

SKYLINE

SPRING/SUMMER 2019

COMPETITION

Win!

There are 5 Severfield
Tile Mates up
for grabs!



Second SIGHT

Breathing new life
into old buildings

Pages 6-7

Wearable tech that keeps HAVS at bay PAGES 4-5

Building London's newest bridges PAGES 10-11

Lostock's Bay 4 ready for business PAGES 12-13

WELCOME TO SKYLINE MAGAZINE

Your magazine... built by you



A WORD FROM YOUR GUEST EDITOR...

**FANCY BEING
THE NEXT
GUEST EDITOR?**

WE'D LOVE TO HEAR FROM YOU.

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Welcome to another brilliant issue of *Skyline*. As Guest Editor, I've found this issue full of really useful and interesting features, and I hope you will too.

Ensuring fittings are fabricated on time is an integral part of the factories' operation. That's why the experienced team in the Bits Shop is so important. You can read about their great work on **page 18**.

Elsewhere, we continue our focus on mental health awareness (**page 16**). It's important to understand how mental health issues such as depression can lead to gambling, but equally how

gambling can lead to mental health issues. Our piece on Severfield's Chris Burns and his football team's hook-up with the brilliant 'Gambling with Lives' charity shows there is help out there.

Working on the big central London sites brings unique challenges that only a dedicated workforce can deliver, as you'll find out in our piece about a day in the life of a steel erector on 60 London Wall (**page 6**).

We also look at how serious and

potentially disabling HAVS is, and why our control measures need to be adhered to (**page 4**).

On a personal level, I'm looking forward to getting one of my projects through the impressive new Bay 4 at Lostock (**page 12**) - I can't wait to see it in operation!

Enjoy the issue!

Kyle Fletcher

Project Manager

GOT A STORY?

We want to hear it! If you've got an idea for something you think would be great for *Skyline*, let us know. There's a prize for the stories we use.

Drop us an email:



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STAR ATTRACTION

Build it and they will come, they say. We did just that in Dundee, and they came in their thousands!

Scotland's first-ever museum of design, the V&A Dundee was the biggest new museum launched in Scotland for over a century. And it was a huge launch of another kind for Project Manager Fiona Fisher – her first-ever project.

Six months after it opened its doors, we're taking a look at how the completed build has helped reshape the city of Dundee, showing just how transformational our work really is.

"In terms of impact, it's been record-breaking," Philip Long, Director of V&A Dundee tells us.

Before opening, Philip reveals they estimated 500,000 visitors in the first 12 months, settling to a steady 350,000 a year after that.

"We are already over 400,000 visitors, as of February 2019," he says.

EVERYONE'S A WINNER

Landmark projects like this do far more than just bringing visitors through their doors. They have a huge knock-on effect to the surrounding area, too.

"We are delighted to see a boost in visitors to some of the other excellent attractions in Dundee and across the wider Tayside region," Philip says.

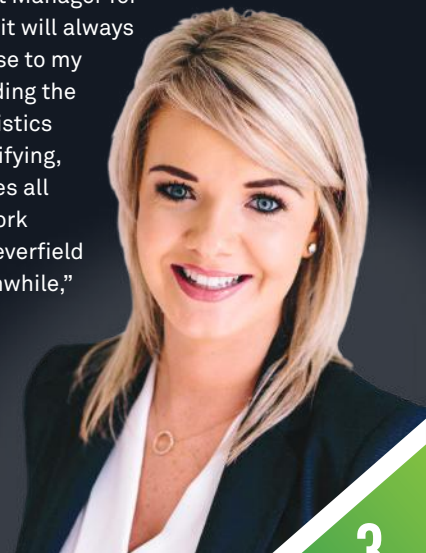
"V&A Dundee has always been a partnership project, with one of its aims helping to accelerate the regeneration of Dundee and providing a real boost for the city."

Philip reveals that visitors aren't just travelling from Scotland to the museum, but from across the UK and internationally.

For Project Manager Fiona Fisher, the landmark building was equally a landmark event in her career.

"I feel very fortunate and proud to have had the opportunity to work on such a prestigious project," Fiona tells *Skyline*.

"As the first project I delivered as a Project Manager for Severfield, it will always be very close to my heart. Reading the visitor statistics is very gratifying, and it makes all the hard work from our Severfield team worthwhile," she says.



Fiona Fisher



HAVS:

DON'T LEAVE IT TO CHANCE

You risk damaging nerves, blood vessels and joints in your hand, wrist and arm if you don't follow some simple, common-sense procedures.

Ronnie Mason calls himself 'one of the lucky ones'. However, his dad was less fortunate. Working as a miner, he'd use drills as part of his daily battle to win coal from the seams of the north-east's collieries.

"He developed carpal tunnel syndrome, and had to leave work in his early 50s. Back then, no one gave a second thought to safety. Even in the steel industry. You just kept grinding away all day," explains Ronnie, who's a plater at Dalton.

But, seeing his dad's frustration at not being able to grasp even a cup of tea, Ronnie knew that, if he could help it, the same fate wasn't going to befall him.

"My approach to grinding has always been 'let the tool do the job, and don't put any pressure on it', and it seems to have paid off. I've been in the industry for over 40 years," he says.

But as Ronnie will be the first to admit, when you're working with grinders and drills, there's a trade-off: vibration.

While vibration might well be a fact of life, HAVS – Hand-Arm Vibration Syndrome – doesn't have to be.

And that's why our Reactec system, used across all our fabrication lines, is – in its own way – the most powerful tool of all. A small wrist-worn exposure monitor, it's your crucial line of defence against this life-changing condition.

