

# INTERFACE

HæeHa

ON HIRE

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**INTERFACE**  
haeeha ON HIRE

## After a year's sabbatical,

Interface magazine has relaunched with a sharp new look and more regular updates and features for all those operating in, and supplying to, the hire industry.

Now published on alternate months, it's the perfect vehicle to bring your products and services to the attention of those in the hire sector.



# WANT TO GET YOUR BRAND IN FRONT OF THE HIRE INDUSTRY'S MEMBERSHIP?

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[advertising@hae.org.uk](mailto:advertising@hae.org.uk)

Bi-monthly updates in digital and printed format to keep all those in the industry abreast of the latest news, business developments, legislation changes, products and advice.

# GOT SOME NEWS OR INSIGHTS TO SHARE?

Contact Editor Stephanie Cornwall  
[editorial@hae.org.uk](mailto:editorial@hae.org.uk)



## INTRODUCTION BY HAE EHA CHIEF EXECUTIVE OFFICER PAUL GAZE

**T**HIS month I was delighted to present on behalf of Hire Association Europe (HAE) and Event Hire Association (EHA) at the PASMA Conference in Glasgow.

The annual event held by PASMA (the Prefabricated Access Suppliers' and Manufacturers' Association) discussed the latest advancements, safety guidance, and innovative uses of mobile access towers and similar equipment for the height safety industry.

HAE EHA also hosted a member event at the Amazon UK MAN3 Facility in Bolton, Lancashire, this month, with a focus on current issues in plant, tool and equipment hire, followed by a tour of the Amazon site. It offered a great opportunity to network as well as speak to members of our HAE EHA team about the benefits of membership. We'll be sharing full details in the next issue of 'Interface On Hire'.

At the time of Interface going to press, I was also looking forward to attending the forthcoming GS1 Industry and Standards Event 2025, where more than 1,000 leaders from 85-plus countries gather virtually. GS1 is a neutral, global collaboration platform that brings industry leaders, government, regulators, academia, and associations together to develop

standards-based solutions to address the challenges of data exchange. The event enables us to join the conversation on how to facilitate market access and regulatory compliance, improve supply chain efficiency, support sustainability goals, and build customer trust.

Here at HAE EHA we pride ourselves on being able to share our first-hand knowledge of the industry with other key industry members, working together to continuously maintain a high standard of safety across the board. Rick Booth, H.S.E.Q Senior Adviser from HSS: The Hire Service Company recently described how the SafeHire certification process has benefitted the business as a whole. It's great to hear feedback such as this which pays tribute to the hard work being carried out by the SafeHire team.

I was delighted to meet with Jeremy Fish, CEO of Ardent Hire Solutions, recently, and learn about the positive impact that ongoing investment in new technologies and systems is having on the company's customers.

I also found it fascinating to hear about the work of the Scientific Exploration Society (SES). Jeremy and his team from Ardent Hire Solutions are participating in the upcoming Trek Yorkshire Peaks to support the Scientific



Exploration Society (SES). I'd also like to thank Depot Manager Matt Cooper for giving me a tour of Ardent's facility.

HAE EHA teams continue to work hard to ensure we're representing our members' interests to the best of our ability and we bring you the latest updates in this month's Interface features. One of the things we're proud to unveil in this issue is the next generation of our Print on Demand portal, designed to make sharing essential safety guidance with your customers easier, smarter and more reliable.

I hope you enjoy reading this issue's articles as much as myself, the HAE EHA team and Interface Editor Stephanie Cornwall have. Please get in touch with Stephanie if you have any news you'd like to share in the next issue.

We also look forward to promoting the hire and rental sector through the forthcoming European Rental Week, which will be held from 13th to 19th October. ERW is in its third year of operation and is referred to as Plant Hire Week in the UK and Ireland. Please check out the HAE EHA website for more info and how to get involved. <<

**“Our HAE EHA Members Event focused on current issues in plant, tool and equipment hire, followed by a tour of the Amazon site. It offered a great opportunity to network as well as speak to members of our HAE EHA team about the benefits of membership.”**

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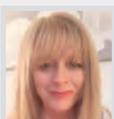
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## A WORD FROM THE EDITOR ...

IT'S hard to believe we're already on to our second new-look issue of 'Interface On Hire', with the first relaunched issue under our belt and now available to view on the HAE EHA website here (<http://bit.ly/4nh4MHM>).

We've had a wonderful response to the relaunch. It's been heartening to hear from members and partners who've got in touch to tell us how much they enjoyed reading it and to make inquiries about appearing in future issues. This magazine really is intended to be a useful and interesting resource for HAE EHA members and we're keen to hear about any updates or news you'd like to share with us and other members. Just drop me an email if you'd like to suggest something or have a chat.

At the same time, we're hoping to be able to showcase products, parts, services and suppliers that might be of interest to members' businesses, so if you have a trusted supplier that you've formed a good relationship with, that you think might be able to help other member businesses, please pass on Theresa's details and encourage them to make contact with her.

Some of the highlights in this issue include the latest on the Employment Rights Bill from the HAE EHA Risk Services team, full details of the newly-launched HAE Plant and Equipment Maintenance New Entrant Training Programme from the HAE EHA Training team and a CEO one-to-one interview with Jeremy Fish of Ardent Hire Solutions.

At the time of going to press, I was preparing to attend the members day in Bolton, with a visit to the Amazon distribution centre, and we'll be carrying a full report on that in the next issue.

*Stephanie Cornwall*  
Editor

## Emissions cut by 17%

ABAX recently published its 2024 Sustainability Report, which shows it has cut its emissions by 17%.

Key highlights of the report included 95% of its fleet being electric or hybrid, smarter commuting models reduced travel-related emissions, an expanded circularity programme to refurbish and recycle devices with continued use of bio-based materials, stronger supply chain engagement and recertification of ISO 14001, ISO 27001 and ISO 9001.

At the end of August, the company released an updated Environment Report in the ABAX platform, helping businesses measure and report emissions in line with requirements.

CEO Emma Dyga said: "We are proud of the steps we have taken to reduce our own footprint, but just as important is the impact we create when customers can achieve their goals with our solutions."



## Equipment used in estate upgrade

EQUIPMENT from CLM Construction Supplies Ltd has been used in the redevelopment of the Heath Town Estate in Wolverhampton.

The estate has undergone a multi-million-pound regeneration project, transforming it from a run-down estate into a community with new homes and improved facilities.

Managed by Wolverhampton Homes and involving partners like Equans UK, the project included demolition, construction of new housing, energy-efficient retrofits, and the development of community amenities like play areas and sports facilities.

## Women's world rugby sponsor

COOLING and Heating Solutions Ltd was a sponsor of the recent Women's Rugby World Cup 2025, focusing on providing cooling and air conditioning solutions for the event. Its involvement aimed to ensure comfort and optimal conditions, particularly during potentially hot weather. The company is based at Lymington in Hampshire.



## Crime deterrents in the fast lane

SURREY company Datatag ID Ltd, which provides forensic marking security systems, recently attended the British Superbikes at Donington Park.

At its location near the rear of the pitlane, the company provided visitors with an opportunity to talk about its Powertool System, which makes power tools easier to identify and harder to steal through a combination of unique, tamper-proof labels, microdots embedded with a UV-trace adhesive and Datatag DNA, warning labels, and a registration process to link the tool to its owner.

This system is designed to deter theft and help the police recover stolen tools by providing irrefutable proof of ownership. It also makes it difficult for criminals to sell stolen items.





## RCS updated guidance highlighted

DUSTCONTROL UK has welcomed refreshed guidance from the Health and Safety Executive (HSE) on health surveillance for workers exposed to respirable crystalline silica (RCS).

It has highlighted that the change affects installers, manufacturers, and anyone working with engineered stone. The revision highlights the legal requirement under COSHH to monitor symptoms like coughing, shortness of breath, and chest infections, and act swiftly.

The Milton Keynes company supplies solutions for dust extraction needs, from on-tool extraction to M-class vacuums and FFP3-grade respiratory gear.

## ‘Companies should prepare for global trade shake-up’

WITH US tariffs reshaping supply chains, UK manufacturers pivoting production overseas, and construction forecasts showing only modest growth, equipment hire companies are under pressure to stay agile and now is a good time to check that their systems are built to handle volatility, according to Hire HQ’s Megan Flory.

In March 2025, the US hit steel and aluminium imports with 25% tariffs, plus a 10% baseline tariff on all imports. By June, most countries faced 50% rates, although the UK held onto its 25% rate under a new trade deal (UK Steel, White House).

UK giant JCB doubled the size of its upcoming Texas plant to dodge tariffs while the Construction Products Association predicts 1.9% growth in 2025 and 3.7% in 2026 (CPA).

In her online blog, Megan outlines four challenges the industry will face in terms of supply chain disruption, customer retention, forecasting and decision-making, and operational inefficiencies, highlighting how relevant software can help overcome these.

“If you think global politics doesn’t affect your equipment hire business – think again,” Megan states. “This isn’t about panic, it’s about preparation.”

## Company owner urges firms to get on board with renewed programme

MIDDLESBROUGH owner and founder of Harris Brick Safety Systems, Carl Harris, has praised the programme which helped his business and urged more firms and ventures to get on board with it.

Tees Valley Labs has just been relaunched for another year with three pathways for businesses to access laser-focused support to develop, according to a report by Tees Business.

The Stable Incubator and Forge Accelerator will continue on the back of a successful first year supporting more than 30 Tees Valley businesses with more than £1.5m, and new for this year is Pre-Flight, a series of intensive two-day workshops focused on helping businesses develop their value proposition, ad-lib statement and getting them ready to pitch and hit the market.

Carl said: “It’s really opened my eyes. I didn’t want it to end. People have to get on board with this. It will really help entrepreneurs and businesses. It’s the financial help it offers too and you make a lot of friends. They’re all there to help you.”

The programme has provided the Tees region’s start-ups and scale-ups with advice and support to grow. It is run by Middlesbrough innovation consultancy Alt Labs on behalf of the Tees Valley mayor and combined authority and funded by the UK government through the UK Shared Prosperity Fund.

