

# INTERFACE

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**INTERFACE**  
hae.org.uk 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?

Discuss promotional opportunities with Theresa Geeson  
[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

**W**E'RE proud to introduce you to our newly-launched **Interface On Hire** - the magazine of HAE EHA in which we'll be bringing you regular updates about everything going on in the field of hire, with topical features alongside regular sections on certification, risk services, finance, training, insurance and public affairs.

We've teamed up with publishing group, Warners Group Ltd, who have a wealth of experience in compiling print and digital titles, to relaunch the magazine with a new image and regular articles tailored to fit members' needs and interests. Editor Stephanie Cornwall and HAE EHA Commercial Director Neil Bravery have worked hard to get this magazine up and running and deserve praise for their efforts. I'd encourage all members to get in touch with Stephanie if you have any news you'd like to share in the magazine. It's also a great vehicle for suppliers to highlight products that might be of interest to members and partners.

As always, the Hire Awards of Excellence, held in April, provided a

wonderful opportunity to recognise innovation, excellence in health and safety, and high-quality hire services while celebrating the people that make it happen. It was great to see so many of you there.

We're very much looking forward to Plantworx 2025, which takes place from September 23rd to 25th at Newark Showground, Nottinghamshire. Offering visitors an opportunity to buy plant, equipment and services, the event provides a vibrant visitor experience that educates, entertains and engages today's construction professionals, while inspiring the next generation of owners, operators and engineers. HAE EHA will have a stand there where we'll be providing a warm welcome and sharing the benefits and opportunities offered through membership.

To date, 2025 has been an eventful one for the Hire Association, with some valuable contributions from members and suppliers, as well as key appointments. We'll be sharing details of these in our members' and news sections in **Interface**. Earlier in the year the Office of the Parliamentary Commissioner for



Standards confirmed the reformation of the All-Party Parliamentary Group for Events and Chair of the EHA Event Equipment Board, Stuart Slaughter from Plato Catering Hire, will represent members on the APPG.

A number of new businesses continue to seek out membership of HAE EHA and we'll be introducing these in our New Members section, as well as letting you know about other new appointments in our 'People and Appointments' section.

While representing the UK and Ireland hire sector, we at HAE EHA are part of something larger. We continue to collaborate with a wide range of trade bodies across Europe and further afield, working hard to make a difference, and you'll find evidence of this in our focus features.

Neil Bravery and Carl Bartlett recently introduced our new podcast channel and we now have several of these available to view on YouTube. See the news section for details of these and get in touch if you're interested in being a future interviewee. We've also begun a new 'Lunch with the CEO' feature which can be found on page 10 – again I'll be looking for future 'guinea pigs' for this!

In conjunction with our member-led board, all our departments work hard to ensure the best quality services are provided for HAE EHA members and this magazine provides an opportunity to hear from each of them, receive regular updates on their work, and stay abreast of key issues. We hope you enjoy this issue. <<

**“To date, 2025 has been an eventful one for the hire association, with some valuable contributions from members and suppliers, as well as key appointments.”**

## INTERFACE ON HIRE

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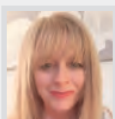
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## A WORD FROM THE EDITOR ...

HELLO and welcome to the 'new and improved' Interface!

Whether you're new to HAE EHA and reading this magazine for the first time, or a loyal follower catching up with us after our temporary sabbatical, we're glad to introduce our fresh new look and some great new features to you.

The pause in production over the past year has provided a worthwhile time of reflection, during which we've listened to HAE EHA members' feedback and seen some enthusiastic and forward-focussed people joining the Interface production team – most notably Neil Bravery, who joined HAE EHA as Commercial Director at the end of last year.

The new-look Interface magazine will now be produced every other month, giving readers a more regular information feed and the chance to catch up with everything relevant to the hire industry – from members' own updates, to the latest resources and topical features.

It was great to catch up with some of you at the Hire Awards of Excellence earlier this year, and I'm looking forward to working with you all again. Please get in touch if you have news to share, and contact the lovely Theresa if you're interested in promoting any services, products or event news to our readers.

All that now remains is to say thank you to all those who've helped to contribute to this issue – I hope you enjoy reading it as much as I've enjoyed pulling it all together.

*Stephanie Cornwall*  
**Editor**

## New AI suite launched

MCS Rental Software has launched MCS AI Insights, a new suite of AI-driven tools designed specifically for users of its rental software.

Development Director, Chris Clarke, said the new tools had been built to support hire teams in their day-to-day operations with practical, time-saving solutions.

"MCS Rental Software understands the demands and challenges of equipment rental businesses. While the industry talks about the potential of AI, our focus has been on delivering tangible tools that make a real difference," said Chris. "MCS AI Insights isn't just about innovation for innovation's sake. These tools provide a helping hand for employees, allowing them to work smarter."

The first tool in the AI Insights suite is the Equipment Manual Assistance tool. This is set to redefine how rental businesses and their customers interact with equipment manuals. By leveraging advanced AI tools, users can quickly access the information they need from user manuals using a natural language chat, saving valuable time and improving efficiency.

Chris said: "MCS AI Insights, in conjunction with MCS eScan, provides users with instant access to equipment documentation through QR codes printed on the machine and intelligent, AI-powered support. It's like chatting with a technical expert who knows the manual inside out—offering step-by-step operational guidance, safety information, and maintenance tips. Using our unique Rental Business Context tool, rental businesses can ensure responses include key safety considerations, such as reminding customers to contact them directly if they are unsure or if a safety issue arises."

## Documentary shared to celebrate milestone

NIFTYLIFT is continuing to celebrate its 40th anniversary year by sharing a documentary about how the company grew from a garden shed in Bedfordshire to become a world leader in access platform innovation, as well as unveiling a range of updated products.

The company celebrated its milestone in May, with a two-day event attended by 300 guests. Held across its Shenley Wood headquarters and Whittlebury Hall Hotel, the event brought together more than 130 suppliers and 200-plus customers from across the UK and around the world.

Those who attended the celebratory open days were able to view and try out several new machines, while company apprentices led factory tours and a gala dinner was held hosted by radio and TV presenter Daisy-Belle Downer.

The commemorative video, which is now available to view at [https://www.youtube.com/watch?v=3Uz3zqK-F\\_8](https://www.youtube.com/watch?v=3Uz3zqK-F_8), features interviews with staff members past and present, and even visits the shed where the company was originally founded.



## Free guide on AI use

SEQUEL Agency, the Yeovil-based digital solutions provider, has launched a free guide for all hire businesses considering using AI (Artificial Intelligence) who are unsure how to go about it and what it entails.

Managing Director Pip Duma said: "AI as I think we all know, is such a huge trending topic right now and a real buzzword for businesses. But so many people are still unsure what it really means or how to harness it.

"As resident tech obsessives, we know a thing or two about AI so settle in and have a read!"

If used correctly, AI can streamline operations, enhance customer experiences and unlock new value for money, according to the Sequel guide, which is also offering a free 10-point checklist for integrating AI into a website, CRM or internal tools.

The new guide covers the steps that are involved, from model types to security risks, application programming interface (API) choices and other issues.

The guide is downloadable at <http://bit.ly/4mlgCAf>

## Village show aid

INSTAGRID recently loaned an Instagrid ONE unit to community event, Ainsworth Village Day.

The event, which is held on the village green in Ainsworth each summer, brings the community together over live music, local stalls, food and entertainment.

With no mains power available, organisers rely on portable power- which historically has meant using generators.

Instagrid's Marketing Manager Charlotte Evans said they were amazed that the single small Instagrid unit was able to power the bar and the band with energy to spare, and without the noise and emissions associated with generators.

"The bar fridge, PA system and AMPs/speakers needed approximately 300w per hour for six hours. With a capacity of 2100w - Instagrid powered the lot with two bars to spare!" she revealed in an online post. "Another small success story and more CO2 spared from entering the atmosphere."

## Business owner highlights implications that can arise from unsafe acts

CARL Harris, owner of Harris Brick Safety Systems, has highlighted the implications that can arise when an employee dies while carrying out an unsafe act.

The former Middlesbrough bricklayer is no stranger to near-death experiences as it was one such accident that prompted him to launch The Brick Bud, a game-changing wall bracing system created to improve safety, reduce waste, and protect both lives and livelihoods. The adjustable frame transfers any lateral loading on the newly-laid brick wall safely and securely to the ground, preventing any movement.

Traditionally, bricklayers have supported unfinished walls by propping them up with scaffold boards or lengths of timber found on site. But these improvised methods are unreliable and every year millions of bricks and thousands of hours of work are lost when walls are blown over in high winds. Carl himself fell victim to a collapsing wall.

If someone dies while carrying out an unsafe act, several implications can arise depending on the context, location, and circumstances of the incident, Carl stated in a recent online post.

He has highlighted the following potential outcomes that employers in the hire sector need to be aware of:

- 1. Investigation:** Authorities (like law enforcement or workplace safety agencies) may conduct an investigation to determine the cause of the accident. This can include gathering evidence, interviewing witnesses, and examining the scene.
- 2. Legal Consequences:** If the unsafe act was a violation of laws or regulations, legal penalties could occur. This might involve charges against individuals or organisations responsible for ensuring safety (e.g., employers).
- 3. Liability and Compensation:** The family of the deceased may seek compensation for wrongful death.

Depending on the circumstances, liable parties could include employers, equipment manufacturers, or others deemed responsible.

- 4. Policy Changes:** The incident might prompt organisations to re-evaluate and improve safety protocols to prevent future accidents. This could involve training, updating equipment, or modifying procedures.
- 5. Grief and Community Impact:** The death may have significant emotional effects on family, friends, and community members, leading to mourning and support efforts.
- 6. Public Awareness and Advocacy:** The incident might raise awareness about the dangers of unsafe practices, prompting advocacy for better safety measures or regulations.

## Bespoke CRM created for hire

HIRE HQ, which has joined HAE EHA as a supplier member, has launched a new customer relationship management system (CRM) which is specifically tailored for businesses operating in the hire sector.

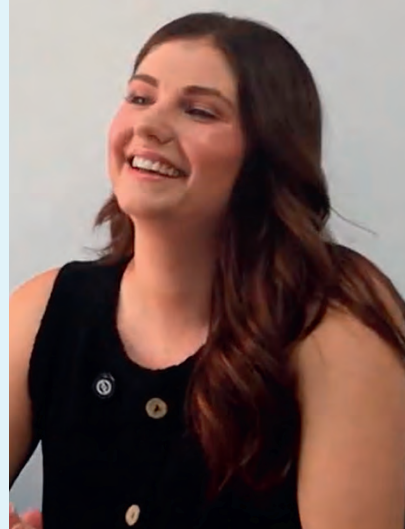
Business co-founder Megan Flory, who recently spoke about the new product on an HAE EHA podcast with fellow founder Oliver Sadler, said in an online post: "For years, hire businesses have been squeezing themselves into HubSpot, Salesforce, Dynamics - you name it. It's the classic 'square peg, round hole' scenario - expensive and frustrating."

She said the new product, Hire HQ Spark, has been built on the back of real insight into the hire industry and has features that will genuinely be needed, including hire desk, sales and operations support.

A waiting list has been opened for early access and a select group of companies will be chosen to test the system. Selected testers will also receive one-month free use.

To join the waiting list, visit <https://hirehq.co.uk/crm/>.

Megan Flory, Co-founder of Hire HQ



## Cost savings made for construction company

TRIME North, based in Oud Gastel in the Netherlands, recently provided a solution for a construction organisation looking to power offices, canteens, and storage containers on a site in Rotterdam, for approximately three months.

Traditionally, the company would use a 20kVA diesel generator that was continually operating 24/7. However, it wanted an alternative

method that would lower fuel costs, reduce carbon emissions, and provide power according to their varying requirements.

Trime supplied a MGTP 24000/30 THS, fitted with a 48V-24000VA inverter, a 28.7 kWh battery pack, and two 360W solar panels. Over the rental period (87 days), and based on previous fuel prices at 1.80 €/L and service

expenses of € 350 (every 500 hours) with single refill costs set at € 70, the company calculated that it had saved more than €28,800, which equated to 90% savings when compared to a standard 20kVA set.

In June, the MGTP 24000/30 THS 24kVA scooped the top prize in the Rental Product of the Year category at the 2025 European Rental Awards.



## New head office

INDEPENDENT equipment and tool hire company, GR8 Tool Hire, recently opened a new head office next door to its existing premises in Saffron Walden. Managing Director Josh Thompson said the additional space was needed to accommodate the company's growing business.



## Scottish debut for new handlers

A HOST of new JCB agricultural machines made their Scottish debut at the Royal Highland Show, at Ingliston, Edinburgh, recently.

These included two all-new Telemaster telescopic wheeled loaders, the latest high-lift Loadall telehandler, and the upgraded 435S wheeled loader.

Will Fleming, Agricultural Sales Director, Scot Agri, said: "JCB has built on its already outstanding range of farm handling machines with additional Loadall variants catering for different performance needs, and three telescopic wheeled loaders of a size and performance level not seen in the JCB line-up before.