"I've seen what HAVS can do," says Ronnie, "and when young lads complain about having to reset their monitor because it hasn't charged properly, or who ignore the readings it's giving them – I'll show them exactly what they're gambling with," he says.

Because, left unchecked, HAVS can ruin lives. What starts as numbness and tingling quickly progresses to the 'white finger' stage, whereby temperature changes result in crippling pain because the damaged blood vessels simply can't circulate blood efficiently.

Worse still, HAVS symptoms start to look more like frostbite. "I show the lads pictures of blackened fingers, which are essentially dead. There's nothing you can do for them," Ronnie says.

SYMPTOMS AND SIGNS

The debilitating condition starts with tingling and numbness in the fingers after a prolonged spell on the tools. But the real trouble is getting stored up, only to make itself known five, ten or 20 years down the line. And when it strikes, it's already too late.

"You don't see signs and symptoms for years," says Severfield SHE Manager Simon Atherton.

"When you're young, you think you're invincible. But it couldn't be further from the truth. No one is immune. That's why it's essential everyone gets into the habit of adapting safe working practices when they're young."

WISE WORDS OF ADVICE

"I tell everyone, the best thing you can do is prevent yourself getting it in the first place. Whatever there is out there that can help you, you should embrace it."

Reactec follows the Health and Safety directive's well-proven points-based system. Safe practice allows for a vibration exposure



Ronnie Mason

WHAT IS HAVS?

Hand-Arm Vibration Syndrome (HAVS) is a potential condition brought about by exposure to vibration.



It commonly presents as vibration white finger or carpal tunnel syndrome.



It's caused by the transfer of vibration through a worker's hands and arms, and results in nerve damage, restricted blood flow to the hand and fingers, and lack of fine motor control.



Unchecked it can lead to reduced strength, lack of grip, severe pain and muscle wasting.

FIND OUT MORE

If you're worried about HAVS or want some further information, speak to your local SHE Advisor or your Manager.

"We want to know if there are better tools on the market with lower vibration. If there is, we can invest in them."

SIMON ATHERTON, SEVERFIELD SHE MANAGER

level of 100 points per day. Levels between 100 and 400 are considered to be in the danger zone, while any exposure of over 400 is completely off limits.

"It's simple enough to use," says Ronnie. "The problem comes when people interpret the read-outs wrongly. It's not about grinding until you reach 400 then stopping for the day. It's about trying to stay within the green. And, if you hit amber, take a 15-minute break, tell your line manager you're in the amber and they'll be there for you.

"Some tools are harder than others, the lighter the grinder, the more the vibration. But no one wants to use a big, heavy grinder, even though they'll clock up the points slower. So, again, it's up to you to listen to your body, and keep checking your read-outs," Ronnie says.

And it's something that Severfield is actively monitoring on site, too. "We want to know if there are better tools on the market with lower vibration. If there is, we can invest in them," Simon says. "SHE advisors from across the group have been carrying out monitoring exercises across sample construction sites utilising the Havimeter which records the trigger time of the

tools the construction teams use to bolt the steel up on site and the tools used by our wrap up team.

The impact wrench, when it makes that final tightening turn, is where the erectors really feel the strain," he says.

Limiting the number of bolts to 800 a day is a start, but the future undoubtedly lies in technology advancing.

Eventually, Simon believes, next-generation tools will engineer the problem away – Lostock and Dalton's new air grinders are so balanced that monitoring is only required intermittently.

"Air grinders pump out five times less vibration than the electrical ones," Simon says.

But, ultimately, as Ronnie says, it's not about the tech, it's about the user.

"The power to stop getting HAVS lies in your hands," Ronnie says.

Simon Atherton





60 LONDON WALL, LONDON

SECOND TIME AROUND

We all know the importance of recycling. But what's it like when you're asked to recycle a building? We spoke to the team that's making it happen.

1 What's harder than constructing a *brand-new* building in the centre of one of the world's busiest capital cities?

Ask Severfield (NI) Site Manager David Leitch and Project Manager David McGurk, and they won't hesitate: "building a *new* structure on top of an *existing* frame," they say.

Fortunately, it's something that the company has had previous experience of – with a similar project of ours just down the road in London's Victoria district. But every build is different.

For this job, we were tasked with transforming a 1980s nondescript office block,

in the shadow of the towering facades of TwentyTwo Bishopsgate and the Gherkin, and transforming it into a shining, 11-storey retail and commercial destination, complete with scenic lifts whizzing upwards in a full-height atrium to a new glazed roof.

"They've demolished the central core and perimeter to the top of the existing building, and we've extended from floor six to floor 11, with two new cores," explains David McGurk. "It's a 2,000-tonne build, which isn't one of the

biggest jobs, but it's been one of the most challenging," David Leitch says.

Why? Because, despite all the best-laid plans of the engineers, architects and drawing office, it's only when the cladding and the concrete come off that the site crew really get a sense of what they were dealing with.

INTO THE UNKNOWN

"At that stage there's a lot of site surveying of the existing frame, to draw off as much information as possible, and usually that's when you discover that the existing frame isn't exactly where the drawings say it is!"

And, as David McGurk, says, that's when the fun starts...



David Leitch

FACT FILE

LOCATION:	City of London (London Wall)
CLIENT:	La Salle
MAIN CONTRACTOR:	Skanska
ARCHITECT:	EPR
TONNAGE:	2,000t
SEVERFIELD:	NI



"This is a building that's approaching 40 years old with an existing steel frame that was originally concrete encased. So when you add that to the disturbance you get when you demolish a building, it's no surprise that you're really dealing with the unknown when you embark on a project like this," and that unknown, if not scoped out properly at the start, can lead to beams being fabricated too long or too short, or connections simply not fitting correctly. We also had the added complexity of some existing beam levels not matching up exactly with the new theoretical levels.