CEO of Alt Labs and Tees Valley Business Board member for the digital economy, Imran Anwar, recently told Tees Business: “Last year, The Stable incubator and The Forge accelerator proved the strength of Tees Valley’s innovation ecosystem, with the businesses acquiring clients, securing investment, creating jobs and boosting diversity in entrepreneurship in our region.

“This year, backed by our previous success, we’re taking things even further. With the addition of Pre-Flight alongside The Stable and The Forge, Tees Valley Labs is creating an even stronger runway for innovative tech-based ventures to scale and succeed.”

## ‘A growth engine, not a burden’

JOSH Lewis, the US president of MCS Software recently discussed some of the partnerships with rental companies that will fuel predictive service modelling in an online interview.

Stressing that the goal should be to build rental-specific intelligence that works the way real teams work, he said: “It all starts with listening to our customers and building alongside them.”

He was keen to highlight that customers need to be comfortable using and integrating systems like MCS’s. “Rental software shouldn’t be a burden. It should be a growth engine,” he said.

**“People have to get on board with this. It will really help entrepreneurs and businesses.”**

## Members exhibit at shows

UK Construction Week 2025 takes place at the NEC Birmingham later this month, with several members and partners tipped to exhibit there.

A number of HAE EHA members also exhibited at the Vertikal Days event at Newark Showground earlier this month. The event for the lifting and working at height industry features latest cranes, access platforms, telehandlers, and associated lifting equipment and takes place annually.

## South West Tool Hire selects Trime generators

BRISTOL-based South West Tool Hire Company, a supplier of tools and equipment, has invested in a fleet of power generation products, manufactured by power generation specialists, Trime.

The order for ten 6kVA units and six 10kVA sets was placed with Trime UK Ltd by South West Tool Hire's director, Lee Edwards.



Trime's 6 and 10kVA power generation products are well-equipped for the UK hire markets, according to the supplier. Fitted as standard, they feature an emergency stop button and a central lifting eye. Both products have front and side fork pockets, which heighten safe manoeuvrability, alongside a handy trolley kit with foldaway handles. To guard against any leakages and spillages, these sets boast a fully-bunded base.

Lee said: "Following a review of our power generation range, we decided now was the time to freshen up our fleet, hence this purchase. We choose Trime because of their strong reputation within the hire and rental industry."

South West Tool Hire Company Ltd was incorporated in June 2011 and has been providing tool and plant hire to Bristol and the South West of England. The company has grown to become a trusted supplier to many building, construction and service trades, as well as DIY domestic customers. It currently has branches in Bristol, Bridgwater and Exeter.

Trime UK recently moved into a purpose-built 40,000 sq. ft. facility at the Hinchingsbrooke Business Park, Huntingdon, Cambridgeshire. The Trime production plant is based near Milan. Aside from its lighting tower range and power generation equipment, the company manufactures a range of water-recycling wash bays and dust suppression products.

## September meet-ups

POWER tool manufacturer Makita UK has been holding 'Makita Meet-ups' last month, giving people the opportunity to connect with fellow trades, get hands-on experience of its current tool selection, and see what updates are planned for the future.

The demonstrations have taken place at around 30 locations in England and Wales, providing visitors with a chance to chat with product experts.

The events are free to attend, with exclusive product demos and opportunities to ask questions and get expert advice from the team. Similar events were also held in July.

Makita manufactures its tools in plants across the globe, from its headquarters in Japan to the UK, where it has a manufacturing plant in Telford.



## Three years milestone of championing height safety

ACCESS equipment manufacturer Werner is celebrating three years of its 'Stepping Up to Safety' campaign, a nationwide initiative aimed at raising awareness and improving safety for professionals working at height.

Launched in 2022, the campaign has delivered practical, on-the-ground guidance to thousands of tradespeople, reinforcing best practices and safe equipment use on worksites across the UK.

With the latest 2025 Health and Safety Executive report stating that falls from height remain the most common cause of work-related fatal injury, with 35 fatalities of this kind reported between April 2024 and March 2025, the company says it is essential that professionals in the rental industry are

educated on best practices when using access equipment.

The 'Stepping Up to Safety' campaign, which offers a range of safety guides and practical advice, has reached thousands of trade professionals. Werner has been instrumental in reinforcing best practices and safe equipment use on worksites across the UK.

Upon the launch of the campaign, four Werner guides were made available – 'A Working at Height Guide', 'An Employer's Guide to Working at Height', 'Choosing the Best Ladder for the Job', and 'How to Inspect your Ladders'. Werner has subsequently introduced 'A Guide to Ladder Terminology', 'Maximising Productivity with Ladder Accessories' and 'A Guide to Buying the Right Ladder'.

UK Managing Director Justin White said the campaign was launched after Werner research found that more than 50% of professionals had concerns when working at height.

"To support them in feeling more confident when undertaking jobs that require access equipment, a range of comprehensive guides were developed to extremely positive feedback," he said.

"We are proud that the 'Stepping Up to Safety' guides have reached thousands of professionals, and to this day, continue to educate access equipment users on best practices. This is especially important given the latest 2025 HSE stats, which highlight the real dangers of working at height."



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## Safety made simple

THE Hire Association Europe (HAE) and Event Hire Association (EHA) has unveiled the next generation of its Print on Demand.

Since its original launch in 2013, Print on Demand has become an indispensable tool for more than 200 members across the UK, providing instant access to fully-licensed, co-brandable safety leaflets. Now, with technology advancing at pace, the system has been refreshed to bring it firmly into today's digital-first world.

At the heart of this upgrade are **Unique QR codes** for every safety leaflet. Whether printed on brochures, signage, hire contracts, or shared digitally, these codes open the most up-to-date version of each leaflet with a simple scan. This will provide peace of mind and mean that concerns about outdated versions or reprinting leaflets when guidance changes are a thing of the past. For customers, it means quick, fingertip access to trusted safety guidance, wherever they are.

HAE EHA Commercial Director, Neil Bravery, said: "QR codes have become part of everyday life, so the ability to incorporate them into our product range will streamline the service enormously," adding: "It's now easier than ever for our members' customers to access the very latest safety guidance."

The benefits don't stop there. Members can still enjoy the full range of services the portal is known for, including:

- Instant downloads of fully-licensed safety guidance leaflets in PDF format
- Co-branding options to add a company logo, reinforcing a brand alongside safety best practice
- Flexibility to print or email leaflets on demand, whenever customers need them.

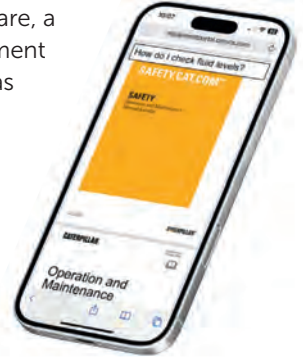
Licensing is also straightforward. Each outlet requires a license. Once the agreement is signed, HAE EHA add the required branding and you can immediately begin downloading, printing, or sharing materials. Licenses are valid for one year and renew automatically.

For more information, or to request your license, email [print-on-demand@hae.org.uk](mailto:print-on-demand@hae.org.uk) or call **0121 380 4620**.



## QR code and AI integration in rental software

MCS Rental Software, a provider of equipment rental software, has introduced major enhancements to its eScan module, an intelligent QR code solution that streamlines rental operations and enhances the user experience.



The company says the latest eScan release redefines how rental businesses manage equipment documentation, access asset information, and support customers on-site.

With the enhanced eScan module, rental companies place a QR code on each item of equipment. When scanned, the code gives users immediate access to the latest manuals, test certificates, and documentation, and is fully synchronised with MCS Rental Software. Any document updates in the rental system are instantly available to users via the QR code, eliminating out-of-date paperwork and confusion on-site.

The AI Manual Assistance feature allows users to chat directly with the manual, asking questions in their own words in any language and receiving instant responses in their own language. When manuals are written in a language other than the user's, this feature provides clear instructions on safety, setup, troubleshooting, and more, all in the user's native language.

Operators and engineers can access everything they need on-site, from certificates to detailed instructions, using their mobile devices.

The eScan module is fully integrated with existing MCS Rental Software modules. Each QR code not only opens the eScan portal for document access, but when scanned within the MCS Rental Software system, is also automatically recognised as the asset identifier, enabling rental companies to use a single QR code for both customer access and internal asset identification, reducing the cost and complexity of managing multiple barcodes or labels.

## Saw demonstrated at open day

GOLZ UK's Frank Andrews and Brad Autie gave live demonstrations of the company's GS350L bridge saw at the Jewson open day in Wimborne, Dorset recently. The power tool was shown cutting through thick porcelain whilst powered by a BattPak 3621.

The GS350L bridge saw is built for the accurate cutting of granite, marble, terrazzo, and tiles.

It features a cutting length of 1,200mm and a 350mm diamond blade. The adjustable cutting head tilts up to 45 degrees. It is powered by an electric 110V/230V 50Hz motor. It has a cutting depth of up to 110mm, a cutting table size of 1200 x 530 mm, and a weight of 95 kg, making it a robust tool for professional use.

Gölz (UK) has been supplying diamond drilling equipment in the UK for more than 25 years.





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# Lunch with the CEO

In this issue, HAE EHA CEO **Paul Gaze** sits down to have lunch and a one-to-one with **Jeremy Fish**, CEO of Ardent Hire Solutions at the Drayton Manor Business Park Depot.

**I ask:** Since joining the business as CEO back in 2017 what has been your focus and strategy?

**He replies:** When I joined the business back in 2017, the business was still coming together as the former One Call Hire and Fork Rent. We spent our time professionalising the business. It changed at the end of 2023. We decided to just focus on becoming a material handling, lifting and innovation specialist, really focusing on telehandlers, roto-telehandlers and our custom-designed and built smart fuel management systems which we call Fuel-It. That's a play on words, Fuel-It being the asset or Fuel-It information technology. We've been improving financial performance over the years and return on capital for investors as well as improving customer service. That's our focus at the moment.



**I ask:** You've been a really early adopter in using new technologies and you've also been recognised by several organisations at a number of award ceremonies. In fact, I was at the one in Manchester where you won two awards that night. Can you tell me about this journey, your decision to make those investments early on in that technology?