There are two mid-size teleloader versions, the TM280 with 109hp and single-range hydrostatic drive, and the TM280S with 130hp and a transmission with hydrostatic and mechanical elements that optimises low- and higher-speed working.

Both lift 2.75 tonnes to 4.8 metres using a heavy-duty single-stage telescopic boom, and despite having a full-size cab shared with other Telemaster loaders, they measure a best-in-class 2.6 metres to the top of the cabin, enabling access through low doorways.

## EU type approval for hydrogen engine

JCB's hydrogen engine has been approved for sale and for use in machines and third-party OEM equipment in each of the 27 EU member states and all other territories recognising EU type approvals (e.g., EEA and EFTA territories).

The EU type-approval certificate has been issued in accordance with Regulation (EU) 2016/1628 and certifies JCB's hydrogen combustion engine to prevailing EU Stage V emissions norms. The EU type-approval follows earlier landmark rulings by licensing authorities in nine countries in mainland Europe allowing the engine to be used commercially in machines in those countries under 'new technology' provisions.

JCB Chairman Anthony Bamford, who has led the company's hydrogen engine project, said: "This is another very significant moment for JCB's hydrogen programme. It was not so long ago that some said that it was 'game over' for the internal combustion engine in Europe. For JCB to have secured full EU type approval is proof positive that the combustion engine does indeed have a promising future in pursuit of a net zero world if hydrogen, a zero CO<sub>2</sub> fuel, is used instead of fossil fuels."



## United front against organised crime

SELECTAMARK recently held the National Acquisitive Crime Conference in Liverpool, with a strong focus on the growing levels of business theft in the UK - including in construction.

Those attending the conference heard how partnership working with the police and other agencies is vital to combating organised criminal activity.

Selectamark has recently become an HAE Supplier Member and HAE EHA Director of Public Affairs, Mark Bradshaw, attended the conference and awards dinner that forms part of the event.

He said: "The hire sector is facing truly shocking levels of theft and fraud, much of it by organised acquisitive criminals. Working with Selectamark, we can offer members new services, while advancing awareness and sharing information. Together with our support for the



From left: Clair Frame (Director of UK Sales and Business Development – Selectamark); Mark Bradshaw (HAE EHA Director of Public Affairs); James Brown (Managing Director – Selectamark), Jason Brown (Commercial Director, Selectamark).

national construction theft policing team, we are determined to support members in protecting their assets and working with policing partners to bring offenders to justice."

Director of UK Sales and Business Development for Selectamark, Clair Frame, said: "We're delighted to be joining forces with HAE and are proud to support the hire and

construction sectors with proven solutions that deter theft and aid recovery. Our SelectaDNA forensic marking technology provides a powerful deterrent and helps ensure stolen tools and equipment can be traced and returned to their rightful owners. By working closely with HAE and policing teams, we're building a united front against organised crime."



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# Lunch with the CEO

In this new feature, HAE EHA CEO **Paul Gaze** sits down to have lunch and has a one-to-one with **Stuart Slaughter**, Co-founder and Managing Director of **Plato Catering Hire**.

**S**tuart Slaughter is the Co-founder and Managing Director of the multi award-winning **Plato Catering Hire**, located near **Ragley Hall** in **Alcester**, **Warwickshire**.

Plato provides professional catering equipment for hire, from ovens, fridges, and prep tables, to glassware, crockery hire, and bar hire. The company has an extensive stock for a wide range of events. In fact, many of the product lines he keeps have been featured in Hollywood and British films, dramas and documentaries.

Stuart runs the business with his co-founder and wife, **Lynn Kennedy** and their dedicated team.

We meet at the **Moat House Inn**, in **Alcester**, near his business HQ. **Plato Catering Hire** recently celebrated an amazing milestone - 25 years in business.



**Stuart says:** "We deliver more than one million products a year. Did you know that just 4.5% of SMEs make it to 25 years?"

I did know that fact and feel it shows the dedication of the team at Plato.

**I ask Stuart:** "How did the business get started?"

**He says:** "A £2 bet. That's right! It all started with that bet, which would change our lives forever. It was *New Year's Day 1999*. *Lynn and I were out for a New Year's lunch in rural Warwickshire. During our lunch, a bet took place. My father asked who around the table could make the most money from a £2 coin by Millennium Day. We were keen to take on the challenge! It may not have been a big bet, but it led to millions of miles, thousands of*



**"Using a certified company guarantees that you're working with a provider dedicated to exceeding customer service expectations and adhering to the highest industry standards."**



customers, and hundreds of products. It caused a dream to come true!"

Stuart and Lynn are committed to continuous improvement and value their Event Hire Association membership. They steadfastly guard their **SafeHire** certification, which they feel sets us apart from other trade bodies. 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)**.

Plato uses the annual audits and desktop programme to help the company focus on delivery for its customers. Stuart became Chair of the **EHA Event Equipment Board** back in 2020.

**I ask:** "What does SafeHire mean to you Stuart?"

**He replies:** "It's THE gold standard for the hire and rental industry. A stringent certification standard, setting the benchmark for excellence in the hire and rental sectors. Members have to undertake an annual independent audit to remain certified. Using a certified company guarantees that you're working with a provider dedicated to exceeding customer service expectations and adhering to the highest industry standards."

I ask Stuart what changes he has seen in his time leading Plato.

**He replies:** "Over the past 25 years, the events industry has undergone significant changes, from increased competition to tighter margins, and of course the COVID-19 pandemic. Yet, we have embraced these challenges as opportunities to improve and innovate. Our SafeHire certification is a prime example of our commitment to maintaining the highest standards of safety, quality, and reliability. As a member of the SafeHire Certification Scheme, it means we have a proven competence in

safety, health, environment, and quality. This ensures our customers receive only the highest possible quality of service and catering equipment hire."

Stuart is firmly committed to promoting the sector and spreading the word about the impact the event sector has on the wider economy. He was recently elected by his peers to join the All Party Parliamentary Group (APPG) for Events. He recently attended the APPG meeting in Westminster.

**I ask:** "How did you find the APPG?"

**He replies:** "An exceptional evening at the House of Commons for the All-Party Parliamentary Group for Events, where we had the privilege of engaging with key industry leaders and influential policymakers. The focus was clear: Advocating for our world-class events industry and emphasising

the vital role of the event equipment hire supply chain in supporting its continued success. Event equipment hire is more than just logistics – it's a critical component of the Circular Economy, enabling the seamless execution of world-class events while promoting sustainability.

"The complexity and fragility of this supply chain, largely driven by SMEs, needs to be at the forefront given its undeniable economic impact. With the UK events sector valued at more than £70 billion annually – including a £10–14 billion contribution from weddings alone – and employing 700,000 people, the stakes couldn't be higher. As Chair of the Event Hire Association, I am excited to be heavily involved in the future of this amazing group of people and to champion the sector." <<



For more info on EHA visit: <https://www.hae.org.uk/eha/>

For more info on Plato Catering Hire visit:

<https://www.platohire.co.uk/about-us/>

To be considered for our 'Lunch with the CEO' feature, please email Paul at: [paul.gaze@hae.org.uk](mailto:paul.gaze@hae.org.uk)



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# Latest policy updates

HAE EHA's public affairs specialist Mark Bradshaw outlines some key announcements surrounding financial issues, infrastructure and crime.



Planned changes to employment law will have a profound impact on workplace practices and a recent update on these measures was published recently.

**A**S the parliamentary year closes, it is an ideal time to look back over key announcements affecting the hire sector.

The first year of the Labour Government has been dominated by the economic challenges faced and we await a further Budget (assumed to be in November) to hear more about how these are to be tackled.

Meanwhile, the business community faces increased costs, mainly employee-related. Family-owned businesses will encounter new barriers to passing on assets. HAE EHA continues to press the Treasury to

extend Full Expensing. This would bring the hire sector into line with other parts of the economy who are able to benefit from capital allowances on capital expenditure.

Other topics are also high on the list of concerns and interests. The planned changes to employment law will have a profound impact on workplace practices and an update on these measures was published recently.

The updated publications can be viewed at <https://bit.ly/4mrAcuu> and <https://bit.ly/3H1uiRD>

## Mayoral powers

Giving more power to elected regional mayors and their (combined) authorities is another Government focus and one that will impact on the role of these bodies on infrastructure, housing, skills and much more. Legislation likely to be enacted later this year will see new regional land use planning powers and mayoral remits expanded on matters such as devolved transport responsibilities and public services.

Most of England is likely to have elected regional mayors and their role working with ministers, agencies and the private sector is likely to transform regeneration and other activity. This is a key set of relationships for the hire sector.

Full details on the Devolution Priority Programme can be found here: <https://bit.ly/4I5tadC>

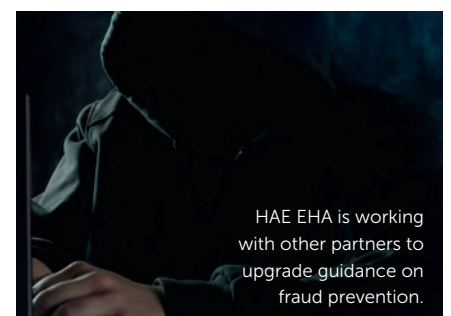
More details on the Planning and Infrastructure Bill currently going through its parliamentary stages can be found here: <https://bit.ly/45gLTgA>

## Tackling organised crime

Members will know how difficult theft and fraud has become for the sector. This largely organised acquisitive crime is damaging businesses of all sizes.

While companies are doing more to manage the risks, and cooperation with policing has intensified, the challenges remain. HAE EHA has committed annual funding to the National Construction and Agricultural Theft Team (NCATT) which has been disrupting this organised crime, helping to recover stolen assets in the UK and internationally, and providing evidence to prosecute offenders. The latest report on NCATT and related activity can be found here:

<https://bit.ly/4oodGV5>



Proactively, members are sharing information and alerts using the HAE EHA Crime Portal and feedback to date has been positive. We plan further enhancements. HAE EHA is working with other partners to upgrade guidance on theft and fraud prevention. We await Home Office clarification on the next steps with implementing the Equipment Theft Prevention Act.

## Carbon reporting

Reducing carbon and improving air quality are at the centre of innovation in the hire sector. HAE EHA benefits from member representation across the supply chain, which is unusual for a national trade body. This strength allows working across the sector on matters of concern, whether crime, full expensing or access to new technology.

As members of the European Rental Association (ERA), we have been involved in the development of new global guidance on carbon reporting - a first for our sector and a significant step for businesses of all sizes. This guidance provides a consistent approach to identifying and measuring carbon impact. Whether for investors and analysts, or to support tendering for public sector contracts, this represents a marked shift in our ability to demonstrate the hire sector's place in the circular economy and as an investor in quality, safe assets. Watch out for further announcements as we develop our offer to members on carbon reporting.

## Industrial strategy

The Government also published its Modern Industrial Strategy which set out the cross-departmental approach to relationships with business. It also identified key sectors to receive particular support and attention. From discussions with CBI and others, we know how some sectors not on this list feel excluded from the strategy.

For example, despite the national missions for home-building, infrastructure and energy, the construction industry is not identified as a priority growth sector. In raising this with senior officials, we have been assured that other sectors are not being downgraded or excluded. We will need to see how this strategy works in action.

The strategy can be viewed here:  
<https://bit.ly/45b17n1>



Planned changes to employment law will have a profound impact on workplace practices and a recent update on these measures was published recently.

## Support on late payments

In other announcements, support for small businesses in tackling late payments was set out. The new laws are set to give stronger powers to the Small Business Commissioner to empower them to wield fines, worth potentially millions of pounds, against the biggest firms who persistently choose to pay their suppliers late.

The Small Business Commissioner will be given new powers to carry out spot checks and enforce a 30-day invoice verification period to speed up resolutions to disputes. The upcoming legislation will also introduce maximum payment terms of 60 days, reducing to 45 days, giving firms certainty they'll be paid on time.

Audit committees, under the proposals, will also be legally required to scrutinise payment practices at board level, placing greater pressure on large firms to show they're treating small suppliers fairly backed by mandatory interest charges for those who pay late.

Ministers have brought together a useful directory of business financial support across government which you can view here:  
<https://bit.ly/3H4FJbg>

## Reuse of brownfield

The Government's key national mission of building housing has received a boost with an announcement on reusing brownfield former railway land to provide space for 40,000 new homes.

More information can be found here:  
<https://bit.ly/4mh8obW>

The hire sector is a key enabler of infrastructure and other projects. The newly-created National Infrastructure and Service Transformation Authority has published the national Infrastructure pipeline which can be found here: <https://bit.ly/40OobXA>



HAE EHA Director of Public Affairs Mark

Bradshaw is responsible for relations with the UK Government, other central agencies, as well as external and trade association partners. If you would like further information on any of the above, or other related topics, call 0121 380 4623 or email [mark.bradshaw@hae.org.uk](mailto:mark.bradshaw@hae.org.uk)



# Feeling the heat



This year saw the UK experience one of its hottest summers on record, with two amber warnings issued by the UK Health Security Agency and the Met Office recording temperatures as high as 30 degrees. Despite more recent rain and a dip in temperatures, dry weather and higher temperatures are predicted for late August. Our HAE EHA Risk Services team remind employers of their duty to ensure workers are properly protected during heatwaves, outlining some of the risks and responsibilities.

