADVANCE INTO EUROPE

Although the market leader in the UK, Severfield has, until now, been relatively unknown throughout Europe. A new focus on the continent aims to change all that.

We spoke to our new Business Development Director, **Gijs Kannekens**, in our recently opened Netherlands office, to find out a little more.

"I've worked in the steel industry for over 25 years for ZNS – Zuid-Nederlandse Staalbouw (Southern Dutch Steel Construction), ZNR – Zuid-Nederlandse Ramenfabriek (Southern Dutch Window Factory)



Gijs Kannekens

and after the merger in 2008 for Hollandia BV. During those years I have worked on all types of projects around Europe and in the UK.

"The market in Europe is a bit different from here. A lot of principal designs, for example high-rise offices, are often drafted in concrete.

Nevertheless, numerous projects are being designed and built in steel and I am convinced that Severfield can be a strong partner for European clients.

"Typically, the projects we're aiming for include warehouses and distribution centres, railway

stations and airport terminals, but also bridges and stadiums – in other words, we're targeting projects that are in line with our experiences and capabilities.

"In the next couple of years, we want to develop a strong team within Severfield Europe BV. Estimators, Project Managers and Tender Managers will co-ordinate future European projects and make our move into Europe a success – as I'm confident it will be."



# THE HORIZON?



Altair, Sri Lanka

**BONUS UPDATE**  
 Following recent feedback on Group Bonus Arrangements, a new bonus scheme has been put in place for 2017/2018. If you've not yet received details of the new scheme, you'll be receiving them soon. If you have any questions in the meantime, please get in touch with your local HR team.

**Our Indian JV generated profit for the first time**  
 £0.2m profit

## THE NEWS FROM INDIA

Our Indian joint venture continues to form an important part of Severfield's international growth plans. Last year, trading showed a profit for the first time ever. We spoke to **Adam Semple**, Acting Group Finance Director, to get the bigger picture.

"We believe the Indian market presents great opportunities for steel fabrication, as the country moves from concrete to steel construction. Trading results for 2017 were encouraging. The business generated strong operating margins thanks to winning some higher-margin commercial work, generally secured from the conversion of projects from concrete to steel. The order book of £73 million is currently at a record high.

"Posting a profit for the first time grabbed the headlines, but the business has been stable over the past three years. That stability, though, has historically been overshadowed by the high cost of financing the joint venture's local debt. It's these interest payments that have been offsetting its positive operating margins. Thankfully, we've recently repaid around £11 million of that debt, which will help the business to be even more profitable in the future.

"We've come a long way over the past three years. Our plan is to keep growing the business and focus on its long-term value."

## ON THE ROAD – ROADSHOWS FOR OUR CONSTRUCTION TEAMS

If you haven't had your roadshow yet, don't worry – it's on the way. This year we decided to do things a little differently for our construction colleagues, based on direct feedback. MDs and Directors will be out and about over the summer months visiting sites to talk you through our results and find out exactly what matters most to you. Where site visits haven't been possible, you'll still get a roadshow pack with your results infographic, Severfield baseball cap and the opportunity to get in touch with questions. As ever, we really value your input – so please do share it! If you have any queries, please get in touch with us at [communications@severfield.com](mailto:communications@severfield.com)



# FUTURE PROOF

**How do we keep the skills that set Severfield apart from the rest? It's all about recognising raw talent, and making our sites places where it can thrive and grow.**

**A**pprenticeships are good for business, and good for people. They're one of the best ways smart companies can build for the future, invest in vital on-the-job training, and lock in the skills that otherwise might be lost when long-serving colleagues retire. And, as our track record shows, they're a proven way to attract the smartest and most dedicated young talent – the people who will go on to shape our company over the coming generation.

"Apprenticeships have a vital role to play in supporting us to achieve our goals now and in the future," says Learning and Development Manager **Karen Jenkins**, explaining that Severfield works closely with local colleges, such as Malton's well-respected Derwent Training Association, to give young people the skills they need to make the most of their talent and enthusiasm.