**He replies:** I've always been an IT person. My background is actually IT and I sort of used IT throughout my career to improve business processes. For a short time, I was IT Director of a FTSE 250 company in the financial services division, overseeing quite large IT developments. I went on to run a small IT company for a short while.

I'll never forget, when I was talking to a competitor or a plant owner, I asked the question 'How do you know when your utilisation is high?' and he said 'When I can see the fence!'. That always resonated with me. Around 80% of the plant hire industry has been slow to adopt technology, yet technology can help you be more efficient and more competitive, while helping you to provide a more robust, consistent and repeatable service to customers. You hear all the stories in the hire industry about when Joe Bloggs got up at 10pm to be a hero and make the hire happen for the customer the next day. We love to talk about this sort of hero in hire but that doesn't lead to repeatable, consistent, robust service. For that, you need to

**“When we first started this journey, there were more people interested in their opinions and data, but today I’m seeing it the other way around.”**







have good processes underpinned by technology and you need really passionate and committed people who believe in the vision and want to be there.

That's one driver. The second driver is trying to use technology to get a competitive advantage and show customers what I'm doing differently from other people. In today's world, the use of data to make decisions is becoming more and more prominent. When we first started this journey, there were more people interested in their opinions and data, but today I'm seeing it the other way around. We use data to help customers get better value from their hires, to use their equipment more productively, to reduce their operating costs, to make their operations more safe. We feed all that data back to them in a user-

friendly format on an exceptions basis where they need to do something either to prevent injury to a person or to stop themselves from damaging the equipment.

The other area where we use technology is in doing business with customers. We're trying to make it easier for us to do business with customers and for customers to do business with us. Having technology that makes the hiring process simple is a big win. Customers today don't need to call us – they're able to do everything online if they prefer. They can place an order, they can offer, they can raise a service call, they can track the service call, they can escalate a service call, they can fill operator timesheets in, they can track their delivery on a real-time basis using technology, they can pay their invoice,

they can query an invoice - all the documentation is online

We're starting to use AI in some of our sales processes and that's becoming quite exciting. AI is here to stay and is going to penetrate our industry. We want to be on the front foot. On top of all that, we're not stopping with our development. We've just had approval for TrackMyFitter, which will enable us to track a fitter, Uber-style, en route to a job. The customer will know who he or she is and what their experience is, the vehicle registration, what time they'll be there and how to contact them. We're also about to kick off a new document exchange project where, instead of sending all our documents to customers by email, they'll be able to access them on our servers. This will be done in tandem with a complete document review.

## “I need vision and NPS drives absolutely everything I do.”

**I say:** In February 2017, Ardent introduced the Net Promoter Score (NPS) to capture customer feedback. How has this shaped your organisation?

**He replies:** It's been a spectacular journey. I couldn't run a business without knowing what my customers are saying and NPS helps me to do that. When I first came into the business, a senior manager told me we couldn't implement NPS because we'd just get complaints. I told him that wasn't true and I was right. When we implemented it, we started getting a lot of positive comments. In our industry, nobody phoned you up to tell you you'd done a good job - they only phoned you if they had a problem. But with NPS, you get all the positives. People tell you what a great job you've done. Staff are inspired by that and it's a great motivator. I've used it for the past 20 years. For me, not having NPS would be like driving a car in the middle of the night along a cliff top edge, without any headlights, on a foggy night. I need vision and NPS drives absolutely everything I do - every single investment decision and improvement project. We get 2,000 responses every year and I read every single one. If we get scored less than a nine, I want to know why and what we've done to remedy that and get the customer back on board. In many cases I'll phone the customer myself.

**I ask:** You've been an early adopter in terms of looking at your carbon footprint. How has that journey evolved in terms of the decisions that you've made?

**He replies:** First of all, we try and help customers reduce their emissions. We'll tell them not to use a machine needlessly or unnecessarily minimise idling for example. We'll use technology to help them minimise the hard duration as well. We work with climate impact partners and we've got a system that's completely open and transparent

on our website. We've looked at HVO but we regard HVO as an HMRC transitory fuel so it won't be around in the long term. I think electric has severe limitations in the larger equipment categories, (although there's a place for it in smaller equipment) because the hire costs are probably approaching treble what diesel costs are. The residual values of the machines are poor and, in many cases, they don't have the power to do the job for longer periods. We think hydrogen will have a place and we've been trialling hydrogen telehandlers. They are more expensive than diesel but I think it's within the realms of affordability and they have sufficient power. Then we've got Fuel-It, a smart fuel management system that we jointly designed with a local company in Tamworth.

**I ask:** Having the right products in your fleet is an essential part of the business equation. However, also having committed and competent staff who buy into vision is crucial. How have you managed this within Ardent? What commitment have you made in this area? Can you tell me about the 5% Club?

**He replies:** We're a relatively small business that employs about 180 people but we have several schemes that help promote people into more senior positions. For example, we do a 'wash bay to wheels' apprenticeship so you can join us as a yardman and we'll put you through your HGV2 and HGV1 exams over a period of time. We also do a 'wash bay to workshop' program where you join as a machine cleaner then we put you through a training program to make you a fully-qualified and competent fitter. We generally promote from within. Over the past five years we've probably made 90% of our promotions from within. The depot manager of one of our largest depots started off as a transport administrator. My philosophy is: Spend time creating a compelling vision and a set of standards you want to live by, spend

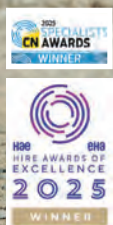
your time communicating that and helping people understand why that's important then they'll do the right thing and everything will fall into place. The hire industry is a fantastic place to do that. You don't necessarily need formal qualifications. You just need common sense, a good work ethic and the ability to work in a team. I'm really keen to encourage more young people with those sort of qualities into our industry and as you know I get involved in several charities to try and do that.

The 5% Club is an industry-led initiative focussing on driving momentum into the recruitment of apprentices, graduates and sponsored students. We joined the 5% club to offer a sustainable future for our workforce and business. Apprenticeships and investing in students and graduates is a great way for local people to enter the workforce.

**I say:** As a leader, yourself you have for many years invested your time and effort into helping the next generation. Could you tell me about your support for Raleigh International? How can members get involved with this initiative?

**He replies:** Raleigh was set up by the then Prince Charles and Colonel John in 1978 as Operation Drake. It went on to become Operation Raleigh and it's evolved and flourished ever since. When I was 17 or 18, I went on a Raleigh expedition to Indonesia. That experience has lived with me all my life. It's opened up doors and opportunities for me - in fact I got my first job because a local Rotary Club sponsored me and asked me to come back and give a slide presentation. I was very nervous about giving a presentation as I'd never done it before and senior people were scrutinising what I was saying. But I did it and at the end of it I got offered a job. I've been associated with Raleigh ever since. I went to Indonesia in 1987 and Guyana in 1988. Raleigh helped to mould me, give me skills and make me who I am today. I felt I wanted to give something back to the organisation. I became a trustee for seven years and Vice Chair, then I set up the UK Raleigh Alumni Society which now has 1,800 people. More recently I became





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a trustee of the Scientific Exploration Society. We promote expeditions and help young disadvantaged people attend Raleigh expeditions through bursaries. Many of these young people come back from expeditions with teamwork skills, leadership and organisational abilities as well as self-awareness because they've been stress tested.

For example, they might have walked 100 miles in the jungle, in pouring rain, when everyone's grumpy, wants their bed and is being bitten by mosquitoes but has to put their poncho up and cook dinner. It's the last thing they want to do and is a great test of stamina which I think is important in our industry. They don't all have degrees but they come back from these experiences looking for a job with all the right qualities for the hire industry. It's easy for HAE EHA members to get involved – I'm happy for them to contact me for more details. There's no cost involved but there's a pool of candidates with life skills. The Hire Association itself has supported Raleigh over the years and some members have sent employees on Raleigh expeditions. When I was Managing Director of Nationwide Platforms, I sent two or three people on 10-week expeditions as management development. They took some holiday, I gave them some time and paid for their positions. We used that as a way of developing them as managers. I didn't want them to be stuck in a class listening to lectures about what management is. I wanted someone who was going to go out there in the tropical rain, with all the stress that goes with an expedition, to be put through their paces. They were – and they came back much better as a result. Other members have done similar things and we'd encourage that. This is something I'm spearheading. I'm going to try to open it up to the hire industry and maybe a few of our customers as well. You are getting free resources. Construction hire lends itself to this because the people are practical and that's what we want. We don't just want people with degrees, we want people with practical life skills. Some kids come out of university still as naïve and immature as they were when they went in, and Raleigh would help these people to

grow. In our industry, you see young people who are very mature for their years because they have had that experience. They mature and can do a lot very quickly. We can accelerate that even more if we recruit some of these people coming back from expeditions.

**I ask:** Since February 2022 we have seen wars in multiple locations within the World. Back in June 2022 you established the Plant & Hire Aid Alliance to support humanitarian efforts in Ukraine. Could you tell about this and how can members and interested parties get involved to support this initiative?

**He replies:** Supporting people from a humanitarian perspective is the right, proper and decent thing to do. It sends a message to other industries and the world that we are an industry that cares, that is ready to step up when we need to step up. Around 70 companies are involved in the alliance. We've been involved in trips to the Ukraine border, we've sent mattresses, generators, food, Christmas gifts – everything you can imagine. We've also sent articles to orphanages on the Romanian border, where children have lost their parents because of the war. This year we've teamed up with Kids In Mind, a charity, and are organising a campaign where we're trying to get 100,000 presents. There are two ways companies can get involved. They can wrap a load of presents, put a label on each, saying whether it's for a boy or girl and the rough age range. Alternatively, they can register on the website and receive details of how/what presents to buy at reduced rates.

**I ask:** You hold multiple standards and accreditation. SafeHire is the differentiator between HAE and other trade bodies. How has being part of HAE and undertaking SafeHire made a difference

**He replies:** SafeHire is an excellent standard. It was an easy standard for us to get. That's not to devalue the standard in any form – the auditor was very rigorous, identifying several minor non-conformities which we addressed. But we operate our business that way and were confident we'd be compliant. Whereas in years gone by we'd have crossed our fingers when an auditor was visiting, nowadays we have regular audits.

