

SKYLINE

WINTER/SPRING 2019

Up and OVER

Three-span elegance on Chiswick Park footbridge
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COMPETITION

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Branching out in India PAGES 10-13

Steel sheds reshape skylines PAGES 8-9

Dan Dockerty shares his mental health journey PAGES 4-5

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A WORD FROM YOUR GUEST EDITOR...

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THE NEXT
GUEST EDITOR?**

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We'd like to welcome you to this issue's Guest Editor, Group HR Director Carolyn Hobdey

It's great to be given the chance to guest edit *Skyline*, particularly after I only joined Severfield in November and I still count myself as a newbie.

It was fascinating to read the retail sheds story from our Design and Build team on pages 8-9. My last job was in retail so I know how these enormous spaces and the tech that goes with them are transforming the way products are delivered to customers. It's crucial that retailers manage their supply chain efficiently and deliver what customers want – and fast – so it's exciting that we're part of that!

I was moved to read Dan Dockerty's honest account about how he manages his mental health (pages 4-5). It reminded me of something I heard recently that made me stop and think: we shouldn't separate our mental health from our physical health – we should just consider it as 'our health', as a whole person. We all have lives outside work and sometimes it is those pressures that impact us day-to-day. We shouldn't underestimate that the structure of coming to work and having our colleagues around us can be what helps people get through these

tough times; there's a role that we can all play to support those we work with.

Finally, I was impressed with the feature celebrating ten successful years in India (pages 10-13). It's an emerging market and an exciting part of our future growth. I'd encourage everyone to read the article and understand more about the progress and potential of this important part of our business.

I hope you enjoy this issue of *Skyline* as much as I did!

Carolyn



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Stuart Haslam



CHISWICK PARK FOOTBRIDGE, LONDON

MAKING THE

RIGHT CONNECTIONS

It crosses a nature reserve, a road and a busy rail line – but we still got Chiswick footbridge up and over them all on time.

1 “The main thing for us to consider was that this bridge was to be constructed right alongside a business park that needed to be kept open, and a busy bus station too,” says Assistant Project Manager Stuart Haslam of the slender, three-span bridge that connects Chiswick Park to the Underground station and town’s retail centre.

“It was a tricky project. We were working within a small site footprint alongside Network Rail, London Underground and Transport for London (TFL) assets, which severely restricted our site operations.

“This was a new challenge for me. I took on the responsibility of managing four different subcontractors covering structural cables, architectural balustrades, timber decking and lift shaft cladding, which meant I had to coordinate each individual area of work.”

Each of the bridge’s elegant spans, made from weathering-grade steel, were fully assembled including cables, balustrade and timber decking before being lifted into position.

THREE, TWO, ONE

“Spans three and two were erected during a 48-hour isolation period,” adds Stuart. “We took possession during last June, and we handed back seven hours ahead of schedule.”

The spans were lifted with a Liebherr LR1500 Crawler Crane supplied by Weldex.

Finally, span one was then built and lifted into position last October during a day shift and road closure: “Again, we handed back several hours before time, and we had just 24 weeks to complete it, from start to finish.”

With just 200 metres of car park, the team built the two main sections, span two and span three alongside each other. “It was built as one complete unit,” Stuart says.

Now the 120-metre, 200-tonne bridge is complete, it’s yet another example of our growing reputation when it comes to challenging, eye-catching new bridges.

“This was a massive effort by all the various teams involved. Well done to everyone,” says Stuart.

FACT FILE

LOCATION:	Chiswick Park
MAIN CONTRACTOR:	Lend Lease
ARCHITECT:	Useful Solutions & Expedition Engineering
TONNAGE:	Approx 250t
SEVERFIELD:	UK



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THANKS TO WAYNE MORRIS FOR SUGGESTING THIS FEATURE! GOT AN IDEA? LET US KNOW, EMAIL communications@severfield.com



STRONGER TOGETHER

Don't hide yourself away with depression. As Dan Dockerty, Design Manager at Sherburn, shares with us – just like any other illness, its treatment starts the moment you seek help from those who really care.



I remember the moment it all started to change. My wife, Rebecca, said: "I've not seen you smile for days." I knew she was right. I was 32, with a family and a career, but I just wanted to run away.