"We're passionate about providing great career opportunities for people from local communities," Karen says. "And by developing a sustainable, highly skilled and well-trained workforce, it provides a crucial talent pipeline for the future. Let's face it," Karen laughs, "none of us are getting any younger, so planning for the future is essential!"

The lads benefit from plenty of on-the-job advice, from people like Prep Shop Supervisor, **Bryan Jemison** (second from left)



This year, we've welcomed 30 apprentices across our sites. With the help of mentors in each department, they're gaining vital on-the-job experience, and developing a sense of where their true passion – and skills – lie.

"Right now, apprentices are mostly found on the factory floor," says Karen, "but with the introduction of the apprenticeship levy and the government's renewed focus on the training and skills sector, we're confident there'll be many more opportunities for new – and existing – employees to train in a much wider range of areas."

You know what they say – you're never too old to learn!

We visited Severfield (Design & Build) in Sherburn to speak to three people who know, first hand, just how an apprenticeship with Severfield has changed their lives, and kick-started their careers...

**TOM ADENS**  
Joined Severfield as an apprentice in 2012, completed his apprenticeship and moved into a Trainee Inspector's role last year. He qualified as an NDT (Non-Destructive Testing) Technician this February.



**JAMES SAWDON**  
Joined as an Apprentice Fabricator/Welder in August last year.







**Why did you apply for the apprenticeship?**

I spoke to a careers advisor and also my friend Howard Cooper, who really recommended Severfield to me. I thought it was a good industry to get into – it felt like it had a good future.

**What was good about the course?**

With it being one day at college and the rest on site, you had the chance to get to learn a wide range of skills. Every area has a mentor you work alongside until you're confident to use the tools and then you're off. It sinks in a bit more that way.

**What did you enjoy most about it?**

I enjoyed the main fabrication

department, the engine room, the variety of work – and the opportunity to do an MPI course, on magnetic particle inspection.

**What surprised you most about the job?**

Its early starts! The 6:30am start was a bit of a shock at first – it still is. Also, the job variety – but that was a nice surprise.

**What are your hopes for the future?**

Severfield gave me a contract to be a checker straight from finishing my apprenticeship, and now I'm a full time NDT inspector, so I want to really develop my skills and experiences in this area.



**Why did you apply for this apprenticeship?**

I knew university wasn't the route for me. I love engineering, and I really liked the idea of learning on the job. I'm quite a hands-on person.

**What's good about the course?**

It's a four-year course, with one day at college and the rest on site. I much prefer doing something manual than a desk job.

**What do you enjoy most about it?**

I love the variety. Tacking, welding, the bit shop, the fabrication lines, all of it really. You watch how your mentor does stuff, then you do it. If you're out of line, they'll point it out – but basically, you're learning by doing. And that's what I love.

**What's surprised you most about the job?**

The fact that I'm left handed has caused a few teething problems for the trainers – you move around the steel in a completely different way, so it takes a bit of time to translate what they're showing me to completely the opposite way around!

**What's the support like in the factory?**

They're a good bunch of lads. You can have a laugh with them, and you know you can ask them for help if you need it.

**What are your hopes for the future?**

It's too early to tell – but I know I've made the right choice. I've just started doing my own beams independently, so there's always a new skill to practise.



**JAMES POWELL**

Joined in 2013, having already started his apprenticeship at another college, he continued his apprenticeship with Severfield (Design & Build). He completed his apprenticeship in April 2016, and is now a qualified Fabricator Welder.

**Why did you apply for the apprenticeship?**

I got into it at college when I was 16, doing a bit of welding, sheet metal work and benchwork. I wasn't too fussed on machining, but I took to the welding side of things immediately. I seemed to have a good eye for it.

**What's good about the course?**

You're doing the actual job at work, pattern development, tacking, plating – you get a good all-round introduction to what goes on.

**What did you enjoy most about it?**

My mentor, **Dave Sellers**, (a Fabricator Welder who started his own Severfield career as an apprentice in 1978) was great – he was a tacker too, and that's what got me into it. I like a challenge – after your first three months you're on your own. That's when you really start learning.

**What surprised you most about the job?**

The pay was better than I thought it would be! A lot of my friends were doing apprenticeships in other industries, and they weren't taking home as much as I was. At 18, it was a great start.