**I ask:** Finally, where do you see the industry going in the short to medium term?

**He replies:** I think the industry has had a pretty tough time in the past few years. We've faced numerous headwinds with Brexit, the cost of living and the Ukraine war. But I'm encouraged by what the future holds – people are always going to need equipment! Hiring is becoming more and more of a specialist activity and it doesn't make economic sense any more to own assets. Having the flexibility and support from hirers can enhance companies' competitiveness. The UK is already one of the most enhanced hire markets and I think that trend is going to continue.





# Reshuffling and reshaping

**HAE EHA's public affairs specialist discusses ministerial changes, a shift in skills focus and the forthcoming Budget.**

**M**INISTERS being reshuffled used to be a very regular occurrence but now usually only occurs as and when someone resigns or stands down.

The resignation of Angela Rayner as Deputy Prime Minister triggered a wholesale shift in cabinet level and other responsibilities. In a few cases, such as skills, responsibility for portfolios shifted between departments (from education to work and pensions in this example).

Around half of the cabinet changed roles and three cabinet members left government (one was later offered a more junior post). In the lower ranks, the number of departures was greater and noticeably more of the 2024 intake of MPs received promotions.

For the hire sector, the change in responsibility for skills is important and while the same minister will continue to lead on this, alignment to the work agenda will shift much of the focus from post-school choices to a broader consideration to reducing worklessness and benefit dependency.

A new Policing and Crime Minister at the Home Office is also noteworthy. Hopefully this might stimulate some activity on the next phase of the Equipment Theft Prevention Act and how this might apply to construction.

Helpfully, the new minister, Sarah Jones MP, was previously Construction Minister. Her replacement has yet to be confirmed at the Business and Trade Department.

The ministerial team at the Home Office was almost completely changed compared to other parts of Whitehall. The urgency of dealing with border policy was growing by the day.

The Budget is now confirmed for November 26th and a new cross-No.10 and Treasury Board, with some high-level business involvement, will provide support to the process. No.10 has a new Economic Adviser and the former Deputy Chancellor, Darren Jones MP, is now the closest minister to Kier Starmer.

It seems political considerations will rest more heavily when deciding on what forms part of Budget 2025. HAE EHA will provide a submission to the Treasury to advance our main issues, namely extending full expensing, measures to combat theft and fraud, the skills agenda and costs of doing business in the UK.

Meanwhile, the party conference season is here and we will watch out for key announcements or policy shifts in these febrile political times.

If you would like further information, to arrange a visit to a depot or head office, or to discuss matters of concern, [mark.bradshaw@hae.org.uk](mailto:mark.bradshaw@hae.org.uk) <<



The resignation of Angela Rayner as Deputy Prime Minister triggered a wholesale shift in cabinet level and other responsibilities. Photo: House of Commons



New Policing and Crime Minister, Sarah Jones, was previously Construction Minister and her replacement has yet to be confirmed at the Business and Trade Department. Photo: House of Commons



No.10's new Economic Adviser, Darren Jones MP, is now the closest minister to Kier Starmer. Photo: House of Commons



# Employment Rights: Where we are now



Following significant amendments in July, a government Bill introduced last year is now undergoing final House of Lords scrutiny. Our HAE EHA Risk Services team explains what this means for hire companies and keeps us abreast of its progress.

**I**n what has been described as the most significant overhaul to workers' rights in a generation, the Government's Employment Rights Bill proposes changes aimed at strengthening job security, improving working conditions, and modernising employment protections.

The Employment Rights Bill is a piece of UK legislation first introduced in October 2024. It introduces 28 significant reforms to employment law, aiming to enhance worker rights, particularly for the most vulnerable. Key provisions include ending exploitative zero-hours contracts and fire-and-rehire practices, establishing day-one rights to parental, bereavement, and sick leave, and modernising trade union legislation.

Since its introduction, the Bill has since undergone a period of public consultation and Parliamentary scrutiny, which has shaped its current form. The bill has been progressing through Parliament, with significant amendments made in July 2025.

## Consultation Progress

Following its publication, the Employment Rights Bill was subject to a series of public consultations designed to gather views from employers, trade unions, legal experts, and workers' rights groups.

These consultations were held between November 2024 and February 2025.

In March 2025, the government published its formal responses, confirming that the majority of proposals had received support, with some technical adjustments made in response to feedback.

## Roadmap

As of July 2025, the Bill has passed through the House of Commons, incorporating several amendments shaped by stakeholder consultation. It is now undergoing final scrutiny in the House of Lords.

On 1 July 2025, the government published an Implementation Roadmap, setting out a phased timeline for the introduction of the new measures:

### April 2026:

- Statutory sick pay will become available from day one of illness
- Parental leave will become a day-one entitlement
- The Fair Work Agency will be established
- Enhanced protections will be introduced for collective redundancies
- Strengthened safeguards against third-party harassment will take effect
- Support for whistleblowers will be improved

### October 2026:

- 'Fire and rehire' practices will be made unlawful
- Trade union rights will be strengthened
- Guidelines for the distribution of tips will be reviewed
- The deadline for lodging an employment tribunal claim will be extended from 3 to 6 months

### 2027:

- A day-one right to protection from unfair dismissal will be introduced
- Pregnancy and maternity rights will be expanded
- Bereavement leave entitlements will be enhanced
- Reforms to zero-hour contracts will be implemented, including a new legal right to request guaranteed hours

## What's Next?

While the government continues to engage with stakeholders to finalise technical details, the upcoming changes are confirmed and will begin taking effect from April 2026.

In the meantime, our HAE EHA Risk Services team are actively reviewing relevant policies and procedures to ensure you are fully informed, well-supported, and ready for the changes ahead.



# System overloads: It's time to act

## Hot topic warrants safety considerations

WHILE October marks the start of Autumn in the UK, November is the month for a much-loved tradition celebrated by families but also a notable concern for businesses – Guy Fawkes Night, or Bonfire Night as it is more commonly known.

For employers in the hire sector, the November 5<sup>th</sup> celebration presents safety challenges. Whether your business is hosting an event or simply situated near public celebrations, guaranteeing the safety of employees, visitors, and property is vital.

From managing flammable materials to being prepared for common injuries, some essential workplace safety practices need to be followed.

## Securing flammable liquids

One of the most crucial aspects of workplace safety on Guy Fawkes Night is the proper storage and handling of flammable liquids. Under the Dangerous Substances and Explosive Atmospheres Regulations (DSEAR), employers are legally required to assess and control the risks associated with dangerous substances in the workplace. On a night when fireworks and bonfires are everywhere, ensuring that flammable materials are securely stored away from potential ignition sources is essential.

Conducting a thorough DSEAR assessment can identify and lower risks, keeping both your workplace and nearby celebrations safe from accidental fires. If you haven't undertaken a DSEAR assessment recently, now is the perfect time to review your processes to ensure compliance and safety.

## Preventing accidental fires

Even if your business is not hosting an event, accidental fires are a heightened risk. Fireworks landing in the wrong place, embers from

nearby bonfires, or even a build-up of dry leaves around your property can all contribute to fire hazards.

Regularly clearing your premises of any potential flammable substances or items, such as dry debris or rubbish, and ensuring that all electrical equipment is turned off at the end of the workday are simple but effective preventive measures. Additionally, make sure your fire extinguishers are serviced and easy to access. This could make all the difference in preventing a small fire from becoming a large one.

## Keeping emergency exits clear

Emergency exits must remain clear, particularly during busy or high-risk events like Bonfire Night. Proper health and safety signage is crucial in ensuring that employees and visitors know evacuation routes and fire exits. Keep all exit routes free from obstructions, such as storage items or decorations, and that your signage is clear, visible, and compliant with regulations.

## Injuries and prevention

Bonfire Night can lead to several common injuries, most of which can be easily prevented with the right precautions:

**Eye injuries:** Flying sparks and debris from fireworks can harm the eyes. Providing appropriate personal protective equipment (PPE), such as safety goggles, is essential for employees working outdoors or near bonfire-related activities. Make sure your team are aware of face fit testing.

**Burns:** Fireworks and bonfires increase the risk of burns. Ensure your team is trained in first aid, so they know how to respond quickly to burn-related injuries.

**Sprains and fractures:** Wet or uneven surfaces around the workplace can lead to slips, trips, and falls. Conduct a thorough event risk assessment to identify and eliminate potential hazards around your premises.



## Be first aid ready

Having trained first-aiders on-site can make a significant difference in the event of an injury. Investing in first aid training for your staff ensures they can handle common injuries like burns, cuts, and eye trauma. It's essential that your first aid kits are fully stocked and easily accessible, particularly during busy events. <<



Risk Services is the HAE EHA helpline for enquiries relating to workplace legislation or health and safety policies. The service is provided for HAE EHA members in collaboration with Stallard Kane. For more information, email [risk-services@hae.org.uk](mailto:risk-services@hae.org.uk) or call **0121 380 4612**.

The initial audit, which usually lasts around three and a half hours, consists of a desktop audit and site assessment.

# From desktops to sites, audit preparation is key

**While integrating multiple international standards, SafeHire certification places a unique focus on product inspection. So how do you prepare for the auditing process?**



Carl Bartlett heads up the HAE EHA Certification Services team.

**WHETHER** you're preparing for your first audit or looking to renew your certification, understanding the SafeHire auditing process is key to achieving and maintaining compliance.

SafeHire is built to align with several internationally-recognised standards, including ISO 9001 – Quality Management, ISO 45001 – Occupational Health & Safety, ISO 14001 – Environmental Management, ISO 27001 – Information Security, and the Common Assessment Standard (CAS).

However, SafeHire goes further than most frameworks by incorporating physical product inspections and process-based evaluations – ensuring hire businesses meet both operational standards and equipment safety requirements. This sets it apart from any other certification.

So, when it comes to the SafeHire auditing process, what are the key things you need to know and prepare for?

## **The SafeHire certification cycle**

SafeHire certification is valid for three years and involves three key stages. Firstly, the certification process starts

with an initial audit, which includes a desktop review and on-site assessment. Following completion of this, annual surveillance audits are carried out each year to ensure ongoing compliance.

Finally, a lighter desktop review focusing on the core elements of SafeHire is undertaken in a three-year renewal audit. This structured approach helps businesses maintain compliance while minimising duplication, particularly for those already holding ISO certifications, making it easier for organisations to keep their practices safe.

