

SUMMER 2023

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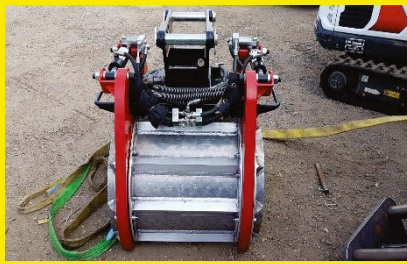
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PAUL GAZE, CEO, UPDATES ON THE LATEST AT HAE EHA

MEMBER CONSULTATION BEGINS FOR SAFEHIRE CERTIFICATION SCHEME

We continue to work with the Government to promote the interests of the members and are involved in a number of consultations, including the Equipment Theft (Prevention) Bill and the use of capital allowances to remove the disparity around the investment in greener equipment.

Several meetings have taken place around both of these matters and I'd like to thank those members who have provided data and given their time to support this work. We will update you on progress on both streams of work later in the year.

It was amazing to meet up in person for the Hire Awards of Excellence at the Grosvenor House London. A record number of guests joined us to celebrate those organisations and individuals making a real difference in hire and rental. Indeed, the breadth of entries demonstrated the innovation, passion for customer service, key products and strength of talent from those involved in the sector.

As part of the association's commitment to continuous improvement, we have begun consultation with members around the SafeHire Certification Scheme.

The SafeHire programme was developed to support all HAE EHA members to achieve the highest industry standard, reduce risk, and improve service delivery levels for customers and end users.

As SafeHire differentiates HAE EHA members from non-members, it is important to hear your views. The first workshop was held on July 13th and a number will take place over the next few months. Please get involved and actively participate in this work.

On behalf of members, we continue to investigate a range of areas through the establishment of working groups. Both the Paperless Solutions and Lithium-ion working groups have been meeting to identify best practice, and review alternative approaches to assist members. The output from these groups will be shared across the membership in due course.

We also recently teamed up with FIS, with its Worldpay solutions to enable members a more seamless payment experience for their customers. Worldpay is a market leading provider of payment solutions, with a wealth of experience catering for small independents right up to large corporate clients. They are ideally placed to support you with end-to-end solutions for standalone card terminals,

technical integrations, online payment gateways and everything in between. Which in simple terms means, helping you reach more customers and allowing them to pay in the way they want to pay.

On your behalf, the association continues to provide access to training programmes and National Vocational Qualifications and our centre recently passed the External Quality Assurance audit from NOCN. For those looking to invest in developing the skills of their workforce we continue to offer support through the CITB's Employer Network programme.

This is a great opportunity to invest in your most important asset with a range of funded training programmes for those businesses registered with CITB. For further information on this please contact the training team at training@hae.org.uk <<

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DON'T LET THE SUN GO DOWN ON THE WORKING AT HEIGHT REGULATIONS'

Questions surrounding the Working at Height Regulations 2005 (WAHR) could lead to confusion and a higher risk of accidents, an expert has warned.

In May, the UK Government announced that it was changing its approach to the sunseting of EU Retained Laws, which includes the Working at Height Regulations 2005 (WAHR).

As a result of this change, it was also confirmed that the WAHR are not set to be repealed in December 2023 as was initially planned. However, while, there is no imminent threat to them, reforms could lie ahead, which leaves them at risk of being diluted or revoked at a later date, affecting the 10 million plus people who are estimated to work at height in the UK.

Manufacturer and distributor of access equipment WernerCo has emphasised how vital these regulations are.

Compliance Manager at WernerCo, Dave Elson, said:

"Following Brexit, the Government announced that EU-era laws would expire as of 31st December 2023, inclusive of the WAHR. Whilst only a small remainder of these laws are due to sunset on this date (excluding WAHR) following a change in approach, it leaves questions around their future. Potentially meaning a revocation at a later date, or the replacement of regulations with less water-tight legislation.

"This could result in unclear guidance for employers and those in control of workers who are working at height, which could mean a higher risks of accidents and a lack of accountability in some circumstances.

"Without them at all, employees would be left vulnerable given the relaxation of guidance and lack of legal obligations concerning their employers. For this reason, it is essential the industry works together to ensure the regulations remain and continue to protect those who work at height."

The Health and Safety Executive reports that the most common cause of fatalities at work is falls from height. Between 2021 – 2022 of the 123 work-related injuries that lead to a fatality in the UK, 29 of them were a consequence of falling from height.

A 2019 inquiry from the All-Party Parliamentary Group (APPG) for Working at Height found that since the introduction of the regulations, the UK has had some of the lowest fatality and injury rates in the European Union.

With this in mind, it is evident that the Working at Height Regulations in their current form is helping to ensure that there is clear guidance on the matter, which is leading to fewer devastating accidents, Dave said.

The All-Party Parliamentary Group on Working at Height is asking interested parties to make contact with their local MP and ask them to lobby the government to ensure the retention of these vital regulations.

EUROPEAN RENTAL WEEK

International event fixed for October and set to be repeated annually.

The European Rental Association (ERA) has announced the creation of European Rental Week, an annual event dedicated to the promotion of rental across Europe, in which many UK companies will be involved.

The first European Rental Week will take place from October 9th to 15th with the theme 'Investing in People'.

The event aims to coordinate promotional activities from rental companies to improve the attractiveness of the industry, raise awareness of the rental concept and promote rental as a sustainable, cost-effective and resource-efficient solution. This year's event will aim to focus activities on the promotion of the industry as an employer, as well as providing an opportunity to promote rental in general.

Secretary General of ERA, Michel Petitjean, said: "We are very excited to announce European Rental Week as it is the perfect opportunity to coordinate the promotion of our industry not just within countries, but across the European continent.

"We can have a bigger voice and a bigger impact by acting together. We are optimistic that European Rental Week will be an annual fixture in the calendars of rental companies and associations, helping us to learn from each other and strengthening our industry to the benefit of all."

ERA has developed a European Rental Week website, which will serve as a hub for information and updates relating to the week. The website includes information about the event and the theme for this year, as well



Michel Petitjean, Secretary General, ERA, at the ERA Convention in Maastricht where the European Rental Week was formally launched. Photo: Maurice Vinken/www.kleurstof.eu

"We can have a bigger voice and a bigger impact by acting together."
Michel Petitjean, Secretary General, ERA

as reasons to participate, ideas for activities and promotional materials to download.

Michel said: "European Rental Week is a key initiative for our industry to bring the benefits of rental as a service provider and an employer to a bigger audience, both locally and across the continent. This website serves as a go to resource for the industry to find out everything they need to be able to participate in the week."

European Rental Week was formally launched at the ERA

Convention in Maastricht, the Netherlands, in June, which was attended by HAE EHA's CEO Paul Gaze and Public Affairs Manager Mark Bradshaw (see page 24 for full details).



For more information about European Rental Week, please contact the ERA team at era@erarental.org.



INTERNATIONAL CSR EXCELLENCE AWARDS HONOUR

Provider of construction machinery and equipment, SANY UK, showcased its solutions at the recent Plantworx Exhibition 2023 at the East of England Arena and Events Centre in Peterborough, giving visitors an opportunity to operate a SANY excavator themselves in the live demonstration zone.

During the exhibition, SANY UK displayed construction machinery and equipment, with an emphasis on its latest range of wheel loaders, the SW305 and SW405. The new generation of wheel loaders have Kawasaki pumps and ZF transmission, including 360 camera, keyless entry, single joystick steering and 3rd function hydraulics.

Business Development Director Leigh Harris said: "The exhibition provided an invaluable opportunity for us to engage with industry leaders, establish new partnerships, and demonstrate the innovation and excellence that defines our brand."

Representatives from the company's nationwide dealer network were present throughout the exhibition, offering insights and advice.



UK DEALER CONFERENCE

The company also held its annual dealer conference at the Belfry Hotel, Sutton Coldfield recently, which focused on strategies for driving growth and increasing market share.

During the conference, the SANY team presented the company's latest products and technologies, including new excavators, wheel loaders and other construction machinery. The company also discussed its plans for expanding its reach and entering new markets.

Dealer Development Director Tony Thorpe said: "We're thrilled to have had the opportunity to connect with so many of our dealer network from around the UK. Their feedback and insights are invaluable to us."

In addition to product presentations and market strategy discussions, the conference featured a series of new machine walkarounds to familiarise the SANY dealers with new products that will be released later this year.

An evening awards presentation followed, in which the following dealers were recognised for their achievements in 2022:

Top Dealer – Heavy Line Sales – Orrell Group

Top Dealer – Best Market Share – Truro Tractors

Top Dealer – Service Excellence – Fitzgerald Plant Services

Dealer of the Year 2022 – Orrell Group



MAJOR MILESTONE IN PLANT HIRE

South East construction plant hire specialist, Standard Plant Hire, has taken delivery of its 700th Kubota machine, which was wrapped in special livery to celebrate the milestone.

Based in Bromley, Standard Plant Hire has been operating since 2009, providing construction equipment to commercial contractors, predominately focusing on infrastructure and utilities projects within the M25 and the Home Counties.

Director of Standard Plant Hire, Michael Fleming, said: "We're very proud of the success we've had as a business since 2009 and the relationship we have with Kubota and Lister Wilder has played a big part in that. Taking delivery of our 700th Kubota machine is testament to the hard work and dedication of the entire Standard Plant Hire team, and the unique livery is a celebration of that. It's not just for show though, we can't wait to see our customers putting this one of a kind KX080-4a2 through its paces on site!"

Its wide customer base has varying needs so the company has Kubota's full KX and U mini-excavator range, from one through to eight tonne machines.



A BETTER TASTE FOR EVERY DISH THANKS TO NEW COLLABORATION

Exclusive Collection has partnered with Klimato to highlight the carbon footprint of each dish on its corporate and private event menus.

Exclusive Collection, which owns several leading country house event destinations, is recognised for its progressive outlook on sustainability and is the UK's first certified B Corp hotel company.

By working with Klimato, all conference, meeting and wedding menus will show the carbon footprint associated with each item. In detailing the footprint and impact of each dish, organisers will be able to make more informed menu decisions for their events, as well as make a greater contribution to their own organisation's ESG policy.

Clients will now be able to understand and choose better catering options, as well as report on their decisions while also contributing to Klimato's carbon certified offsetting projects.

Promoting a zero waste to landfill policy across its estates, Exclusive Collection is strident in minimising food waste and strives to grow its own produce where possible. The company has already partnered with OLIO which, where possible, sees leftover food from events

redistributed to local communities and projects.

At South Lodge, items that cannot be redistributed, make their way to onsite rocket composter which process any commercial food waste and green waste using nature's own compost process. At the Manor House, a wormery has recently been introduced to turn fruit and vegetable scraps from the kitchens into richly-fertilised compost for use across the grounds.

Other measurements available for business event clients include event:decision, which tracks and measures the total impact of an event, from travel and transport to community and charitable giving.

Director of Operations for Exclusive Collection David Connell said: "We continue to take new steps, seek change, and make better, more informed decisions in every area of the business. Events is a significant sector for us, and food is a substantial element of an event, hence, our focus here.

"By working with Klimato and encouraging and educating clients to make conscious choices when they are with us, we're bringing a huge new dynamic to the way we cater for events that can only have a bigger, positive impact for all."



Marketing Manager, Emma Cohen and Sales Manager Mark Taylor received the bronze award at the International CSR Excellence Awards.



Steve Scattoloni receiving the Green World Awards.

MORE 'GREEN' SILVERWARE AND AN INTERNATIONAL CSR EXCELLENCE AWARDS HONOUR

The X-WASH and X-SOLAR products supplied by construction equipment manufacturer, Trime, have been stacking up awards this year.

World-renowned environmental campaigner, the Green Organisation, which organises the Green World Awards for all those engaged in environmentally biased projects, presented awards earlier this year at an event in Miami.

The X-WASH scooped the silver award in the Environmental Improvement: Water Management category and the X-SOLAR also lifted a silver award, this time in the Sustainable Development: Green Energy class.

The awards were presented to Steve Scattolini, CEO and President of Trime USA, who made the trip from his base in Swedesboro, New Jersey to collect the honours on behalf of Trime UK.

MD of Trime UK, whose base is in Huntingdon, Paul Hay said: "With our busy schedule here in the UK, we simply couldn't afford the time to fly out to Miami, so we

are extremely grateful that Steve was able to be there in person. The X-SOLAR is our flagship emission-free lighting tower, and the X-WASH is in high demand, particularly from UK and European rental firms."

"To have the environmental attributes of both of these products officially accredited by the Green Organisation is a wonderful reward for all the hard work and ingenuity of the Trime design teams."

Marketing Manager, Emma Cohen and Sales Manager Mark Taylor also attended London's St Paul's Cathedral for the International CSR Excellence Awards to receive a bronze award in the Environmental Endeavour category. The International CSR Excellence Awards are presented to companies that are shown to help colleagues, communities, customers, and the environment.

Emma said: "Naturally, we are delighted to receive this award. We have always championed the environmental attributes of the X-SOLAR and X-WASH, but

to have their qualities formally recognised by this internationally-distinguished organisation is very satisfying. Mark and I accepted the award on behalf of the whole of the Trime teams worldwide."

The X-WASH Water Recycling System is an ecological, flexible cleaning system for most types of plant and machinery, which prevents soil pollution and contamination of drains, from oil, grease, and similar chemical contaminants.

The X-SOLAR is an emission-free and noise-free lighting tower fitted with four 60-watt energy-saving LED lamps fitted to a fully galvanised 8.5-metre mast. It delivers a light coverage of 2,000 square metres, and will provide excellent illumination 24 hours a day seven days a week, in all conditions.

Trime, whose manufacturing plants are based near Milan and Trime UK is situated in Huntingdon, Cambridgeshire, supplies a range of sustainable equipment to the UK equipment machinery markets.

BOELS RENTAL ACQUIRES ILLUMIN8 LIGHTS LTD

Boels Rental has acquired Illumin8, a leading UK lighting tower rental specialist with customers across varied industries such as construction, events, civil engineering, rail and TV & film.

Illumin8 was founded in 2015 by the current Managing Director, Neil Fenwick, a respected figure in the UK event rental industry with more than 24 years' experience supplying lighting towers and other products to construction projects and events.

He said: "In order to achieve our ambitious growth plans, we felt that aligning with an international group like Boels Rental would provide us with the platform to grow. I am proud of the entire team at Illumin8 and I'm confident we have a bright future as part of the Boels family."



Managing Director Boels Rental UK, Asif Latief, said the acquisition will enable Boels to expand its lighting tower fleet so it can provide customers with more choice

He said: "We are very happy to welcome Neil Fenwick and the Illumin8 team to the Boels family. Boels has worked alongside Illumin8 for a number of years on very high-profile projects and events."