**W**HEN a British heatwave hits, it's not just commuters and construction workers who feel the pressure.

Office-based employees can be just as vulnerable to rising temperatures. While offices might provide shelter from the sun the risk of heat stress, discomfort and health complications remains high, especially for pregnant employees or those with pre-existing health conditions.

Employers have a duty of care to provide a safe and healthy indoor working environment. That means more than just switching on a fan. First aiders in your workplace should be prepared to respond if an employee feels unwell as a result of the heat.

There are some practical steps that office managers and facilities teams can take to keep employees safe, including regular breaks, hydration, heat stress awareness, and support for vulnerable staff.

## Use natural air in a heatwave

Air conditioning is often the go-to solution in hot weather but, where possible, use natural ventilation. Opening windows or selecting fresh air intake over air recirculation (if your system allows) helps reduce stuffiness and limits the spread of airborne germs, which is especially significant in shared office environments.

## Ensure your air conditioning is clean

If your office uses air conditioning or ducted air systems, ensure they are regularly serviced and cleaned; this helps maintain energy efficiency and improves indoor air quality by reducing dust, pollen, and bacteria circulation. It will also provide comfort to allergy sufferers or those with respiratory conditions.

## PAT test your fans and check for trip hazards

Desk and tower fans often come out in force during heatwaves. Make sure all electrical equipment is PAT tested before use, avoid overloading plug sockets (no daisy chaining), and secure any trailing wires to prevent trips, particularly around shared spaces like kitchens or hot-desking areas.

## Recognise heat stress symptoms and know what to do

Not everyone responds to heat in the same way. Employees and managers must be aware of the signs of heat stress such as dizziness, headaches, fatigue or excessive sweating, and know how to respond.

Encourage regular breaks, stay hydrated (preferably with water), and report if they feel unwell.

First aiders should be ready to assist anyone feeling the effects of

heat. They are often the first point of contact for employees experiencing symptoms and play a key role in escalating issues if needed.

## Support vulnerable employees

Pregnant employees and those with health conditions may be more susceptible to heat. Risk assessments should be reviewed during hot weather and reasonable adjustments considered, such as flexible working hours, cooler workspaces or more frequent breaks.

## Ensure electrics are safe

Extreme heat can stress electrical systems. Overheating cables become a fire risk if they are unable to carry their full current capacity. A recent and satisfactory Electrical Installation Condition Report (EICR) will flag any concerns.

## Preparation is key

Heatwaves might be rare in the UK, but preparation is key. Employers should stay alert, ensure that internal temperatures remain manageable, and create an environment where employees feel safe to raise concerns. With basic measures like hydration, awareness, and regular check-ins, you can help your team stay healthy, safe and productive.

First aiders in your workplace should be prepared to respond if an employee feels unwell as a result of the heat, whether they're working outside or in an office.

# System overloads: It's time to act

**R**ISING summer temperatures and seasonal usage surges can silently push electrical systems toward failure and now is the time to look at the potential risks and your responsibilities if you haven't already set the wheels in motion.

You may be wondering how are the risks different in summer. Hot weather, heavier power usage and unpredictable summer storms introduce specific risks as follows:

- **Overloaded circuits:** Air conditioning units, fans and cooling systems increase demand, potentially leading to circuit tripping or overheating
- **Power surges from storms:** Lightning strikes and grid disruptions can cause power surges, risking costly outages or equipment damage
- **Outdoor wiring risks:** Using extension leads or temporary outdoor setups increases exposure to moisture and damage, and creates trip hazards
- **Heat-induced failures:** High temperatures degrade wiring, panels and safety devices, reducing component life and increasing fault risks
- **Water feature electrocution risks:** Pools, fountains and spas require specialist electrical care to prevent life-threatening incidents

With the proper inspections and services, all the above are entirely preventable.

## Electrical inspection

It's highly likely that your business would benefit from an electrical inspection. Increased heat, overloaded

circuits, and storm-related surges aren't just inconveniences. They pose risks to your people, premises, and productivity. Failing to inspect and test your systems regularly could result in injuries, fires, lost revenue, insurance issues, or legal penalties. A qualified electrical team will be able to advise on how you can safeguard your business this summer.

## Legal responsibilities

The Electricity at Work Regulations 1989 require all employers to ensure electrical systems are maintained in a safe condition. Insurance providers, landlords, and health and safety (H&S) advisors expect formal, documented testing for legal and commercial compliance.

Failure to meet these standards can result in fines, prosecution, insurance claim refusals and workplace injuries or fatalities.

## Stay in control

A number of steps can be taken to help you stay in control and keep you abreast of your business responsibilities.

Hiring a professional to carry out an Electrical Installation Condition Report (EICR), thermal imaging surveys, PAT testing and calibration, fire extinguisher servicing and emergency lighting Inspections is highly recommended.

An EICR is a fixed wire test that inspects the condition of your entire electrical system, including distribution boards, circuits, sockets, lighting, air conditioning units and RCD and surge protection device functionality. This complies with BS



7671 (IET Wiring Regulations) and is required every one to five years, depending on property use.

Thermal Imaging Surveys are ideal for detecting overheating components or hotspots before failure occurs, especially when systems can't be powered down, while PAT testing and calibration will detect faults before they become dangerous and ensure your safety testing equipment is accurate.

## Take action now

Whether you're operating a shop, office, factory or hospitality space, your electrical systems power your business operations. Electrical safety is essential for every business, yet it's often overlooked until something goes wrong. Taking action and carrying out the above checks, if you've not already done so, can help stop that from happening.



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 Stallard Kane. For more information, email [risk-services@hae.org.uk](mailto:risk-services@hae.org.uk) or call **0121 380 4612**.

## New podcasts share insights and experience

SIX new podcasts are now available to view as part of a new service offering from HAE EHA.

The podcasts, which are available to view on the HAE EHA website, feature conversations with people in hire who share their industry insights and experiences.

HAE EHA's Commercial Director Neil Bravery and Director of Certification Services Carl Bartlett

carry out the interviews which delve into latest trends, tackle challenges, and enable those being interviewed to share actionable tips with others in the hire sector.

The first interview features Chris Pugh, Head of MX Fuel and the Rental Channel for Milwaukee Tool UK, who recently joined HAE EHA's supply chain board.

The second interview features Anders McLocklan from HAE Insurance Services and EHA Insurance Services talking to Neil and Carl about HireSecure and the broader topic of equipment that's damaged, stolen or hired fraudulently.

In the third podcast, Neil interviews Rory Dunn, Founder of Approved Business Finance, provider of HAE EHA Financial Services who attended his first Hire Awards of Excellence event this year and came into the industry in 2007, a year before the big financial crash in 2008. He speaks about his journey and his vision for the future.

Instagrid UK's Sales Director UK & Ireland, Matt O'Hara, and Senior Country Marketing Manager Charlotte Evans are interviewed in the fourth podcast, along with Sally Wray, Managing Director of GoHire Group and HAE EHA Board Director.

Events production company LUX Technical is the subject of the fifth podcast, with Carl chatting to Managing Director Peter Gibbons, and in the sixth podcast Neil sits down with Katie, Claudia and Matt from Stallard Kane, provider of HAE EHA Risk Services, to talk about all things risk management in the hire industry.

The interviews are available to view at <https://www.hae.org.uk/podcast/> as well as on YouTube and Spotify. Anyone interested in taking part in a future podcast is urged to contact HAE EHA on 0121 380 4600.



## RentalTracker survey results published

THE latest ERA/IRN RentalTracker survey results have now been published, following responses submitted during a survey conducted in June and July.

The survey attracted responses from more than 110 rental businesses across Europe.

The ERA/IRN RentalTracker is a biannual survey (Q2 and Q4) of trends and sentiment in the European equipment rental industry and is jointly organised by ERA and International Rental News magazine.

Equipment rental professionals from across Europe are surveyed on the current business environment and their future expectations, including questions on fleet investment and time utilisation and all HAE EHA members are urged to take part in future surveys.

The Q2 2025 survey reveals that 23% of companies reported improved market conditions, while 33% say conditions are worse and 44% indicating no change. Ongoing pressure from high interest rates and sluggish construction activity in several countries are a common theme.

The number of companies expecting business to improve within 12 months has risen to 42%, with just 19% forecasting deterioration, giving a strong balance of opinion of +23%. The report states that this represents a confident outlook from much of the industry, adding that the "forward-looking optimism" has become a regular theme in recent surveys.

"While companies are under pressure now, many expect, or hope for recovery by mid-2026. This sentiment is also reflected in year-on-year comparisons. When asked about Q2 2025 activity levels versus the same period in 2024, 27% of respondents reported higher levels, while 22% said activity was down. The resulting +5% balance, though modest, suggests some resilience in core rental demand despite broader economic headwinds," the report states.

To view the full report, visit <https://erarental.org/rental-tracker-q2-2025/>

## Customer portal collaboration

HAE EHA has partnered with Hire HQ to bring its members a powerful, user-friendly customer portal built specifically for the access, tool and plant hire industry.

As part of this collaboration, HAE EHA members receive an exclusive 5% discount on all Hire HQ subscription plans plus access to tailored support and ongoing product updates.

Hire HQ is a self-service customer portal that works alongside existing hire management systems, enabling customers to manage hires, view documents, log off-hires or breakdowns, and access real-time hire details in one place at all times.

Scalable packages are offered to suit every business, with pricing based on active hires.

## 'Freeze fuel duty' call

THE campaign group FairFuelUK has called on the UK Chancellor to freeze fuel duty for the duration of the current government's term in office – a move it says will help support economic growth and enable businesses to operate better.

In the run-up to the Autumn Budget, which will be announced in October, the group's founder Howard Cox has called on Rachel Reeves to give certainty to businesses and the UK's 37 million drivers.

"We have heard from reliable Whitehall sources that the Autumn Budget will introduce a 10p increase. That's a reversal of Sunak's 5p Covid cut, plus an additional 5p per litre that will impede economic growth," said Howard.

He said filling up an average family car following such a punitive tax hike, including VAT, will cost an extra £6.60; an average Transit, £15 to £20; and a large HGV, at least an additional £70.

Fuel duty has been frozen for 14 years and remains at a current level, which includes a temporary 5p cut. Howard said the tax freeze since 2011 has benefited the economy by giving drivers more of a disposable income, while businesses have remained solvent owing to lower-than-expected transport costs.

The average diesel fuel tax across Europe is 15p lower than that of the UK, he added.

## Report shows many employees self-funding safety training

NEW data from Astutis has revealed that a growing number of UK employees are funding health and safety training from their own pockets.

The report revealed that one in every 10 employees funded their own training, raising serious concerns about under-investment and culture gaps across industries such as construction, logistics and manufacturing.

The report, which surveyed 920 workers, also found that nearly a third (31%) of UK workers said that their employer's training budget was insufficient for their role or risk level.

Half of Brits also say that health and safety training is skipped owing to a lack of time at work.

One of the Learner Report's biggest findings was that more than half (51%) of employees said that a safer workplace is down to colleague behaviour, not rules or lack of knowledge.

The government recently released statistics on workplace safety and fatalities in the workplace. The report revealed that in March 2024-2025, there were 124 deaths in the workplace. The most common cause of fatality was a fall from a height (35), while the most common industries to experience a fatality in the workplace were construction (35) and agriculture, forestry and fishing (23).

There were also a total of 33.7m days lost in this period owing to a work-related illness and workplace injury.

## Online shop launched

AN online shop giving HAE EHA members exclusive access to more than 200 products has been re-introduced.

HAE EHA Essentials Direct has been designed to help members advise and safeguard their customers throughout the hire process, from testing and inspection to collection, cleaning and servicing.

Products include: Warning labels and signs, service tags and record cards, protective wallets, informative posters, QR codes for safety guidance videos, extension cable labelling tape, amongst others.

Members receive a 30% discount and exclusive access to the ordering portal. For more information, call 0121 380 4620.

## Back in the family

THE owners of a nationwide plant hire company with a fleet of more than 2,500 pieces of equipment have returned ownership of the business into family hands.

B&W Plant Hire & Sales Ltd, which operates depots in Blackburn, Keighley, Northwich and Southampton successfully utilised a £3.5 million invoice discounting facility from Skipton Business Finance to support with their demerge from a corporate group that acquired a stake in the business in 2022.

Bill and Mary Whitwell founded Whitwell Plant Hire in Barrow, Lancashire, in 1963, acquiring their first new machine, a JCB 3C, in 1965. After their separation in 1975, Bill continued in the industry, building a fleet that included Volvo BM A20 dump trucks, O&K excavators, and Komatsu dozers.