If I'd have been honest with myself I'd have admitted that I'd been struggling for a while. I didn't exactly think something was wrong, but I knew something wasn't right. I just took the old-school, macho approach of "Oh, I'll get over it, it'll pass". But it never seemed to.

Rebecca admitted it was the hardest thing in the world to tell me that I needed help. She was so concerned that saying something was going to push me over the edge, but she knew it was the only way.

When I was at my lowest ebb, I'd interpret anything anyone said negatively. I couldn't see the positive – even if someone complimented me.

RUN AND HIDE

I'd long for my own space. To escape into the countryside and brood. The best way I'd describe it was like being in a dark room that was too small for you to stand up in. It felt very claustrophobic.

I summoned up the courage to see my GP, and it was the best thing I ever did (apart from listen to my wife, of course!). He was brilliant. We talked for 40 minutes. It was the first chink of light I'd seen in years.

We discussed strategies for dealing with it and I realised that my black clouds would lift when I kept myself busy. That's why my depression has never affected my work. I thrive under pressure!

I'd bottled up a lot of emotions. I'd had a serious spinal operation, lost my mum and became a father for the first time, all in the space of a few months. And I'd never given myself the proper time to process all of these major, life-changing events.

I had a few sessions with a mental health worker who told me about CBT (cognitive behavioural therapy), a system that helps you stop the negative patterns of behaviour you can get locked into. They helped me realise that my thoughts weren't reality and that I didn't need to believe them. I had the option to simply look at them, like an engineer looks at drawings, and ask: is this something I really need to worry about, or can I let it go?



Dan's best medicine – a walk with trusty sidekick Gem.

TOOLS OF THE TRADE

Everyone can find tools to turn to when depression strikes. For me it was getting out on the bike, going for a run, or to the gym, or even taking the dog out for a long walk: my dog's been one of my best therapists over the years!

It's not easy when all you want to do is stay in bed, or hunker down somewhere on your own. But mulling over bad thoughts and letting them spiral out of control is the worst thing you can do.

So, as much as I wanted to isolate myself, I pushed myself into regular exercise and before long my confidence started to come back. Those endorphins flooding your brain after a great run, or walk in nature – no medicine can beat that feeling.

My depression isn't something that I can ever say I've fixed. It's something that I live with. I have to actively monitor my mood. Rebecca and my close mates are brave enough to say "Dan, are you sure you want to say that? Are you getting over-emotional about this?". Feedback like this is such a massive help – it's so important to catch yourself before you fall.

When I feel it creeping on me I know I have to put on my running shoes!



“When I feel it creeping on me I know I have to put on my running shoes!”

DAN DOCKERTY, DESIGN MANAGER, SHERBURN

RIGHT HERE, RIGHT NOW

Mindfulness helps, too. It’s not all airy-fairy stuff – it’s really just about breathing deeply, visualising on something positive and relaxing. A way to shut out the chatter in your head and focus on what’s actually in front of you. Thinking about what you’re doing right now, rather than worrying about something someone said, or something that’s coming up.

Severfield has been fantastic.

My bosses have acknowledged and accepted my situation, and never let it influence their decisions. I’ve gone from Senior Engineer to running the department. They understand that just because you’ve got an illness, which depression is, doesn’t mean you can’t be relied upon to do your job. I’ve got a lot of gratitude to the company. And, of course, my wife.

When it comes to your own mental health, if you think that there’s something wrong, there’s a chance there might be.

If you’ve got a close relative, speak to them, and don’t be afraid to turn to your GP. Call our health line, too, that’s a fantastic service. But whatever route you take, know that it’s not your fault. No one will judge you. And, most importantly, you can and will get through this. But you can’t do it on your own.

HEADS UP FOR HELP

Help is here for you if you need it. Our Heads Up! campaign could be your first port of call...

Speak to one of our Mental Health First Aiders, or to a member of the SHE or HR teams. The door is always open. Or call our free, confidential 24/7 Employee Assistance Helpline:

**Freephone
0800 030 5182**

ST GILES CIRCUS DEVELOPMENT, LONDON

JUGGLING ACT

An intricate multi-use development in a complex location in central London, St Giles Circus is a project unique in its challenges.