He said the acquisition also provides an opportunity to develop

a bigger presence in newer markets with complimentary equipment from its rental fleet, for example fencing, barriers, signage and larger generators.

But it's not just about equipment," he said. "By acquiring Illumin8 we're adding great people to the Boels team in the UK – people who have solid industry experience and expertise and can give customers peace of mind on their next project or event."



SOUTH WEST BUILDING SUPPLIER GOES ELECTRIC

One of the South West's leading building suppliers is continuing

its push towards greener practices, with the purchase of a new KC70-4e from Kubota dealer, CCE Plant Sales.

The Yeovil-based merchant, which currently has 21 Tool Hire locations across the South West and the Midlands has taken delivery of its first electric mini tracked dumper at its Exeter depot. If successful, it will look to expand its fleet of electric Kubotas over the coming year.

Capable of the same high performance as its diesel or petrol-powered equivalents, the KC70-4e is powered by a lithium-ion battery. With a robust and consolidated lower frame, the KC70-4e can be used indoors and is easy to manoeuvre and operate.

The purchase of the KC70-4e is the latest step towards more sustainable operations from Bradfords. In addition to trialling electric machinery, the merchant has also made the switch to cordless power tools to minimise its reliance

on fossil fuels and help reduce its carbon footprint.

Trading Director for the Tool Hire brand at Bradfords, Keith Hallam, said: "As a business, we are committed to making our practices as environmentally friendly as possible and the machinery we source helps us to achieve that. Kubota's KC70-4e looks to be the ideal machine for our needs. It's compact, robust and easy-to-handle, but powered by a lithium-ion battery to help us make carbon savings. We're looking forward to seeing the results of our trial."

Bradfords is a business champion for the UK's Construction Leadership Council net-carbon zero programme, Co2nstructZero, which lists one of its nine priorities as accelerating the shift of the construction workforce to zero emission vehicles and onsite plant.

Sales Manager at CCE, added: "Over the past few years, we have seen a real increase in demand from our customers for sustainable construction machinery and Kubota's solutions are really helping businesses and operators make greener choices."



THOUSANDS TAKE PART IN COMPANY STREET PARTY

Thousands of JCB employees took part in a company-wide street party to mark the recent Coronation of HM King Charles III and HM Queen Camilla, and more than 8,500 special hampers were presented to staff and agency employees in the UK thanks to an idea from Carole Bamford, wife of JCB Chairman Anthony Bamford.

JCB also treated more than 5,500 employees at all its UK factories to a two-course celebration lunch at the company's plants in Staffordshire, Derbyshire and Wrexham where breaks were extended to allow the historic occasion to be marked in style.

JCB Chairman Lord Bamford said: "The Coronation really is a momentous event in our country's history and an opportunity for all of us to come together and mark it as a team."

Factory restaurants were decked out with red, white and blue bunting and balloons ready for classic British cuisine to be served on traditional street party trestle tables. Employees tucked in to fish and chips, sausage and mash, a special Coronation Chicken pie and a special afternoon tea. A regal fruit crumble and trifle were offered as dessert.

Over the course of the four-day street party, the team prepared and served almost one tonne of potatoes, 172 kgs of chicken, 293 kgs of fish, and 125 kgs of sausage.

The special hampers contained two coronation mugs, shortbread, mints, and loose leaf tea in commemorative tins, all designed by renowned artist and illustrator Hugo Guinness.

DEALER INVESTS IN NEW DEPOT

Tegfan Plant & Machinery, which supplies construction equipment in west Wales, has made a significant investment in a new depot in Carmarthen.

The new depot will provide sales, parts, service and support for the full Kubota excavator range and is located close to the M4 corridor, for ease of transporting equipment across Wales, the entire UK and Europe.

There will be various new job openings at the new site. A new Sales and Business Development Manager and two Workshop Apprentices have recently joined the business to help facilitate the day-to-day operations of the Carmarthen depot.

Managing Director John Dunn said: "Many years ago, I started my construction career as a one-man band, so to see the business grow and expand is something I and everyone associated with Tegfan Plant & Machinery should be extremely proud of.

"We have a broad customer base and my sons have recently joined the business, so this strategic expansion will not only allow us to provide better service to our customers,



but also puts us in a great position to fuel further business growth and job creation in the years to come."

Rob White, Division Manager – Construction at Kubota UK, commented: "We have a long-standing relationship with Tegfan Plant & Machinery, so to see this large new depot investment to better meet the needs of its customers and future-proof the business is very exciting. John and the team have big business ambitions and we look forward to working closely with them to help them achieve these."

NEW STATE-OF-THE ART LOCATION OPENS IN NETHERLANDS

The Japanese ambassador attended the official opening of a new distribution centre in Weert, in the South East of the Netherlands, by Kubota and Broekman Logistics.

The 62,000 m² warehouse is being used by Broekman Logistics for storage, final assembly and outbound logistics for Kubota Baumaschinen GmbH, part of Kubota Construction Machinery Division. Broekman Logistics also handles the Complete Knocked Down (CKD) of production parts from Weert to Kubota's production plant in Zweibrücken (D).

Kubota and Broekman Logistics have been working together since 2006, initially from a European Distribution Centre (EDC) in Sittard. The entire operation moved to an existing Broekman location in Born in 2008,

where a total of 40,000 m² of new construction was built for Kubota.

The new set-up features an optimised layout of logistics and assembly operations, shortening lead times and facilitating future growth for Kubota. Large buffer tanks have been placed around the building to collect rainwater which, amongst other things, is used for the green surroundings and the 100-year-old trees around the property.

President of Kubota Baumaschinen GmbH, Toshitaka Matsuo, said: "The move to the new distribution centre in Weert is a big step forward for Kubota and symbolizes our partnership with Broekman Logistics. This expansion represents a significant investment of business activities and will not only help us

further improve our current range of services, but also increase the satisfaction of dealers, distributors and ultimately, end customers."

Managing Director Broekman Logistics Rik Pek, added: "The relationship with Kubota is very dear to us as a company, but also to me personally. After consecutive years of growth, it was time to further intensify our cooperation and provide Kubota with a state-of-the-art warehouse.

"I have been experiencing for years how well the values of our companies match. We are both very entrepreneurial, pay attention to people and value long-term relationships. We are very enthusiastic about the current cooperation with Kubota and look forward to continuing this in Weert."

KUBOTA SHOWS OFF NEW MACHINERY AT PLANTWORX 2023

Kubota showcased its new and innovative construction machinery for the first time at this year's Plantworx exhibition, allowing members of the public to get hands on with the newly-launched construction equipment.

The centrepieces of this year's Kubota stand were three brand new models. These comprised the KX085-5, an 8.5 tonne mini-excavator; and two new additions to Kubota's Smart Energy Solutions range of sustainable construction machinery, the RT210-2e and the RT220-2, electric RT compact wheel loaders.

The KX085-5 offers operators advanced performance and superior operational functionality, powered by a low emission advanced Kubota engine. The mini-excavator can be used with a two-piece boom, expanding the working range and increasing efficiency in narrow spaces.

Kubota's next generation RT compact wheel loaders offer high productivity with a zero-emission performance, reducing carbon output while offering the same standard of performance operators have come to expect from Kubota. Powered by a 48V system with modular 260Ah lithium-ion batteries, the machines regenerate energy when the machine decelerates.

In addition to the new machines, visitors to the Kubota stand also were able to find out more about Kubota's OnSite App, which gives users access to information about Kubota machines at the touch of a button. The brand-new app which launched last month, allows users to access their machinery handbook and quick start guide, and 'how to' videos for each machine.

Leading construction influencers including Lord Muck and Digger Girl



also stopped by to greet fans and discuss the latest machines.

Division Manager for Construction at Kubota UK, Rob White, said: "It's fantastic to be back at Plantworx for this year's show. It's been an exciting year for Kubota so far, with a host of new models and service updates announced, so it was brilliant to be able to demonstrate them to the visitors to our stand.

"Plantworx is a corner stone event of the UK construction machinery sector and it was great to see so many people at this year's show and to see such interest in our newest models to market."

NEW ELECTRIC MINI OFFICIALLY LAUNCHED

Following its debut at the UK market at the Executive Hire show recently, SANY UK has officially launched its new electric mini excavator, the SY19E.

The SY19E is a compact and versatile machine designed for a wide range of applications, including urban construction, landscaping and indoor projects. Powered by an electric motor, the machine produces zero emissions, making it an environmentally friendly alternative to traditional diesel-powered excavators.

The compact SY19E with fully electric drive is equipped with a lithium iron phosphate (cobalt free) battery which allows for faster, safer and more efficient charging. Battery life span is also significantly longer with up to 3,500 full charge cycles which means no secondary battery replacement cost and zero cost toward the battery for the life of the machine,

Featuring a single automotive standard charging socket, the machine offers a fully flexible charging solution that provides three charging options as standard, and with no extra charge. There is a 240v domestic option with a nine-hour charge time, a 360v industrial option with a 2.5-hour charge time and finally a DC fast charge option of just 1.5 hours. The CCS2 charging socket also means that there is the additional benefit of being able to charge the machine at fast charge points in places such as petrol stations and hotel car parks.

The SY19E is equipped with state-of-the-art hydraulic system that delivers fast and smooth operation, even in confined spaces. The machine's compact size and low noise level make it ideal for urban construction and indoor projects where space is limited and noise pollution must be minimised.

TREBLE CELEBRATIONS FOR GENQUIP-GROUNDHOG

Manufacturer of temporary accommodation units, Genquip-Groundhog is celebrating a trio of awards for its iRange of sustainable, low-emission site welfare units.

At the recent Hire Association Europe (HAE) Hire Awards of Excellence ceremony, it was honoured with a 'Highly Commended' in the 'Product of the Year' category for its i550 welfare unit which is powered by a low emission 2kVA engine-driven battery charger system charged by a 1200W inverter. Additional power is via four 360-watt solar panels – roof mounted with a high-capacity charger controller. The i550 welfare units operate from an intelligent solar power and battery system. In addition, the i550 is fitted with a Victron Remote Monitoring system (VRM) that helps the operator to catch potential issues early by setting alerts and alarms.

Genquip-Groundhog's iRange mobile and static welfare units also received a Global Gold commendation in the 2023 Green Apple World awards, having topped the group in the Green Energy class. The Green World Awards are organised by The Green Organisation.

The Genquip-Groundhog iRange has also been recognised by one of the UK's plant and equipment trade exhibitions, Plantworx 2023 where it was shortlisted in the Innovation Awards programme in the 'Non-Operated Plant and Support Service' section. The 2023 awards were focussed very much on environmental solutions, sustainability, safety, and the use of smart technology.

Genquip-Groundhog has placed carbon emission reduction, lowered fuel costs, and empowered the use of renewables in the design of the I-Range. These units are powered by an intelligent solar power and battery system, which means that the backup HVO (hydrotreated vegetable oil) Stage V-compliant generator is only running for around a third of the time when compared to a conventional welfare unit. HVO fuel is a renewable diesel alternative based on vegetable oils, grease, and similar residue. It is a drop-in diesel alternative with 90% lower net CO2 greenhouse gas emissions.



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BIGGEST INTEGRATED EVENT TRAFFIC MANAGEMENT SOLUTION DELIVERED TO GLASTONBURY FESTIVAL

SRL has delivered its biggest integrated event solution to support the traffic management plan at this year's Glastonbury Festival, the world's largest greenfield music and performing arts event.

The manufacturer and supplier of mobile ITS (intelligent transport system) solutions to the traffic management and events sectors provided an integrated package for the four-day festival which took place in Somerset and attracted around 210,000 visitors. Visitors travelled to the 900-acre event by car, dedicated coaches and buses as well as public transport, primarily via the M5, A39, A361, A37 and A303.

The traffic management solution comprised a range of products including VMS, CCTV and ANPR cameras and work-zone protection barriers.

The project was the firm's largest event contract to date in terms of the quantity of equipment supplied. It was also one of its most sophisticated, assisting the careful management of exceptionally high volumes of traffic – including vehicles forming part of the UK's largest dedicated event coach fleet - across an intricate network of normally quiet minor rural roads.

This complexity was reflected in the unprecedented level of planning and human resource involved.

SRL established a project planning team three months prior to the Festival, making preparatory site visits and working in close partnership with the customer to create a bespoke, adaptable solution.

The team stayed on site before, during and after the event, working in the control room as part of

the wider traffic management operation. There they were able to adapt VMS communications immediately in response to the rapidly-evolving traffic flow.

The SRL team monitored external traffic using data generated by Portable CCTV cameras. The cameras, VMS and security barriers were all solar-powered to preclude the need for battery changes, improve reliability and honour the event's "Leave No Trace" sustainability policy. The team presented evolving, up-to-date driver instructions on 32 Smart Messenger VMS, directing visitors along the best route to the four main entrances and public car parks around the eight-and-a-half mile festival perimeter.

SRL VMS were also used to encourage drivers to drive at a safe speed through the

neighbouring village of Pilton and to advise those arriving at Castle Cary railway station of car park capacity. For the first time in the show's history, messages could be displayed in white text and full colour where location allowed, maximising visibility and enabling drivers to easily distinguish Festival instructions.

Smart and Portable VMS were deployed before the event to manage traffic during set-up. Five Instaboom solar/hybrid work-zone protection barriers coordinated with ANPR to facilitate controlled access to specific sites.

Within the Festival grounds, Smart Portable Messenger VMS were deployed to direct drivers to the 61 car parking fields and camping zones and to instruct them to drive slowly to minimise airborne dust; they also helped guide pedestrians to the different stages and events.

A spokesperson for Glastonbury Festival Events' off-site team said: "From day one, SRL worked tirelessly in support of our traffic management operation and quickly became part of the established team. It created a sophisticated, hands-on solution in support of the overall traffic management plan designed to safely, efficiently and sustainably help manage traffic to and within the site, while keeping non-festival traffic flowing well in the surrounding area. This is a critical part of the visitor experience and we're really pleased with the work the company has completed."

SRL's business development director, Iain McDonald, added: "SRL has been providing traffic management solutions for the event sector for many years and this is by far our largest integrated project to date. The team has worked phenomenally hard and in close partnership with organisers and is very proud of what it has achieved."

EXPANDED PORTFOLIO WITH NEW SAFETY INNOVATIONS

SRL Traffic Systems has launched a series of new products.

The portable wireless ROSGO is the company's first remotely operated stop/go sign and may be easily and cost-effectively deployed and operated by a single person from a location of safety up to 200m away. Its 24kg base facilitates a one-man lift.

The 900mm diameter signs may be used as part of an integrated system comprising up to four units, making it capable of managing four-way stop/go sites.