In 1988, he briefly ventured into the hotel business before returning to plant hire in 1994, establishing B&W Plant Hire. His son, William Whitwell, now Managing Director, joined in 1998 when the fleet had around 50 machines.

Today, B&W operates more than 2,500 modern machines, from micro excavators to 50-tonne models nationwide.



# Simplifying procurement



**HAE EHA's Certification Services team explains how SSIP can benefit businesses, reminding all members that they can take advantage of its registration.**

HAE EHA's Director of Certification Services, Carl Bartlett, is encouraging more companies to take up the SSIP option.

**C**OMPANIES bidding for work are being reminded by the HAE EHA Certification Services team that they are able to achieve SSIP Approval Certification and registration, which can help to simplify the process of acquiring goods, services, or works from an external source.

HAE EHA members, when audited for SafeHire Certification, have the option to register with SSIP providing they can demonstrate they've met the core criteria requirements for SSIP Approval.

While the process for SafeHire Certification involves site and desktop audits, recurring annual site audits and three-yearly desktop audits, the process for obtaining SafeHire Certification with SSIP Registration also incorporates the following two stages:

- Completion of core criteria requirements for SSIP Approval
- Recurring annual SSIP audits to maintain SSIP Registration

The HAE EHA Certification Services team will provide assistance with SSIP audit processes.



The HAE EHA Certification Services team will provide assistance with SSIP audit processes.

HAE EHA's Director of Certification Services, Carl Bartlett, has encouraged more companies to take up the SSIP option.

"SSIP will undoubtedly lead to a reduction in time spent completing sections of tenders, approved supplier documents, pre-qualification questionnaires and SSIP documents," he said. "Recently-published statistics illustrate the value of being SSIP Approved and registered on the portal, making businesses having achieved certification with HAE EHA Hire Certification Services

visible to potential clients from wider industry but in particular the construction and related sectors."

HAE EHA Hire Certification Services is a registered member of Safety Schemes in Procurement (SSIP) and is therefore able to assess members against the core criteria so they can achieve SSIP Approval Certification as well as registration on the SSIP Portal.

Safety Schemes in Procurement (SSIP) is an umbrella organisation that facilitates mutual recognition between health and safety assessment schemes in the UK.

Through mutual recognition, SSIP aims to streamline health and safety assessment processes for suppliers by ensuring consistency across different schemes. More than 84,000 suppliers are registered with an SSIP member scheme.

When an organisation is SSIP-certified, it means its health and safety management processes have been evaluated and meet the HSE-backed, SSIP core criteria. This certification

*Recently-published statistics illustrate the value of being SSIP Approved and registered on the portal, making businesses having achieved certification with HAE EHA Hire Certification Services visible to potential clients from wider industry but in particular the construction and related sectors*



**89,335**

VALID  
CERTIFICATES ON  
THE SSIP PORTAL



**3,369**

DEEM TO SATISFY  
CERTIFICATES ISSUED BY  
REGISTERED MEMBERS IN A  
MONTH

**56,794**

DTS CERTIFICATES ISSUED  
IN A YEAR



PORTAL USAGE:

**5,887**

REGISTERED PORTAL USERS  
PORTAL SEARCHES:

**14,611**

IN A WEEK

**58,169**

IN A MONTH

**627,889**

IN A YEAR

*\*The above figures were accurate at 5/3/2025*

helps businesses avoid undergoing multiple assessments when they are bidding for work, reducing cost, saving time and simplifying procurement processes.

For clients (buyers), this means reduced risk by engaging contractors who are SSIP-certified, simplified procurement processes as suppliers have already been assessed against

the SSIP core criteria, allowing them to skip the initial health and safety vetting stage of the vetting process.

Not having to evaluate each individual suppliers results in significant cost efficiency savings, all with the knowledge the supplier has demonstrated a commitment to maintaining high health and safety standards.

"SSIP is a pivotal risk management framework that significantly streamlines the procurement process by simplifying health and safety pre-qualification for businesses involved in construction and other high-risk industries," said Carl.

Further information is available by visiting <https://SSIP.org.uk/about/>

# A crucial framework and invaluable opportunity"

**A** S six companies, hailing from the Midlands, the south-west, London and Wales, recently received SafeHire Certification, two companies who are long-standing holders of the certification have shared their views on how it has helped them and why companies should continue to renew it.

The latest members to receive Safehire certification are Barlow Trailers, of Leyland Lancashire; Plant Solutions Plus of East Brent, Somerset; London-based Yahire; Malcolm Herbert Plant Hire from Carmarthen in Wales; Alpha Power Cleaners of Loughborough, Leicestershire; Birmingham-based Hire Tools and Sales

Plato Catering Hire, which has maintained its SafeHire certification since 2016, recently described the standard as its "backbone".

"It is a crucial framework in setting the benchmark for excellence in the hire and rental industry.

We work day in and day out, year-round every year, to ensure we always meet our clients' demands for exceptional standards of health, safety and quality. The rigorous annual audit is an invaluable opportunity to independently and thoroughly assess our existing policies, processes and procedures and put them to the test to ensure they are robust," it said in a company statement.

HAE EHA Hire Certification Services provides certification solutions tailored to the hire and rental industry. Through its dedicated web platform and services, the SafeHire team supports HAE EHA members to achieve higher safety standards, mitigate risks and ensure continual improvement.

Lakeside Hire, a company specialising in the hire of equipment for construction, events, and other projects, including temporary fencing, scaffolding, lifting equipment, and site accessories is another active participant in the SafeHire scheme

and has been nationally recognised for its commitment to high standards.

Renowned property expert and TV presenter, Sarah Beeny of Channel 4, is one of those who has sang the company's praise, saying: "The company's commitment to supplying high quality equipment, backed by great customer service, has won it a nationwide reputation for efficiency and reliability."

Lakeside also made a recent statement about the merits of the scheme, stating that SafeHire certification has helped the Aveley-based company to provide assurance that everything will be "done right and at the right time" with workforce safety a priority, encouraging other companies to complete the process and maintain its values.

"For us, we have better learned to look after our employees and we are certain SafeHire certification will give our customers increased confidence when hiring from us," the company stated.



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](mailto:safehire@hae.org.uk).



# 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.

## Joinery firm fined for failing to protect workers

A JOINERY firm in Middlesbrough has been fined £10,000 after an unannounced visit by Britain's workplace regulator found multiple health and safety breaches.

Inspectors from HSE visited Abbey Joinery and Manufacture Limited at its Worlton Road site in May 2023. During their inspection they identified multiple failings relating to the company's control of wood dust as well as its maintenance of electrical systems which exposed employees to unnecessary risks.

HSE inspector Darian Dundas said: "Wood dust can cause serious health problems. It can cause asthma, which carpenters and joiners are four times more likely to get, compared with other UK workers."

The HSE inspection also found failures in the company's electrical installations, including both fixed and portable appliances and machinery. Exposed wiring carried the potential to put workers at risk of serious injury, or worse, from electric shock.

Darian said: "It is vital that maintenance is carried out to ensure the safety of electrical systems. The inspection and testing of equipment is also an essential part of any preventive maintenance programme."

"This investigation was supported by specialist inspectors with a deep knowledge in electrical safety."

Abbey Joinery and Manufacture Limited, of Whorlton Road in Middlesbrough, pleaded guilty to breaching Sections of the Health and Safety at Work Act and was fined £10,000 with £4,428 costs by Teesside Magistrates' Court.

This HSE prosecution was brought by enforcement lawyer Chloe Ward and paralegal officer Jason Dix.



## Rogue gas fitter jailed for unsafe work

A ROGUE gas fitter from Norfolk has been jailed after carrying out unsafe gas work at a residential property while suspended from the Gas Safe Register.

Antony Clifton, from Wymondham, has been sentenced to 46 weeks in custody after he carried out unsafe gas work while falsely claiming to be a member of the Gas Safe Register. He worked at a home in Drayton, near Norwich in January 2022, but there was a gas escape on the inlet to a cooker that had been fitted the day before by the 52-year-old.

An investigation by HSE found that Clifton had left the appliance in a condition where gas was leaking, and emergency repair work was required. Clifton had previously been served with a prohibition notice by HSE following unsafe gas work.

Antony Clifton, a director of CS Appliance Repairs Limited, of Exige Way, Wymondham pleaded guilty to breaching Regulations 3(7) and 5(3) of the Gas Safety (Installation and Use) 1998 Regulations. He was sentenced to a total of 46 weeks in custody and was ordered to pay £1,000 costs at a hearing at Great Yarmouth Magistrates' Court on 14 July 2025.

After the hearing, HSE inspector Martyn Webb said: "Antony Clifton knew that he was not registered and should not carry out any gas work. However, he showed a blatant disregard to this fact and his illegal actions meant the people living in that house could have been killed."

"Homeowners and tenants should check for Gas Safe registration before allowing work to commence on their appliances and refuse entry to individuals who cannot prove they are registered. All gas work must be done by a registered Gas Safe engineer to ensure the highest standards are met to prevent injury and loss of life."

## Textile company fined after director killed by reversing HGV

A TEXTILE manufacturer has been fined £220,000 after one of its directors was killed by a reversing HGV in Rochdale.

Daniel Ames was a director of The British Millerrain Company Limited and had offered to stay behind at the company warehouse to wait for the return of the vehicle in June 2023.

The truck arrived at around 5.30pm. Daniel Ames spoke to the driver and confirmed he would act as banksman to help the vehicle reverse into the warehouse.

During the manoeuvre, the driver lost sight of him and when he got out to check, he found him trapped between the vehicle and some steel storage racks in the warehouse. The driver called paramedics, but Mr Ames died in hospital from his injuries.

Speaking after the company was fined, Mr Ames' family said the outcome left them with 'mixed emotions'.

"Daniel went to work and never came home again and we have a massive hole in our lives that will never be filled," they said in a statement.

"We are glad the company have admitted being responsible for his death and been handed a fine.

"But we remain devastated that we no longer have Daniel in our lives. Today we have still lost a much-loved dad, husband, uncle, son and brother, and we are devastated that his life ended in this way.

"He got on well with all his colleagues at work and had a great career. He was a respected professional who loved his job and was well known in the industry and was excited for his future. But that was taken away from us all in an instant.

"He was a real family man with a great sense of humour who was always making people smile and laugh and he enjoyed life to the full. We all miss him so much."

The incident was reported to HSE, who carried out an investigation into what happened. This identified a number of failings exposing employees to various risks, including having no safe system in place for reversing HGVs.

Employees confirmed they had been doing the task for several years but had never received any training. This included one employee who said he had on occasion reversed HGVs into the warehouse with someone else acting as banksman – despite neither being trained to do so.

The HSE investigation also found the company had no risk assessment in place in relation to this work, with the regulator

serving it with an improvement notice. Following the incident, the company carried out a risk assessment that resulted in a safe system of work being implemented, which meant vehicles were no longer reversed using a banksman.

The British Millerrain Company Limited, of Unit 1 Park Mill, Buckley Road, Rochdale, pleaded guilty to breaching section 33(1)(a) of the Health and Safety at Work etc Act 1974. The company was fined £220,000 and ordered to pay costs of £5,634 at Manchester Magistrates Court.

HSE inspector Jane Carroll said: "This is a tragic case. Daniel was clearly popular and respected, but his leadership and dedication to his colleagues was not properly protected by the defendant."

**"A safe system of work was not in place. We will always take action against those who fail to protect people in work."**

## Traffic light failure results in man's leg amputation

A NORFOLK-based food wholesaler has been fined £66,000 after an employee's leg had to be amputated after he was injured while loading a lorry.

The worker was loading an HGV using a pallet truck at Osprey Foods Limited, in Holt, Norfolk in July 2023. The HGV pulled away while the man was still inside the trailer, causing both him and the pallet truck to fall between the loading dock and the rear of the vehicle. The injuries he sustained were so severe his leg had to be amputated.

An investigation by HSE found that Osprey Foods had not taken appropriate measures to control vehicle movements on their site. The traffic light system used to tell the HGV drivers when it was safe to move their vehicles had broken several weeks prior to the incident and had not been repaired. The traffic light remained green during the loading process, meaning that the driver

pulled away thinking it was safe to do so and unaware that the man was still in the back of the vehicle.

Osprey Foods Limited, of Holt, Norfolk, pleaded guilty to breaching sections 2 (1) and 3 (1) of the Health and Safety at Work etc Act 1974. The company was fined £66,000 and ordered to pay £5,850 in costs at Peterborough Magistrates' Court on 20 June 2025.

HSE inspector Natalie Prince said "Every year, a significant number of incidents, many of them serious and sometimes fatal, occur as a result of failure to manage vehicles moving around safely. In this case, a simple repair to a traffic light system has resulted in a worker suffering life-changing injuries."

This HSE prosecution was brought by HSE enforcement lawyer Arfaq Nabi and paralegal officer Helen Hugo.



## Teen's thumb re-attached after being severed at work

DOCTORS managed to successfully reattach the thumb of a teenage apprentice after it had been severed off by a rotating blade.

The then 18-year-old resumed his apprenticeship with another firm following the procedure.