**What's the support been like?**

The lads are really helpful. The main thing they tell you is just to take your time. There's no rush. It really is a good company.

**What are your plans for the future?**

In time, I want to progress. Maybe come off the shop floor. I don't want to be on tools all my life – maybe I'd like to go into health and safety, but right now, I'm happy learning all I can.

*"Apprenticeships have a vital role to play in supporting us to achieve our goals now and in the future."*

**KAREN JENKINS, LEARNING AND DEVELOPMENT MANAGER**

**THE FUTURE'S BRIGHT...**

Think you know someone who's got the drive and dedication to be a Severfield superstar of the future? We're always on the look-out for apprentices for all our sites. Have a chat with your local HR Business Partner or email [grouphr@severfield.com](mailto:grouphr@severfield.com)





**It's fun, it's free and it'll make you feel a whole lot better. Why walking is your fastest route to health.**

**T**o stay fit and healthy, there's one change we can all make. Get up and walk!

In our industry, sometimes we can kid ourselves that if we're on our feet all day in work, we've been more active than we think. As a result, how many of us use the car, or take the lift, when walking a few more steps might be a far better move?

"Walking is something we all do and it can make a real difference to fitness and feeling good," Severfield's [Sian Evans](#), HR Director, says.

Sherburn's [Bryan Jemison](#) and [Danny Boyes](#) know a thing or two about that. The pair, along with Bryan's brother Graham, have just scaled Yorkshire's three highest peaks.

"Even at 54 I like to keep active," Bryan says. "Taking on the Yorkshire Three Peaks was the perfect challenge, but it isn't essential to keep fit."

Going for a nice walk at the weekend is a great way of spending time with your family and friends and getting fit."

He's right. Walk 10,000 steps a day and you could lose 1lb a week without even realising it. That's over 3.5 stone in a year.

"We're doing our bit to encourage everyone to get up and get active," Sian says. "Set yourself a daily challenge – it's much easier to achieve success if you set goals."

**COMpetition**

**Grab a FREE pedometer**

WE'VE GOT 50 PEDOMETERS TO GIVE AWAY TO THE FIRST 50 PEOPLE TO GET IN TOUCH. EMAIL [communications@severfield.com](mailto:communications@severfield.com) / TEXT 07800 627777 / 07800 627871 WITH YOUR NAME, WHERE YOU'RE BASED, AND A CONTACT NUMBER.



Bryan, Danny and Graham prepare to set off

## WALK FOR GOOD

Bryan and co raised an incredible £786 for Saint Catherine's Hospice, Scarborough, but you could walk for any other cause close to your heart. Prostate Cancer UK for example have lots of events ([prostatecanceruk.org/get-involved/march-for-men](http://prostatecanceruk.org/get-involved/march-for-men)) or get in touch with the communications team [communications@severfield.com](mailto:communications@severfield.com) / 01845 577896 to see how The Severfield Foundation can help.



## BE SUN SAFE

Sunburn doesn't just ruin your summer, it can present a real health risk – especially if your office is outdoors all summer!

Skin cancers are on the rise, with 15,000 cases of melanomas (the deadliest strain) in the UK last year. So if you're working or walking, don't forget to slap on the sunscreen this summer.

- Look for both UVB to protect against the damage you see (burning) and UVA for the damage you don't (deep skin damage that can cause cancer)
- Go for SPF 30 or above. And reapply every couple of hours
- Don't think 'the more expensive the better' – ranges from ASDA, Wilko's and Avon all perform as well as luxury brands.



For Severfield's Kevin Bennett, his PPE helmet made the difference between a life-changing incident and a close shave.

# LIFE SAVER

**I**t completely knocked me off my feet, the force was so great," Kevin Bennett says, recalling the morning that his PPE really did make the difference between life and death.

The cause? As Kevin and his team were unloading a delivery vehicle, one of the Seversafe offload posts became stuck. When the offload post became free it fell uncontrolled, striking Kevin square on the top of his head.

Fortunately, there was the little matter of his safety helmet between his head and the offload post.