Featuring lithium as opposed to lead acid batteries, it is also the first product that may be conveniently recharged using an in-vehicle charger. One button enables the user to coordinate multiple signs, automatically precluding green conflicts.

The new hand-held Euro Remote Control allows safer, long-distance control of SRL's Eurolight portable traffic signals for settings including those experiencing high volume peak time traffic flow. The new device also facilitates the easy management of more exceptional scenarios - such as those involving waterways, train crossings or slow-moving vehicles.

Feedback LEDs confirm phase settings from a 300m distance and the unit facilitates the management of manual mode and all-red setting and is rechargeable via USB-C.

The company's Urban64TM intelligent temporary traffic control system for the coordination of multi-directional flows of traffic and pedestrians has been enhanced with the introduction of an extendable pole on which the signals are mounted. Previously constructed on site, lights incorporating the new structure are built off-site, before being transported to their destination, where the poles are swiftly extended to full height.

SRL estimates that the new units may be cost-effectively installed up to 30% more quickly than the originals.

Urban64TM is the only temporary traffic light solution to feature the same microprocessor optimised vehicle actuation (MOVA) technology as permanent solutions, and signals were originally mounted on solid concrete bases. These have now been replaced by new ones featuring a concrete filled steel box on four adjustable legs. The legs allow the units to be quickly and easily stabilised, however uneven the deployment surface is.

The company has won RoSPA (Royal Society for the Prevention of Accidents) awards for the last three consecutive years, including the 2023 Gold award, in recognition of its health and safety achievements.



UPDATES UNVEILED

New scissor and boom platforms now available for working at height.

JCB Access is updating its hydraulically-driven scissor range, with six electric drive scissor platforms. Initially there will be three models - the S1932E, S2632E and S3246E - followed later this year by the S2646E, S4050E and the S4550E.

Hydraulic drive motors are replaced by electric drive motors in the new models which provide up to a 53% longer run time on a single battery charge.

The electric motors also deliver increased torque to the wheels and up to 25% gradeability, making it easier to drive on inclines and to load up truck ramps. With the hydraulic motors replaced, there are up to 50% fewer hydraulic connections on a single-cylinder machine, or 48% on a twin-lift cylinder model, cutting the potential for leaks and making it easier to maintain the machine.

The S1932E model replaces the previous S1930E, adding 50mm to its width, despite a 106kg drop in operating weight. This makes it easier to transport on a trailer or when moving multiple machines. It offers a platform height of 5.71m and a platform capacity of 230kg.

The S2632E has a platform height of 7.92m with a 250kg capacity and the S3246E offers a 9.7m platform height, but with a higher 320kg weight limit.

Later in the year, the S2646E will provide a 7.9m platform height and a 450kg load capacity, while the S4046E will deliver an 11.9m platform height and 320kg weight limit. Finally, the S4550E has a platform height of up to 13.8m and a 230kg capacity.



AERIAL WORK PLATFORMS

JCB is also introducing two articulated boom aerial work platforms, with a choice of full battery electric and diesel/electric hybrid drivelines.

The A45E is a full electric version of the previous AJ48D, offering zero emission while the A45EH is a diesel/electric hybrid version of the same machine, ideal for working in more remote locations where an external power supply is not readily available.

The A45E is powered by eight 6V batteries, creating a 48V, 400AH operating system. The battery packs are located on either side of the lower chassis and power AC drive motors via motor controllers and the machine's hydraulic pump through a hydraulic motor controller.

The A45EH uses a 14.8kW three-cylinder diesel engine and a 7.5kWa generator to power the machine's eight 6V batteries. The engine is mounted on a swing-out tray, making it easier to service and maintain when required. A 40-litre fuel tank provides more than enough fuel for a full week of operation while the battery can also be plugged into a mains supply if available.

Both of the platforms have four-wheel drive and two-wheel steering as standard. The wheels are driven by four AC motors and these motors recover energy through

regenerative braking, to prolong battery performance.

As drive is provided to each individual wheel, the machine is capable of climbing up to 40% gradients. An oscillating axle ensures that maximum traction is maintained on rough ground when the boom is stowed. However, the axle is locked, to ensure machine stability, when the machine enters boom raise mode. Foam-filled, non-marking tyres are standard.

The platform has three entry points for ease of access. There are four harness clipping locations. The platform length is 0.84m and the width is 1.84m. A secondary guarding system is provided, automatically halting boom functions when triggered.

The booms are equipped with a Slew Acknowledgment feature and a tilt sensor prevents machine elevation when the chassis is on unlevel ground.

Maximum platform height is 13.84m on either model, with a horizontal reach of up to 7.47m. The lift capacity for both booms is 300kg.

JCB's LiveLink telematics monitoring system provides real-time operating data on performance, service schedules and fault codes and the machines feature a control system that eliminates the need to switch between platform controls and ground controls.

SEEDING THE MARKET LEADS TO SURGE IN INTEREST

An intensive period of testing and ‘seeding’ the market has resulted in a surge of interest for the recently-launched Deep Green GenFree welfare cabin range.

Over the past six months, manufacturer Boss Cabins, which is based in Bourne, Lincolnshire, has focussed on placing its generator-free cabins on demo with large hire companies and Tier 1 construction companies in an effort to prove to the market that the cabins are more than capable of achieving full functionality year-round without the need for an onboard back-up generator.

Managing Director James Kearsey said: “A number of successful demos have now been completed with

contractors such as Balfour Beatty, Barhale, Bowmer & Kirkland, Danaher and Walsh, Costain, Erith Group, McAleer & Rushe and Morgan Sindall amongst many others, with every one producing phenomenal results.

“Welfare hire companies that placed smaller ‘seed’ orders of the GenFree cabins earlier in the year are now seeing heavy utilisation and demand for this new concept.”

He said several large orders have since been made by companies impressed by the 634 GenFree cabins. The orders are for GenFree towable welfare units in a range of sizes from 12ft up to 24ft and also some 25ft and 28ft static units. As they have begun to roll off the



production line, Boss Cabins is working to increase monthly output.

Boss Cabins’ Deep Green GenFree range is available in both mobile and static format with cabins from 12ft up to 32ft in size. The range was shortlisted for the following awards: Plantworx Innovation Awards 2023 – Environmental Initiative category; Construction News Awards 2023 - ‘Best Product Innovation’; Ground Engineering Awards 2023 - ‘Award for Equipment Innovation’.

RENTAL YARD tough

The **Snorkel S3219E** is far from ordinary. This 5.79m (19 ft.) electric slab scissor lift is built to take everything that’s thrown at it — and more. Its heavy-duty steel construction and over-engineered components maximize up time and minimize ownership costs. After all, the most valuable scissor lift in your yard is the one that doesn’t just sit in your yard.

snorkel S3219E
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A YEAR'S WORTH OF CELEBRATIONS FOR 40TH ANNIVERSARY



Celebrating its 40th anniversary of providing software solutions to rental companies, MCS is planning year of celebrations looking back at its innovations, technology challenges and the highs it has experienced over the past four decades.

Founded in 1983, Berkshire-based MCS Rental Software has grown to be an international solution used in more than 40 countries, with thousands of users logging in daily. The company has a large user group committee and regular meetings with clients to help drive

its software forward and provide future solutions.

Managing Director Guy van der Knaap said: "Meeting and hearing what challenges and aspirations our users have helps us to shape our future developments to exactly what the rental industry is asking for."

RANGE OF DUST SUPPRESSION UNITS EXPANDED

To meet increasing demand, Trime, manufacturer of environmentally-centred site machinery, is expanding its range of dust suppression equipment, and now has 14 individual products covering a wide range of applications.

The new Trime TKS-15 Mini Blower is similar in size to a mini cement mixer and operates from ordinary mains power or a 6.0kVA generator. The TKS-15 delivers a maximum coverage of up to 14-metres through six fan blades fitted to an aluminium hub, connected to twelve stainless steel water nozzles. The complete unit has handles and wheels for easy manoeuvrability.

Where electricity and a water source are limited, Trime has developed a machine that is fitted with an inbuilt 2000-litre water tank and a 20.0kVA generator. Titled the TKS-40 Trailer Power Tank, this advanced dust suppression unit is ideally suited for construction and

demolition projects in inaccessible areas. The unit is fitted with a useful remote-control system that will allow an operator to control the TKS-40 from up to 50-metres distance.

Trime UK's Managing Director Paul Hay said: "It is apparent that dust control is an important health and safety factor, hence our decision to expand the range of dust suppression products. We are experiencing demand from the construction and event rental markets."

In recent years, the software provider has pledged 10% of its profits every year for the next decade to charity. These charities support underprivileged children in communities near and far.

Guy said: "We are in the fortunate position to be able to use 40 years of success to help communities that need it most. We have been delighted to support children's charities in numerous countries to help children who need it the most



and give every child the opportunity to be happy, healthy, and successful."

The planned anniversary celebrations currently include a themed customer day, a birthday party, a series of webinars looking back at rental software over the years, with more events also in the pipeline.

LENDING A HAND TO LOCAL WILDLIFE

For the fourth year running, MCS Rental Software joined the local community in expanding a wildlife corridor to combine woodland habitats and increase biodiversity at Thrift Wood, Ockwells Park, in Maidenhead.

This brings the total number of trees planted over the past three winters to more than 15,000. The mixture of new scrub and forest runs almost 2km parallel with the M4 motorway and, over time, will encourage rare plants and flowers to replenish and spread further across the area.

The project has been running since 2019, and once completed, 20,000 trees will have been planted. This will mean the woodland will be active 300 years from now. Tree planting

“The climate crisis is a problem for everyone, but projects like this are an important time to pull together to ensure we are taking positive measures for the future.”

remains one of the most effective ways of minimising carbon from our air to mitigate climate change.

MCS Managing Director Guy van der Knaap said: “The climate crisis is a problem for everyone, but projects like this are an important time to pull together to ensure we are taking positive measures for the future. In just a few hours as a team, we planted 250 trees and had fun doing it.”

The MCS Team replaced their computers for spades for the day to contribute to enhancing biodiversity and building more green spaces for everyone to enjoy.

Guy added: “We are delighted to be a part of this project, and with our office being so close, it will be great to revisit the site over the next few months to see the development over time.”



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SHOWMAN'S SHOW 2023

Organisers announce plans for an evening of networking and entertainment.

The Showman's Show will return to Newbury Showground, on October 18th and 19th, with an extended format as organiser Lance Show & Publications Limited launches a party on the Wednesday evening.

The Showman's Supper promises to bring event professionals together in a social setting offering networking and entertainment. Held onsite within a permanent building at the showground, it is set to capture the atmosphere of Showman's Show

parties past whilst adding a contemporary twist.

The evening will be carefully crafted to create the perfect environment for networking at the end of a busy season of events. Moving away from the traditional sit-down dinner format to allow everyone to continue conversations, there will be a relaxed dining experience, delivered by caterer Eat to the Beat/ Global Infusion Group.

There will also be entertainment in the form of live music, a DJ and maybe even the odd bar game.

Event directors Jeremy and Johnny Lance explained the thought process for the event's launch: "In the last few years, the number of exhibitors and visitors expressing their desire for some form of social event at the end of the first day of show has grown to a point where we decided we needed to do something about it.

"The timing of the show is certainly a factor. It's at the end of the season which is perfect for getting together and we're known for being a social bunch. Also, if you're making the journey to the show, then having a reason to extend your visit and catch up in a relaxed setting definitely makes sense.

"We're really excited about hosting the first of what we hope will be many Showman's Suppers."

The Showman's Supper will be open to all event professionals to attend. Showman's Show exhibitors will receive a preferential ticket rate.

"The number of exhibitors and visitors expressing their desire for some form of social event at the end of the first day of the show has grown to a point where we decided we needed to do something about it."

VISION: 2025'S SUSTAINABLE EVENT SUMMIT TO RETURN

With plans for The Showman's Show 2023 gathering pace, organiser Lance

Show & Publications Limited has announced that the Vision: 2025 Sustainable Event Summit will return on Wednesday, October 18th.

This will be the eighth edition of the popular conference that brings together a community of sustainable event organisers and innovators for a series of workshops and panels, with a focus on action.

Topics covered at this year's Sustainable Event Summit include: Unpacking Food Sustainability, Climate Communication 101, Powering the Future, and case studies that explore the 'Best of the Summer' festivals.

Vision: 2025 is partnering with Julie's Bicycle, ecolibrium, AIF, AFO, NCASS, Power of Events and the EIF.

Event Director of The Showman's Show, Jeremy Lance said: "As the organiser of a show that's dedicated to the event industry, it's important for us that the conversation around sustainability continues.

"The Showman's Show and the Sustainable Event Summit within it are a melting pot for ideas and innovation. We've seen increased engagement in sustainability. What we need now is action and solutions that really tackle the everyday challenges that suppliers and organisers face.

"We're very much looking forward to welcoming back Vision: 2025 and its members as they champion minimising their environmental impact."

Vision: 2025's PR and partnerships lead, Graham Brown, added: "We're really excited about the content being planned to make up this October's Sustainable Event Summit. Alongside ground-breaking information for event professionals to help reduce their carbon impacts, this free-to-access event is a great opportunity

for the industry to come together to share the latest in sustainable practices, with practical advice and learnings from this summer's shows. There's already an impressive level of cross-industry support.

"The Showman's Show has become the conference's spiritual home as its ethos very much aligns with our own. The team there is doing a great job in embedding sustainable initiatives into the delivery of the event and so many of the show's exhibitors now offer their own environmentally-friendly products and services."

Also returning to the Sustainable Event Summit will be The Showman's Show's Green Supplier & Innovation award. Free to enter and open to all exhibitors,

it is designed to highlight suppliers who are making a special effort towards environmentally sustainable practices, products and services. The three companies who make the shortlist will pitch to the event's delegates and the overall winner will be decided by public vote.

The Showman's Show, organised by Lance Show & Publications Limited features an exhibition of products, services and entertainment for the outdoor and special event world. More than 300 suppliers will be exhibiting this year and around 4,500 event professionals are expected to attend to meet new suppliers, network with colleagues and discover the latest innovations and technologies.

The show has been running since 1984.

"The Showman's Show and the Sustainable Event Summit within it are a melting pot for ideas and innovation."

Jeremy Lance, Event Director



ERA 2023 CONVENTION: INVESTING IN PEOPLE



HAE EHA team share insights at Maastricht event.

HAE EHA's CEO Paul Gaze and Public Affairs Manager Mark Bradshaw attended the ERA 2023 Convention in Maastricht recently, where the theme was 'Investing in People'.

The convention presented an opportunity to meet both hire and supplier members of the association and showcase the work undertaken by the association to support members.