He was employed as an apprentice joiner by 3B Construction when the incident happened during the conversion of a 19th Century hunting lodge into a luxury hotel in the Highlands.

The company has been fined £40,000 at Tain Sheriff Court following an investigation by HSE and a prosecution brought by the Crown Office and Procurator Fiscal Service (COPFS).

In June 2021, the apprentice, who had been with the company for six months, was using a portable table saw to cut plasterboard during the project at Hope Lodge in Tongue. He used his left hand to flick away material on the saw blade. His

hand made contact with the rotating blade, cutting off his thumb.

He raised the alarm with colleagues who took him to Raigmore Hospital, Inverness.

His thumb was found a short time later and taken to the hospital. After initial treatment the teenager was transferred to St John's Hospital In Livingston where he underwent surgery to successfully reattach his thumb.

He believes his thumb is working to around 70% of what it used to be, and it has healed as much as it can. It is shorter than his other thumb, he can't bend it fully and it is permanently swollen. In winter he suffers significant discomfort when the thumb becomes stiff and sore.

The Provision and Use of Work Equipment Regulations 1998 states employers must take effective measures to prevent access to dangerous parts of machinery or to stop the movement of any dangerous parts of it before any part of a person enters a danger zone. HSE guidance is available here.

The HSE investigation found that 3B Construction failed to undertake a suitable and sufficient assessment of the risks to employees operating a table circular saw, to ensure that the system of work for the operation of the saw was safe and appropriately supervised, and provide apprentice joiners with the information, instruction and training needed to safely operate the saw.

3B Construction Limited of Cassillis Business Park, 'Minishant, South Ayrshire pleaded guilty to Section 2(1) and Section 33(1)(a) of the Health and Safety at Work etc Act 1974. The company was fined £40,000 at Tain Sheriff Court.



## Fine after council worker crushed at waste facility

A WASTE and recycling company has been fined £400,000 after a council worker was crushed at a waste facility in London.

Paul McDaid, an Enfield Council employee, was working at the London Energy Ltd transfer station in Edmonton, London, on 13th May 2022 when a shovel loader reversed into him. The 58-year-old had been closing the tailgate on his tractor after tipping waste into a nearby bay, when the vehicle reversed without realizing he was there and crushed him between both vehicles. He sustained very serious injuries.

The company was undergoing major construction work and the area where the incident occurred was a temporary unit. An investigation by HSE found the work was not suitably risk assessed and appropriate control measures were not implemented.

The investigation also found the company had also failed to implement suitable controls to segregate pedestrians and vehicles for which detailed guidance is available. Where vehicles and pedestrians share a traffic route there

must be enough separation between them. This can normally be achieved through the use of physical barriers and safe systems of work. Relevant guidance can be found on the HSE website.

**“Too many workers are injured every year as a result of being struck by moving vehicles which could be avoided by implementing suitable control measures.”**

London Energy Ltd of Ecopark, Advent Way, Edmonton, London, pleaded guilty to breaching Section 3(1) of the Health and Safety at Work Act. The company was fined £400,000 and ordered to pay £5,573 in costs at Westminster Magistrates' Court on 27 June 2025.

HSE inspector Pippa Knott said: “Due to the failings of this company a man has been left with very serious injuries.

“They failed to segregate pedestrians and vehicles, putting both employees and council workers at risk.

“Too many workers are injured every year as a result of being struck by moving vehicles which could be avoided by implementing suitable control measures.”

The HSE prosecution was brought by HSE enforcement lawyer Rebecca Schwartz and paralegal officer Helen Hugo.

## Construction firm fined for ignoring fire safety

AN Altrincham-based construction company has been fined £165,000 after it repeatedly failed to put in place suitable fire precautions during renovation in Preston.

Glovers Court Ltd was found guilty of four offences in relation to the redevelopment of a former city centre warehouse into 35 apartments spread across six floors. The Glovers Court project was under construction in May 2023 when it was visited by Lancashire Fire and Rescue Service (LFRS). A number of fire safety issues were identified and LFRS prohibited the use of the building, meaning residents already living there had to leave their homes. As construction work was still ongoing, Lancashire Fire and Rescue Service and HSE worked in multi-agency collaboration to deal with this premises.

A HSE inspector who visited the site found the company was not complying with its duty to ensure suitable fire safety precautions were in place during ongoing construction work. Those failures included no fire detection system, no means of raising the alarm in case of a fire, inadequate escape plans, and construction work not being phased to ensure fire

compartmentation was maintained throughout the project (to prevent fire spreading to all floors).

As a result of the findings, HSE served a prohibition notice against Glovers Court Ltd, stopping all further work on the property until adequate fire precautions were in place. HSE also served an improvement notice requiring the company to design and implement a fire management plan.

However, during further visits in June and November 2023, HSE found construction work had been ongoing while no action had been taken to comply with either of the notices.

Glovers Court Ltd, of Kingsway, Altrincham, Cheshire, which has now gone into liquidation, was found guilty of three breaches of the Health and Safety at Work Act 1974 in a trial at Preston Magistrates' Court. It has been fined £165,000 and ordered to pay £10,512 in costs.

HSE inspector Christine McGlynn said: "This company showed a blatant disregard to both fire safety and the laws in place to protect both people and places. Each year there are estimated to be hundreds of fires on construction sites, potentially putting the lives of workers and members of the public at risk.

"Any outbreak of fire threatens the safety of those on site and is costly in terms of its damage and delay. Many can be avoided by careful planning and control of work activities."

A spokesperson for Lancashire Fire and Rescue Service added: "This prosecution highlights the positive outcomes multi agency working has for fire safety in Lancashire. It also highlights the critical importance property developers, owners and managers must give to fire safety.



## Building firm fined after house collapse injures four

A LONDON construction company has been fined £50,000 after four men were injured – two seriously – when the first floor of a house collapsed during building works.

Aryn Stones Ltd had been contracted to build a new domestic property in Hampstead. In May 2022, remedial works were being carried out on a partially-built beam-and-block floor, when it collapsed, taking two of the workers down with it.

A welder, now aged 62, and a 31-year-old bricklayer suffered serious injuries following the collapse, while two other men who were standing at ground level were injured by falling concrete.

Work on the build began in March 2021 but by February the following year, engineers who inspected the property identified errors with the connections of the structural steel beams. This prompted the remedial works that led the structure to collapse. The welder was using an oxyacetylene

torch to cut a steel beam supporting the first floor. However, at the same time, another worker had been removing some Acrow props that were supporting the beam.

An investigation by HSE found that Aryn Stones Ltd had failed to ensure the structure did not collapse while it was in a state of temporary weakness. The company also failed to put any measures in place to manage the temporary remedial work being carried out on the steel connections and failed to take all practicable steps to prevent danger to any person while the building was in a temporary state of weakness.

Aryn Stones Ltd, of Percy Road, London was found guilty of breaching Regulation 19(1) of the Construction (Design and Management) Regulations 2015. The company was fined £50,000 and was ordered to pay £39,000 costs following a two-day trial before City of London Magistrates' Court.

## Suspended prison sentence following death of young roofer

A DIRECTOR has been given a suspended jail sentence and two companies fined after a young man on just his second day on the job fell to his death at a premises in Walsall.

Adam Brunskill, 22, had been part of a team of four men working on the roof of Bestway Wholesale in Bloxwich Lane, near Reedswood. In July 2020, he fell through an unprotected glass-wire skylight to the concrete floor approximately 23 feet below. He sustained a severe brain injury and died in hospital the following day.

Wayne Clarey, the director of Wayne Clarey Roofing & Cladding Limited, was given a six-month custodial sentence, suspended for 18 months. His company was fined £45,000, while principal contractor Proclad Developments Limited was fined £400,000.

An investigation by HSE found that this was a very preventable incident. The skylights could have been covered or safety netting installed below.

Proclad (Developments) Limited of Snail Hill, Rotherham pleaded guilty to breaching Section 3 (1) of the Health and Safety at Work etc. Act 1974 and Regulation 9 (2) of the Work at Height Regulations 2005 and has been fined £400,000 and ordered to pay costs of £9,089.

Wayne Clarey Roofing & Cladding Limited of High Escombe, Bishop Auckland pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc. Act 1974 and Regulation 9 (2) of the Work at Height Regulations 2005 and has been fined £45,000 and ordered to pay costs of £5,000.

Director Wayne Clarey of High Escombe, Bishop Auckland pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc Act 1974 and Regulation 9 (2) of the Work at Height Regulations 2005 and was sentenced to 26 weeks' imprisonment suspended for 18 months.

HSE inspector Gareth Langston said: "The collective failures of those responsible for site safety in this case has cost a young man his life. Adam Brunskill was at the very beginning of his career but was not kept safe."

## Nottingham builder spared jail after gas explosion injures worker

A NOTTINGHAM builder has avoided an immediate spell behind bars after his failures resulted in a gas explosion, leaving a worker with burns so serious, he has been unable to work since.

Barry Newman, the sole trader of Foster Brother Builders, was given a 12-month suspended sentence and told to complete 240 hours of unpaid work.

Mr Newman had contracted a Nottingham man to carry out refurbishment works on a property in Bulwell. As part of those works, he had placed a faulty portable space heater, connected to a propane gas (LPG) cylinder, in the property's cellar to dry out damp.

However, in November 2022, a gas leak from the heater resulted in a violent explosion, causing the 51-year-old man to suffer severe burn injuries to his hands, legs, face and scalp. Footage taken by a member of the public in the immediate aftermath shows the extent of the damage caused to the property, with explosion debris also being propelled onto the pavement and residential road, putting members of the public at risk.

An investigation by HSE found that Newman failed to carry out a risk assessment and provide suitable and adequately-maintained equipment for the work being undertaken.

The manufacturer's instructions for the type of heater used clearly state that it is only for use in well-ventilated areas and that LPG cylinders should not be kept below ground. This is because the gas is heavier than air and will collect at the lower level if there is a leak.

Barry Newman of The Quay, Beeston Marina, Nottingham, pleaded guilty to breaching Regulation 4(3) of the Provision and Use of Work Equipment Regulations 1998. At Nottingham Magistrates' Court, he was sentenced to 12 months' imprisonment, suspended for two years, was ordered to complete 240 hours of unpaid work in the community, and required to pay costs of £2,000.

## Site supervisor fined after exposing school pupils to asbestos

A CONSTRUCTION site supervisor has been fined after he exposed primary school pupils and staff to asbestos during renovation work.

Adrian Barraclough was working as a site supervisor during the refurbishment of kitchen facilities at Holy Family Catholic Primary School in Bristol.

During the works in May 2023, the 54-year-old cut through asbestos insulating board using a circular saw. His actions resulted in asbestos fibres spreading throughout the school hall, which was subsequently used for two days by pupils and staff.

An investigation by HSE found that Barraclough failed to follow his asbestos awareness training, including clear instructions not to disturb the wall. Following an asbestos survey, the wall was due to be checked by a licensed asbestos

contractor prior to removal to clarify if asbestos was present.

Adrian Barraclough, of Green Lane, Frome, pleaded guilty to breaching Section 7(a) of the Health and Safety at Work etc Act 1974. He was fined £1,800 and ordered to pay a £720 victim surcharge and £4,000 in costs at Bristol Magistrates' Court – a total financial penalty of £6,520.

HSE inspector Ian Whittles said: "Every year around 5,000 people die from asbestos-related diseases, often taking decades to develop symptoms. In this case, wholly unacceptable exposure to asbestos fibres occurred as a result of an individual employee not following instructions and procedures designed to prevent such occurrences."

This HSE prosecution was brought by HSE enforcement lawyer Karen Park and paralegal Imogen Issac.

## Demolition firm fined after worker seriously injured in fall

A DEMOLITION company has been fined after a worker fell six metres through a roof opening during a demolition project, suffering serious injuries.

Lawrie (Demolition) Limited had been appointed as the principal contractor to carry out the demolition of a vacant warehouse in Aberdeen.

In May 2023, 42-year-old Sylwester Zdunczyk was working with a team on the warehouse roof, removing aluminium over-sheeting. The sheets were being carried to pre-cut holes in the roof from where they were dropped to the ground floor. These holes were guarded by steel crowd control barriers secured together with plastic tie wraps but were not attached to the roof surface. No other fall prevention measures were in place.

While helping to carry a sheet backwards near one of the holes, Mr Zdunczyk lost his footing. The weight of the sheet and his own bodyweight caused the unattached barriers to shift, exposing the edge of the opening and creating a gap. He fell approximately six metres to the concrete floor below.

Mr Zdunczyk sustained a fractured pelvis and two broken ribs. He was unable to work for six months after being discharged from hospital and has not fully recovered. Previously fit and active, he can no longer run, cycle or play football and now requires pain medication.

An investigation by HSE found that Lawrie (Demolition) Limited failed to properly plan, supervise, and carry out the work at height safely. Workers were sent onto the roof without sufficient instruction, training or supervision. The company also failed to put adequate fall protection measures in place.