This required close engagement with Skanska, as well as the architect and engineer, to propose the best way forward." In order to limit the amount of unknown elements, our site teams carried out extensive "as-built" and photographic surveys, which were sent back to the drawing office. "This allowed our designers and detailers to see exactly what they were dealing with and how best to detail connections and beam lengths. This made our lives easier on site. Although, with the nature of the project, if there were times when a detail didn't work out, then we had to go back to the drawing board," David Leitch says.

Sounds simple. But there's a further complication, as David McGurk explains.

"Getting our engineers on board early to start and do a full survey of all our connection points to tie back into the existing frame, is critical. But there's a catch. At the early stages they demolish from the top down, but we build from the bottom up, so the last bit of survey information we were getting was the first bit of survey information we needed to start your actual construction!"

REDUCE, REUSE, RECYCLE

If, like us, you're beginning to see quite how complex refurb's are, you'll be wondering why clients don't

simply pull the whole thing down and start again. But you only have to look around the streets surrounding London Wall to see the way construction trends are heading in tightly packed cities. With a lack of existing empty space, planning laws for new buildings are getting ever tighter, and there's an environmental incentive to reuse and recycle. Not to mention trying to keep some airspace free so that skyscrapers don't continue to steal light from existing buildings - an increasing problem in built-up areas.

"Refurb projects are sometimes referred to as 'cut and carve' jobs, and that's a good description. The building is sliced back, then we reshape it, and create something completely new," David McGurk says.

"Yes, it's a learning curve, but it's a very valuable one, and as these types of job are becoming more common, it stands us in good stead for the future."

"Completing a job like this helps us know what to expect, which in turn helps us advise clients on what pitfalls to avoid when they consider giving an old building a new lease of life. We become known and respected in the industry," he adds.

"On an ordinary job you get a set of drawings from an engineer and off you go. With 60 London Wall, we had a lot more groundwork to do in order to progress to the fabrication stage. But thanks to the close engagement between us, the engineers at HTS, and all our crews here and in Northern Ireland, I'm really proud of what we've achieved."



David McGurk

HOME AND AWAY



L-R: Nathan Armstrong and Colin Sinclair



We meet two Severfield (NI) Steel Erectors, currently travelling 500 miles to work every week on their commute to the capital and back!

What's it like when you're young, free and single and have got your accommodation all paid for in the bright lights of the big city?

Well, it's early to rise and early to bed, if you're working 11 storeys up on a 12-hour shift. But for Nathan Armstrong, at just 22, he's having the time of his life.

Nathan's just one of the 20 or so crew who fly over from Northern Ireland to Stansted each week to work on the 60 London Wall project we've shone the spotlight on, on [page 6](#).

For him, the life of a steel erector 500 miles away from his County Fermanagh home is a life he feels he was born to lead.

"When I left school, I started work putting up farm sheds, then I moved to Severfield to the job I'm doing now," he says. That was a couple of years ago and, back then everything – the work, the travel, the staying away from home – was new.

"Yeah, it was a bit of a change," Nathan admits. "But I was working with a grand bunch of lads and had a great mentor in Chris Ellis, my Foreman, who took me under his wing. You're homesick at first, it's only natural. But it didn't take me long to get into the swing of things," he says.

Since then he's worked across England, Ireland and even Belgium – but his heart remains at home. "I love what I'm doing, but I know all this travel won't make me want to ever leave home for good. I'll definitely return there one day."

For now, Nathan's days – at least his Mondays to Fridays – are spent 30 metres or so above the busy streets of the City of London, fixing beam to beam, connection to connection.

"All our work's set out in different phases. One squad will get to do a floor, or part of a floor. It's well set out – you know what you've got to do each week. At the start it took a long time for me to get going, and figure out what was on the drawings, but when I needed help, the lads were right there for me."

"Yeah, it was a bit of a change. But I was working with a grand bunch of lads and had a great mentor in Chris Ellis, my Foreman, who took me under his wing."

NATHAN ARMSTRONG

ONE OF THE GANG

One of those lads, Colin Sinclair, is less bothered about working at heights than most. One of his hobbies is sky diving which he first did when travelling in New Zealand. It's safe to say 60 London Wall's modest 11 storeys are nothing to him.

"I'd been travelling and spent some time in Australia as a joiner. When I came home I saw the job advertised and I thought I'd give it six months," Colin says. Three years later, he's still doing the 500-mile commute every week. "The weeks just fly by," he says.

"The accommodation is good, and I work with a great team of lads."

So what's the downside, we wonder? "This sort of life won't suit everybody," Colin says. "Maybe if I had a family it would be different, and sometimes it's hard to catch up with friends and family back home when you've only a couple of days to see everyone. But our gang sticks together. We see each other right.

"At least we do get home every weekend," Nathan says (and admits he takes his bag of washing home to his mum!).

"There are lots of jobs where you work away from home and don't get back nearly as often."

LIVING FOR THE WEEKEND

For Nathan, time back at home is a time for socialising. "You definitely have to leave that for the weekend, it's no good when you're working."

Colin explains that most 12-hour shifts start with a team talk in the hut with the Foreman, ensuring everyone knows what's got to be done. Then it's a case of taking the beams from the cranes, banking them into place, bolting and tightening them up, "just like a big Technics set!

"We start at seven, so we'll get in around half six, work until tea break at ten, then have another break at two, then we're finished at seven."

"Then we'll all go and grab something to eat together," says Nathan, "but there are no late nights. It's back to the hotel and bed. By that time, you're so tired that's all you want to do."

So... the life of a young lad with a place in the big city?