Paul delivered a keynote address on the first day in which he outlined HAE EHA's Skills, Standards, and Sustainability approach and highlighted the importance of SafeHire and how it differentiates members from non-members. Paul also shared the work around Careers in Hire, outlining the various initiatives and programmes that colleagues across the association deliver to develop the skills and competency levels of the workforce.

On the second day, Douglas McLuckie, MD of ESG from Ashtead Group Plc, outlined the work of the ERA Sustainability Committee. HAE EHA Board Member Asif Latief, MD of Boels Rental, also gave a presentation around the #United for Mental Strength initiative. Asif highlighted the impact the initiative had made and the sharing of best practices across the industry.

Mark Bradshaw, who recently stood down as Chair of ERA's Sustainability Committee held a workshop around the hire and rental sector, attracting talent and how to tackle the important challenges of diversity, safety, and wellbeing.

Paul Gaze also attended the Global Rental Alliance meeting to share best practices with rental trade associations from across the world. <<



TOP: The convention presented an opportunity to meet both hire and supplier members from throughout Europe.

LEFT: Paul Gaze outlined HAE EHA's Skills, Standards, and Sustainability approach and highlighted the importance of SafeHire in his keynote address.

BELOW: HAE EHA Board Member Asif Latief, MD of Boels Rental, gave a presentation around the United for Mental Strength initiative.



Pictures: Maurice Vincken / www.kleurstof.eu

SCOTT PROMOTED TO SALES DIRECTOR

Scott Holtby has been promoted to Sales Director for the UK by Snorkel Europe Limited.

Scott will head up the UK sales team and has been with the company for five years.

He joined Snorkel in the summer of 2018 as an Area Sales Manager in the Southwest with the aim of growing the Snorkel market in that area. Scott was then promoted to Strategic Account Manager in March 2022 and tasked with replicating that success with a wider range of target customers.

Scott has previous technical experience in construction and hire industries.

"I'm excited to take up the role as Sales Director and to lead the UK team," said Scott. "I'm keen on continuing to implement our plans for further growth in the market and working even more closely with our customers.

He said Snorkel has seen some significant changes since he first joined the company.

"Snorkel has some excellent products in the pipeline that the team is looking forward to introducing to the market, enabling customers to grow their Snorkel fleets," he said.



NEW ADDITION TO TEAM NIFTY

Manufacturer of mobile elevating work platforms, Niftylift Ltd, has welcomed Aleksej Borisov to its sales team in Germany.

As part of Marcel Schepers' team, Aleksej will focus on supporting sales in the North of Germany while Riego Meininger will now focus more on the South.

Aleksej said: "I'm excited to be joining the team at Niftylift BV and very much looking forward to further strengthening its presence here in Germany. My focus will be the North, but through my partnership with Riego we will be offering comprehensive sales support throughout Germany."

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PUBLIC AFFAIRS UPDATE

Hire sector responds to Home Office 'call for evidence' on the Equipment Theft (Prevention) Bill.

The Equipment Theft (Prevention) Bill intends to prevent the theft and resale of equipment used by trade and agricultural users by making the equipment less attractive to criminals. The bill will place new obligations on the manufacturers and suppliers of all-terrain vehicles (ATVs) and will also assist the police in their efforts regarding the recovery of stolen items.

A consultation document was released in June that included various options for how the regulations could be applied and enforced. In a joint response, HAE and the Hire Forum for Fraud and Security, submitted detailed comments on the emerging proposals. Having completed its parliamentary stages, the Bill will pass into legislation and will be given effect by various regulations, starting with measures to tackle crime involving all-terrain vehicles. Subsequent regulations will cover agricultural and construction equipment.

Government ministers have adapted this proposed legislation to broaden the scope so that all equipment above a certain, currently unconfirmed value, will need to be forensically marked and entered onto a database. The primary responsibility for this will rest with suppliers and manufacturers, not retailers and hire businesses. We await further discussions on the outcome of the consultation and the emergence of draft regulations providing more of the detail on how this will be brought about and enforced.

Key issues outlined in the HAE and Hire Forum response were:

- The Equipment Theft (Prevention) Bill represents the first legislative

attempt to tackle the criminality faced by hire businesses and more widely in construction.

- Around 75% of construction needs are fulfilled by the hire sector and it is estimated that around 80% of UK-related manufacturing output is purchased by the hire sector.
- HAE EHA supports the aims outlined in the Bill, but much of the practical effect of this legislation when enacted will be brought about through regulations. It is in all our interests that the provisions are closely aligned to practical experience and operational circumstances.
- As the legislation would apply to England and Wales only, there will be operational implications for businesses operating across the UK or in Scotland and Northern Ireland only.
- The regulations need to be clear on compliance where equipment is moved across the UK to meet customer demand. The regulations and guidance will need to explain the definitions for 'power tools' and make it clear that this value relates to the purchase cost and not any subsequent valuation.
- Further explanation will need to be provided if the battery, its charger and any ancillaries are to be included or excluded from that valuation, this is important because in some cases the power cell is worth more than the tool it is powering.
- HAE EHA supports adopting a financial value threshold to require hand-held power tools to be forensically marked and registered on a database prior to sale, set at £500, as this would cover items of significant value in terms of loss, but also

of illegal value to thieves or providing utility for repurposing for criminal activity (for example, in ATM crime).

- The hire industry is seeking more guidance as to the acceptable requirements for forensic marking, although we accept that it is not appropriate to specify products or vendors in the regulations or guidance. In our view, this detailed explanation should be outcome orientated ie what would the marking seek to achieve - deterrence, recovery, tracing or all three?
- Database registration provisions require more detail and explanation. We assume that registration applies only to the initial owner and purchaser (which would be the hire business) - is this the case? In our sector, inventory is often relocated based on customer demand or is 'crosshired' to other hire businesses to help them to fulfil demand.
- Ownership does not transfer, but operational control does. On that basis, we agree that constant updating of the databases to reflect this would be disproportionately burdensome. Inventory is also sold to other hire businesses or at auction when the initial purchaser decides to dispose of any item which retains usability.
- Again, we assume that the databases will not require updating each time this takes place.
- Finally, we note the proposal that the online databases will be the responsibility of the vendor of the forensic marking product being used. The regulations will need to define what happens if businesses cease trading, merge or transfer etc.

HAE PARTICIPATES IN HM TREASURY/HMRC LEASING WORKING GROUP

The association is part of a wide-ranging official working group looking at the scope for widening eligibility for the full expensing provisions as announced in Budget 2023. This includes a commitment to engage with sectors currently excluded from the full expensing incentives for capital investment (as previously with the super deduction allowance). The work is ongoing and relates mostly to technical matters concerning compliance and eligibility.

Key arguments being put forward by the hire sector are:

- The way that construction and other sectors obtain equipment, tools and plant has changed since the original restrictions were imposed to prevent avoidance. At least 75% of demand is fulfilled by hire businesses with fewer contractors, utilities and public bodies owning and maintaining their own

fleets. In this respect, the approach to capital allowances needs updating.

- There is a net zero imperative as the equipment deployed in construction and other projects, including their transportation, has significant scope for decarbonisation. Incentivising greener, cleaner purchases now will have an impact for years ahead. However, the initial higher cost for much of this equipment, and the required power and operating infrastructure, acts as a barrier to investment. Access to full expensing could ease this.
- Increased demand could have positive implications for UK manufacturing, jobs and investment and enhance the provision of greener inventory required for projects where net zero requirements for procurement are stipulated and universal.

We will keep members updated and an expert Taxation Panel has been established to ensure we have access to financial and legal know-how within the sector.

PARLIAMENT AND GOVERNMENT UPDATE

Although there are no longer fixed-term parliamentary terms, the likely expectation is a general election will be held in spring/autumn 2024 or early 2025.

With several prominent Conservative ministers and backbenchers standing down at the next election (and some departures rather sooner), a reshuffle of senior ministers is expected. It is unlikely that this will involve a recasting of government departments as there was recently an extensive exercise involving several new departments being created.

The aim will be to refresh the top team and bring forward backbench talent. It is also assumed that the Labour frontbench may be refreshed before an election to reflect changes in ministerial portfolios.

As we get closer to a potential general election, HAE EHA will be across the policy agenda to identify proposals relevant to hire businesses and will seek to inform the debate. <<



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ELECTRIFYING EXCAVATION

A new report by **Dr James Jeffs**, Senior Technology Analyst at IDTechEx, explains why electric mini excavators are now outperforming their diesel counterparts.



Senior Technology Analyst Dr James Jeffs, author of the report 'Electric Vehicles in Construction 2023-2043'.

Having been one of the latecomers to the electrification game, with little happening from original equipment manufacturers (OEMs) until after 2020, the construction vehicle and machine industry is on the path to electrification.

More electric product announcements are now covering a wider selection of vehicle types under the construction banner and a new IDTechEx report entitled *Electric Vehicles in Construction 2023-2043* has revealed that the EV construction vehicle market is about to take off and grow rapidly, with a 10-year CAGR of 37%.

One of the market's cornerstones of growth will be electric mini excavators, according to the report's author, Senior Technology Analyst Dr James Jeffs. Mini excavators are the third biggest construction vehicle market by volume and the biggest in Europe. Their small size and lighter workloads make them an ideal fit for electrification, and they are a common entry point for OEM electrification.

PERFORMANCE AND BATTERY ENDURANCE

One of the main concerns that construction professionals might have when switching to

electric is whether the new machines will have the power to get the job done.

The report finds that, in many cases, electric machines have equivalent or even superior power when compared with their diesel counterparts. Maybe one of the best examples of this is the JCB 19C-1E, whose motor has a peak power of 20kW, approximately 33% more than diesel examples in IDTechEx's database, and nearly double the 11.7kW engine found in JCB's own 19C-1 diesel equivalent.

There should be no doubt then that an electric vehicle is every bit as capable as a diesel, but can the batteries provide endurance for a hard day's work? This is perhaps one of the biggest concerns for people wanting to transition to electric. IDTechEx's research found many examples of electric mini excavators that offer six to eight hours of continuous operation, enough to get most operators through a normal work day.

EMISSIONS

It is well known that a major benefit of transitioning to electric is zero exhaust emissions. Even if a car is charged from a grid with high emissions, it still helps to remove emissions from city centres, improving air quality.

The effect is even larger on construction vehicles. With open cabins and stationary vehicles, the air quality that an excavator operator and surrounding workers are exposed to can be very poor. This can lead to short and long-term health effects, but zero-emission vehicles offer a significant quality of life benefit to construction workers, improving the overall air quality around construction sites.

COST OF OWNERSHIP REDUCING

Electric machines can offer a significant reduction in the total cost of ownership. While the batteries add a considerable premium to the cost of building and purchasing the vehicle, the cost of batteries in the construction industry has been coming down.

This will be helped further by OEMs like John Deere, Caterpillar, XCMG, and more, bringing electric products in-house and producing in larger volumes (instead of electric vehicles being built in limited runs by retrofitting engineering firms).

Between maintenance and fuel savings, IDTechEx predicts an electric mini excavator owner can expect to see a return on their investment in as little as six to eight years, after which these vehicles have the potential to save thousands of dollars annually in operating costs.

Mini-excavators are just the start and other vehicle types are now following. When the benefits are proven, the construction industry will quickly switch to electric and gain better job performance, conditions for the operator, and savings for the owners.

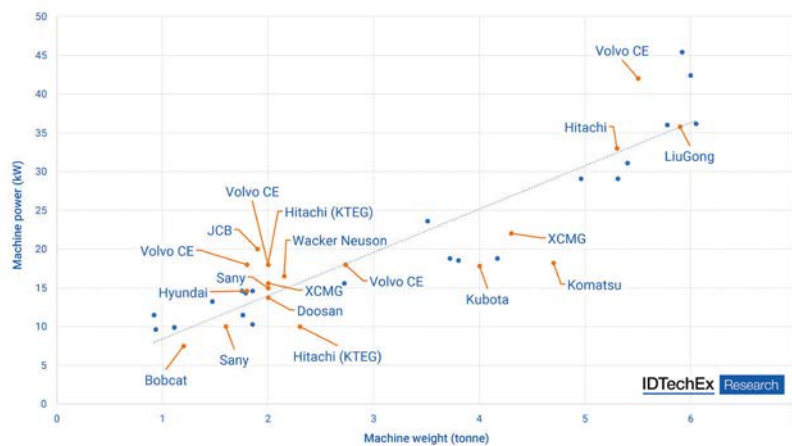
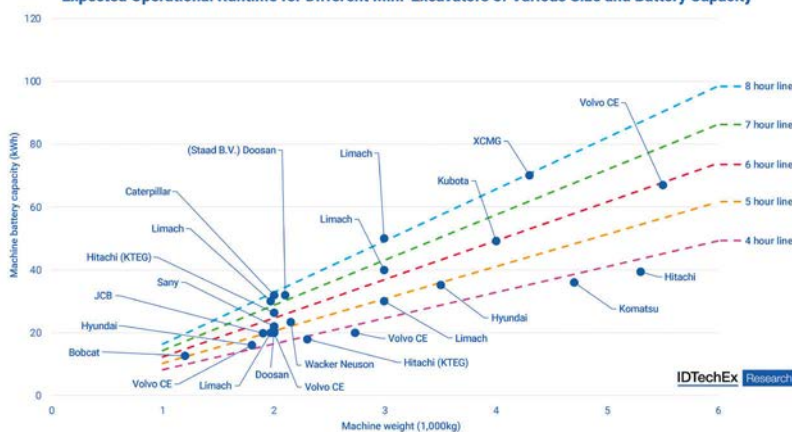
IDTechEx is actively researching autonomy and electrification and has just released the new report, which can be downloaded online.

This research forms part of the broader mobility research portfolio from IDTechEx, who track the adoption of autonomy, electric vehicles, automotive semiconductors, battery trends, and demand across land, sea and air. <<



One of the best examples of superior power is the JCB 19C-1E, according to James. National builders' merchant Jewson recently added the model to its fleet which Business Development Director Mark Esling is pictured in here.

Expected Operational Runtime for Different Mini-Excavators of Various Size and Battery Capacity





Half of tradespeople concerned about the environment, sustainability and how to ensure their work is on target.

Half of UK tradespeople are concerned about the environment and sustainability, while identifying priorities for customers, is forming a bigger part of the service they provide, according to new research.

More than 500 tradespeople across the UK were questioned as part of the research and the findings, which were released in the Jewson Trade Trends report, show there are several factors influencing a focus on greener, more sustainable building practices.

Consumers are partly driving the move towards greener building projects, as more than a third of tradespeople (35%) said they'd recently been asked by a homeowner about energy efficient options. On top of that, 31% said that in the last three months they had changed their material purchases

in line with new building regulations, and 29% had purposefully bought materials that are more sustainable.

While homeowners are looking for ways to improve the energy efficiency of their homes, some tradespeople and builders find they have to spend time explaining to their customers what the most effective options are.