Lawrie (Demolition) Limited, of Rigifa, Cove, Aberdeen, pleaded guilty to breaching Regulation 4 of the Work at Height Regulations 2005 and Section 33(1)(c) of the Health and Safety at Work etc Act 1974. The company was fined £40,562.50 at Aberdeen Sheriff Court on 12 June 2025.

HSE inspector Muhammad Umair Tanvir said: "This incident could have been avoided."

## £800,000 fine after teen apprentice injured on site

A HOUSEBUILDER has been fined £800,000 after a teen apprentice was injured when a temporary stairwell covering collapsed.

Charlie Marsh, 17, had been working as a contractor on a Taylor Wimpey UK Limited site as it built around 450 new homes on its Meadfields site in Weston-Super-Mare.

The apprentice bricklayer, from Whitchurch in Bristol, was less than 12 months into his career when the incident happened. An investigator for HSE said the teen was lucky to escape serious injury.

In August 2023 Charlie had been loading concrete blocks onto the temporary flooring on the first floor of one of the newly-built homes. The blocks were being loaded into stacks of between 10 and 20, one of which was on or near to a temporary stairwell covering. This was a large area covered with a timber sheet material laid over joists, both of which would be later removed to install the staircase.

However, the area collapsed, causing Charlie and around 20kg of the concrete blocks to fall more than two metres to the ground below. He sustained injuries to his fingers, hand, wrist and shoulder.

The subsequent HSE investigation found that the joists under the timber sheet material should have been back propped. This was mentioned a number of times in Taylor Wimpey's own health and safety manual for the site. However, it had been missed on this particular plot. Had suitably-designed back propping been used, it is unlikely the incident would have occurred.

Taylor Wimpey UK Limited pleaded guilty to breaching section 3(1) of the Health and Safety at Work Act. The company was fined £800,000 and ordered to pay £6,240.25 costs with a £2,000 victim surcharge at the North Somerset Magistrates' Court.

HSE inspector Derek McLauchlan said: "Everyone working in construction has a responsibility to ensure people are safe. Any work involving structural stability is potentially high risk and proper planning and implementation should be given.

"This incident could have been avoided."

## Wood supplier must pay £40,000 for failing to protect workers from dust

A WOOD supplier has been fined £40,000 for failing to protect its workers from exposure to wood dust.

Fakenham-based Nat Pal Limited was visited by HSE in April 2023. Dust was found scattered across the floor, and the inspection identified failings in the company's control measures to prevent exposure of their employees to wood dust and enforcement action was taken.

The HSE investigation also identified ongoing failings in the company's control measures and found that it had failed to take appropriate precautions despite previous enforcement on the same issues dating back to 2015.

The HSE inspection identified failings in the company's control measures to prevent exposure of its employees to

wood dust and enforcement action was taken.

Nat Pal Limited of Cummings Road, Tattersett Business Park, Fakenham, pleaded guilty to a charge contrary to Section 2 (1) of the Health and Safety at Work etc Act. The company was fined £40,000 and ordered to pay costs of £4,072 at a hearing at Norwich Magistrates' Court.

After the hearing, HSE inspector Natalie Prince said: "The fine imposed on Nat Pal Limited should underline that HSE take a failure to protect the health of employees extremely seriously. To make matters worse, this company had been visited previously and had failed to take steps to protect its workers."

This HSE prosecution was brought by HSE enforcement lawyer Rebecca Schwartz and paralegal officer Imogen Isaac.

## Two companies fined after fall from height

TWO Shrewsbury-based companies have been fined after a worker fell through a roof during extension work on a house extension the town.

The injured man was one of several workers employed by Roofrite (Shropshire) Limited carrying out work on the roof of the property in December 2022. The firm had been appointed by principal contractor Harding and Houlston Building Contractors Limited to install the roof on the property.

While working on the roof, the man accidentally stepped in an area where there was an opening for a window that was yet to be installed, resulting in him falling through to the ground below. He suffered fractures to his spine and ribs.

An investigation by HSE found that external scaffolding had been put in place around the perimeter

**“This incident highlights the importance of undertaking a thorough assessment of the risks for all work at height activities.”**

of the extension to allow workers access to the roof.

However, there were no measures in place internally to prevent falls into the extension and to the ground below.

The HSE investigation also found that Roofrite (Shropshire) Limited had failed to properly plan the work and to provide its workers with suitable instructions for carrying out their duties safely. Harding and Houlston Building Contractors Limited had also failed to ensure that the roof work had been

properly planned, and failed to carry out any monitoring of the work that was being completed by the roofers on the site, which was under its control.

Roofrite (Shropshire) Limited of Atcham Business Park, Shrewsbury, Shropshire, pleaded guilty to breaching three charges of Regulation 6(3) of the Work at Height Regulations 2005. It was fined £8,000 and order to pay costs of £2,990 at a hearing at Kidderminster Magistrates Court.

Harding and Houlston Building Contractors Limited of Emstrey House North, Shrewsbury Business Park, Shrewsbury, Shropshire, pleaded guilty to breaching Regulation 13(1) of the Construction (Design and Management) Regulations 2015. It was fined £500 and order to pay costs of £2,990 at the same hearing.

HSE inspector Sara Andrews said: “This incident 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.

“All principal contractors must ensure such control measures are in place throughout the duration of the work.”

This prosecution was brought by HSE enforcement lawyer Nathan Cook and paralegal officer Gabrielle O’Sullivan.

## Fine for company and director after employee dies from fall through roof

A CLADDING company and its director have been fined following the death of a worker who fell through a fragile roof while replacing cladding panels.

The 61-year-old was working for Camclad Contractors Limited, replacing cladding panels on a former abattoir that had been damaged in a storm, when the incident took place at Gaerwen Industrial Estate, Anglesey, in January 2018.

An investigation by HSE found that the work had only been planned from photographs and that no site visit had taken place before starting the work. The dimensions of the building were not known to the contractor. This meant the cherry picker hired to allow safe access to height did not reach all parts of the structure that were to be repaired.

To complete the work, workers had to leave the safety of the cherry picker basket and used boards found on site to work on the fragile roof. It was whilst doing this that the worker slipped and fell through the fragile roof, landing on the concrete floor below.

Speaking after the case, HSE principal inspector Damian Corbett said: “Those in control of work have a responsibility to devise safe methods of working and to provide the necessary information and instruction to their workers in the safe system of working.

“If the work had been adequately planned, it would have provided a suitable safe system of work and prevented the risk of falls through fragile materials.”

Camclad Contractors Limited of Wyboston Lakes, Great North Road, Wyboston, Bedfordshire pleaded guilty to breaching Regulation 4(1) of the Work at Height Regulations 2005. It was fined £225,000 and ordered to pay costs of £10,000.

A director of the company, Dominic Lakeman-Pettit also of Great North Road, Wyboston, Bedfordshire, pleaded guilty to breaching section 37(1) of the Health and Safety at Work etc Act and was sentenced to four months in prison, suspended for 12 months, as well as being ordered to carry out 200 hours’ unpaid work. He was also ordered to pay costs of £1,000.

**“Those in control of work have a responsibility to devise safe methods of working and to provide the necessary information and instruction to their workers...”**



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).

## Fine for company and director after employee falls through roof light

A CONSTRUCTION company and its director have been fined after a worker fell through the roof of a sheep barn.

He was working for Norman Iveson Steel Products, as part of a project to extend the sheep barn. Roof sheets needed to be installed, bridging the gap between the old roof and new. Jack, from Bedale, was carrying out the work in October 2022 when he stepped onto a fragile roof light which immediately broke under his weight. He fell from a height of around six metres.

Mr Croft suffered significant life changing injuries, including five cranial fractures, 10 fractured ribs, a cranial bleed, hearing loss and fractures to his spine, eye socket, cheek, wrist and shoulder. He also suffered a collapsed left lung and a pulmonary embolism.

An investigation by HSE found the company had failed to implement basic working at height control measures, such as safety netting, to prevent falls from height in this area. The netting that was in place on site did not cover full work areas and was installed by persons without the sufficient

skills to rig it. HSE also found a failure to plan, manage and monitor the construction phase, to ensure it was carried out in a safe manner.

Norman Iveson Steel Products Limited, of Hill Crest, North Yorkshire, pleaded guilty to Section 2(1) of the Health and Safety at Work Act. The company was fined £100,000 and ordered to pay costs of £6,101 at York Magistrates Court.

Phillip Iveson, a director of the company, pleaded guilty to Section 37 of the Health and Safety at Work Act. He was fined £1,822 and told to pay costs of £2,358.

Speaking after the hearing, HSE inspector Gavin Carruthers, said: "This was a tragic incident where a young man narrowly escaped death but received life changing injuries. Falls from height continue to be the leading cause of workplace death in Great Britain and this incident was fully avoidable if steps were taken to address the risks."

This prosecution was brought by HSE enforcement lawyer Karen Park and paralegal officer Rebecca Withell.

## Construction boss avoids jail after worker dies during house extension

THE director of a Leicester-based construction company has been given a suspended prison sentence after a man fell from height while working on a house extension and died in hospital several weeks later.

Stephen Pywell was working under the control of Affordable Lifestyle Design Limited at a site in Thurmaston in March 2019. It was during the roof construction phase when the 59-year-old fell while walking on the beams. He had accessed the beams via a ladder, however there was no edge protection in place to prevent falls. He fell from a height of just under eight feet. He was taken to hospital where he underwent surgery, but died several weeks later as a result of his injuries.

An investigation by HSE found that James Pitsillides, the director of Affordable Lifestyle Design Limited, had failed to manage the roof work. This included ensuring that roofing subcontractors, including Mr Pywell, were not exposed to health and safety risks.

James Pitsillides of Orchard Lane, Great Glen, Leicester, pleaded guilty to breaching Section 37 of the Health and Safety at Work Act, relating to an underlying breach by his company. He received a 20-week prison sentence, suspended for two years and must complete 200 hours of unpaid work. He was also ordered to pay £10,000 in costs at Leicester Magistrates' Court.

HSE inspector Phil Gratton said: "This was a wholly avoidable incident, caused by the failure to implement simple fall protection measures. Had the company used suitable work equipment or devised a safe system of work, Mr Pywell's tragic death could have been avoided. Our thoughts remain with his family and friends."

## Company fined after worker suffers serious injuries

A HAULAGE distribution company has been fined after a worker suffered serious injuries to his shoulder when a wrought iron gate fell on him.

Kevin Simcox, aged 60, was working for Stan Robinson Distribution Ltd in Stafford when the incident occurred in February 2020. He arrived at the site for his morning shift and was opening the main entrance gate, which weighs between 250 and 350kgs, when the gate fell off its hinges and knocked him to the ground.

He was hit on the head but had a motorbike helmet on at the time. The helmet was crushed and Mr Simcox suffered a fractured vertebrae in his neck and back.

An investigation by HSE found that the top hinge of the gate was loose, which resulted in the gate coming free from its locating pin. The company failed to ensure that its employees had a safe means of access and egress to their place of work. Employees had previously raised several concerns with managers regarding difficulties in opening and closing the gate, dating back several years. Stan Robinson Distribution Ltd failed to appropriately address the concerns raised and the incident occurred because of a failure of the gate's hinge mechanism.

There was an inadequate system in place for identifying, actioning, recording and monitoring health and safety issues. Employees were seemingly unaware of any system to formally record issues, with health and safety issues being reported only verbally.

Stan Robinson Distribution Ltd, of Burlington Drive, Stafford, pleaded guilty to breaching Section 2(1) of the Health and Safety at Work Regulations and has been fined £6,000 and ordered to pay costs of £5,366.60.

# Lifting the lid on the finance world

Our HAE EHA finance team address some of the key questions hire companies have around funding routes and considerations.

**F**INANCE can be a minefield for HAE EHA members, but there are many ways this can be easier for them to navigate, especially for SMEs.

A good financial advisor will first seek to understand the client and their borrowing capability, doing a 'discovery call' to really understand the business, establish why it requires finance, and understand what it wants the money for.

The most suitable lender to fit those needs can then be identified.

In some cases, high street lenders can genuinely provide the solution, but in most cases it will be alternative lenders that can do this. It could be a challenger bank (a relatively small retail bank set up with the intention of competing for business with large, long-established national banks) or a small boutique finance house. It all depends on the borrower's profile.

It may be that a high street lender will be a good initial solution and a business can then look at alternative finance when that option has been exhausted. It's also always good to have a benchmark.

Some lenders won't accept a particular asset or may not want to fund a particular piece of machinery but there will probably be a dozen other lenders that will. They might be slightly more expensive than your current rate but will obviously be worth it because they are happy to lend on that asset.

A commercial finance lender won't always provide rates as low as the high street, but it will in the alternative space as the next best fit.

## The alternative space

When hire sector members hear of a bank they've never come across before, they are understandably wary and will need assurance that it is a good fit for

their needs, as well as being reliable and trustworthy.

There are various different tiers of lender, each of which are positioned to deal with different borrowing profiles.

An established lender is considered to have a minimum of three years trading. If they are considered established and profitable, with a balance sheet of significance (ie its net worth is more than £0.5m) they'd generally be classed as a tier 1 lender.