"It's a good life," Nathan says with a smile.

EAST WICK AND SWEETWATER BRIDGES, LONDON



L-R: Bobby Harris, Andrew Akehurst, Gethin Williams

MIND THE GAP

When new neighbourhoods are created, it's all about making connections. And when waterways cut through them, it's the bridges that link them together...

2 East Wick and Sweetwater are the latest developments to come out of the London Olympics legacy plan, in the shadow of the mighty London Stadium.

The two communities will feature up to 1,500 new homes, a nursery, library and a health centre. Weaving through this masterplan, however, are the tributaries and canals of the River Thames. So long the lifeblood of the capital, but a bit of a nuisance when you want to take your toddler to play group.

That's where the bridge team at Severfield has come into action, overseeing two of the vital bridges that are set to knit this new neighbourhood together.

GOING FOR GOLD

The scheme is built around an area known as 'Fish Island', right opposite the

London Stadium – what was the 2012 Olympic Stadium. As part of a wider range of improvements for movement to and from the island, these two bridges – known as H14 and H16 – couldn't be more important.

"Bridge H16 is a new pedestrian and cycle bridge connecting Sweetwater, in Hackney Wick, to Fish Island, in the west," says Gethin Williams, Assistant Project Manager. More importantly, the bridge links the houses with the green spaces of the Olympic Park.

"H16 spans the River Lee Navigation Canal. It was built offline onto temporary support steelwork," explains Wayne Powlesland, Project Manager, "then this 97-tonne structure was moved from its build area into the radius of the LTM 1,800D – a 1,000-tonne capacity mobile crane – using SPMT vehicles," he says, explaining how these self-propelled

modular transporters carry the bridge towards its new home.

"Street furniture was removed to get access for the crane, which lifted the bridge in one piece."

"We used a superlift counterweight on the crane to achieve the 1,000-tonne lifting capacity" Gethin says. Now, the 36-metre long skewed bridge, with its weathering steel, is a handsome new addition to this up-and-coming area of East London.

RAISING THE GAME

For bridge H14, the challenges ramped up a little. For the Monier Road bridge, the challenge was to upgrade an existing pedestrian bridge into a pedestrian, cycle, bus and vehicle bridge, crossing the River Lee Navigation.



2



FACT FILE

LOCATION:	East London
CLIENT:	TFL
MAIN CONTRACTOR:	Balfour Beatty
TONNAGE:	296 tonnes
SEVERFIELD:	UK

“We had a seven-week offline build starting in early March,” Gethin says. “We built the bridge offline using a 350-tonne mobile crane, and bridge members were delivered in six sections, welded and bolted together on site into the one final bridge structure to be installed over the waterway.”

“The largest transported section to site was 18 metres long, and weighed 44-tonnes,” he adds.

All of which means, in a busy capital, delivery – especially of the girders – happened under cover of darkness, when the streets were a little less congested. In total, the 43 metre by 14 metre bridge



weighs in at just shy of 300 tonnes. Once assembled and welded offline, there’ll be an overnight possession for the final positioning of the new structure, again with the help of SPMT units. “Building off-line on temporary support steelwork means that, when it is moved, we will be using one of the largest mobile cranes in the country, the Gottwald AK680,” Gethin says.

With three weeks before handover, everything is looking good. “We’re welding on site now, and are on track to hand over on schedule,” Gethin says. “The whole team; erectors, surveyor, scaffolders and welders are doing a fine job.”

Being so close to the Olympic Park clearly brings out the champion in everyone.

BAY WATCH

It's all eyes on Lostock's updated and improved Bay 4, as the production line is now in full operation following its recent investments.

It's immaculate in here and the lads are dead keen to keep it that way!" says Kevin Nowell, Bay Operations Manager for Lostock's recently spruced up Bay 4, as he shows us around his new and improved workplace.

The recent investment over the past two years of around £3 million has done much more than scrub the decks clean though, it's meant a massive upgrade to the whole environment.

Gone are the two 30-tonne overhead cranes and, in their place, there are two new 50-tonne cranes: that's an increase in carrying weight of 40 tonnes. Not to be sniffed at, as it means the bay's in line to bid for a lot more jobs, especially the likes of HS2 when that massive project finally comes online, and Network Rail's CP6 upgrade project.

A SOLID FOUNDATION

The upgrade started, literally, from the ground up, as Andrew Smedley, General Manager, explains.

"We took a long, hard look at how we organised ourselves on the shop floor, and the first change we really wanted to make was in our cable management. Now all the cables, and the gas, are off the floor and raised into the air on booms, which makes the day-to-day operation so much smoother."

Kevin agrees: "It used to be like a snake pit on the floor," he laughs. "Now it's so much easier to get on with the job, instead of having to drag the cables from the walls to the production line."

"From start to finish it took us about 16 months," says Andrew, "but ten of those months were planning, making sure we were clear on what our objectives for the redevelopment were."

Of course, the main objective was to increase the capacity of the cranes on the bay, as Andrew explains.

"Increasing our single lift capacity opens up more projects and reduces our costs on site because we can send bigger parts in transit. All of which means many more projects are well within the scope of Severfield."



Andrew Smedley



RAISING THE STAKES

“The two cranes are fantastic; the way they move on separate blocks, it’s just so much easier to handle than the old ones,” says Kevin. “The lads love using them.”

And the benefits are already coming in – with the Luton DART (Direct Air Rail Transit) viaduct first off the new and improved bay.

Coupled with the cranes is the bay’s new blasting machine, capable of handling plate and section up to 3.5m wide and 20m long.

“Previously, we cut un-blasted material into components to

be put onto pallets and then moved them into another bay to be blasted” Andrew says.