Simon White, Founder of East Anglia building company, White Space Construction, said: "We often talk to our customers about the options to improve the energy efficiency of their homes. For example, they might be interested in getting an air source heat pump, but if the rest of the house would benefit from better insulation and new windows, it might be the wrong thing to prioritise.

"We specialise in Victorian properties, which have their own challenges when it

comes to improving energy efficiency, but we'll always advise on the best options.

"The recent changes to the Building Regulations mean that materials like insulation need to perform better, but this comes with a higher price tag. As such, it's important for us to have access to up-to-date material costs as well as have the knowledge required to advise homeowners on the best home improvements for their needs and the property type."

Karl Nicholson, Founder of K Design and Build, a domestic and commercial building company based in Sandhurst, Berkshire said his company had to play a key role in educating customers on different ways to improve the energy efficiency of their buildings. "Often, they will have done some initial research themselves, but the right solution will always depend on each individual project," he said.

“Basic improvements tend to be replacing windows and doors, as well as wall and loft insulation. Then, once we’ve improved the thermal performance of a building, we can then explore more energy efficiency heating options. It’s positive that consumers are asking more about eco home improvements and it’s a good time to educate people on how their properties can play a crucial role in helping the environment, as well as enhance their comfort and quality of life.”

Commenting on the findings, Andrew Cushing, Customer Director at Jewson, said: “Increasingly, tradespeople are seeing their customers ask how they can improve the energy efficiency of their home to help manage rising energy bills and reduce their carbon footprint.

“On top of that, in June 2022 we had some of the most significant changes to building regulations in over 10 years, which included increased insulation in walls, floors and roofs, and a greater focus on renewable energy technology. There has also been the recent introduction of the new Great British Insulation Scheme, and the Future Homes Standards is set to be introduced in 2025 – all of which are driving purchasing in this area further.

“We know from our research that 61% of tradespeople are looking for support from their building merchant on energy-efficient building solutions.”

He said hire companies can play their part. For example, providing accredited training courses in areas including insulation and improved product ranges including things like solar panels, air source heat pumps and sedum roofs, to help tradespeople maximise quality, productivity and profit, while building comfortable, energy efficient spaces.

“The recent changes to the Building Regulations mean that materials like insulation need to perform better, but this comes with a higher price tag.”



JCB WINS 900 MACHINE DEAL FROM NATIONAL BUILDERS' MERCHANT

JCB has won one of its biggest orders of the year after a 900-machine deal was signed with national builders' merchant Jewson.

The order for machines worth more than £12 million is the biggest ever placed by Tool Hire - the rental division of Jewson - in the 20 years since JCB first began supplying the company.

The special anniversary is being marked in electrifying style – literally – as the new fleet of machines includes 19C-1 E electric mini excavator models and ITE electric site dumpers. As well as being considerably quieter, the electric models offer zero emissions at the point of use and comparable performance to diesel counterparts. Each delivers a full day's typical operation on a single charge.

Steve Fox, JCB Global Major Accounts MD said: “We are delighted to mark 20 years of supplying Jewson Tool Hire with an order of such magnitude, which is testament to the quality of JCB's compact equipment range. The addition of electrically-powered machines demonstrates that Jewson is looking to the future and the opportunities that zero emissions machines present.”

The order also includes JCB 8008 micro excavators, JCB 16C-1 mini excavators, 1T site dumpers and VMT160-80 vibratory tandem rollers. The machines will be supplied by JCB dealer Gunn JCB.

Jewson Business Development Director Mark Esling said: “JCB is a key partner, and we are proud to mark such an important anniversary of working together. We are aligned on our core values of supporting the trade and empowering builders, tradespeople, and contractors across all industries with the best products, services and expertise and we look forward to a bright future together.”

Jewson, which is based in Binley, Coventry, entered the micro excavator market in 1995 and first bought JCB machines in 2003 when the company purchased 70 JCB micros.





£600,000 FINE FOR LANDSCAPING COMPANY AFTER EMPLOYEE DIED WHILE LOADING LORRY

An East Yorkshire garden landscaping supply company has been fined £600,000 after an employee died while loading a lorry.

Brian White, 59, was working for Kelkay Limited when he was operating a forklift truck at the company's site on Heck and Pollington Lane, Pollington, East Yorkshire, in June 2018.

Brian was fatally injured when the lorry he was loading was moved by the driver, pulling the forklift truck over and trapping him underneath.

An investigation by the Health and Safety Executive (HSE) found Kelkay Limited's risk assessment failed to take into account the possibility of lorries moving while they are being loaded. HSE also found that the systems of work provided for ensuring that vehicles were not moved during loading activities were inadequate.

Kelkay Limited, of Heck And Pollington Lane, Pollington, East Yorkshire, pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. The company was fined £600,000 and ordered to pay £20,848.71 in costs at Grimsby Magistrates' Court.

CONSTRUCTION COMPANY FINED £800,000 AFTER DEATH OF 10-YEAR-OLD BOY

A Scottish civil engineering contractor has been fined £800,000 for safety breaches after a 10-year-old boy died after falling down a manhole on a building site in Glasgow.

Ten-year-old Shea Ryan went out to play with his friends on the evening of July 16th, 2020 and got onto the construction site where he was able to enter a manhole which he fell into. Emergency services and local residents raced to the scene and rescued Shea from the manhole but tragically he died from his injuries.

The construction site was part of a surface water management project being carried out adjacent to Glenkirk Drive in the Drumchapel area of Glasgow on behalf of Glasgow City Council. An investigation by Police Scotland and the Health and Safety Executive (HSE) found that insufficient measures had been taken to prevent children gaining access to the construction site.

The HSE investigation also found that R.J. McLeod (Contractors) Limited, the company in charge of the site, had failed to carry out a suitable and sufficient assessment of the risk of unauthorised people gaining access to the site, which resulted in a failure to adequately inspect and maintain suitable perimeter fencing, and install other suitable security measures.

R.J. McLeod (Contractors) Limited, of London Road, Glasgow, pleaded guilty to breaching Section 3(1) of the Health and Safety at Work etc. Act 1974. The company was fined £800,000 and ordered to pay a victim surcharge of £60,000 at Glasgow Sheriff Court.





COMPANIES SENTENCED AFTER WORKER HOSPITALISED

Two construction companies have been sentenced after a worker was hospitalised for nearly two weeks after being struck by a 124kg panel.

The man was working as a lift supervisor at a construction site at Eskdale Terrace, Jesmond, Newcastle, in January 2020.

He had been using a tower crane to lift a structured insulated panel (SIP). During the lifting operation, the SIP struck steelwork and fell on top of the worker. He spent 13 days in hospital following the incident after fracturing his collarbone, shoulder blade, left ankle and left rib.

An investigation by the Health and Safety Executive (HSE) found Tolent Construction Limited, the principal contractor, had failed to properly plan, manage and monitor the construction phase. This resulted in a failure to ensure a suitable and sufficient lift plan was in place for the lifting of individual SIPs.

Most importantly, the lift plan failed to stipulate how the individual SIPs were to be safely lifted and failed to consider proximity hazards or how the SIPs would be adequately controlled during the lifting operation.

HSE's investigation also identified Clad Build UK Limited (trading as SIP Build UK), as the contractor responsible for the design, supply and installation of the SIPs. Clad Build UK Limited failed to plan, manage and monitor the work or to provide the necessary information and instruction to workers on how to prepare the SIPs for lifting. Clad Build UK Limited also failed to ensure effective supervision and monitoring of work being undertaken by a subcontractor working under its control and to comply with requests for information from the principal contractor.

Tolent Construction Limited of Grey Street, Newcastle, pleaded guilty to contravening Regulation 13 (1) of the Construction (Design and Management) Regulations 2015. The company was fined £1,000 and ordered to pay £8,468.50 in costs at Newcastle Crown Court.

Clad Build UK Limited of Foxbridge Way, Normanton Industrial Estate, Normanton, West Yorkshire, pleaded guilty to contravening Regulation 15 (2) of the Construction (Design and Management) Regulations 2015. The company was fined £12,000 and ordered to pay £45,000 in costs.

LONDON JOINERY FIRM FINED £20,000 FOR FAILING TO CONTROL WOOD DUST

A joinery firm in South East London has been fined £20,000 for failing to control its employees' exposure to wood dust.

F&E Joinery Limited, in Herne Hill, was inspected in May 2022 as part of a Health and Safety Executive (HSE) campaign targeting woodworking businesses due to the significant health risks associated with exposure to wood dust, including the risk of developing occupational asthma. During the visit the inspector identified multiple failings related to control of exposure to wood dust, including excessive levels of settled dust around the site

The inspection found some of the company's machines had been disconnected from the local exhaust ventilation (LEV) system, which is used to extract wood dust at source during machining of wood. There was no way to connect other machines to the system. LEV significantly reduces the amount of wood dust that becomes airborne and inhaled when machined. There was also no evidence that settled wood dust was being cleaned up.

The company had been served with an enforcement notice relating to its control of wood dust on two previous occasions spanning more than 10 years.

On 21st April 2023, at Westminster Magistrates' Court, F & E Joinery Limited pleaded guilty to breaching Regulation 7(1) of the Control of Substances Hazardous to Health (as amended) Regulations 2002 and was fined £20,000 and ordered to pay costs of £1,500. >>



MAJOR TRANSPORT FIRMS HIT WITH £1.9M FINE AFTER WORKER KILLED BY HGV

Two major transport companies have been fined a combined total of £2.2m after 'a loving dad and husband' was killed when he was hit by an HGV in Birmingham.

Neil Roberts, 60, was a depot manager of Turners (Soham) Limited when he was struck by a reversing HGV in August 2019. The incident happened at the premises of The Haulage Group Ltd (previously known as Howell Group Ltd), on Inkerman Street, when the vehicle reversed out of a parking space in the transport yard.

An investigation by the Health and Safety Executive (HSE) found the companies had failed to manage the risk associated with workplace transport.

In a statement issued by his family, Mr Roberts, from the West Midlands, was described as 'a loving dad' and 'caring husband'.

"He did anything and everything he could to provide for his family," they said. "Family meant everything to him, he wasn't a man of many words, he mainly showed his emotions through doing and showing you how much he cared. He was always there to help. Dad has left a massive hole in all of our lives, and nothing will be able to fill that. Not a day goes by where we don't think of him and wish he was still here with us and how unfair it all is.

"Nearly four years have passed, and every happy moment since has been tinged with sadness and every happy moment going forward will be tinged with sadness as Dad isn't here."

Turners (Soham) Limited of Fordham Road, Newmarket, Suffolk pleaded guilty to breaching Section 2(1) and Section 3(1) of the Health and Safety at Work etc Act 1974. The company was fined £1.9m and ordered to pay costs of £7,300.

The Haulage Group Ltd of Unit 28 Maybrook Business Park, Minworth, Sutton Coldfield, West Midlands pleaded guilty to breaching Section 2(1) and Section 3(1) of the Health and Safety at Work etc Act 1974. The company was fined £300,000 and ordered to pay costs of £7,300.

ROOFER JAILED AFTER WORKER FELL MORE THAN 16-FEET TO HIS DEATH

A man has been jailed after a worker fell from the roof of a commercial property in North London and died a week later.

Patrick McCarthy (trading as All Care Home Improvements) was given a 14-month custodial sentence after the death of Mr Andrei-Ionel Hutanu in 2019. No scaffolding or other measures had been put in place to prevent falls from the roof.

Harrow Crown Court heard how 33-year-old Mr Hutanu and another man were working at the rear of commercial premises in Neasden in August 2019. While his co-worker had been instructed to remove building materials from a flat roof, Mr Hutanu had been instructed to carry out repair work on a tiled pitched roof. He was working on it from a roofing ladder when he fell approximately 16-feet onto a concrete alleyway below.

He fractured his neck and sustained other serious head injuries in the fall and despite being taken by air ambulance to St Mary's Hospital in Paddington, he sadly died a week later.

An investigation by the Health and Safety Executive (HSE) into the incident found 37-year-old McCarthy had failed to take any steps to prevent falls from height by failing to install scaffolding around the perimeter of the building or flat roof where both men were working.

Patrick McCarthy (trading as All Care Home Improvements) of Bashley Road, Ealing, pleaded guilty to breaching Regulation 6(3) of the Work at Height Regulations 2005. He received a 14-month custodial sentence.





PROPERTY OWNER SENTENCED AFTER BUILDER SUFFERED LIFE-CHANGING INJURIES

A Derbyshire property owner has been given a community order after a father-of-two sustained life-changing injuries when a wall collapsed on top of him during a barn conversion.

Nigel Edwards failed to have a structural assessment of the outbuildings carried out as part of his planning for the project at his home in Woodhouses. The outbuildings were being converted into holiday let accommodation when a stone wall collapsed on 40-year-old Steven Tyson in October 2021.

The married father of two daughters from Melbourne, suffered a catalogue of serious injuries, including a fractured skull, a bleed on the brain and multiple broken bones, including 11 of his ribs. He was rushed to hospital, where he spent the next 18 days in "immense pain".

He said: "The pain was made worse by the fact I was unable to see my daughters in hospital owing to the Covid-19 restrictions on visitors. I

am still in pain today and struggle to put weight on my right ankle."

Because of the traumatic head injury, he was unable to drive for six months.

Derby Magistrates Court heard how the building had undergone significant structural alterations. It was while Mr Tyson was clearing up outside, that the external face of the stone gable wall collapsed on top of him causing life-threatening injuries.

An investigation by the Health and Safety Executive (HSE) found that Nigel Edwards had failed to have a structural assessment of the outbuildings undertaken prior to starting the work. As a result, no measures had been identified or implemented to stabilise the building while undergoing the alteration. Similarly, there was no plan in place for dismantling parts of the building safely, exposing workers and members of the public to the risk of injury or death from the full or

partial collapse of the structures.

Mr Tyson, who has been left blind in one eye as well as losing hearing in his right ear, went on to say how the incident had left him unable to work in the construction industry.

"I might never be able to," he added. "The injuries have also impacted on my hobbies, which included karate, dog walking and metal detecting. I have also had therapy sessions to try and come to terms with the physical and psychological impacts of what happened. This is something I thought I would never have to do."

Nigel Edwards of Tutholme, Woodhouses, Melbourne, Derbyshire, pleaded guilty to breaching Regulations 19(1) and 20(1) of the Construction (Design and Management) Regulations 2015. He was made the subject of a 12-month community order and told to complete 80 hours of unpaid work. He must also pay costs of £4,097.94. <<

‘DON’T RISK THE FUTURE’

Kevin Simmonds, Managing Director of Compliance LEV, shares his thoughts on how some manufacturers are risking the future of their businesses by failing to take health and safety seriously.