There will then be companies that aren't High Street lenders but who are still recognised and who will be very well funded, such as South Africa Bank and Mizuna. These lenders put credit lines in front of a client, ie funding they can draw down on, for a certain period.

Many clients in the hire sector are regular buyers of assets. Generally, a credit line solution will be the correct product for them.

In some cases, high street lenders can genuinely provide the solution, but in most cases it will be alternative lenders that can do this.

If, over the next 12 months, for example, a hire business intends to buy £1million worth of plant machinery, on a buying cycle of a machine or two per month, drawing down on it every month, this can be set up with a lender. But there will need to be confidence in that facility being available when it needs to be drawn on. The business owner will need to know the credit line will be there from day one and is still available in month 12 when they want to draw the balance of it.

### Expansion plan/purchasing another business

This is an interesting field and input will be needed from a specialist in mergers and acquisitions (M&As). The most traditional way of dealing with this would be through a suite of different finance products.

If a hirer wanted to buy another hire firm, the borrower's business would need to be analysed, to ensure there is leverage within the firm itself and that there are unencumbered assets, as well as some cashflow facilities if the business was able to service it. The target business would then be examined.

The structure with which the borrower was looking to buy another company would then need to be considered. For example, would the total they're looking at paying for it be paid on completion? In many instances, that isn't the right thing to do. However much due diligence is done on a business, you never know exactly what you're dealing with until you've actually bought it.

The best structure would be some sort of payment on completion, with some divert considerations where the borrower pays the seller over a period of months or years.

There will need to be quite a lot of financial analysis, with one of the key points being whether the buyer will want to leave the company it is purchasing the same, or whether it will want to change/expland it.

People within the hire industry won't always be familiar with the end market of another company they are buying, and can make far-reaching errors if things are not done properly from day one. This can be a red flag for some lenders.

This is why, with M&As, it is really important to speak to a specialist.

### Invoice discounting

Trade debtors (i.e. invoices sent to your clients) could be on payment terms of 30, 60 or 90 days for example. In that time, you've fronted the costs for those invoices. Money is raised against those invoices. That could be 90% of the invoice for example, which the lender will advance from when the invoice is raised.

When the client pays the 100% down, the invoice finance company will collect their fee from the balance.

Invoice financing is so much simpler nowadays because it is all visible electronically. Historically it used to be difficult to move, but this has opened up the market and provided an easy means of managing cash flow and easing the pressure.

### Navigating peaks and troughs

All hire companies are used to experiencing peaks and troughs

throughout the year. The best thing to do is plan for that.

You'll need to ensure you have a payment product that fits the slack and busy periods well. It will identify the low season where businesses aren't busy and will provide enough resource during those months. You can focus on growing your business and the finance product will be tailored to fit your lean months, ie. you will make lower payments in those periods.

Generally, three or four lower payment months would be incorporated into the payment plan. It will be structured in such a way that won't have to constantly check the bank balance and experience all the worry that goes with that.

Asset-based funding agreements will be cheaper than getting 'quick fix' finance to tide you over during those leaner periods.

Specialist VAT and corporation tax funding is also a good consideration to help you spread those payments. <<



Setting up the correct payment vehicle that takes account of busy and quiet business times will do away with those 'short term' visits to a lender.



HAE EHA Financial Services offers asset finance, commercial loans, and mortgages tailored for hire businesses. For further information, visit [www.approvedbusinessfinance.co.uk/hae-e-ha-financial-services](http://www.approvedbusinessfinance.co.uk/hae-e-ha-financial-services)

A cyberattack has become an increasing likelihood with the number of ways hackers can manipulate and extort people online. Photo: Arian Darvishi



# Deepfakes and Malicious Actors

Our HAE Insurance Services and EHA Insurance Services teams discuss the potential dangers posed by artificial intelligence.

**O**VER the past couple of years, the world has watched as artificial intelligence (AI) and deepfake technology have rapidly advanced, bringing with them a whole range of possibilities for their use - both good and bad.

But what happens when you can almost perfectly digitally recreate a person's likeness, or create incredible photographs from nothing? These technologies have opened the door to new, real-world risks, including misinformation, reputational damage, and fraud.

## What are deepfakes?

Deepfakes are media that depict real or non-existent people. They are created by AI and may be in the form of video, images, or audio. While it can be used in a non-malicious way, such as by film studios for special effects, it can also be used to trick people into believing that the deepfake's subject has said or done something that they haven't.

## The rise of AI in cybercrime and malicious activities

As can be expected with a technology that allows for manipulation of digital reality, AI has also become a tool for cybercriminals.

In 2023, a hacker used a voice deepfake to impersonate an IT team member and trick another employee into providing them with a multi-factor authentication (MFA) code. This then allowed the hacker to add their device to the employee's account and access company data.

In another incident, a finance worker was tricked into transferring \$25 million to scammers after the cybercriminals used AI to pose as the company's chief financial officer in a video call.

With the use of deepfake technology, it's now easier than ever for cybercriminals to impersonate people and manipulate others into handing over cash, data or even obtain hired equipment fraudulently.

However, some parties have employed the use of AI to fight cybercrime and scammers. For example, O2 have created an "AI grandma" named Daisy to waste the time of phone scammers and keep them from extorting money from real people.

## The dangers of artificial intelligence to businesses and individuals

Deepfake technology also poses a risk to individuals and hire businesses, thanks to the ease of image, video and audio manipulation and generation.

As discussed in the examples above, deepfakes can be used to manipulate staff and trick them into allowing scammers access to company data or money. But they can also cause reputational damage, as it has never been simpler to create and distribute fake media that can paint a business and/or its employees in a bad light.

As AI continues to develop and deepfakes become more realistic, there is also an increased difficulty in verifying authenticity. This can lead people who are relatively internet-savvy to be tricked into spreading fake media that they believe is real, in turn damaging the reputation of the individual or business featured. In a lighter example, in 2023 a fake image of Pope Francis wearing a Balenciaga puffer jacket circulated online and received over 20 million views.

### How to spot a deep fake and use of AI

So how do you detect a deepfaked video? According to MIT Media Lab and The Guardian, you should look out for the following:

- Is the video focused on the face? Most deepfakes focus on the face.
- Does the skin appear too smooth or too wrinkly?
- Do the person's facial features look real? For example: moles, facial hair, eyebrows.
- Does the blinking seem natural?
- Is there any sign of pixelation around the head?

There are also online tools and programs such as SightEngine that you can use which will tell you the likelihood of AI being used to create the video, but these tools can offer very varied results.

### How to protect your hire business

As well as encouraging them to use AI detection tools, you should make sure your employees receive regular and extensive employee training on cyber safety. While the hacker in the first example we discussed used deepfaked audio to trick the employee, they should not have given out their MFA token over the phone, even if they believed it was a member of the IT team. Using multi-factor authentication wherever possible should help secure your business's data.

Cyber insurance is also important. In the event that a hacker does obtain access to your systems, having cyber insurance in place will provide compensation for loss of income, including where caused by damage to your reputation.

### Protect yourself against the risks of AI

As AI continues to evolve, so do the associated risks. Social media sites such as Facebook are tagging deepfake videos as fake, and other websites are also putting measures in place, but because of their believability, there's always the possibility that deepfakes can slip through the cracks and so it's up to the user to be vigilant when browsing online.

Cyber insurance can help protect you in the event of a cyberattack, which becomes an increasing likelihood with the number of ways hackers can manipulate and extort

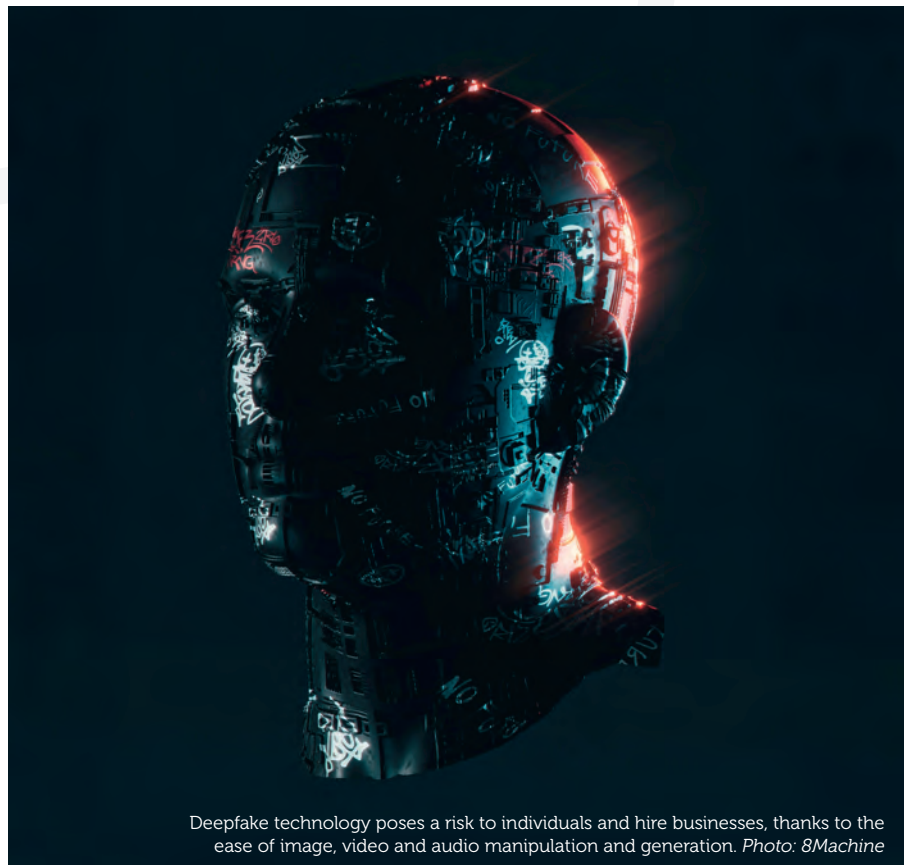
people online. To find out more about cyber insurance, talk to your dedicated advisor today.

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### Checking ID

Generally ID should be checked in person, and if in doubt verify details with the provider. Gov.uk has some useful information regarding this.

- <http://bit.ly/41lyXPj>
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# Construction leaders and cultural change

**Should those driving the construction industry embrace health and safety updates and treat them as more of a priority?**



Anthony Livermore,  
SHEQ Director at  
Nixon Hire

STRONG health and safety foundations in today's fast-paced, high-risk construction industry are critical as the UK construction sector records

the highest number of workplace injuries and fatalities.

In 2023/24, the HSE reported 4,050 injuries to construction employees. Of these, 62% caused incapacitation for more than seven days.

Ruth Wilkinson, Head of Policy and Public Affairs at the Institution of Occupational Safety and Health (IOSH), described the figures as 'of huge concern' at the time, pointing



Modular building construction generally enhances site safety compared to traditional methods by reducing on-site risks and improving quality control.



## 'The number one priority'

MORE than a third of health and safety professionals believe those working in the construction sector have the worst attitudes towards workplace health and safety, according to research by RRC International, a provider of occupational health and safety training.

Thirty-seven per cent of health and safety professionals named construction personnel as having the poorest attitudes, followed by the manufacturing industry (12.93%) then agriculture, forestry and fishing (5.17%).

According to data from the Health and Safety Executive (HSE), the construction sector consistently reports a high number of fatal injuries, with a rate of 2.4 per 100,000 workers in 2023/24 - five times higher than any other industry. The data also showed that 470,000 people suffered non-fatal injuries on construction sites over the past three years. This is more than 150,000 per year.

RCC's Managing Director Richard Stockley said:

"What these official figures don't account for is the injuries employers were not obligated to report, and those businesses that failed to follow the correct procedure. The actual number is said to be as much as 10 times higher. This makes our findings even more shocking, and acts as a strong reminder to all those working within the construction industry that health and safety on site must be the number one priority, no matter what."

Richard said a negative attitude towards health and safety training, and the policies and measures in place to ensure worker safety, can have a devastating impact in the workplace.

"It not only increases the risk of serious injuries and fatalities, but also creates a culture where safety is not prioritised or taken seriously," he said, adding that there was a need for increased awareness, training and proactive measures to foster a stronger safety culture.

out that lessons still hadn't been learned and much more needed to be done to protect workers.

Despite regulations and advancements in safety technology, many companies still treat safety as a box-ticking exercise rather than a critical part of their strategy, according to one member of the hire industry - Anthony Livermore, SHEQ Director at Nixon Hire. Nixon provides site accommodation, renewable power products, portable toilets and modular buildings to the construction industry.

While executives recognise the importance of protecting staff and avoiding financial penalties, the true cost of a safety lapse runs far deeper, he said. He believes the 'iceberg model' highlights often-overlooked costly consequences.

"At the tip of the iceberg are the instant and obvious repercussions experienced when an employee is injured, such as medical bills, fines, and damaged equipment, said Anthony.

"What is underneath these initial impacts, however, is rarely considered and can result in unanticipated and expensive consequences, such as training costs, increased insurance premiums, reduced productivity and morale, reputational damage and the loss of trust internally and externally.