2 We're working on the new buildings at St Giles Circus, London, the largest of which features a retractable façade on its middle floors, revealing an urban public gallery that will open at street level and will have huge LED screens, similar to those at Piccadilly Circus.

The gallery is a tribute to the music industry that is still represented along Denmark Street and will become a multi-functional space for different types of events.



SOUND OF THE UNDERGROUND

The building's foundations straddle part of the London Underground network, with the team initially installing steel plunge columns to give support to the building's structure just a few metres from Underground trains.

Senior Project Manager Michael Bryars says: "We're just starting work on constructing an underground auditorium that's being acoustically isolated so that concert-goers won't hear the rumbling of the trains."

"This part of the project will be like building a ship in a bottle, as the steelwork for the auditorium will be lifted into the basement through a 7m x 4m opening in the ground floor slab."

HEAVY METAL

Some of the challenges the team has faced were due to the sheer weight and size of the ground beams and trusses. "We had to make deliveries during the night with police escorts and go the wrong

way around Trafalgar Square to get the heavy trusses onto site," says Michael.

The team also brought in a 500-tonne crane to lift the trusses into place – no mean feat, according to Michael: "It was tricky to organise the logistics, sure, but we ran to plan and it went smoothly. This is mainly due to the guys on site who have worked some late nights to get the steel on site and erected safely. The client's happy with the work we've done to date, which is great."

The heavy trusses were manufactured at Lostock, with the remainder of the steel coming from Dalton.