The Covid-19 pandemic was a generation-significant event which impacted the world, changing the way we live, work, and interact with each other.

It also brought to everyone's attention the importance of health and safety and how habits like frequent hand washing, wearing face masks and social distancing can reduce the likelihood of catching a virus.

The pandemic was a wakeup call for many businesses, highlighting the importance of health and safety not only in our personal lives, but also in the workplace.

However, there are still too many industries that pose health and safety risks to workers. Harmful substances such as oil mist, dust, and fumes are often the by-product of the manufacturing process, which when exposed to and inhaled by workers can cause serious illness, not least severe lung disease.

The pandemic highlighted the need for companies to take the health and safety of their employees seriously, but the fact of the matter is that all too many manufacturing

businesses are still failing to do so.

A recent newspaper article, originated by the Health and Safety Executive (HSE) - Britain's national regulator - reported that a London joinery firm was fined £20,000 for failing to control its employees' exposure to wood dust (see page 33).

The business was inspected as part of an HSE campaign targeting woodworking businesses and the significant occupational health risks associated with wood dust. Inspectors found multiple failings in the control of workers' exposure to wood dust, including excessive levels of dust around the site.

Tellingly, HSE data show that many workers in the UK continue to be affected by poor or non-existent local exhaust ventilation (LEV). Shockingly, there are estimated to be around 13,000 UK deaths each year linked to past exposure at work.

Moreover, statistics from the Institute of Local Exhaust Ventilation Engineers (ILEVE) disclose that while 65% of workplaces have local exhaust ventilation installations,

only 24% of those incorporate adequate control of potentially health-damaging contaminants.

Furthermore, says the ILEVE, 60% of LEV systems are not thoroughly examined or tested, and 60% of those that are tested are not tested competently.

These figures make clear that all too many businesses are seriously failing to understand their obligations to install and maintain effective LEV systems and the consequence is widespread illness and death.

Despite the lessons learned throughout the pandemic, harmful substances in manufacturing industry are still causing preventable health problems for workers, which could be avoided by the installation and maintenance of effective local exhaust ventilation systems.

The HSE has certainly picked up on this and is currently displaying an increasingly pro-active, hands-on approach to health and safety in the manufacturing industry.

It has launched a nationwide programme of targeted and comprehensive inspections to ensure that those who are non-compliant with the regulations take responsibility and be held accountable with financially-significant fines.

The message is clear: Companies must take their health and safety obligations seriously and re-evaluate systems to ensure they are effective and up to date. By failing to do so, they could easily find themselves facing huge financial penalties which, in more than a few cases, will lead to business closure. <<





LONG TERM SICKNESS

What are the best practices and responsibilities for managing long-term absence?

Long-term sickness is a period of continuous absence lasting four weeks or more. Managers often need clarification on what support they are required to offer those on long-term sick leave, on what steps they should reasonably take to manage the situation.

Firstly, it is important to establish if an employee's absence is linked to an ongoing health condition or disability. If that is the case, you may need to consider making 'reasonable adjustments' under the Equality Act 2010 to support the employee with their condition before taking any formal action. This alone could aid a successful return to work.

It's also vital to keep in touch. Where reasonable adjustments are not enough to aid a return to work, it is important that initially, the employer

keeps in touch with the employee on a regular basis. Depending on the circumstances, you may keep in touch weekly, bi-weekly, or monthly. The timing of catch-up calls should be agreed with the employee.

Once you have established how often you will contact the employee whilst they remain on sick leave, you need to know the information you need to discuss. Some examples of questions to ask are as follows.

- How are you feeling?
- Have you any updates or changes in your condition/ situation?
- How can we support you?
- Are there any reasonable adjustments we can make to help you return to work?
- Are you taking any medication, and does it have side effects?
- How often would you like to catch up?

Remember to document everything and confirm in writing any discussions with the employee.

REASONABLE ADJUSTMENTS

It's important to remember that treating everyone the same does not mean everyone is treated fairly. The Disability Discrimination Act requires people to be treated differently according to their needs by making reasonable adjustments.

Reasonable adjustments are specific to an individual person and may include any of the following.

- Making changes to the workplace
- Changing someone's working arrangements
- Finding a different way to do something
- Providing equipment, services and support >>

MEDICAL PROFESSIONALS

Where an employer has kept in regular contact with an employee and has not been able to establish any prospect of return in a reasonable time frame, it may be appropriate to further investigate their absence or illness by requesting a medical report from their GP. This is so that the employer can obtain further information regarding the reason for the employee's absence and obtain additional guidance as to if or when they may be fit to resume their job duties in the future.

Whilst there is no set amount of time an employer should wait before accessing an employee's medical records, BusinessGuard recommends that you consider accessing medical records for sustained periods of absence of 12 weeks or more.

However, this is a flexible recommendation, and timing will need to be considered on a case-by-case basis.

Before accessing employees' medical records, it's important to remember that there is a legal requirement to obtain their consent. Only if consent is granted will the Company be able to write to the employee's GP requesting a medical report.

WHAT SHOULD A MEDICAL REPORT CONTAIN?

There are many reasons for requesting a report. It can be as simple as a prognosis for a straightforward injury or an assessment of a likely return to work date. The report should contain only the information required for you, the employer, to fulfil your legal responsibilities. If the employee has any health condition, you may only need to know:

- Whether it constitutes a disability?
- Will it impact the ability to perform a defined role?
- Do reasonable adjustments at work need to be made?

Remember, personal information should be handled with the strictest confidence and, as such, is covered by the General Data Protection Regulations (GDPR).

You may wish to ask questions such as:

- What is the precise nature of the employee's current illness?
- When did the employee first receive a diagnosis in relation to the illness?
- Is there an underlying cause?
- What adverse effect does the employee's illness or condition have on their ability to carry out normal day-to-day activities?
- When might the employee be fully fit to resume their normal job duties?
- Considering the employees' job duties, what is the likelihood of a recurrence, relapse or continuance of this illness or condition in the future?
- Are there any temporary or permanent workplace adjustments which could be made or any services which could be provided by the company to overcome or lessen the impact of the employee's illness?
- Are there any specific recommendations that can be made to assist the employee in returning to work?

DO YOU NEED SUPPORT FROM OCCUPATIONAL HEALTH?

Depending on the recommendations made by the employees' doctor or consultant, you may also consider a referral to occupational health.

Where a doctor's report will provide specific information in respect of their employee's condition, if any reasonable adjustments can be made, and their likelihood of return, an occupational health assessment will make more specific recommendations as to what adjustments could be considered to facilitate an employee's return to work, if any.

Occupational Health Management Referrals follow the following format.

- Referral – this can be done remotely or as an assessment on site.
- The provider will seek employees' consent to the referral before it occurs.
- The occupational health practitioner, or registered general nurse, will review the working environment, the person, their health, and assess if they are fit for the role or not, and recommend what adjustments (if any) can be made.
- The company will need to complete a referral form in order to determine what level of referral is required.
- The provider will always speak to the company first to establish what questions they would like to be answered before the referral takes place.

MEETING TO DISCUSS THE REPORTS

Once you have both a doctor's report and/or an Occupational Health Assessment, it's time to sit down with the employee to discuss their content.

This could range from discussing and agreeing to adjustments recommended in the reports to facilitate a return to work or if both reports are such that they state there are no reasonable adjustments that can be put in place and that

the employee is unlikely to return to work now or in the near future. You may need to consider termination through medical capability.

If adjustments can be made, BusinessGuard recommends that the employee receive a letter to cover what was discussed during the meeting and confirm any adjustments the employer has put in place.

If no adjustments can be made and there is no likely return to work, then the employee should be invited to a long-term incapacity meeting which may result in the termination of their employment on medical grounds.

Whilst the above information is a short synopsis of the processes for managing long-term absence, BusinessGuard strongly advises you to consult your HR Advisor or seek professional advice before considering any potential dismissal.



THE IMPORTANCE OF AN HR AUDIT

Running a successful business requires more than hard work and dedication. It also means staying up to date with ever-changing employment law legislation.

Keeping up with the latest laws and regulations can be challenging, but failure to comply can have serious consequences for your business. That's where an HR audit comes in.

An HR audit is an objective review of your business's HR practices, policies and procedures. This review helps identify areas of non-compliance and provides recommendations for improvement. An annual HR audit can ensure that your business complies with current laws and regulations.

An HR audit should consist of reviewing and updating your current terms and conditions of employment, a full review of employee lifecycle documentation, an analysis of sickness and absence procedures, and a review of disciplinary, capability, and grievance policies. Recent changes in legislation and employment law decisions should also be reviewed.

After conducting an HR Audit, Stallard Kane, which works in partnership with HAE, says its comprehensive report highlighting areas of non-compliance using a red, amber and green traffic light system makes it easier for businesses to prioritise which areas need to be addressed first.

"We will also provide updated employment contracts, an HR manual, and a bespoke Employee Handbook," a spokesman said.

HR Advisors who are experts in employment law will work with businesses following an audit and help them to create a framework for that is structured to their environment and policies, providing the support and guidance necessary to cover any issues and ensure the business remains compliant.

An HR audit is essential for any business to stay up to date with employment law legislation and to protect both the business and its employees. <<



For more advice
contact HAE EHA
BusinessGuard by emailing
businessguard@hae.org.uk or
call 44 (0)121 380 4612.



Construction site

Keep out

SITE THEFT ON THE INCREASE

Warning to step up security as a crime wave sweeps through UK construction sites.

New research from commercial insurer NFU Mutual reveals that 89% of tradespeople have experienced theft and crime specialists are warning that world events, including the conflict in Ukraine, is driving up demand for stolen goods.

Since 2010 NFU Mutual has funded a dedicated vehicle theft unit which shares intelligence, delivers training, and works with police forces across the country and overseas to seize millions of pounds of stolen machinery. The team, which is now part of the new National Construction and Agri Theft Unit (NCATT), is responding to thefts which are hitting both sole traders and large construction firms.

NFU Mutual is warning people not to be complacent as its study finds 78% of tradespeople and contractors admit they have left machinery and tools in a vehicle overnight. Vans are a key target for

criminals, with 58% experiencing theft from their vehicle (58%) and 55% experiencing theft of their items from a building site. Furthermore, 83% say they have left portable tools and equipment on site overnight.

Tradespeople say the main impacts of these thefts include loss of income (55%) and extra costs to replace or hire new kit (43%), and worryingly more than a third reveal theft has an impact on their mental health.

Despite this, the study found an alarming number (43%) of tradespeople don't have a full list or know the value of what they own which could make it difficult to report crimes to the police or track recovered items back to their owners.

Commercial Specialist at NFU Mutual, Zoe Knight, said: "In the current climate, as supply is low and demand for stolen equipment is high, we are urging people to step up security.

"Tradespeople rely on their tools for their income and to keep the chain of a project on schedule. As our report findings show, the theft of equipment can have a devastating impact professionally, financially and mentally.

"It is crucial that tradespersons are fully supported should the worst happen. The cost of replacing kit and machinery has increased significantly due to supply chain issues in recent times. We are advising tradespeople to know what they own by recording serial numbers and keeping up to date with current market values."

Only 57% of respondents said they would be able to produce a complete list of their tools and value, leaving 43% without a recorded inventory. Only 41% keep photographic evidence of their tools and just 17% video their equipment – yet these are quick and easy ways to keep a record.

“In the current climate, as supply is low and demand for stolen equipment is high, we are urging people to step up security.”

Zoe Knight, Commercial Specialist, NFU Mutual

The study by NFU Mutual comes as the Equipment Theft (Prevention) Bill has passed through the House of Commons and is expected to be signed into law later this summer. It aims to ensure high value tools and machinery are marked, registered, and traceable if stolen, making it harder for thieves to sell stolen tools, and help re-unite them with their owners.

Detective Constable Chris Piggott, Field Intelligence Officer for the National Construction and Agri Thefts Team (NCATT), added: “In the face of increasing thefts of machinery, tools and vehicles, we are working urgently to disrupt criminal gangs who are operating in this country and overseas. World events including the conflict in Ukraine are driving up demand for stolen goods.

“We welcome NFU Mutual’s study and their support for our work and are urging people to secure their property by using marking, tracking and immobilisation as well recording all serial numbers to aid the police to detect and prosecute criminals.

“We often end up on warrants and searches where numerous high value power tools are located, if serial numbers are not recorded these will be untraceable and cannot be returned to their rightful owners. There is nothing more frustrating than having to hand suspected stolen property back to a known offender, because the person who has lost them didn’t take the time to accurately record the information when they purchased them. This ultimately means that we also can’t prosecute

and bring offenders to justice, meaning they can carry on stealing tools without fear of retribution.”

SECURITY CHECKLIST:

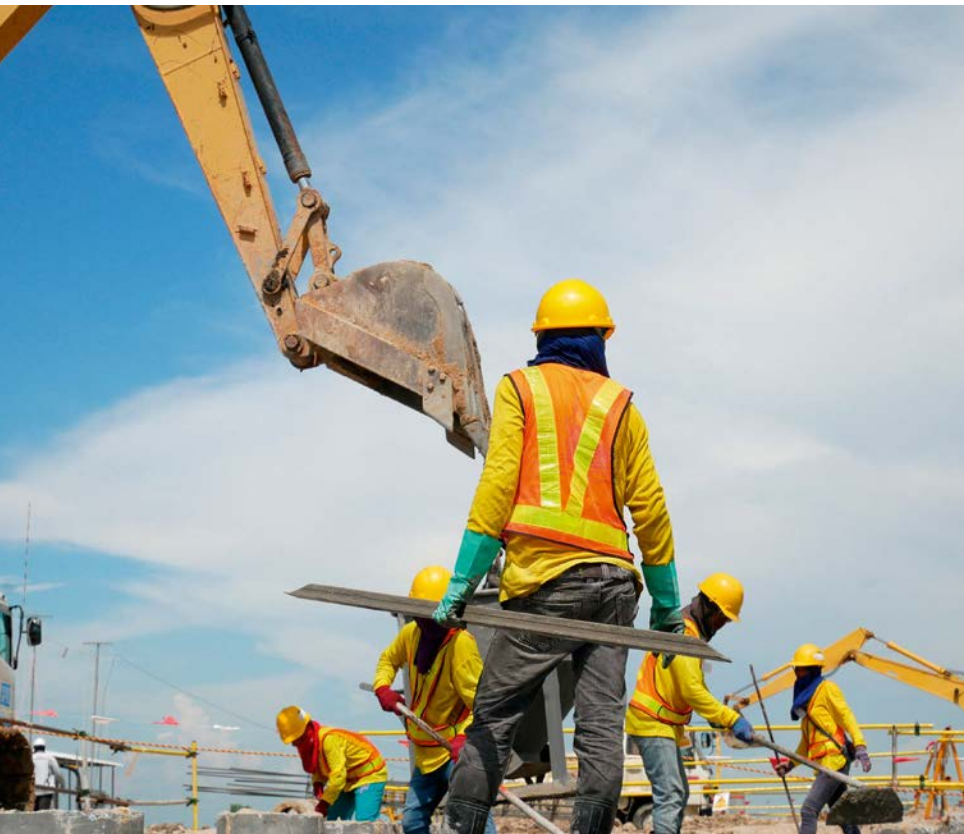
The following measures are recommended for helping to win the battle against site theft:

- Minimise storage of tools and equipment in vans. A robust, lockable building is preferable with locks which comply with BS3621 where possible. Consider intruder alarms for high value equipment.
- If you have to leave tools and equipment in a van, make sure it’s alarmed and, as a minimum, park against a wall so that doors cannot be opened easily.
- Don’t make it easy for thieves to guess that equipment is kept inside (a van or a building) by leaving items on display and leaving tools around which may assist an intruder.
- Store portable items within a robust, lockable store that is fixed in place.
- Secure free-standing equipment to fixed point even if within a building eg eye bolt in concrete floor with chain and robust padlock. (At least 10mm thickness chain and security grade 5 padlock).
- Restrict and control vehicular access to the work site.
- Consider video security system (temporary systems and temporary intruder alarm systems are available for site use).
- Security mark tools and equipment (eg forensic, engraving or permanent marking) to deter thieves and aid recovery.