## **Resources**

HAE EHA provides a range of guides, templates, and checklists to make the SafeHire certification process straightforward. The SafeHire Quick-Guide, which is an itemised checklist to ensure all supporting documents are ready, is provided to help get you started on your SafeHire certification journey as fast as possible.



The members area of HAE EHA website contains template documents from HAE EHA Risk Services to assist with policies and procedures, while the HAE EHA Hire Certification Services IMS enables members to access previous audit reports, and corrective action tracking. By using these resources, hire businesses will find they can negotiate their path to certification with relative ease.

### Meet the team

All our SafeHire assessors are highly-experienced health and safety professionals with deep knowledge of the UK hire industry. They are carefully selected, trained, and regularly attend standardisation meetings to ensure a consistent auditing approach.

Importantly, SafeHire auditors are there to help you improve, not to criticise. They provide guidance on health, safety, and welfare arrangements; legal and regulatory compliance; industry best practices; continuous improvement opportunities. Their goal is to support members in building a strong safety culture across the entire organisation.

### What to expect

The initial audit usually lasts around three and a half hours and consists of two parts:

#### 1. Desktop Audit

You'll receive access to the desktop audit portal before your scheduled audit date, allowing you to review all audit questions in advance, upload supporting evidence ahead of time, and reduce administrative tasks on the day, so you can focus on meaningful improvement discussions with the auditor. The desktop audit typically reviews documentation and arrangements relating to many aspects from health, safety and welfare policies to corporate social responsibility. Our SafeHire Quick-Guide is here to help you prepare for the initial audit, detailing which elements of your organisation which will be assessed.

#### 2. Site Assessment

On the day of the audit, the appointed auditor will carry out a Point of Work Risk Assessment before inspecting your facilities. The assessment covers:

- Premises and security – Yard, gas storage, wash-down areas, lighting, CCTV
- Equipment safety – Forklifts, compressors, hoists, drills, PPE, extraction systems
- Hire fleet inspection – Random selection of items such as power tools, lifting equipment, access platforms, generators, excavators, and more
- Vehicle and trailer safety – Load securing arrangements and transportation compliance
- Waste and environmental management – Recycling, emissions, and safe disposal practices

This comprehensive approach ensures that not only your processes but also your products meet industry-leading safety and quality standards.

### After the audit

Following the audit, the auditor will hold a closing meeting to summarise their findings, upload the audit report

to the member portal, and list any corrective actions required, if applicable. Members will receive email notifications and automated reminders for any outstanding actions, helping them stay on top of compliance efficiently.

### Getting started

The SafeHire process is fully managed via the HAE EHA Client Service Centre - an online portal where members can book audits and confirm impartiality arrangements, complete desktop audit submissions, view and download audit reports and certificates, track and respond to corrective actions and access historical data for ongoing compliance

This digital platform streamlines the journey from audit booking to certification.

Achieving SafeHire certification demonstrates your commitment to quality, safety, and professionalism in the hire industry. With a structured audit process, dedicated resources, and support from expert auditors, members can be assured that they have everything they need to succeed.

By becoming SafeHire certified, you're not just meeting industry standards - you're setting them. <<

SafeHire auditors are highly-experienced health and safety professionals with deep knowledge of the UK hire industry



The SafeHire Certification Scheme is a Private Standard created by and written for the hire industry with the help and guidance of British Standards Institute (BSI) with support from the Health and Safety Executive (HSE). For further details about SafeHire, SSIP and how to get your organisation audited for certification, contact the team on **0121 380 4602**, or **safehire@hae.org.uk**.





# The darkest hour

As the clocks go back and earlier nights set in, construction site crime becomes a heightened risk. How prepared are you? Our feature highlights some timely considerations.

**C**LOCKS go back an hour at 2am on the last Sunday in October and with it comes the likelihood of increased crime for many using hired plant machinery and tools.

Construction sites contain high-valuable machinery, tools, and materials, making them attractive targets for theft, and dark nights are a common condition for construction site thefts, where criminals target them for unauthorised access and the removal of valuable materials and equipment.

Sites are frequently targeted at night because of reduced visibility and lack of activity and the onset of earlier nightfall makes them even more susceptible.

Reduced visibility allows thieves to move more discreetly without being seen, and, as construction sites are typically quiet and devoid of personnel after work hours, this creates ideal conditions for criminals to operate unnoticed.

To prevent these thefts, contractors can implement robust security measures, including 24/7 surveillance

with night vision cameras, GPS tracking on equipment, secure access control systems, perimeter alarms and preventative marking. It's also a good time for hire companies to review some of their own measures to protect their property.

## Security measures

Several security measures can be taken to prevent thefts from construction sites themselves, including:

- **Surveillance Cameras:** Strategic placement of CCTV cameras, including those with night vision capabilities, provides continuous monitoring and can deter criminals.
- **GPS Tracking:** Installing GPS trackers on high-value equipment and vehicles helps locate them if they are stolen, facilitating quick recovery.
- **Access Control Systems:** Implementing systems like keycards, biometric scanners, or mobile apps for entry restricts access to authorized personnel, reducing the risk of unauthorized entry.

- **Alarm Systems:** Utilising motion sensors and glass-break detectors triggers alarms for suspicious activity, alerting security personnel and authorities.

- **Perimeter Security:** Robust fencing and secure gatehouse monitoring are essential to control entry and exit points of the site.

- **Professional Security:** Employing professional security personnel can provide a visible deterrent and a swift response to incidents.

Public Affairs Manager at HAE EHA, Mark Bradshaw, said it's imperative that businesses ensure security procedures are followed, and that staff are fully briefed on how to make the sites as safe as possible.

The HAE EHA crime reporting portal, launched last year, provides a route for members to keep each other informed about fraudulent hires, thefts, and attempted thefts as well as alerting other members about any suspicious activity in their area so that they can take relevant action



**“At HAE EHA, we want to ensure that our members feel empowered to tell us about the criminal activity they have experienced. Companies should still report crimes to their local police and, additionally, fraud to Action Fraud.”**



in response to any trends or tactics being exhibited by criminals. Reports made via the portal are shared with key partners, including the police.

Mark said the portal's aim is to better equip members to tackle the spread of criminal activity and to share information about prolific offenders.

“Ensuring that we can gather as much information as possible about these crimes and work collaboratively across industry and the police is key to tackling this wave of organised crime against our hire sector,” said Mark.

“At HAE EHA, we want to ensure that our members feel empowered to tell us about the criminal activity they have experienced. Companies should still report crimes to their local police and, additionally, fraud to Action Fraud.”

### Marked for life

One of HAE EHA's new supplier members is Kent-based Selectamark, which has been providing property marking solutions since 1985.

Its original permanent marking system is still a popular choice as a visible theft deterrent for businesses, educational establishments, retail outlets, hospitals and homes, and is often used in conjunction with its range of tamper-proof labels. Over the years, it has marked 25 million valuable items worldwide and has numerous crime reduction initiatives in operation.

Visible deterrents such as these can be a real game-changer for businesses and help save them thousands in written-off assets, according to the company.

“Property marking is a safe, secure, low cost and highly-effective theft deterrent. Permanently-marked property is of little interest to thieves as it is virtually impossible to sell on. Property which has been marked can be easily identified if it is stolen and subsequently recovered by Police.”

### Responsibility and protection

According to the National Business Crime Centre (NBCC), the contractor in charge of an individual site is responsible for ensuring its security and the NBCC also provides guidance for contractors on site security,

emphasising their responsibility for the security of their individual sites.

If the worst happens, and thieves are successful in gaining access to site equipment, knowing you have the correct insurance in place to offset losses or damage to hire equipment through attempted removal is also a key thing worth checking at this time of year, according to the HAE EHA HireSecure team.

For example, when a customer arranges a hire, they have the option of taking standard hire conditions or selecting a Loss and Damage Waiver (subject to an additional cost). By selecting the waiver, the customer agrees to an alteration to the terms and conditions of hire, which effectively removes most of the terms through which the hire firm would pursue them for recovery, following loss or damage to the equipment they hired to them.

This is not an insurance product that the customer purchases but is a contractual arrangement which removes their responsibility in the event of loss or damage to the hired equipment.

Every HAE member qualifies for a free annual insurance review, to make sure their cover is adequate for their needs. For a no obligation review or to receive a quotation, please call HAE Insurance Services on **0330 018 2299** or email [insuranceservices@hae.org.uk](mailto:insuranceservices@hae.org.uk). <<



For a free annual insurance review, call HAE Insurance Services on **0330 018 2299** or email [insuranceservices@hae.org.uk](mailto:insuranceservices@hae.org.uk).

For more information on the HAE EHA crime reporting portal, or to report something, visit <http://bit.ly/4pvzD5a>

# Health and safety breaches

In this regular feature, we detail the latest court cases and sentences resulting from HSE investigations, highlighting the significant outcomes that result from lack of compliance and adequate care while carrying out work on construction sites, within factory or workplace environments, using plant machinery, working at height and other areas commonly associated with hire services.



## Consultation on firefighting foams

THE Health and Safety Executive (HSE), in its role as the Agency for UK REACH, has opened a six-month public consultation to gather stakeholder views on per- and polyfluoroalkyl substances (PFAS) in firefighting foams.

The opening of the UK REACH consultation, which began at the end of August, links to the publication of the Annex 15 restriction report, which presents HSE's scientific analysis and evidence base for potential restrictions on PFAS use in firefighting foams in Great Britain.

The consultation provides an opportunity for those who use foams from industry, and other stakeholders, such as trade associations, to comment on the proposals before the opinions are made and sent to the Defra Secretary of State, and the Scottish and Welsh Governments for a decision on whether to bring a restriction into law.

HSE's Director of Chemicals Regulation Division, Dr Richard Daniels, said: "HSE's proposals have been developed through robust scientific methodology and where possible we have spoken with interested parties from across Great Britain. Now we are looking for more information from our stakeholders.

"We're seeking evidence-based feedback on our analysis to ensure any future restrictions are proportionate, effective and tailored to Great Britain's specific needs."