“Now we can blast raw material here, instead of loading them on baskets, reidentifying them, and bringing them back into the fabrication area, it’s brilliant,” Kevin says.

“There’s always a level of scepticism when you start a major change programme.” Andrew says,

“but by keeping the guys involved throughout the process, listening to their concerns, and addressing the points they raised meant that the transition was really smooth.”



Kevin Nowell

“My personal view is that, in a six-month period, we’ve transformed a 1980s fabrication bay into the flagship heavy engineering production facility within the whole of the country,” Andrew says.

Kevin agrees: “We’re cleaning up every tool, every day,” he says, “the bay is a fantastic place to work, and we’re determined to keep it that way.”

B&M DISTRIBUTION HUB, WIXHAMS

GRAND DESIGNS



Forget about so-called 'shrinkflation'. When it comes to distribution warehouses, we're always breaking new ground. And this build is our biggest yet...

3 When our clients continue to think big about their distribution plans, there's a name that they turn to, to get the job done – Severfield (Design & Build), of course!

Market-leading discount superstore chain B&M needed to create a huge new distribution hub in Wixams, Bedfordshire. So, our client Kier Construction got in touch with us: the right people for the job.

And when we say huge, we mean much larger than you might think. As Project Manager Dominic Coates explains: "In terms of footprint, this is by far the largest build we've ever been involved with. It's over half a mile long. Stand at one end, and you'll be hard pressed to see the other end clearly."

THE INSIDE STORY

All of which translates to a building that's over 1 million sq ft in size - that's enough to fit in 16 football pitches.

"It's basically a five-span industrial warehouse," Dominic says, "with an internal mezzanine, external canopy and a vehicle maintenance unit outside."

Add an extensive metal staircase package, an internal chiller room for all those B&M perishables and the odd winter storm to make life interesting, and suddenly there's no such thing as a typical portal frame build. Every job is unique!

"That internal freezer that we boxed out will be able to store goods up to minus 28 degrees," Dominic says. But in January and February it must have felt close to that outside, on some days.

"Yes, building on such an exposed

site through the winter can be tough," says Dominic, recalling how storms Freya and Gareth did their best to derail them, with their 60-mph winds and torrential downpours.

"There are always challenges when you build big. With such a huge footprint, that's a lot of ground that has to be safe, dry and level to erect on," says Dominic.

GONE WITH THE WIND

"With such huge pieces of steel, we can't operate in wind speeds of more than 12.5 metres per second, and some days we were getting 30 metres a second or more, so we just had to sit it out," Dominic says.

Still, the team of five gangs set to work, in between the storms, to deliver the project in a swift 14 weeks.

"We were taking delivery of 21-metre valley beams for the roof, from Dalton, and installing them inside, to a height of 18 metres clear," Dominic says.

Which meant that three 70-tonne cranes and 12 pickers and boom lifts all did their bit to shift and place 4,000 tonnes of just-in-time hot- and cold-rolled steel.

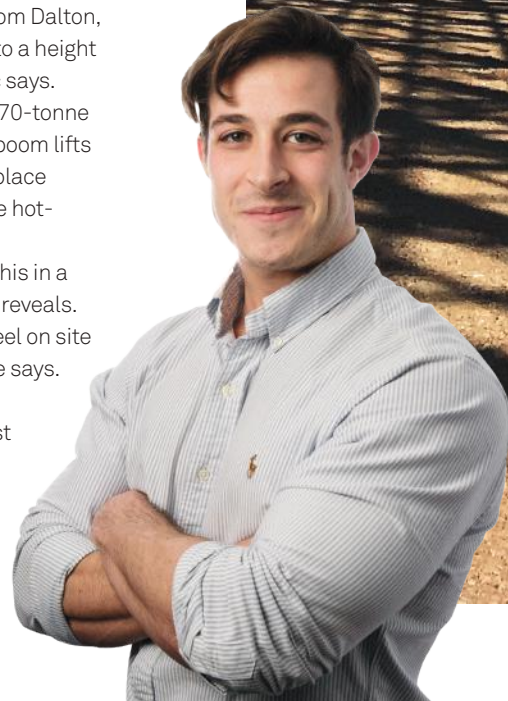
"We designed and built this in a record quick time," Dominic reveals. "From receipt of order to steel on site it took us just ten weeks," he says.

The biggest build, the stormiest winds, the tightest deadlines. It's all in a day's work for Severfield (Design & Build)!

Dominic Coates

FACT FILE

LOCATION:	Bedford
CLIENT:	Kier Construction
MAIN CONTRACTOR:	B&M Bargains
TONNAGE:	4,500 tonnes
SEVERFIELD:	(Design & Build)







TEAM SPIRIT

Mental health issues come in many forms. For some young men, it's triggered by addictions such as gambling. For one Severfield employee, it's a tale that's, sadly, very close to home.

Headingley AFC are one of the most successful amateur football teams in Yorkshire – a close-knit bunch of lads who love the game, enjoy their time on the pitch, and have a good social life off it too. A true team who support each other through thick and thin, win or lose.

But when one of Headingley's teammates, Lewis Keogh, took his own life at just 34 years of age back in 2013, the team had a renewed sense of purpose. And it was a purpose that was focused entirely off the pitch.

Severfield Sales and Estimating Engineer Chris Burns, former Manager and now Vice Chairman of the team, takes up the story.

"It came right out of the blue, and it took all of us in the team a long time to get to grips with it," Chris says. The tragic backstory to the tale

is that Lewis, having run up gambling debts of £50,000, felt there was no other route out of his situation.

"We were devastated to discover how he suffered in silence."