*"Those thin layers of plastic saved my life, it's as simple as that."*

**KEVIN BENNETT, STEEL ERECTOR,  
COAL DROPS YARD**

"The force of the post could have snapped my neck," Kevin says, "or it could have been fatal." Instead, the inner polyurethane shell of the helmet cracked, dissipating the force, and leaving Kevin no more than a little shaken.

## CHAIN REACTION

Lessons learned all round. Perhaps the most important of which was just how vital our PPE equipment really is.

"This incident could have been far worse if not for the safety helmet Kevin was wearing," says SHE Director, Phillipa Recchia.

"The outer shell stayed intact, and Kevin only sustained minor injuries – a stiff neck for a day or two."

"While we think of PPE as the 'last line of defence', incidents like this illustrate just how they can reduce the risk of injury or harm should an incident occur," Phillipa adds, "and why we all need to ensure that PPE is worn at all times when risks are identified."

Helmets, of course, are mandatory on construction sites – a fact that Kevin has absolutely no problem with.

"Those thin layers of plastic saved my life," he says. "It's as simple as that."

## THE CENTURION HEIGHTMASTER – IN DETAIL

Short peak for  
**EASY  
UPWARD  
VISIBILITY**

Dry-Tech Sweatband for  
**COMFORT  
WHEN WORN  
over a period of time**

**MADE OF HIGH  
QUALITY ABS**  
– acrylonitrile butadiene styrene,  
a thermoplastic material with  
excellent impact resistance  
and toughness

**20% LIGHTER**  
than average safety helmets  
– at just 430g



Kevin Bennett



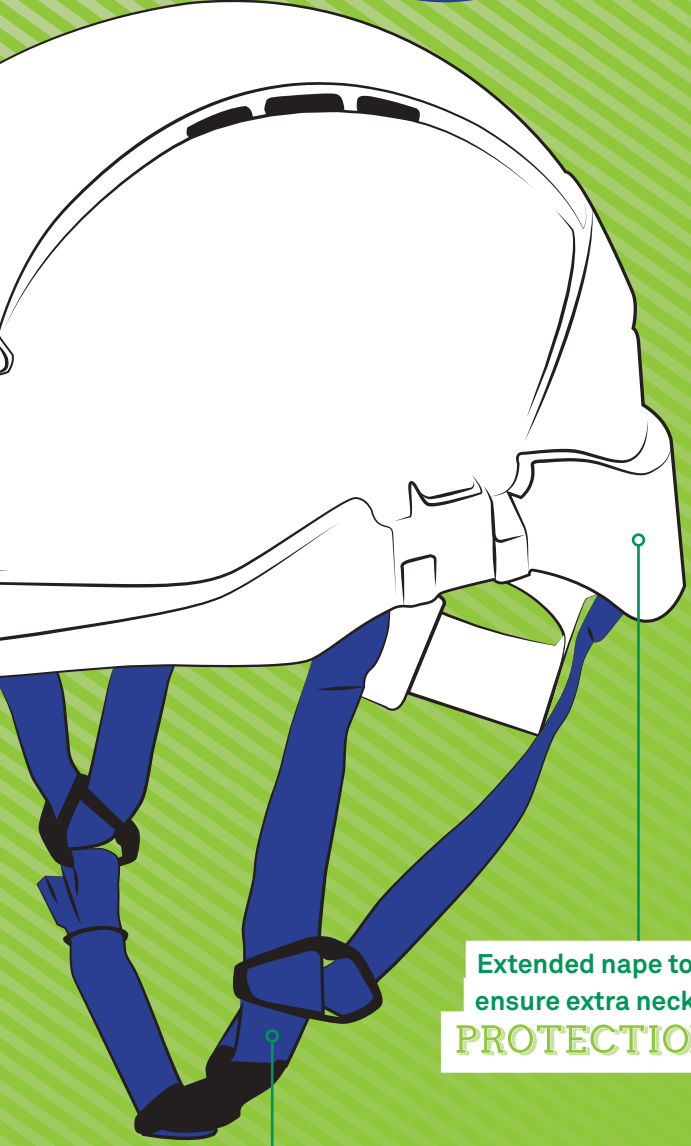


SUGGESTED BY YOU!