The consultation runs until February 18th, 2026 and full details, including the restriction report and supporting documents, are available on the HSE website. HSE has also published a Q&A document (PDF) to help stakeholders understand the scope and limitations of the consultation.

## Sole trader fined after worker suffered serious injuries

A SOLE trader has been fined following a prosecution by the Health and Safety Executive (HSE).

It was the second time Gary Smith, trading as GJ Smith Roofing, had failed to provide edge protection on a job, with HSE previously taking enforcement action against him.

Smith pleaded guilty following the incident in December 2022, when a team of roofers and labourers were working on his behalf, replacing a flat roof on a house in the Luton area.

At around 11am, one of the workers was carrying large wooden boards across the roof, when he inadvertently stepped off the edge of the roof falling a distance of about 10ft. He suffered a fractured vertebrae in his back and a broken ankle.

The HSE investigation found the task had not been properly risk assessed and planned which meant that edge protection around the flat roof had not been put in place. Following HSE intervention, edge protection was installed before work re-commenced.

Gary Smith of Dunstable, pleaded guilty to a breach of the Work At Height Regulations. He was fined £2,125 and ordered to pay costs of £5,445.

Speaking after the hearing, HSE inspector Tim Nicholson said: "It could so easily have been avoided by properly planning the task and ensuring that suitable edge protection had been put in place prior to work starting."

**"It could so easily have been avoided by properly planning the task and ensuring that suitable edge protection had been put in place."**

Tim Nicholson, HSE inspector



## Workers exposed to asbestos risks

A MANCHESTER-based construction company has been fined after workers were put at risk of exposure to asbestos.

A1 Property Maintenance Management Limited was acting as the principal contractor during work at the former Unicorn Public House on Liverpool Road, Eccles, Greater Manchester.

During a routine inspection to the site in May 2022, an HSE inspector discovered 12 square metres of asbestos insulating board (AIB) had been present in a dumb waiter lift shaft but had already been illegally removed by unknown individuals.

The inspector issued a prohibition notice stopping all work on site until an asbestos survey had been completed.

Previously, after noticing the pub door had been broken into, a site worker had entered the building, where they discovered



what appeared to be asbestos debris in the area around the lift shaft. The debris was later wrapped and removed by a licensed asbestos removal contractor.

However, A1 Property Maintenance Management Limited failed to carry out a full asbestos survey to confirm that all asbestos-containing materials had been removed before allowing further construction work to take place.

The company pleaded guilty to breaching The Control of Asbestos Regulations. It was fined £5,360 and ordered to pay £5,117 in costs.

Speaking after the hearing, a HSE spokesperson said: "Duty holders are reminded of the need to review without delay an asbestos assessment if there has been a significant change in the premises to which the assessment relates."



## Waste firm fined after worker crushed by excavator

A COUNTY Durham waste management company has been fined after a young employee was run over by an excavator.

Farm XS (Northern) Limited, based in Barnard Castle, was sentenced after an incident in January last year that left the 24-year-old with serious injuries.

The employee was only in his second week of employment at the Staindrop Road site when he was struck from behind by an excavator and run over. He suffered fractures to both feet.

An investigation by the Health and Safety Executive (HSE) found that the company had failed to ensure a safe system of work was in place. The employee was working on a waste pile near moving vehicles with no physical separation between them.

There was no risk assessment or system of work to protect pedestrians from vehicle movements.

Farm XS (Northern) Limited, of Barnard Castle, County Durham, pleaded guilty to breaching the Health and Safety at Work Act. It was fined £4,000 and ordered to pay £4,285 in costs.

After the hearing, HSE inspector Richard McMullen said: "This incident was easily avoidable by implementing control measures and safe practices to ensure that workers were not put at risk from moving vehicles, including clear segregation and safe refuges."

He went on to stress the need to consider workplace transport risks and to introduce appropriate control measures to separate vehicles and pedestrians.

**"This incident was easily avoidable by implementing control measures and safe practices to ensure that workers were not put at risk from moving vehicles, including clear segregation and safe refuges."**

**Richard McMullen, HSE inspector**

## TATA Steel fined £1.5 million after man crushed to death

TATA Steel has been fined £1.5 million following the death of a contractor at its Port Talbot steelworks plant.

Justin Smith was working at the steel manufacturer's site in South Wales when he was crushed to death by a piece of machinery in September 2019.

Maintenance work to replace a lift cylinder on a large conveyor system had been completed earlier that day, and the system was in the process of being put back into service when a hydraulic leak was found. A radio call was sent out for Justin, 44, to resolve the issue at about 2pm.

Although power was isolated to part of the system, other sections remained live. As staff worked on the lower level to fix the leak, Justin returned to the floor above and climbed into the conveyor system. His presence triggered

sensors that activated a moving beam in a live section, fatally injuring him. He was pronounced dead at the scene.

HSE investigated the death and brought a prosecution against Tata for what an inspector described as "basic" health and safety failures.

The investigation found Tata Steel failed to ensure the work to replace the lift cylinder was done safely. After the job was completed, the company also failed to properly isolate the conveyor before the leak was addressed and failed to ensure the conveyor system was effectively guarded to prevent access to dangerous moving parts of the machinery.

The company pleaded guilty to breaching the Health and Safety at Work Act. It was fined £1.5 million and ordered to pay £26,318.67 in costs.

## Installer seriously injured

A HEREFORDSHIRE-based conservatory manufacturer and installation company has been fined £40,000 after an employee fell through the roof of a first-floor building.

Leslie Baker was one of several employees of Atrium Conservatories Limited, working to install an orangery extension covering the footprint of a former first-floor balcony at a house in Abberley, Worcestershire in February 2024.

While working on the roof trusses, Mr Baker, who was 56 at the time, stepped onto an unguarded opening for a future skylight and fell approximately 2m to the floor below. He sustained a serious head injury, several broken ribs, a ruptured spleen and kidney damage. He remained in hospital for approximately two weeks before surgery could be attempted.

His long-term mobility has been affected and he has since been diagnosed with PTSD.

An HSE investigation found that no external scaffold had been put into place around the perimeter of the extension to provide safe access or prevent falls to the ground below. Additionally, there were no measures in place internally to prevent falls into the extension.

The company also failed to properly plan the work and provide workers with suitable instructions for carrying out their duties safely.

Atrium Conservatories Limited of Kington, Herefordshire, pleaded guilty to the Health and Safety at Work Act. It was fined £40,000 and ordered to pay £5,309 in costs.

HSE Inspector Jo Quigley said after the hearing: "It highlights the importance of undertaking a thorough assessment of the risks for all work at height activities. Suitable control measures, such as internal crash deck, should also be implemented to minimise the risk of serious personal injury."

**"It highlights the importance of undertaking a thorough assessment of the risks for all work at height activities."**

Jo Quigley, HSE Inspector

## Man crushed by faulty lift

A LONDON property developer has been fined £40,000 after a member of the public was crushed by a faulty falling lift at a block of flats.

The 23-year-old had returned to the flats on Cambridge Heath Road in East London, with a group of friends in September 2019. When he and seven others entered the lift on the ground floor, it began to shudder and descend with the doors still open. As it began to fall, the young man attempted to exit the lift but was crushed between the ground floor and the top of the lift. The crush injuries he sustained were so serious he eventually required a liver transplant.

Nofax Enterprises Limited had been acting as the property manager for the five-storey block flats. The HSE investigation found that it failed to act when defects with the lift were identified by a third party, resulting in a member of the public being harmed.

Nofax Enterprises Limited of Tolleshunt Major, Essex, pleaded guilty to breaching the Health and Safety at Work Act. The company was fined £40,000 and ordered to pay £8,540 in costs at Southwark Crown Court.



The SafeHire Certification Scheme is a Private Standard created by and written for the hire industry with the help and guidance of British Standards Institute (BSi) with support from the Health and Safety Executive (HSE). For more information, email [safehire@hae.org.uk](mailto:safehire@hae.org.uk).





## Airport failures led to man's death

AN airport company has been fined £144,050 for failures that led to the death of a 59-year-old man.

Glasgow Prestwick Airport Limited pled guilty to a breach of health and safety legislation after Joseph Dempsey, an experienced member of the ground handling team, died when a corroded guardrail gave way and he fell to the tarmac below.

The fatal incident happened at Prestwick Airport in January 2023.

Mr Dempsey was preparing to unload cargo from an aircraft using a pallet loader. He had positioned the loader and was repositioning a guardrail when it suddenly gave way and Mr Dempsey fell to the tarmac, about 10ft below. His colleagues immediately went to his assistance and paramedics attempted CPR and advanced life support but he was pronounced dead at the scene.

The HSE investigation found that one of the guardrail posts had completely fractured. There were visible signs of significant corrosion, discolouration and flaking white paint around the area.

Metallurgical examination of the guardrail posts found differences in chemical composition, manufacturing, and wall

thickness which indicated the posts were manufactured from two different tubing sections.

These welded sections were not a feature of the manufacture's original design and appear to have been modified while the loader was under the ownership of Prestwick Airport. The welds on both guardrail posts contained defects which would allow moisture in, creating a corrosive environment and speeding up deterioration.

There was no record of any modification or repair to the loader guardrail involving welding and the maintenance programme in place at the time did not cover the parts of the guardrail where failure or deterioration could lead to health and safety risks.

Since the incident, Prestwick Airport has undertaken a review of all work at height. Checks of the guardrails on the platform loaders have been added to the list of checks conducted during the annual service and inspection schedule and the failed guardrail was replaced by a new rail from the manufacturer.

Glasgow Prestwick Airport Limited pled guilty to contravening the Provision and Use of Work Equipment Regulations and the Health and Safety at Work Act. The company was fined £134,000 with a victim surcharge of £10,050.

## Employee crushed by retaining wall

A BUILDING company has been fined after an employee was crushed to death when a 1.8m high retaining wall collapsed onto him.

Gary Anstey, aged 57, from Bristol, was working for H. Mealing & Sons Limited at a construction site at a school in Bath when the incident happened in March 2019.

An investigation by the Health Safety Executive (HSE) found that H. Mealing & Sons Limited failed to properly plan and supervise the construction of the retaining wall at Swainswick School. This led to it becoming unstable when a large load of aggregate was placed against the incomplete wall which was not supported.