Gambling, Chris says, might have been the start of Lewis's story, but his death didn't come because of a run of bad luck in the bookies. Lewis took his life because he was in the grip of an addiction that was bigger than any bet. Like so many other young men, Lewis was struggling with mental health issues that he simply couldn't see a way out of.

HATCHING A PLAN

"Addictions like Lewis's are always about mental health, not gambling, or alcohol or anything else," Chris says, "and the more we looked into it and got to know Lewis's parents, we began to learn how his serious gambling addiction contributed to his mental health problems."

Since their son's untimely death, Lewis's parents have worked tirelessly to campaign the Government: to reduce gambling-related harm through greater regulation, and for better treatment for those struggling with its effects.

At the same time, Chris and his teammates were discussing how they could do their bit. The result was an annual fundraiser in their young teammate's honour, to raise money for mental health and anti-gambling charities.

"Every October we have a big football tournament to raise money and awareness, and one year Lewis's parents put us in touch with a charity called 'Gambling With Lives.' They'd been set up by parents who'd lost their son to gambling and mental health in the same way we'd lost Lewis."

The charity was founded by Liz and Charles Ritchie, whose son took his life in the same way, when a gambling addiction became so overwhelming he couldn't see any way out of it.



“The more that we can get the message out there, the more people can start to talk about it. It’s too late for Lewis, but this is a great way to honour him.”

CHRIS BURNS, SEVERFIELD SALES AND ESTIMATING ENGINEER

SPREADING THE WORD

While the lads at Headingley were arranging their fundraising event, the young charity was trying to find ways to get its message to a wider audience.

“We were looking for a new sponsor for our kit and, as usual, we held a sponsorship lottery. Instead of lots of different charities competing, all our players put an entry in to support the Gambling With Lives charity, as it was a cause so close to all our hearts,” Chris says.

Now the team carries the charity’s logo on their shirts, both in memory of



their teammate taken too soon, and to do their bit to help Gambling With Lives’ work educating the rest of us about the dangers of gambling, and the scourge of mental health issues among young men.

Charles and Liz Ritchie said: “This is a really special relationship. Every game will flag up the dangers of gambling and generate discussion among people who are targeted by gambling marketing. One day Headingley will be seen as pioneers of changing the place of gambling in football.”

No one knows how many deaths there are related to gambling each year, but research indicates there may be between 250 and 650 gambling-related suicides every year in the UK.

“The more that we can get the message out there, the more people can start to talk about it. It’s too late for Lewis, but this is a great way to honour him,” Chris says.



CAN WE HELP?

If you’re affected by any of the issues in this feature, Severfield’s Employee Assistance Programme should be your first point of call. It’s confidential support that is available to you and your immediate family. The 24/7 support helpline is 0800 030 5182.



How do we construct our complex buildings, supersized warehouses and impressive bridges? It's simple – bit by bit. We meet some of the team from Dalton 'Bits Shop': making the pieces and parts that keep us together.

PICKING UP THE PIECES

When you're fabricating more than 1,000 tonnes of steel a week, you need to be sure of one thing: all those columns and beams and trusses and girders can be joined up. Because, for all their strength and size, the mightiest steel structures will stand or fall on the tiniest of connections that bring them together.

That's where our Bits Shop comes in.

Here, in sight of Dalton's six non-stop fabrication lines, Sections and Fittings Manager Ernie Kirby and his team of 21, work around the clock, week in, week out, to produce the connections required for our steelwork.

So where does the Bits Shop story start?

"Every week, we'll get a job sheet, filled out with each line's work, broken down into 'loads,'" says Ernie. The loads are a transporter's-worth of steel to be taken to site on a 25-tonne-capacity lorry, and bolted together, almost Meccano-like. Every bit of steel perfectly engineered to attach on to its neighbour.

"We like to be at least a week ahead of the lines so that when we've made the connections, we can pass them through to the fabricators in time. Then they've got an erectable sequence of beams, and the crews on site can get to work."

LINE OF DUTY

"We do so many sequences for each line every day, gradually working down that list, keeping all the lines happy!" Says Machine Operator Peter Coyne, from the team.

Before that, the Production Office – with their state-of-the-art software – will have worked out what's the most cost-effective way to cut out the bits' shapes from the steel. They call this process nesting, because all the pieces are so carefully mapped out that their shapes are nested into each other, as close as possible.



OUR TRANSPORTERS HAVE
A 25-TONNE CAPACITY

"When you're producing 100 tonnes of fittings a week, it's important to keep wastage down to a minimum," says Peter.

Once the Production Office have worked their magic, the programme is run on the automated machine within the Bits Shop.

"We can fabricate anything from 3mm to 60mm in thickness," says Machine Operator Mark Bell, who actually looks after one of the few remaining non-automated machines.

He feeds the appropriate sheets of steel under the plasma cutter and, when it's sliced through the steel like a hot knife through butter, he brands it with a hard stamp machine, and rolls it down a conveyor belt for any holes to be drilled into the pieces.

For Peter, the process is a little more streamlined. His machine, a huge Italian-made beast, does the entire process – cutting, stamping and punching. Huge sheets of steel go in one end, and intricate fittings come out the other.

"I work with the fiddly, small components, 10mm and 12mm," he says. "Obviously there's a lot more of them you can punch out of a 6-metre-long sheet. After they're done, I sort them into loads, with the correct ID number stamped on them, ready to go to the lines."

Despite all this automation, the job remains a tough one. The machines aren't infallible.

"The lads can't take their eye off the machine," says Team Leader Pete McCalmont. "If the machine stops or if we have a breakdown, it'll cause us no end of sorrow... which it does, when it happens!"