TOP TIP OFF

OUR GUEST EDITOR JAMIE GODLEY, INTERNAL LOADER AT DALTON, RECOMMENDED OUR SAFETY STORY – THANKS JAMIE! IF YOU HAVE A STORY SUGGESTION, EMAIL communications@severfield.com



Extended nape to ensure extra neck PROTECTION

4-POINT CHINSTRAP to prevent the helmet falling when looking up and down

SAFETY UPDATES

BRILLIANT BARROW

500,000 man hours without a reportable injury. That's the impressive number we've reached on our BAE Systems project at Barrow-in-Furness. "I'd like to thank everyone for setting high standards for others to aspire to," says Richard Miles, Project Director for Morgan Sindall.



TERRIFIC TWOSOME

Congratulations to two of our Severfield (UK) Steel Erectors Joel Stilborn and Connor Maguire who were recognised as Employee of the Month in the Mace Monthly Awards (April). Winning the award for their excellent compliance with health and safety standards, Claire Burns, Mace Manager, particularly praised the pair's "good management of their work areas and helping to push the job onwards."



COAL POWERED

Winning a BAM monthly safety award in June makes it an impressive six in a row for our Coal Drops Yard crew – congratulations to all involved. Let's keep up the impeccable track record!

PAINTER MAN

Routinely and without prompting, painter Steve Butler barriers off any access to awkward pieces of steel during his painting process in Dalton, preventing accidental entry to a hazardous area. His best practice hasn't gone unrewarded – he's been presented with a power pack charger by Production Director Wayne Barron as a reward for doing the right thing! Well done Steve!



A DAY FOR LIFE

Eddie Hamilton recently supported a safety awareness day at our Ferrybridge site. As part of the national 'Stop the Drop' and 'Working at Height' initiatives, the day saw a range of stalls and suppliers putting on demonstrations, and the client was delighted with all of the contractors who organised and took part in this invaluable day. Well done Eddie!





# WHEELS OF STEEL

Congratulations to everyone who took part in this year's record-breaking Fisher Cycle Challenge. It was our most successful, and most fun, ever.

"It was a typical Fermanagh day – sunshine splitting the stones one minute and torrential rain the next!" says Severfield (NI)'s Heather Williams, when we caught up with her to share her Fisher Cycle Challenge 2017 memories.

Then again, it was anything but a regular day. It's not every day 300 cyclists gather to power through the lanes of County Fermanagh, taking in those spectacular views (if they've time to look up from the road) and coming together for a cycle ride like no other.

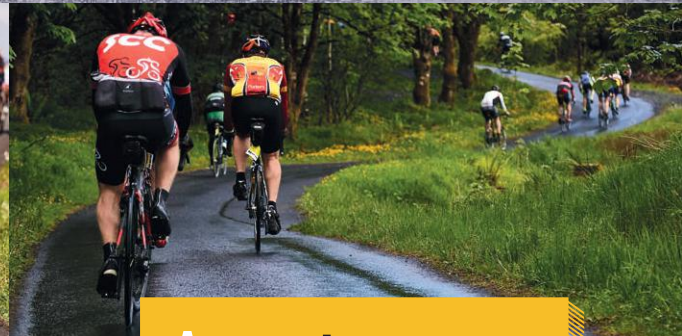
And it's not every day that the combined pedal power of colleagues and friends – come rain or shine – raises over £20,000 for causes close to our hearts.

## A TEAM EFFORT

"What can I say? Each year this event seems to get bigger and better, despite the previous year being a roaring success," says Severfield keen cyclist **Stevie Quinn**.

"I chose (under duress) to face the 45-mile route. At the main pit-shop we were warmly greeted by colleagues telling us there's a very big hill coming up. They were half right, there were two!

"I arrived back to a fantastic BBQ. The organisers had planned it so that everyone arrived back at roughly the same time, which meant there was a good crowd for the prize giving. The highlight of the day for me was Mark Veitch from our local cycling club getting third place on the King of the Mountain Challenge (fastest cyclist on the uphill sprint)! This was a truly memorable and exciting event, thanks to everyone involved."