HSE guidance Temporary Works – HSE requires that any temporary structure must be designed and installed to withstand any loads placed against it and that it is used

in accordance with its design. This includes ensuring appropriately trained operatives are provided with a suitable written design and plan to install to ensure the structure remains stable.

Mealing & Sons Limited of Northend, Batheaston, Bath pleaded guilty to breaching the Health and Safety at Work etc Act 1974. The company was fined £56,775 and ordered to pay £44,000 in costs.

HSE inspector Ian Whittles said afterwards: "This was a horrific incident which had heartbreaking consequences. It happened because of a lack of planning and coordination, which is all too common in construction activity. With simple clear procedures and appropriate training this incident would not have happened."

## Sentenced after pipe injured child

A CONSTRUCTION company and its director have been fined after being found guilty of safety breaches that resulted in a five-year-old child being injured by a falling cast iron pipe.

Sage Homes Limited and its director were convicted last month for failing to properly assess a foreseeable risk.

The incident occurred in July 2021, during building work on an extension to a house in Totton – a few seconds' walk from a local primary school. A cast iron pipe fell onto a passing child, striking him on the head and fracturing his skull.

The base of the pipe had been broken away by the builder days before to allow him to excavate into the concrete floor. When a TV cable was freed from the pipe, the top two sections of pipe, weighing over 45kg, fell across the pavement. The cast iron pipe was estimated to date from the 1930s, and both the pipe and the fixings were corroded.

An HSE investigation found that Sage Homes Limited and its director, Jason Scorey, had failed to properly assess what was a foreseeable risk. In giving evidence, Mr Scorey insisted that he could see no need to secure the pipe against the wall.

Sage Homes Limited and Jason Scorey were sentenced this month for breaches of the Health and Safety at Work Act. Mr Scorey received a fine of £1,685, with 45 days' imprisonment in default, and was ordered to pay costs of £10,436. Sage Homes Limited was fined £15,000. Both Mr Scorey and Sage Homes Limited were also ordered to pay a victim surcharge.

After the hearing, HSE inspector Alexander Ashen said: "Properly assessing risk to workers and members of the public is a vital part of any construction project.

"It would have been a simple and inexpensive task to secure the pipe once it had been broken out at its base. The fact that the construction work was being carried out yards from a school gate at the time parents were collecting their children should have prompted even more care on the part of the duty holder."

**“Properly assessing risk to workers and members of the public is a vital part of any construction project.”**



## £30,000 fine for forklift incident

QUBE Containers Limited, which operates on Ipswich docks, has been fined £30,000 after an employee was run over and dragged by a forklift, causing serious injuries to his ankle.

The Health and Safety Executive (HSE) brought the prosecution following its investigation of the incident involving Harvey Addison, from Ipswich, in December 2023.

Mr Addison was unloading cars from shipping containers at the company's site in Ipswich. Working with the driver of the forklift truck to empty two small bins, filled with waste packaging, including ratchet straps and chocks, into a larger commercial waste bin.

The two tipping bins had been positioned on a pallet, which was being carried on the forks of the forklift truck.

The 21-year-old was standing on the pallet and as the forklift truck moved, some of the straps fell from the full waste bins, trailing on the floor and getting caught in the wheels of the lift truck. One of these straps got caught on his foot pulling him to the ground and the forklift truck drove over his foot.

Mr Addison remained in hospital for nine days, requiring skin grafts on the outside of his left calf and behind his left thigh just above his knee. He also sustained a broken ankle.

An investigation by HSE identified that Qube Containers Limited failed to provide equipment that was safe and suitable for the task and failed to risk assess the system of work for emptying the bins – which was found to be unsafe.

In addition, the traffic routes were not organised in a safe manner, and it was clear from the work practices on site that vehicles and pedestrians circulated in close proximity.

Qube Containers Limited of Forbes Business Centre, Kempson Way, Bury St Edmunds, Suffolk, pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc Act. They were fined £30,000 and ordered to pay £3,752 in costs.

HSE Inspector Adepeju Sogadgi said: "This injury could easily have been prevented. Employers introducing new processes should make sure they assess the work activity sufficiently and apply effective control measures to minimise the risk. There should be systems in place to ensure safety and the risk should have been considered and documented."

Three-quarters of noisy workplaces lacked essential knowledge on maintaining hearing protection equipment, inspections have found.



## Significant failings in hearing protection highlighted by campaign

THE Health and Safety Executive's (HSE) most recent inspection campaign has identified significant failings in workplace hearing protection, uncovering issues with employee training and equipment management.

One in four workplaces had noise levels requiring mandatory hearing protection, placing crucial responsibilities on employers to ensure proper provision and management of protective equipment. However, inspections revealed concerning gaps in implementation.

At high-noise workplaces, more than 75% of employees lacked essential knowledge about storing hearing protection, checking for damage, or reporting equipment faults to employers. Nearly two-thirds (63%) had not received guidance on the critical importance of wearing protection continuously during exposure to harmful noise levels.

Training deficiencies were particularly evident, with 80% of employees receiving no instruction on proper wearing techniques, including avoiding interference from hats and hoods, keeping hair clear of earmuffs, or ensuring

HSE's Principal Specialist Inspector, Chris Steel.



compatibility with other personal protective equipment such as hard hats and eye protection.

Most significantly, 95% of employers had failed to verify whether workers wearing hearing protection could still detect vital warning signals, including fire alarms and vehicle reversing alerts.

HSE's Principal Specialist Inspector, Chris Steel, said: "The gaps that we found in implementation are serious. They place an added risk to workers of excessive exposure to noise when they may believe they are being protected.

"If your defence against workplace noise is to give your workers hearing protection then you need to check

that it works. How confident are you that the hearing protection you have supplied is in good order, is being worn when it should be, how it should be, and that it is not stopping your workers from hearing warning signals?"

To address these issues, HSE is promoting the CUFF checking system to help employers assess hearing protection effectiveness. The acronym covers Condition (equipment integrity), Use (proper deployment when needed), Fit the ear (correct wearing), and Fit for purpose (appropriate specification).

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## New regional president

ADAM Caulfield has become the new CEO of Chevron Traffic Management, and Regional President of Ramudden Global UK, experts in critical infrastructure safety services.

Adam brings a wealth of experience to the team, having previously served as Managing Director of Travis Perkins Hire. His extensive background includes senior leadership roles at Sunbelt Rentals, Wolseley Group, and HSS Hire.

In addition, Adam is a Main Board member of Hire Association Europe and Chair of the Plant & Tools Board.

Adam said he was excited to be joining Ramudden Global UK's team.

"By leveraging experience from across the whole Ramudden Global group, we can bring innovative solutions and exceptional service for our customers here in the UK. Together, we will build on a solid foundation as we pursue our ambition for sustainable growth across all our business units. Our commitment to be 'a caring force for a safer world' is paramount, and I look forward to leading our team as we navigate the opportunities ahead."

Former CEO Tim Cockayne has now stepped away from the company's UK business and been praised by the company for his years of dedication and support to the UK business and Ramudden Global.



## Sales team recruit

BRAD Ireland has joined the UK sales team at lighting tower and power generation specialist, Trime UK.

Previously employed by a distributor of Trime lighting sets and power generation machinery, Brad has a vast knowledge of power generation technology, site lighting towers and fuel tanks.

## Ian takes up MD position

BUILDERS merchant Travis Perkins has appointed Ian Sharman-Jones as its new Managing Director of Travis Perkins Hire.

Ian joined Travis Perkins in 2014 and has held several senior leadership positions within the business, most recently as Regional Director within the Midlands. During his 11 years with the company, Ian has been instrumental in driving sustainable market growth, developing talent and inspiring a creative, customer-focused approach across his teams, according to the company.

He said: "I'm honoured to lead Travis Perkins Hire into its next chapter. Our mission is to make hiring from Travis Perkins effortless, reliable, and accessible for every customer, whether they're delivering major construction projects or tackling smaller jobs."



If you've made a recent appointment, promotion, or an employee has reached a certain milestone, let us know so we can share your news with the rest of Interface's readers. Contact Stephanie Cornwall at [editorial@hae.org.uk](mailto:editorial@hae.org.uk).



# NEW TO THE CREW ...

We introduce the latest recruits to HAE EHA membership and invite you to join us in giving them a warm welcome.

SEVEN new members have joined HAE EHA in recent weeks from a range of different sectors and geographical areas, expanding its growing membership.



- **VIPER PLATFORMS LTD** is a family-run business providing cherry picker hire services that our clients can depend on. The specialist access provider is based in Sussex and its customers include tree surgeons, roofers, painters, and production companies. Its directors are Nathan Bridgland and Sophie Hewson.



- Bolton-based **SEDDON CONSTRUCTION LTD** provides end-to-end construction and development services for customers across the North West and Midlands regions and its hire division, Top Deck Hire, hires out construction site equipment and welfare cabins.



- **L&S ENGINEERS** supplies spares and consumables to the construction and plant hire industry as well as to local councils, small businesses and the general public, from its warehouse in Walsall. It is a main dealer for many construction and groundcare brands including Stihl, Wacker, Honda, Husqvarna, Belle, Paslode, Atlas Copco and others.



- **ALRIK** provides an automated delivery platform for suppliers and merchants in the construction industry. The platform can be used for all transports, providing automated billing, emissions and performance reporting and can be integrated with existing software, providing overall supply chain control.



- **M O'BRIEN PLANT HIRE LTD** was formed in 1990 in Luton by Michael O'Brien who retains a major share in the company. The company is involved in renting and leasing of construction and civil engineering machinery and equipment and is still a family business, with a registered office in Bedford.



- **TYROLIT** is a global manufacturer of grinding and dressing tools as well as a system provider for the construction industry. Formed in 1919, its tools are used within many different industries. Based in Crick, Northamptonshire, its directors are Paul Stephenson, Peter Dollinger, and Andreas Sauerwein.



- **SAFETY SHIELD GLOBAL** offers AI solutions which help reduce collisions between people and machinery. CEO and Founder Jonathan Guest led a research and development team for 14 years, developing AI technology and robotics for collision avoidance. Over that time, Jonathan and his team worked alongside government, transport authorities, research institutes, international construction companies and OEMs to develop the current AI platform.