GRINDING TO A HALT

With hungry lines to feed, no finished components means no steel coming out



MEET THE TEAM

the other end. And no steel means no loads leaving, and no buildings, car parks or bridges getting built. When it comes to a breakdown, when the Maintenance Department get the machines up and running again it's a case of overtime and all hands on deck to get back on track.

"When we have to make things sweat a bit, that's the measure of the guys who work here. They pull together, help each other out, and get the job done," Ernie says.

"It is tough sometimes; some of the work takes us a long time to do but the lines can fabricate the beams quicker, and are telling us 'we need this!'," Mark says. "They have a figure for tonnages for the week, and we have to make that happen.

"The pressure's on, but the lads handle it," says Pete McCalmont.

"Builds vary immensely, car parks might be light on fittings, but multi-stories, or jobs like Wimbledon or Tottenham are filled with connections. That's when we're really flat out.

"I sometimes look at a 3mm fitting and think to myself, what on earth can this be for?" he says, "then you look at the architect's drawings and you're amazed at how it all fits together."

Which means, in the grand scheme of things, the mightiest building depends on the tiniest parts. It depends on the Bits Shop.

Ernie Kirby



Peter Coyne



Mark Bell



Pete McCalmont



DEMENTIA FRIENDS:

5 THINGS WE'VE LEARNED

1

Whether you attend a face-to-face Information Session or watch the online video, Dementia Friends is about learning more about dementia and the small ways you can help.

2

It's about changing the way people think, act and talk about dementia. An hour's session is all it takes to really begin to understand more, and do more to relate to those living with dementia.

3

It's about getting us all to realise that there's more to a person than their dementia. The session isn't intended to give every bit of detail about the condition, but to help equip people to better handle situations that might call for us to be more patient, empathetic and understanding to others.

4

We take people through the five key messages we ask them to understand about the condition, one of which is that dementia is not a natural part of ageing, and that it can strike anyone at any age.

Changing the way we think and the way we care for those living with dementia takes time. But maybe not as much time as you'd think...

We're proud to partner with the Alzheimer's Society as our official Severfield Foundation charity. The work they do towards caring for those living with dementia, and supporting their loved ones, is invaluable. As is their Dementia Friends programme.

It's their biggest-ever initiative to change people's perceptions of dementia. And it's easy for you to get involved, and become a Dementia Friend yourself – as many of us at Severfield already have done. Abi Davidson, from the Alzheimer's Society, gives us five facts for starters...



5

At the end of the session, we ask participants to pledge that they will take away one action they can put into their day-to-day life, whether it's visiting a person with the condition, or simply spreading the word to get others to join in. Let's be a little kinder to everyone!

YOU CAN HELP

If you'd like to become a Dementia Friend, it's easy and free. Speak to a Severfield Foundation Trustee (foundation@severfield.com), or go online at www.dementiafriends.org.uk, pop in your postcode and find out where your nearest session is being held. It'll really help.

STEEL STORIES



For **Heather Williams**, Legal Advisor at Severfield (NI), her day job is only half the story. As fundraiser-in-chief, she's happy to take charge of the odd sack race or two as well...

I WENT TO LONDON WANTING TO ACT, BUT ENDED UP BECOMING A LAWYER!

Even when I was doing my law degree, I really wanted to be an actor. That's why I made the move to London. But I knew I needed something to fall back on, if the roles didn't come. I was in the capital, the centre of the legal profession (not to mention the West End), and got a position at one of the top five law firms.

ACTING IS A GOOD GROUNDING FOR LEGAL WORK.

You have to talk a good game, and look the part. When you're in front of high-calibre clients, and you're a woman, and you're from Northern Ireland, you've got to be able to hold your ground, and be confident.

I STARTED OFF IN INSURANCE LITIGATION, BUT SOON FOUND MY NICHE.

One big, early case was a construction claim under insurance, I had to get to know construction terminology and get to know the industry pronto! After that, I was given all my firm's construction cases.

AFTER SIX YEARS IT WAS TIME TO COME HOME.

I loved London, but it was relentless. And I always loved the country – I had a horse, and spent the weekends in Devon riding. I remember waking up one morning and thinking 'this is mad! I need to move.'

I TOOK SOME TIME TO SETTLE INTO MY NEXT CAREER MOVE.

I was at private practice in Belfast, but after London it felt very provincial. I'd be doing wills in the morning, divorce in the afternoon. I didn't last long. After a short spell I moved to Dublin and back into construction law.

MY HUSBAND'S JOB MEANT WE STARTED TO MOVE AROUND. A LOT!

Kathmandu, Cyprus, Germany... throughout our travels I worked for a Dubai office of a UK law firm from my home base (wherever it happened to be at the time). When it was taken over by a US conglomerate, the workload became too much for me, with a young family, and we knew it was time to move on.

I WAS ALWAYS AWARE OF FISHER ENGINEERING, NOW SEVERFIELD (NI), BUT LITTLE DID I KNOW MY FUTURE LAY THERE!

I met Brian Keys, Severfield (NI)'s Managing Director, who was considering taking on a part-time contracts lawyer. It was the most amazing timing. After all that travel, I really wanted to settle down, which I had, in Enniskillen – with five horses, two dogs, a cat, two children and my husband!

I WAS A LOT STRICTER THAN THE COMMERCIAL TEAM HAD BEEN USED TO!

Severfield (NI) had never had a lawyer before, so I was a lot more cautious about what we should be signing up to with our contracts! It took me some time to change people's mindset that I wasn't just being awkward. They called me the Rottweiler! But before long, I was working across departments, on insurance claims and employment issues. I love it!

I'VE NEVER FELT SO AT HOME IN A COMPANY.