## A great cause

"This year, money will go to The Severfield Foundation, Cancer Connect (NI), Fermanagh Stroke Association and Jengana – all of which have a local connection to Ballinamallard," says Heather.

"The success of the event is down to the generosity and willingness of all at the Ballinamallard site, and I couldn't be prouder of them all," she adds.

As they say in Fermanagh, it sounds like it was a grand day indeed.

We'd love to see more riders from across the group next year. So get on your bikes!

## MORE INFO

[fishercyclechallenge.co.uk](http://fishercyclechallenge.co.uk)



# STEEL STORIES

Severfield (NI)'s first female Project Manager, **Fiona Fisher**, shares her story with us. And like all construction professionals, it starts with little coloured bricks, not huge steel columns...

## ... I GUESS IT ALL STARTED WITH LEGO

I remember vividly playing with Lego bricks as a child and I always had a keen interest in buildings. We grew up on a farm, so there was always a practical, hands-on approach in our family.

## I NEVER WANTED THE 'NORM'. I WAS ALWAYS DETERMINED TO DO SOMETHING DIFFERENT

I completed a BTEC National Diploma in Construction and the Built Environment – at that stage I wasn't sure where that would lead me.

## A LOVE OF ENGINEERING CREPT UP ON ME

And the deeper I got, the more I knew it was for me. I graduated with a First Class BSc Honours Degree in Construction Engineering and Management. I was always interested in how everything came together to form the completed structure – from design to build.

## I WAS ONE OF ONLY FOUR GIRLS ON THE COURSE

... but I finished top of the year, beating 110 fellas! That's where I met my future husband, Alastair Fisher, whose family were deeply connected to the business.

## MY FIRST JOB WAS A PLANT CO-ORDINATOR

I was in the Group Services Division, organising all the access equipment and heavy cranes, and the logistics. It gave me great insight into what was involved with managing a project. So when the opportunity arose to pursue a career in project management I jumped at the chance. Fortunately, at Severfield, people judge you on your skills, not what gender you are.

## I'M CONSTANTLY FASCINATED BY THE WORK WE DO

When I carried out my placement year at Severfield, I spent time in the office and on the West Burton Power Station site.

It gave me an appreciation of how skilled Severfield was at delivering prestigious projects. Now, as a Project Manager, it's so rewarding seeing our site teams erect such technical structures with millimetre precision.

## I'M REALLY PROUD OF MY FIRST COMPLETED PROJECT – THE V&A DUNDEE

The design of the structure is extremely complex, I learned so much. We used long span beams and heavy trusses, which tied into sloping external concrete walls that changed shape and orientation at each level. The nature of the design required large numbers of heavy connections between the floor beams and the concrete walls. It's a completely unique building.

## FOR ME, THIS IS JUST THE BEGINNING...

There are so many avenues you can go down in this industry. It's not just hard hats – every day is so different, so you never get bored. Always new challenges, always new issues, I knew the 9 to 5 was never for me. This job just proves it every day.

*"I finished top of the year, beating 110 fellas!"*

**FIONA FISHER, PROJECT MANAGER**



V&A Dundee

READ MORE  
ABOUT OUR V&A  
DUNDEE PROJECT  
ON PAGE 4

Fiona Fisher

TAKE

# WIN! £30 OF ARGOS VOUCHERS

Solve the crossword, then re-arrange the 10 letters in yellow squares to find a Severfield word – like last time, it could be anything linked to our company. Send your answer to [communications@severfield.com](mailto:communications@severfield.com) with the subject 'crossword' and five lucky winners drawn from the hat will each receive a £30 Argos voucher. Good luck. The closing date is Friday 29 September 2017.