Jonathan was prompted to start the company after a friend of his was fatally crushed by an excavator whilst working on a construction site. Based in Winsford, Cheshire, the company was formed in 2018.

In addition to Jonathan, its directors include Richard Kerrison and Paul Westmacott.



# Be prepared for the attack of the Cybermen

Our HAE Insurances and EHA Insurances team highlight the importance of training staff on cyber security.

**A**S technology continues to evolve, so do cybercriminals and their cyber-attacks on businesses and individuals.

That's why it's important to make sure your staff are regularly trained on cyber safety, and, particularly, to make sure they're wise to the latest forms of phishing attempts.

Did you know that 82% of all breaches involved a human element? What's more, it was also found that 45% of all employees receive no training from their employers. Training your staff to recognise the hallmark signs of suspicious emails and texts as well as phishing websites can not only reduce the number of security incidents for your business, but can actually improve employee retention.

**“A business that falls prey to a data breach may find itself losing customers who no longer wish to trust the business with their information.”**

## **Why is cyber training important?**

Cyber training keeps your staff up to date with how to prevent data breaches and phishing attacks, which in turn helps to keep your business's finances and data safe from cybercriminals. It's important to have regular training instead of annual, which may not be sufficient. Awareness messages, phishing simulations or micro-trainings can all help to keep cyber security at the forefront of your employees' minds.

Having strong cyber security measures in place will also improve your reputation among your customers - a business that falls prey to a data breach may find itself losing customers who no longer wish to trust the business with their information.



You'll also help to boost employee wellbeing, as employees will be able to use the skills they've learned in their personal lives, allowing them to avoid potentially stressful situations if they're targeted by cybercriminals.

### What types of cyber training are available?

The types of cyber training that will be best for you will depend on the type of business you operate and the learning styles of your employees. Some cyber training courses are little more than tick-box exercises, but it's likely that you'll want something more in-depth for the lessons to really be absorbed.

There are a variety of free and paid options available, and you'll also want to decide on how regularly you want to undertake the training - is it something your employees will have to undertake every few months, with regular micro-testing throughout the year to keep the lessons they've learned fresh and memorable?

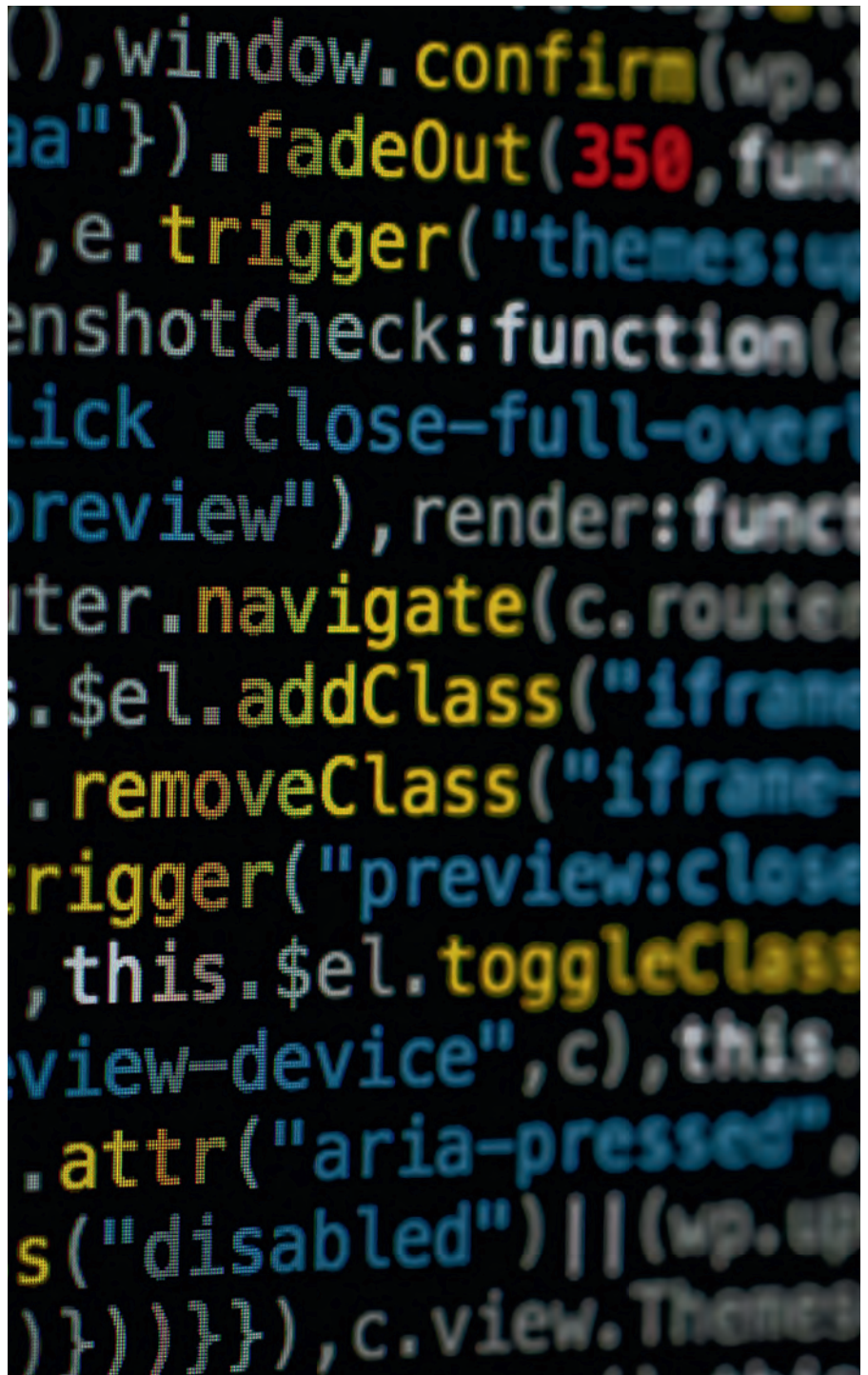
You can find a number of cyber security training options from the NCSC (National Cyber Security Centre) Certified Training scheme, which offers classroom and online training at a variety of skill levels.

### Cyber insurance

Even if you take all the possible steps to safeguard your business from cyber-attacks, sometimes that just isn't enough. Even with the best security and training, you can still be targeted. That's why it's important to have cyber insurance in place.

The HAE Insurance Services (powered by Towergate) can help you with Cyber Insurance if you have any queries on the subject or would like to know how to put something in place.

- Consistent with our policy when giving comment and advice on a non-specific basis, we cannot assume legal responsibility for the accuracy of any particular statement. In the case of specific problems, we recommend that professional advice be sought. <<



To find out more about cyber insurance, call the Insurance Services team on 0330 018 2299 or email [insuranceservices@hae.org.uk](mailto:insuranceservices@hae.org.uk). More information is also available by visiting HAE EHA partner Towergate's dedicated cyber insurance page at <http://bit.ly/3K2UM6L>.

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# Pilot addresses long-standing apprenticeship gap

**First intake of plant and equipment maintenance training programme gets underway.**

**T**HE first pilot intake of HAE's Plant and Equipment Maintenance New Entrant Training Programme has now been launched by HAE EHA, providing a structured route into the sector for new recruits and recently appointed staff.

The programme, launched in September, addresses a longstanding gap in apprenticeship provision for plant maintenance, offering a clear qualification route in an industry where this has historically been limited.

Delivered over 18 months, the programme combined nine weeks of block-release modules with hands-on learning at the Penybont training centre. The programme targets new recruits or recently-appointed staff stepping into the role of Plant Maintenance Operative or Technician. Delegates will complete the programme with a ProQual Level 2 NVQ Diploma in Plant Maintenance (Construction).

Learners who successfully complete Level 2 have the opportunity to progress to the Level 3 NVQ Diploma

in Plant Maintenance (Construction), opening further career development and advanced technical roles.

## Structured learning for real-world impact

The programme balances practical skills with theoretical knowledge. Learners will gain experience maintaining hire fleet equipment while deepening their understanding of mechanical, electrical, and non-mechanical systems.

Support is provided throughout via the QuadsDirect system and Cademy eLearning resources, enabling delegates to track progress and consolidate learning at every stage.

Training modules include:

- Workshop health and safety, including IOSH Working Safely
- Performing engineering operations
- Electrical testing of plant and hire equipment
- Mechanical equipment and power systems
- Materials hoists, welding, heating, and cutting equipment
- Small plant and basic hydraulics

- Powered access inspection and repair
- Generators, lighting towers, road-tow, and traffic management equipment

Each module is delivered in block-release format, starting at 12:30pm on Day 1 and finishing at 12:30pm on Day 5, providing four full days of practical, hands-on learning while accommodating travel for learners across the UK.

## Careers in plant and machinery maintenance

With specialist qualifications historically limited, this programme not only equips learners with essential expertise but also promotes plant and machinery maintenance as a rewarding and professional career choice. Structured NVQ pathways, clear progression routes, and hands-on experience make the industry more accessible and attractive to new talent. Employers benefit from a highly-skilled workforce, improved safety compliance, and reduced downtime, while learners gain recognised qualifications and career advancement opportunities.





### Key dates and funding

The pilot intake began in the first week of September 2025, followed by the second block in November. A second programme intake is planned for April 2026. For CITB-registered employers, funding can cover the entire programme cost, making the net investment effectively zero, with full attendance and NVQ achievement.

### Empowering the workforce of tomorrow

HAE's Plant and Equipment Maintenance New Entrant Training Programme is

more than just a qualification. It is a structured pathway to skilled, confident, and highly-competent maintenance technicians ready to tackle the challenges of modern construction.

### Promoting the Sector

In terms of skills development and careers, European Rental Week or Plant Hire Week in the UK and Ireland is taking place between 13th and 19th October. HAE will be working to promote ERW / Plant Hire Week to encourage people to join the sector and expand their careers. Check our website for further details. <<



**Nikki Wyllie** is responsible for learning and development within the association, supporting members to identify training needs and plan any development required for employees. Nikki also coordinates the association's NVQ Assessment Centre and CITB Approved Training Organisation. [nikki.wyllie@hae.org.uk](mailto:nikki.wyllie@hae.org.uk)



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