Don’t stockpile high value materials such as lead and copper or leave them around for longer than necessary.

For construction vehicles use CESAR marking, tracking and immobilisation to prevent and trace thieves.

Check all locks and security measures before leaving any site eg alarms switched on, cameras facing the right direction and security lights working. <<



MARTYN'S LAW:

SECURITY

What is Protect Duty and how will it affect your organisation?

On May 22nd, 2017, Martyn Hett was one of 22 people killed alongside more than 1,000 others injured when suicide bomber Salman Abedi detonated a home-made shrapnel bomb as people were leaving Ariana Grande's concert at Manchester Arena.

Martyn's mother Figen Murray said she assumed venues would have much stricter security measures following the incident, and her son's death. But only a year after the bombing, she was shocked by the lack of security at the venue of another concert in a Manchester theatre. On entry, she was neither asked to show her ticket nor was her bag searched.

Figen said she was devastated. "It felt as if what happened in Manchester on that fateful night had been forgotten," she said.

The current terrorism threat level to the UK is 'substantial', meaning a terrorist attack is likely. Yet while legislation sets out how many toilets a venue must have and how food must be prepared, venues are not

held responsible for having basic security in place.

Figen decided to lobby for change. Supported by Brendan Cox of Survivors Against Terror and Nick Aldworth, former Chief Superintendent for the Metropolitan Police, she launched a campaign for new legislation: Martyn's Law.

WHAT IS MARTYN'S LAW?

Martyn's Law proposed new legislation to keep the public secure when out and about. It won't stop attacks, but it will reduce opportunities for terrorists and deter them from targeting areas where people congregate.

Its goal is not to restrict people from moving freely about. Instead, Martyn's Law aims to ensure venues do their utmost to keep their customers safe.

Figen Murray's campaign was successful. After a public consultation in 2021, the Government's response was a new Protect Duty Act which became law in April 2023.

So, what is the Protect Duty Act? What does it mean for your business? And how will it affect your insurance?

WHAT IS THE PROTECT DUTY LAW?

Before the Protect Duty legislation, apart from at sports grounds or on public transport, organisations were not required to have security measures in place. Even simple precautions such as installing safety barriers, having an action plan, or training staff, were not legally required.

The new Protect Duty law is designed to protect the public from the risk of future terrorist attacks.

WHO WILL THE PROTECT DUTY LAW AFFECT?

The Protect Duty law will affect any premises which are deemed to have "qualifying activities" taking place. It applies to:

- Any venue with a capacity for more than 100 people.
- Any company employing more than 250 people (even if they work on different sites).
- Organisations responsible for public spaces where people gather, like parks and beaches.

According to Gov.uk, the law will apply to premises accessible to the public including “entertainment and leisure, retail, food and drink, museums and galleries, sports grounds, public areas of local and central Government buildings, visitor attractions, places of worship, health, and education establishments”.

It’s worth noting that the new law also applies to organisations operating multiple premises with regular footfall. Chains of betting shops, petrol stations and chemists, for example.

Additionally, the law will apply to events and festivals “which have a public capacity of 800 or more individuals, and where access to the event is by express permission (i.e. payment or ticketed entry)”.

HOW WILL PROTECT DUTY AFFECT YOUR BUSINESS?

If your business falls into any of the above categories, you must:

- Assess the risk of a terrorist attack occurring at your organisation.
- ‘As far as reasonably practicable’ take measures to reduce the risk of an attack.
- Have robust plans in place to respond to a terrorist attack.

There may be some exemptions, although it’s not clear yet what those will be. Nor is it clear how the Act will be policed. Local authorities may be required to make checks and you’ll need to show you’ve made the necessary changes to continue trading.

You’ll also need to budget for the changes as the Government has said it will not be providing funding. It’s worth remembering, however, that the security measures you put in place to prevent a terrorist attack will also prevent criminal acts. What’s more, these measures don’t need to be expensive. Specialist security products are only likely to be needed at larger sites.

HOW CAN YOUR BUSINESS PREPARE?

Changes need to be discussed as a priority at board level. Things to consider include:

- How many sites does your business have? What types? Is there a risk posed by adjacent properties? Assess the vulnerabilities and take steps to reduce the risks.
- Can you use existing resources more efficiently?
- Could you use advice from third parties: The police, CTSAs (Counter Terrorism Security Advisers) and SAGs (Safety Advice Groups)
- How will you monitor Government advice, terror alerts and threat levels? How will you respond to changes?
- Staff training: What do they need and who should provide it?
- How will you adapt your risk management plan to include compliance with the Protect Duty Act?

HOW WILL THE PROTECT DUTY LAW AFFECT YOUR BUSINESS INSURANCE?

The Act will have an impact on your Directors’ and Officers’ Liability insurance.

Responsibility for ensuring your business adheres to the Act is a top-level priority. That means your directors can be held individually responsible for any perceived breach of duty. And that could result in a compensation claim.

Employer’s Liability and Public Liability policies currently have terrorism included but at a reduced limit. Employer’s liability cover is limited to £5 million while Public Liability policies often limit any one claim to £2 or £5 million. Would this be enough if there’s a terror attack at your organisation?

Your business’s proximity to others will also be a factor affecting your insurance. It increases the likelihood of multiple parties facing allegations



The 2017 attack on Manchester Arena was the catalyst for change regarding terrorism prevention.

of negligence or failure to comply with the new law. For that reason, insurers are likely to be concerned by the aggregation of this limit (how much they might have to pay out for the total number of claims during your policy period).

Insurers will now look closely at what your organisation is doing to meet its duty to protect. If you’re applying for a policy or renewing one, be prepared to demonstrate how you comply with the Act.

Questions you can expect will include:

- How many people gather at your location(s)?
- What properties are adjacent to yours?
- How accessible is your venue?
- What security measures do you have in place?
- Do you use external safety advisers? <<



HAE Insurance Services
and EHA Insurance

Services offer risk management consultancy and training to help protect your business against risk. For more information call 0330 018 2299 or email insuranceservices@hae.org.uk or insuranceservices@eha.org.uk.

HAE EHA
**Preferred
Payment Partner**
worldpay
from FIS



SCALABLE COMMERCE SOLUTIONS

HAE teams up with FIS/Worldpay to offer members more seamless payment experiences for their customers.

Whether you own an event, plant, or tool hire company, you want your business to thrive.

With everyday business challenges and the constant shift in customer expectations, it's hard to keep up.

To meet these new demands and market challenges, it's important to adjust how you do business, too. Without the right partner, you may be concerned you won't have the solutions to compete in this new world.

Recognising the difficulties of finding a holistic partner who provides scalable commerce solutions that meet your needs now and in the future, HAE EHA has teamed up with payment processing company Worldpay to provide members with a seamless payment service for their customers.

Worldpay is a market-leading provider of payment solutions, with a wealth of experience catering for small independents right up to large corporate clients. The company, which is owned by FIS (Fidelity National Information Services), offers a wide range of financial products and services and will endeavour

to meet the complex changes that are occurring each day for members.

Used by 620,000 businesses today, the company can help business owners securely accept all payment methods and access faster funding through a number of different solutions.

A spokesman for the company said: "We're prepared to evolve the commerce experience with you. No matter where you are in your business journey, Worldpay can guide you to meet changing customer demands and embrace new innovations. With our partnership and platform stability, Worldpay makes it easy for business owners to securely accept all payment methods and access faster funding through a complete set of innovative value-added solutions that unlock opportunities to drive customer engagement and increase business and revenue growth."

It offers a choice of technology to enable businesses to start accepting payments, as well as a number of payment enhancing solutions. As well as tracking cash flow, this aims to make it easier to attract and retain customers, and improve operations.

"Your payment experience needs to leverage speed, loyalty, and state of the art technology to attract new customers and retain the ones you have," said the spokesman, adding that for businesses growing faster than anticipated, an integrated payments solution can link payment and software applications.

Once a customer makes a sale, the speed of funds and cash flow management are essential as you continue to build and grow your business. Informational dashboards can therefore track trends and help you understand insights about your business, while on-the-go technology and payment acceptance methods allow customers to make payments anywhere, in their selected currency. Protection against fraudulent transactions is also provided. <<



To learn more on how Worldpay can meet your unique business needs, contact HAE EHA's Membership Team on 0121 380 4600 or email membership@hae.org.uk.

BLANKET RISE IN INSOLVENCY

Latest statistics show 16% rise, bolstered partly by HMRC winding-up petitions.

The Insolvency Service released its monthly report for March 2023 on company insolvency which shows a blanket rise across the board, compared to March 2022.

Of the 2,457 registered company insolvencies in March 2023:

- There were 2,011 Creditors Voluntary Liquidations (CVLs), which is 9% higher than in March 2022.
- 288 were compulsory liquidations, which is more than twice the number in March 2022.
- 13 were CVAs, which is 44% higher than March 2022.
- There were 145 administrations, which is 12% higher than March 2022.
- There were no receivership appointments.

The number of company insolvencies was 16% higher than the number in March 2022. The increase in company insolvencies compared to March 2022 was driven by an increase in the number of compulsory liquidations and CVLs. The increase in compulsory liquidations is partly as a result of an increase in winding-up petitions presented by HMRC.

Emma Reilly, Managing Director of Top Service Ltd, a specialist credit reference and debt recovery agency for the UK construction industry, said: "Although temporary insolvency restrictions began to be phased out from October 2021, measures to protect small businesses

brought in on October 1st, 2021, through the Corporate Insolvency and Governance Act 2020, were still in place up to March 31st, 2022.

"The threshold for issuing a winding-up petition was increased to £10,000 (temporarily, replacing the threshold of £750,000) and the requirement of creditors to provide 21 days' notice before proceeding with a winding-up petition."

Emma said there is definitely an increased awareness within the construction industry relating to the risks of being exposed to bad debt.

"We have seen an increased number of enquiries from construction businesses asking for support with credit information and debt recovery services," she said. <<



HAE members are being offered free credit control health checks by Top Service. If you are interested, please call the HAE EHA Customer Services Team on 0121 380 4600 or email mail@hae.org.uk.



Latest data released from HSE shows all reportable Hand-Arm Vibration Syndrome (HAVS) cases have jumped up.

Vibration is an inevitable side-effect of using power tools.

HAND-ARM VIBRATION

Why risk assessments need to be taken more seriously and incidents should be a thing of the past.

Workplace vibration is a big problem, with statistics reaching a five-year high and becoming a major concern for many industry employers.

In the latest full year (2021) of data released by the HSE, we can see that all reportable Hand-Arm Vibration Syndrome (HAVS) cases have jumped up: HAVS +375%, Carpel Tunnel Syndrome +412%, and Dupuytren's Contracture +392%, all compared to the previous year.

This is a staggering increase and becomes even more concerning when you realise the number of new HAVS cases is at a five-year high.

When you combine these figures with all of the recent instances where the HSE has imposed fines on organisations for vibration-related breaches in Health and Safety, it's clear that employers and employees alike are suffering.

Russ Langthorne, Managing Director of SIXIS Technology, home of the continuous measuring and monitoring solution; HAVSPRO, explained how HAVS can affect sufferers.

"Take it from me, it's not an easy thing to live with. I suffer from HAVS, as well as a related condition called Dupuytren's Contracture, a thickening of the subcutaneous tissue layers at the base of fingers, which causes permanent curling. It's distressing to see that not only are other workers suffering in the same way, but also that organisations, across all affected sectors, are still facing significant

legal and financial punishment, with Plymouth City Council having recently been fined £200,000."

THE LEGISLATION

With the number of cases increasing, what can be done to reverse this trend and reduce, or eliminate, the number of new cases of HAVS in the future?

Russ said the essential advice contained within the Control of Vibration at Work Regulations 2005 (aka L140) has not changed substantially since its original publication, even in the second edition, dated 2019.

"As expressed by Health & Safety Executive inspectors: 'The ONLY way to substantially reduce the risk of somebody developing vibration related ill-health is to ELIMINATE or significantly REDUCE their EXPOSURE to vibration,'" he said.

"This is absolutely the first line of defence and the best place for anyone who works with vibrating hand tools, or who manages the safety of such activities, to start. However, the problems arise when you can't eliminate vibration exposure from a particular task or job, and 'significant reduction' isn't readily available or possible."

The obvious solution, in the cases where elimination or reduction simply aren't possible or feasible, is to continuously measure and monitor exposure, in real-time with alerts set up, to ensure proactive control measures can be implemented as exposure levels

are approached. This will ensure that essential exposure to vibration doesn't cause problems for operatives, or employers, further down the line.

However, the HSE continues to state that continuous measuring and monitoring aren't necessary and are likely to be a waste of money and time which could be invested in lower-vibrating tools or automation equipment and processes.

In terms of implementing the law, the HSE successfully prosecuted Powys Health Board in November 2022 in one of the more high-profile cases since the pandemic. The health Board was fined £160,000 (plus costs of £5,599) for not monitoring, or estimating in any way, the exposure to vibration, experienced by employees, particularly during the summer months, who operated hand-held power tools for several hours a day.

As a result of this complete lack of monitoring, assessment, training or health surveillance, and without having the necessary measures in place to reduce the risk, three employees went on to be diagnosed with Hand Arm Vibration Syndrome.