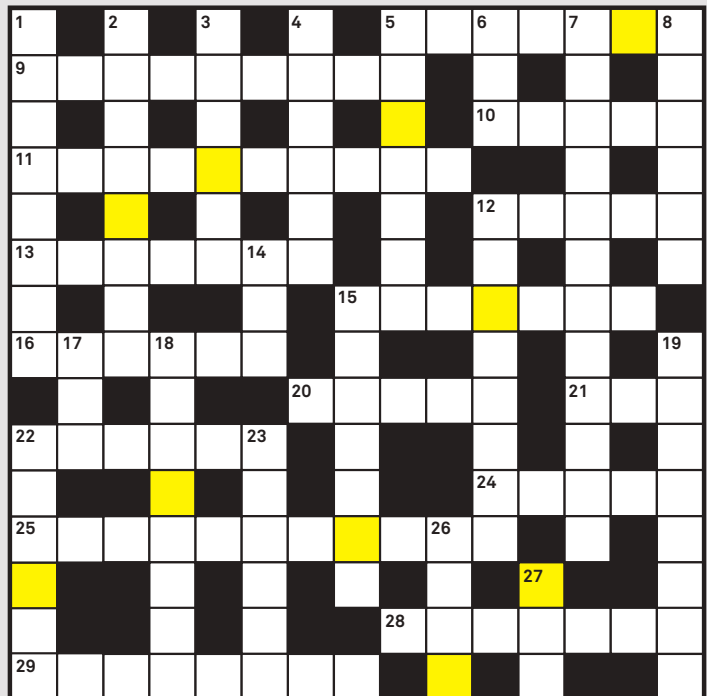


## ACROSS

5. See 20 Across
9. And 5 Down. He scored two goals in the 2017 Champions League Final (9,7)
10. Logan, the television sports presenter (5)
11. Her decision to hold a General Election in June 2017 did not go entirely to plan (7,3)
12. Red Rum, Shergar or Desert Orchid (5)
13. Leonardo Da Vinci, Rembrandt and Damien Hirst (7)
15. People who lack courage (7)
16. Seaport in South Africa on the coast of KwaZulu-Natal (6)
20. And 5 Across. Her films include *Notting Hill* and *Erin Brockovich* (5,7)
21. National Basketball Association, in short (3)
22. Old and covered in dust, it is spun by a spider (6)
24. And 8 Down. One Direction singer who released a solo album in 2017 (5,6)
25. Period during which a young person develops from a child into an adult (11)
28. See 6 Down
29. Severfield-built stadium in which Arsenal play football (8)

## DOWN

1. Nicola Sturgeon is this country's First Minister (8)
2. Alfred Hitchcock or Steven Spielberg (8)
3. Greece's capital city (6)
4. Inuit canoes (6)
5. See 9 Across
6. And 28 Across. 1984 character... or popular television show (3,7)
7. Star of the 2017 movie *The Wizard of Lies* (6,2,4)
8. See 24 Across
12. Continuous pain in the head (8)
14. Number of years in a decade (3)
15. Group of stars in close association (7)
17. Mysterious object seen in the sky (3)
18. Baffle and bemuse (8)
19. Small red beetle with black spots (8)
22. Accusation made against a prisoner brought to trial (6)
23. Container for holding shopping (6)
26. Fish often kept in a large pond (4)
27. Parent-Teacher Association, in short (3)



# Sudoku

Fill in all the squares in the grid so that each row, each column, and each 3x3 square contains all the digits from 1 to 9.

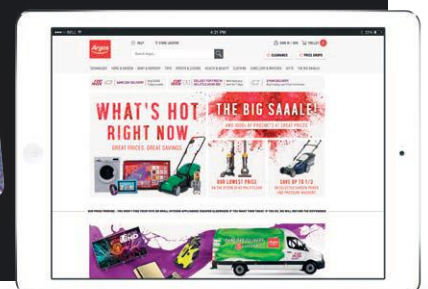
		2	7					3
			8					4
5			2		3	8		
2	5	4					3	9
							7	
		3				1		
		5			4			6
			3	1		9		
7	4		5					

Ts and Cs: No cash alternative to vouchers or prizes will be given. Open to all employees of the Severfield Group. Winners will be drawn at random from all correct entries. Judge's decision is final.

## WINNERS' CORNER

### CONGRATULATIONS

The crossword solution from our last issue was: **STRUCTURE**. Our five lucky winners were **Holly Painter – Bid Assistant, Paul Jane – Assistant Project Manager, Glen Millar – Site Foreman, Steve Raw – Engineering Manager, and Andrew Watkin – Estimator** – enjoy spending your Argos vouchers!