It's a great place to work. Everyone is so engaged. There's a real sense of community here. I head up the fundraising initiatives, and we've just launched the 40 weeks of fitness challenge. Over half the workforce has signed up – so they can't think I'm that much of a Rottweiler after all!



"It's a great place to work. Everyone is so engaged. There's a real sense of community here."

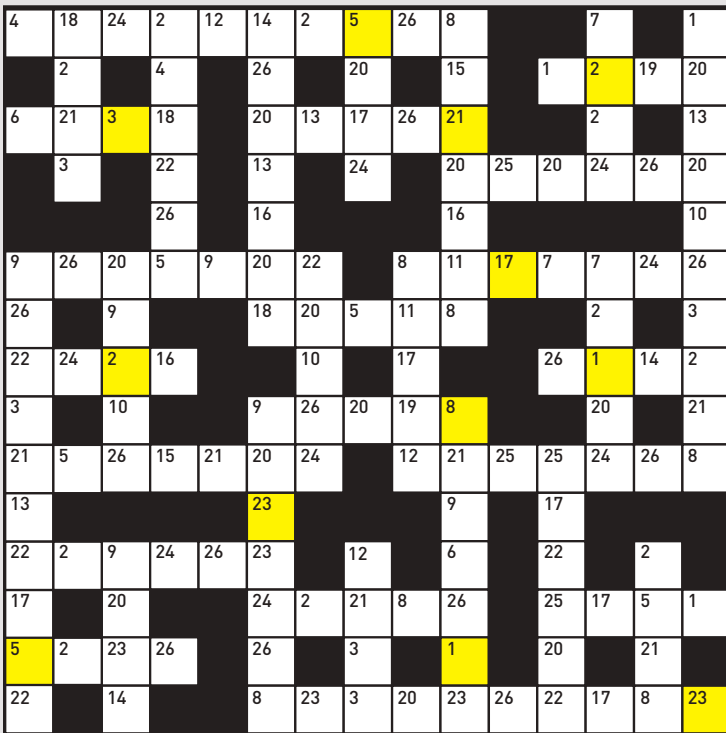
HEATHER WILLIAMS

TAKE

WIN! THERE ARE 5 SEVERFIELD TILE MATES TO WIN



Once the codeword's solved, rearrange the letters in the yellow squares to find a word - it could be anything linked to Severfield. Send your **full name** to communications@severfield.com with the subject 'TILE MATE'. Five lucky winners will be picked at random and will each get a Severfield Tile Mate. Closing date is Friday 12 July.



1	2	3	4	5	6	7	8	9	10	11	12	13
	0											
14	15	16	17	18	19	20	21	22	23	24	25	26
				M					L	Z	E	



Discover which letter of the alphabet is represented by each number. We've started you off with two, use the pad below to help you find the rest.

A	H	Q	V
B	I	P	W
C	J	Q	X
D	K	R	Y
E	L	S	X
F	M	T	
G	N	U	

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.

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

WINNERS' CORNER

CONGRATULATIONS

Congratulations to last issue's winners. Each will receive a subscription to either *Men's Health* or *Women's Health* magazine.

- James Horsfield
- Matthew Mullineaux
- Richard Knox
- Dan Dockerty
- Mathew Cousins



DID YOU KNOW?

London's oldest bridge is London Bridge, built originally around **50 AD**

by the Romans. Its newest bridges, East Wick and Sweetwater have just been built, by us!
See page 10

In any given week, the Bit Shop crew in Dalton can build over **12,000** individual fittings and connections.
See pages 18 and 19

The largest building, by volume, we've ever built, is over **1,000,000** square feet. But how many football pitches can it fit inside?
See page 14



WHERE DO YOU READ YOURS?

Summer is nearly here and we know a lot of you will be going on your well-earned holidays. Don't forget to take your copy of Skyline with you and show us where you read yours!



YOUR SHOUT OUTS

Work colleague gone over and above? Client made you smile?

Want to say thanks to someone who's gone the extra mile? If someone's made your day, we want to hear about it - and here's your chance to pay it back.



Micky Reilly, Senior Site Manager on TwentyTwo, Bishopsgate in London sent us this brilliant photo of two of our apprentice steel erectors working on the project as part of our National Apprenticeship Week.

Matt Vinten (right) says it was a brilliant project for a first job: "It's really helpful that during the apprenticeship so many people were willing to help with advice, so you can improve your knowledge. It's so rewarding to see the building go up and to know you were a part of it."

Jack Short says: "I'm proud to say I work for Severfield and have helped with this amazing building. The apprentice scheme is a brilliant way to get into a career and help build iconic buildings like this."

FROM MICKY REILLY, SENIOR SITE MANAGER ON TWENTYTWO, BISHOPSGATE

And a shout out to our Project Manager George Bloom for these excellent shots of Project X, too!

FROM GEORGE BLOOM



Send your shout outs to communications@severfield.com and you could feature in the next issue

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.



LONDON FROM 22 BISHOPSGATE

When the view's this good, it's hard not to reach for the camera. So thanks to Matthew Tiffany, Foreman Welder on Bishopsgate for doing just that.

This is the highest building Matthew's ever worked on, and these shots are taken a dizzying 60 metres above the London streets.

"Working nights is unreal, seeing the sun set and the sun rise," he says. "My dad was in the same game, so I like to take pictures so that he can see what I'm up to."



What's *your* shot of the season?

WE'D LIKE TO SEE MORE OF YOUR PHOTOS – PAST AND PRESENT – IN SKYLINE. IF YOU'VE GOT A PICTURE YOU'D LIKE US TO CONSIDER FOR SHOT OF THE SEASON, SEND IT TO US AT: communications@severfield.com FOR CONSIDERATION AND IT COULD FEATURE IN OUR NEXT ISSUE.

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