"This is an all-too-common occurrence, with risk assessments for vibration exposure simply not happening, despite the huge fines such as £600,000 for Places for People in 2019 and £500,000 for Balfour Beatty in 2018," said Russ. "In both cases, the companies had failed to assess and manage the risk of vibration exposure adequately, and they are not the only ones.

“However, the problem is deeper than simply doing a risk assessment. Unfortunately, I’ve spoken to enough organisations over the years to know that risk assessments can only ever provide a snapshot of a given moment, they won’t always protect a company from liability should their worker contract HAVS. That is because exposure to vibration is a constant variable – from person to person, from day to day, from tool to tool, and from task to task.”

HAVS – THE BENEFITS OF MONITORING

What Russ and his team behind the HAVSPRO system advocate is continual, real-time measuring and monitoring of vibration magnitude and exposure. This means that for those circumstances where elimination is not possible, reduction measures are already in place and the risk has been adequately assessed as high, a proactive approach can be adopted to manage the risk to as low as reasonably practicable.

Continuous measuring and monitoring will only protect if it is combined with a proactive alerting system that flags to both the operative and the employer when pre-defined exposure levels are being approached. It is this level of proactive risk management that will play a key role in preventing further HAVS cases in the future.

“I believe that the ability to see what’s happening, as it happens, is far from a distraction. As the only truly proactive method of risk management, it means appropriate action can be taken immediately, for example, to train the operator in better use of the tool, to rotate the tool or worker, or check the tool for any damage, and so on. With continuous measuring and monitoring, you have the ability to make data-driven decisions and take actions that will protect everyone concerned,” said Russ.

“The more data a company gathers, the more likely it is that longer-term investment can be justified – because continual monitoring can accurately identify patterns of inefficiency and unproductive working methods that can be improved with actions such as, switching to different tools, more suitable

consumables, automation, new working methods, or renewed user training”

The HSE does see the value of monitoring vibration exposure as a way to understand ‘likely exposure’. However, it advocates that a limited period of monitoring will provide enough data to base risk assessments and control measures on.

In reality, vibration magnitude and the risk from over-exposure is a constantly changing beast. It can only truly be managed to ALARP with continuous measuring and monitoring – especially now this is possible without huge amounts of man-hours or intrusive technology! In fact, it probably reduces man hours and adds accuracy and efficiency to your business.

Real-time monitoring provides the best and most cost-effective means, not only of gathering valuable data on the impact of vibration exposure on a business (both in terms of efficiencies and liability to litigation), but also protecting the workforce, day in day out.

MANAGING THE RISK TO AS LOW AS REASONABLY PRACTICABLE (ALARP)

Russ continued: “For me, continuous measuring and monitoring goes hand-in-hand with managing the risk to ALARP. How can you confidently manage any risk to ALARP if you don’t have a clear and accurate view of the risk? As vibration is susceptible to so many variables, continuous measuring and monitoring of high-risk situations is essential to achieving ALARP.

“The HSE doesn’t recommend continuous measuring and monitoring and its main reason for this is the impact of time and money on a business. But if a cost-effective, automated, and timesaving solution is available, why wouldn’t you avoid HAVS incidences with continuous measuring and monitoring of vibration exposure? Especially if the technology is available at an affordable cost in terms of time and money.”

Russ believes there is no need for new cases of HAVS to be happening, or for companies to still be fined for not managing the risk of vibration exposure adequately, believing that enough technology exists today to make HAVS and

“As vibration is susceptible to so many variables, continuous measuring and monitoring of high-risk situations is essential.”

Whole-Body Vibration (WBV), an equally damaging condition, things of the past.

“This isn’t to say that exposure to vibration itself can be eliminated. It’s an inevitable side-effect of using power tools, even lower-emitting alternative power tools. However, what can be controlled is our level of exposure to vibration, in order to provide manageable limits that protect the worker from long-term risk, and therefore also protect their employer from culpability,” he said.

MAKING HAVS HISTORY

“Today, I believe there is now no excuse for firms to ignore the ever-present risk to its workforce of over-exposure to excessive vibration. The time and technology have arrived where taking a proactive approach to vibration risk management is both possible and achievable, whatever the HSE advice suggests. Effective, continuous monitoring systems now exist from the likes of SIXIS Technology’s HAVSPRO system, that are cost-effective and require only minimal managerial time commitment,” Russ continued.

“I am all too aware of the pain and impact HAVS and associated health conditions cause. I think of new generations of workers, men and women, experiencing the same and worse, and it drives me to make changes. This is entirely preventable, and it should be something we talk about as part of history, not as something in the present.”

So, as is often the case, knowledge is power, and accurately identifying the risk of vibration exposure is the first step to reducing its impact on both workers and their employers. Now this proactive approach is entirely possible and actionable, what’s your excuse? <<



THE LEARNING CURVE

Uptree, which connects young people with free careers education and work experience, discusses how employers need to adapt to different learning styles in the workplace.

The infamous quote from Einstein, “Everybody is a genius, but if you judge a fish by the ability to climb a tree, it will live its whole life believing that is stupid”, has become widely popularised because of its value as an analogy for playing to different strengths.

The quote’s hyperbolic nature makes it catchy, but the sentiment that we can all be put in situations where we can either excel or struggle is powerful. In the early careers space, it’s important to be aware that all young people have their own ‘learning preferences’ and understanding this point is crucial to engaging with them in an effective way.

Broadly speaking, there are four key types of learning styles. Whether you’re planning an event, looking to hire a cohort of apprentices or managing a new starter, you’ll want to know the differences.

DIFFERENT LEARNING PREFERENCES

There are four types of learners, who all require different approaches:

- **Visual learner:** A student with a visual learning style prefers seeing or observing something, before applying it directly themselves. Practically, this could include presentations, graphs and handouts. In a work environment, learners would typically work from lists or written instructions.

- **Auditory learner:** A student with an auditory learning style is receptive to information through listening to others speaking. A presentation or conversation is the best way to support an auditory learner with a new task.
- **Kinesthetic learner:** A ‘hands-on’ approach is what works best for a kinesthetic learner. Physically attempting a task, rather than first receiving instructions (verbally or visually), is the best way to engage with a kinesthetic learner.
- **Verbal learner:** Verbal learners prefer receiving information through reading and writing. They receive information best through written text and note taking.

ADAPTING YOUR STUDENT ENGAGEMENT

Once you've gained an understanding of the different learning preferences, the next challenge is finding ways to deliver insight events that can work for all of the different styles.

To cater to all four learning styles, you'd need to have a presentation to visualise a concept, a speaker, a worksheet and a physical task. However, this is something that takes a concerted effort to deliver and isn't necessarily something you consciously think about when designing an event agenda.

So how do you practically apply this? As mentioned, becoming more conscious and aware of these learning preferences when designing your agenda for an event, for example, is a good starting point. When reflecting on the event's agenda, tick off where you have created an activity that will be inclusive of a particular learning style and then mark where a particular type of learning style might not be covered.

The result of this, with practice, is that you will naturally start to become more aware of the content you create and how it might resonate with a particular

individual or group, leading to more effective and inclusive delivery in your outreach and event engagement.

You can also apply this principle to wider outreach. Consider when using social media the different types of content you can produce. Long-form videos, infographics, blogs and something interactive like a Kahoot quiz can all provide effective ways to engage with different audience types. Again, inclusivity is the foundation that you should work with when engaging with students.

NEURODIVERSITY

Having a range of content to deliver your message and information, as well as diversifying the way in which you deliver it is so important when factoring in neurodiversity.

Neurodiversity describes the idea that people experience and interact with the world around them in many different ways and that there is no one 'right' way of thinking, learning and behaving.

Having a consideration for all the learning preferences is even more imperative when you consider neurodiversity. Some studies suggest that nearly 30% of the population are neurodiverse.

Linking back to Einstein's historic wisdom, neurodiversity re-affirms the idea that environment plays a role in limiting an individual and their capabilities.

For a neurodiverse individual, there's a neurological factor that will determine how receptive they are to information, so, to be as inclusive as possible, it's important to cover all learning preferences in your delivery when engaging with young people.

This isn't an easy, instant fix but with enough understanding and effort, you can quickly build an effective outreach strategy that's inclusive of all learning styles and neurodiverse learners.

In summary, there are three practical actions to take:

Research the four main different learning styles (visual, auditory, kinesthetic and verbal) and build a list of activities that complement each style.

Review your current outreach strategy and reflect on gaps where content isn't tailored towards a particular learning style or inclusive for neurodiverse students.

When running events, consider a neurodiverse audience and the actions you can take to build an agenda that engages with all learning styles and ways of thinking. <<





BIGGEST EVER JCB APPEAL FOR THE NSPCC GETS OFF TO FLYING START

JCB has launched the biggest-ever fundraising drive for the NSPCC in its history with a target of £2 million.

The appeal will culminate in 2025 when JCB celebrates its 80th anniversary and 40 years of support for the UK's leading children's charity. It was through Carole Bamford that the NSPCC originally became JCB's nominated charity, with millions of pounds raised over the years.

Lady Bamford said: "The support JCB employees give to the NSPCC makes a real difference to children in our communities. The appeal is already off to a wonderful start, and I know everyone will rise to this challenge. Most of all I want everyone to have fun as we raise money for this most deserving of causes."

The NSPCC appeal was launched at the World HQ in Rocester attended by school children from the nearby Dove CE Academy. The NSPCC helps to keep more than a million children safer through its work with schools, national helplines, and specialist centres such as Carole House in Newcastle-under-Lyme, which was named in honour of Carole Bamford.

NSPCC Senior Corporate Partnerships Manager, Lloyd Butcher, said: "We are extremely grateful to JCB for launching this appeal to raise £2million in two years. The funding will support our local services for children and families in Staffordshire and beyond. JCB has been a significant supporter of the NSPCC for nearly 40 years and we're incredibly thankful for their support."

JCB Commercial Hydraulics Buyer Jessica Thompson, of Uttoxeter, is already planning three events in 2024. She said: "The NSPCC raises money for something that is close to everyone's heart and I have volunteered to help in any way I can, in order to help raise money for this important cause."

Hywel Phillips, of Eccleshall, near Stafford, who works at the at the JCB World Parts Centre in Uttoxeter, is aiming to run in the 2024 London Marathon to raise money for the Appeal. He said: "I am proud to be part of the two-year fundraising drive. The more sponsorship I get and the more I encourage others to fund raise, the more motivation I will have to complete the marathon."

The appeal is already off to a flying start. Events so far include: JCB Lakeside 5 and Fun Run, JCB Sportive cycling event, a Three Peaks climb, a bake-off competition, a football challenge tournament and a summer fund-raising event at The JCB Championship at the Golf & Country Club. <<



WHAT'S NEW

AN UPDATE ON NEW PRODUCTS, APPLICATIONS AND PROJECTS

SANY TAKES OVER CONSTRUCTION EQUIPMENT FRANCHISE

MC Plant, a trading division of MC Truck & Bus Ltd has been selling and supporting the SANY product in Kent, Sussex, Surrey and parts of Greater London since 2021.

Following a strategic review, SANY Heavy Machinery UK Ltd agreed to take over the construction equipment franchise from MC Truck & Bus Ltd from May 1st. Customers who have purchased SANY equipment from MC Plant will continue to receive support from SANY's team of experts.

SANY Business Development Director, Leigh Harris, said: "We are extremely grateful to MC Plant for its partnership and support over the past two years. In the short term, we expect business as usual and we are delighted that most of the sales and service team from MC Plant have joined the SANY team to ensure a smooth transition.

"Longer term, this is an exciting step for the SANY UK business. With many new products such as telehandlers, wheel loaders and road machinery on the horizon, we can ensure that we have the appropriate investments and resources in place to establish SANY as a trusted and leading partner in the Southeast of England. A recruitment plan is already in place to strengthen the team and move the business into its next phase of growth."



NEW ELECTRIC COMPACT WHEEL LOADERS

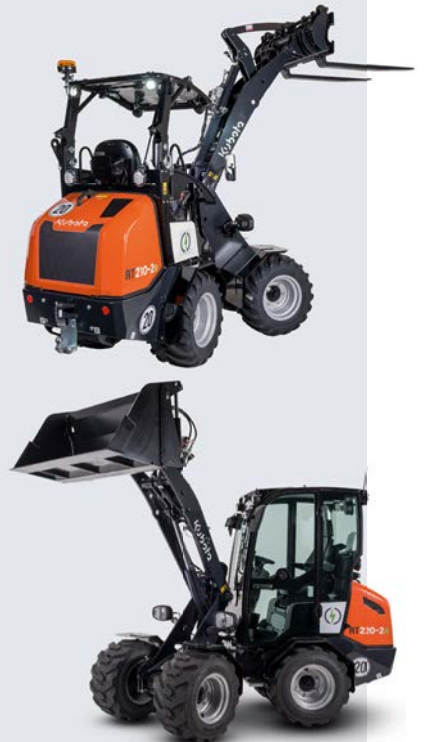
Kubota has launched two new next generation electric RT compact wheel loaders.

Both machines feature an extremely powerful, high torque electric motor that can be recharged within 90 minutes when using the optional supercharger. Powered by a 48V system with modular 260Ah lithium-ion batteries as standard, the machines regenerate energy when the machine decelerates or travels downhill, further enhancing their reliability.

Boasting enhanced loading versatility, the RT210-2e's long loader arm has a reach of up to 2,852mm, while the RT220-2e shorter loader arm has an increased lift capacity of up to 1,140kg.

Compact and agile, both the RT210-2e and RT220-2e are highly manoeuvrable with all-wheel steering on each axle, with a pivot steer of 44 degrees, making them perfect for work in restricted spaces. Further versatility is added by a hydraulic quick hitch which is compatible with a host of attachment options.

Both have electric / hydraulic integration that delivers complete multi-functionality for operators, particularly for lifting and the top cylinder. The machines also have optional boom suspension to provide even better retention of load inside the shovel, even at higher speeds.



NEXT-GENERATION 8 TONNE MINI-EXCAVATOR

Kubota has enhanced its extensive range of innovative construction machinery with the launch of a new 8.5 tonne mini-excavator.

The new mini-excavator can be equipped with a two-piece boom for expanded working range, impressive dumping range, and efficiency in narrow spaces. The hydraulic mechanism enables operators to easily run the arm, boom, bucket, and swivel simultaneously.

The KX085-5 also boasts two auxiliary circuits with adjustable maximum oil flow, load sensing hydraulic system, as well as an auto-shift system that offers intuitive control when dozing and turning.

It utilises an auto idling system that will automatically reduce the engine RPM to idling speed when the control levers are left in neutral for longer than four seconds. To support this further, an Engine Auto Stop system comes as standard that will automatically turn off the engine when an adjustable idling time has passed.



WE WILL BE BACK IN SPRING 2024.



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