## DID YOU KNOW?

Dundee's new V&A Museum has **RE-ROUTED THE RIVER TAY** – it now flows between the two new Severfield-built buildings  
 Read more on page 4



We've got over **30 NEW APPRENTICES TRAINING WITH US**

this year across all our sites, and we've enrolled almost 100 apprentices over the last three years. That's what we call investing in the future  
 Read more on page 10



Our new **T&I LINE MACHINE** at Lostock will cut down the time it takes to make a girder from **ONE WEEK TO ONE DAY**  
 Read more on page 4

# YOUR SHOUT OUTS

Who's gone the extra mile? Who would you like to say 'thank you' to? If a colleague, client or contractor has made your day just a little bit better, we want to hear about it. So here's your chance to pay it back – and make their day...

Huge congratulations to the construction teams at our LDP site, who raised £340 on a day's whip-round in support of Prostate Cancer UK. Nice work chaps!

### ( CLIENT SHOUT OUT )

Just a quick personal thank you for the excellent job done in Poolbeg. I want to highlight the exemplary work carried out by Steven Virtue, Richard Cadden and Micky Mimmagh on this challenging project. All three carried out their works to the highest professional standard and quality, which is a credit to Severfield.

FROM DIARMUID O'SULLIVAN, PM GROUP

I'd like to give Catherine Bell a shout out as she's recently been promoted to Office Manager. On top of her promotion, Catherine is the driving force behind our Social & Charitable Committee and we would be lost without her.

FROM SCOTT FERGUSON, FOREMAN, SHERBURN

Send your shout outs to [communications@severfield.com](mailto:communications@severfield.com) and you could feature in the next issue

## WHERE DO YOU READ YOURS?

We know that our colleagues work in some weird and wonderful places – so the question is, where's the most unusual place you've read Skyline? And it doesn't just have to be at work – George Bloom and Jeremy Rose took their copies on holiday!

So send us your pic, and the most creative will be in with a chance of winning a special prize.



George Bloom, Project Manager, Sherburn took his copy on holiday... and underwater with friends!



Jeremy Rose, Maintenance Manager from Dalton, read his copy of Skyline with Elvis in Las Vegas!

Jeremy's wearing our new Severfield baseball cap – if you haven't got yours yet, get in touch with [communications@severfield.com](mailto:communications@severfield.com)

# SHOT of the season

On site, with your team, or a spectacular sight on the way to work – we want to know what your Severfield looks like.



  
What's *your*  
shot of the season?

SEND YOUR SHOTS TO  
[communications@severfield.com](mailto:communications@severfield.com)  
AND THE BEST ONE WILL  
BE PRINTED IN THE  
NEXT ISSUE

## DUNBAR ENERGY RECOVERY FACILITY

Sometimes, to really get the full picture, you have to rise above it all. What did we do without drones?

**W**e love this aerial shot of our Dunbar Energy Recovery Facility. From the air, it looks a little like a supersized SD card! It's actually a 3,300 tonne construction for our clients Viridor, in East Lothian, Scotland. When it's fully up and running later this summer, it'll deliver 30mw of renewable energy to the National Grid.

A massive thanks to [Matthew Brown](#), Site Engineer, who managed to grab this terrific shot – which also proves we did have a sunny day on the site!

### OUR CLIENT SAYS...

"I'd really like to thank the Dunbar site team. The lads have worked hard through some really bad weather conditions to complete the steel. Nothing was ever a problem and they pulled the rabbit out of the hat time and time again for us. Your Site Manager [Gordon Prentice](#) and all your guys kept health and safety a top priority and everyone worked well as part of the big picture. Once again, massive thanks to you all." **George Carrie, Interserve Senior Site Manager**

**WANT TO FEATURE YOU AND YOUR TEAM IN THE NEXT ISSUE?**

If you've got a story about the work you and your team are doing, or want to be a guest editor, project photographer or be involved in any way, please get in touch! Email [communications@severfield.com](mailto:communications@severfield.com)