"To counter poor health and safety practice over the long-term, we need cultural change starting at the executive level."

### Leadership: The missing link

A key barrier to embedding a safety-first culture is inconsistent leadership commitment, Anthony said.

"While regulatory compliance is essential, engagement from executives is often missing. Without actively championing safety, employees receive the message that speed and cost-cutting take precedence.

"Executives must set, reinforce, and demonstrate safety standards and implement initiatives which produce tangible results. This means prioritising safety in strategic decisions, allocating resources and leading by example."

Proactivity from the top will help to set the tone and foster conversation on the importance of health and safety. These could be

on-the-ground measures, including conducting site visits and recognising outstanding safety practices, but could also be part of the bigger picture, with executives embedding safety performance into KPIs, implementing regular training and investing in digital tools, he added.

"It is, in short, essential to inform stakeholders that health and safety is the priority."

### Bridging the communication gap

Safety failures within construction often stem from breakdowns in communication, especially in a sector reliant on temporary staff, and multi-site operations. Misinterpretation or misunderstanding of safety protocols can lead to accidents.

"Employers must establish clear, standardised safety communications systems that reach every worker. Regular briefings, digital platforms, and instant reporting channels should be the norm, with induction programmes being the critical first step in setting the standard rather than being a mere formality," Anthony said.

### Committing to continuous training

Despite complex machinery and hazardous environments, many construction businesses are felt to focus solely on initial training without ongoing development.

"Safety training must be continuous, incorporating drills, refreshers, and emerging risk education. Through innovation, health and safety can be improved with technology-led solutions. This might be real-time hazard reporting, wearable fatigue monitors, digital site mapping, and AI analysis of CCTV to spot unsafe behaviours," said Anthony.

"By fostering a culture of learning and development, businesses can significantly reduce the likelihood of incidents and ensure their workforce remains well-equipped to handle risks."

### A collective industry responsibility

Safety is not just a legal obligation. It's an ethical imperative. Companies that fail to integrate safety not only risk regulatory penalties but could also suffer from long-term reputational and operational damage.

Construction businesses must commit to industry-wide safety excellence and those who are managing a team are urged to consider the last time they assessed their health and safety training.

"Let's stop treating safety as an afterthought and move away from excuses and box-ticking. We need to redefine health and safety as a non-negotiable pillar of business success that protects workers, strengthens organisations, and elevates our industry," Anthony said. <<



Conducting site visits and recognising outstanding safety practices is recommended within construction leadership.



# Steering a clearer course to funding targets



Help is at hand for those confused about CITB funds and grants.

**N**AVIGATING CITB funding and grants can be tricky and HAE has highlighted that it can help to make the process easier for members.

The CITB grants programme covers funding for a range of day-to-day training, including short courses, qualifications and apprenticeships for those operating in the construction sector. Many companies have been able to claim free financial support to upskill their teams, increasing efficiencies and alleviating operating costs.

Knowing whether you're eligible for funding or grants, as well as where and how to start an application, can often be a deterrent to hire sector companies, which is why HAE is offering to guide them through the process.

The membership organisation can also connect you directly with your local CITB adviser to ensure you're getting the right support.

For those unsure about what kind of training is needed, HAE will complete a Training Needs Analysis for their team.

Learning and Development Officer Nikki Wyllie said: "A quick chat could unlock significant benefits, so don't hesitate to get in touch. So far this year, we've already helped members access more than £26,000 in funding and grants. We're always here to see how we can support you too.

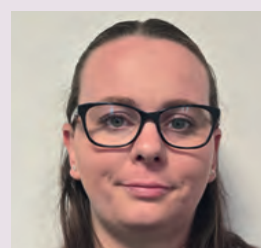
"If you'd like to discuss your options or explore how we can support your team, please feel free to reach out."

Nikki supports HAE and EHA members in identifying training needs and planning tailored development for their teams. She's passionate about helping people grow in their roles and works closely with both internal teams and external partners to ensure members have access to the right training, at the right time.

Whether it's qualifications, upskilling, or strategic development planning, Nikki will be able to support and advise. For further information, please call **0121 380 4617** or email [training@hae.org.uk](mailto:training@hae.org.uk). <<



**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)



# HAE EHA Risk Services

Find out more by listening to  
our team on the HAE EHA  
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## HAE EHA Members Get **FREE** Expert Advice

Running a hire business is demanding, and keeping up with health & safety or employment law isn't always top of the list.

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# 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.

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



- Southampton-based **BISON INDUSTRIAL** is a third-generation specialist supplier to MEP & HVAC contractors, providing support with first-fix requirements. The company delivers to sites across London and the central south of England



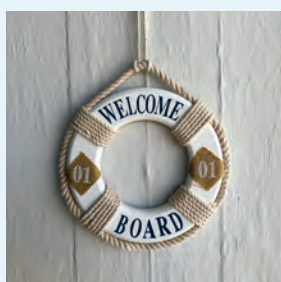
- **DELTASHOR**, based in Purfleet, is a specialist formwork and falsework rental company providing temporary works solutions for concrete construction needs. In plant hire, it offers falsework and propping equipment. The company was established in 2022.



- **RESOLVE** in Portsmouth was founded in 2020 by directors Nick Smith and Matt Hamill who had previous experience within the construction, engineering, fit-out and events industries. The business delivers and manages equipment, plant and tool hire needs, working with private and public sector customers.



- **HIRE HQ**, based in Plymouth, is a self-service customer portal that works alongside existing hire management systems, enabling customers to manage hires, view documents, log off-hires or breakdowns, and access real-time hire details 24/7. It was co-founded by Oliver Sadler and Megan Flory. The company has also partnered with HAE EHA to offer a new discounted service to members (see news section).

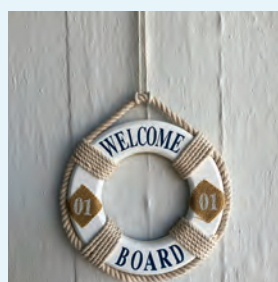


- Oxford-based **ROWLAND PLANT** in Oxford offers renting and leasing of construction and civil engineering machinery and equipment. The company was founded last year and its directors are Stephen Lewendon and Nicholas Rowland.

- **SELECTAMARK SECURITY SYSTEMS PLC** is a family-owned supplier of property marking, forensic coding and asset identification solutions which deter theft and aid recovery of stolen property. The company was founded in 1985 and has helped homeowners, businesses, local authorities, hospitals and schools since then, marking more than 75 million valuable items in the process. Based in Locksbottom, Kent, on the outskirts of London, it serves its customers both directly and through a growing network of overseas distributors and UK resellers



- **SUNFLOWER SOLAR RENTALS** in Bourne, Lincolnshire is a new business in the process of building a new website, which rents out equipment and machinery. Its directors are James Kearsey, Harold Wordsworth and Judith Wordsworth.



- **V-TUF** in Scampton, Lincolnshire, designs and manufactures industrial cleaning equipment, specialising in solutions focused on occupational health and safety. Its product line includes a variety of vacuum cleaners and dust extractors.



- **SHARK HIRE AND ATTACHMENTS** in Middleton, North Warwickshire, offers a fleet of attachments for plant machinery, designed to extend capabilities in concrete pouring, debris removal/sorting, telehandler lifting and reach. The company was formed in 2021.



- **BRONCO PLANT HIRE** in Sheerness, Kent, is involved in the renting and leasing of construction and civil engineering machinery and equipment and was formed in April this year by directors Alexander and Bradley Davolls. Its new website is currently under construction.



- **MAD4 HIRE AND HAULAGE**, based in Droitwich, Worcestershire, offers a wide range of powered access equipment for hire, along with a bespoke specialist haulage service.



- Ipswich-based **UK HOSE** offers nationwide hydraulic support to hire sector businesses. The British-owned fluid power company has decades of industry experience, providing businesses across the UK with fluid power products, nationwide 24/7 emergency breakdown support, and maintenance solutions.



- **HIREFPOINT SALE** is a Cheshire-based plant hire and plant machinery specialist, providing services to domestic and commercial customers in Sale and surrounding areas and has been operating for more than 30 years.



- **REAX EQUIPMENT** in Blackpool offers safety equipment for hire and sale. The companies it has worked with include IKEA, DHL, Mitie, United Utilities, Cadent and Sellafield Ltd, and it caters to all sectors, both large and small.



- **HANDIHIRE (TOTTEN)** in Southampton specialises in renting and leasing construction and civil engineering machinery and equipment and has been in operation since 2011.



- **HOWELL TECHNOLOGY GROUP** t/as HTG in Hebburn, Tyne and Wear, delivers fully-managed IT and security services. It has 25 years of industry experience and its services include virtual desktops as well as modern workplace solutions. Its industry partners include Microsoft, Citrix and VMware.



- Woking-based **SURREY LOOS** is a portable toilet and welfare hirer servicing the Surrey, Sussex, Kent and South East London areas.

- **HARRIS BRICK SAFETY SYSTEMS** is responsible for launching the Brick Bud, a game-changing wall bracing system created to improve safety, reduce waste, and protect lives and livelihoods. The system is the brainchild of the company's owner Carl Harris who experienced a near-fatal accident on a construction site while working as a bricklayer. The company offers training courses designed for construction companies, colleges, and training providers, focused on the safe and effective use of the Brick Bud product.

### NEW CFO'S ROLE FOLLOWS ALMOST 20-YEAR BUSINESS RELATIONSHIP

**POWERED access specialist AFI's board of directors is now led by CFO Paul Roberts, who has been a long-term advisor to the group.**

Paul was appointed to the role late last year and now has overarching responsibility for the group's finance, IT, HR, property and ESG strategies.

He is leading a team of experienced directors, including Richard Orme, who was promoted to Finance Director of AFI's UK and Middle East operations.

Paul was previously a leader of Deloitte's Corporate Finance Advisory practice in Yorkshire and North-East and has spent more than seven years as CFO for High Seat Holdings, the holding company for the national furniture retailer HSL and its manufacturing sister company, which designs and produces HSL's specialist seating and beds.

Paul's experience saw him lead HSL's Finance, IT and Property teams, manage legal and regulatory matters, as well as playing a key role in delivering its ESG strategy, including the announcement that it had been certified carbon neutral in 2022.

During his previous 20 years with Deloitte's Corporate Finance Advisory business, Paul advised on £3bn of mergers, acquisitions and exits for a large number of listed, privately-owned and private equity-backed businesses across the UK and Europe. Clients included AFI and several other plant rental groups in the UK. He was also previously a Non-Executive Trustee of one of the leading social care and housing services charities in the North-East of England.

CEO at AFI, David McNicholas, said: "Our relationship with Paul goes back almost 20 years. Whilst at Deloitte he advised AFI on a number of key acquisitions and investment milestones, and so we know that he shares our vision for growth, innovation, teamwork and making a positive impact. We are delighted that he has now joined as CFO to drive forward the delivery of our plan".



### LONGEST-SERVING COLLEAGUE CELEBRATES 45TH YEAR

PHILL Hemsworth of national tool and equipment hirer HSS has celebrated his 45th year with the company.

Phill was the youngest person to be appointed as an HSS branch manager and the longest-serving Head of HSEQ. Having never taken a day off sick, he is also the longest-serving full-time colleague.

Phil joined the company in 1979 as a plant and tool fitter after 2 years working as an apprentice fitter at a local garage that went into administration.

In 1984 he became manager of a small store in Beverley, East Yorkshire. He went on to become Depot Manager in Hull and Leeds before taking on the role of Area Manager for Humberside in 1995.

As the business continued to change and restructure, he moved to the logistics department and also served a 10-month stint in the IT department at the head office in London.

His next role was as National Quality Manager from 2020 before he took up his current role as group HSEQ Manager in October 2022.

"This has been my most challenging role, but the most rewarding, and a huge learning curve on how to help HSS colleagues and everyone in the hire industry go home safe each and every day, whilst putting together a fantastic HSEQ team," he said.

Phill has been involved in a number of HAE EHA working groups

"It's been an amazing journey that has gone by so quickly. I've been able to witness the innovation and technology in the tools now available - such as a me hiring a pick axe, sledge hammer and wheelbarrow to a customer digging a hole back in 1982 to the hire of a one-ton Kubota digger and a skip loader today, or a van load of steel scaffolding, scaffold boards and a ginny wheel whilst working at height, to a scissor lift or boom!"

Phill's work colleagues celebrated his milestone with a surprise party and cake, led by Group HR Director Max Morgan and other long-serving staff members.

An HSS statement said: "We are incredibly proud of Phill for the outstanding service he has provided to our group, his team, and his industry colleagues."



### NEW SALES AGENT

**ELLIS Redgate, has joined Wolverhampton specialist hire company Andrews Sykes Group as an Internal Sales Agent.**

He will be based at the Charlton depot and will specialise in HVAC sales.



Do you have any appointment or retirement news to share with our Interface readers? Contact Stephanie at [editorial@hae.org.uk](mailto:editorial@hae.org.uk)



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