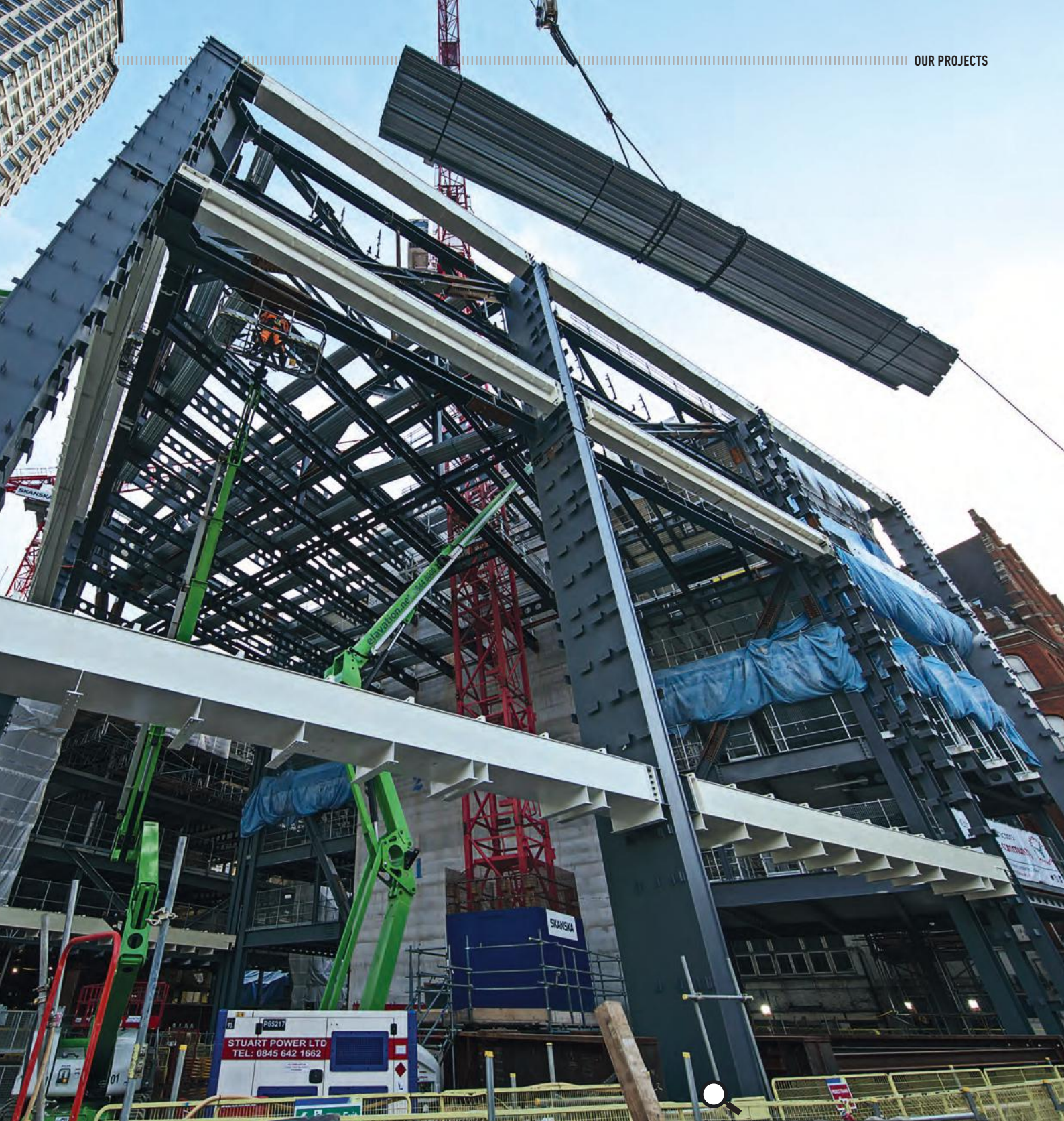
Another brick in the wall

In the second phase, the construction team will refurbish the buildings along the north side of Denmark Street, also known as London's 'Tin Pan Alley', an area steeped in musical history. The street was once home to music magazines *The NME* and *Melody Maker*, as well as studios where The Kinks, the Rolling Stones and Elton John recorded their tracks.

Michael says: "The refurbishment also covers several Grade II listed buildings, some dating back to before the Great Fire of London in 1666. Fortunately, we're not facing into those challenges, but it's definitely added to the complexity of the job for the main contractor."

Michael Bryars





FACT FILE

LOCATION:	St Giles Circus development, London
CLIENT:	Consolidated Developments
MAIN CONTRACTOR:	Skanska
ARCHITECT:	ORMS
TONNAGE:	2,400t
SEVERFIELD:	UK

SHED HEAVEN



From farm sheds to the future of retail, the Severfield (Design & Build) team has witnessed first-hand the never-ending story of how steel is constantly reshaping our landscape.

You don't have to be a shopaholic to know that the world of retail is changing. You don't even have to walk down your local high street. All you really need to do is take a drive along a motorway to see it: those huge portal frame steel sheds that are colonising our edge-of-city business parks.

That's because most of these enormous buildings are distribution centres for the new kings of retail - the online giants - and the digital versions of



our favourite high street stores who are learning a valuable lesson: if you can't beat 'em, join 'em!

And what's the name behind many of these mega-structures? Severfield. As Project Manager George Bloom explains, the rise of online and the ever-increasing need for these super-sized sheds couldn't be better matched to Severfield (Design & Build)'s unique and in-demand skill set.

George Bloom





FULL SPEED AHEAD

“That edge makes all the difference when you’re working with clients who deal with next day deliveries, and customers who can order at the speed of fibre optic broadband.

“Speed is everything,” he adds. “We help our client, the main contractor, to win jobs with their client. They’ll come to us and say ‘the architect has designed it at 5,000 tonnes. Can you make it any lighter?’ We’ll strip it down to the bare minimum, making it a lot cheaper and faster to build, without any compromises. And more often than not, we’ll get the job!

“There’s no sign of things slowing down any time soon.”

GEORGE BLOOM, PROJECT MANAGER

“It’s not only our drawing office and engineers - we can fabricate and get the steel to the site quickly, too. We don’t mess around!”

The clue’s in the name – with Severfield (Design & Build)’s ability to deliver the design, fabrication and construction, it can drive the entire process, meaning the 500,000 square foot site can go from muddy field to distribution hub in eight weeks.

And, as far as George is concerned, there’s no sign of things slowing down any time soon.

“There’s always been a demand but, over the past five years, the upsurge from clients like Amazon has been crazy. We’ve done 40,000 tonnes for them in three years, with four new distribution centres in the last 12 months alone.”

Next up: a Charlie and the Chocolate Factory-inspired visitor centre for a well-known confectionery brand and a huge 40-metre high set to tower over the rooftops of Ipswich...

“At first glance these structures might all look the same, but you’d be surprised what secrets lie within,” George laughs!

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Practical buildings...



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IN THE KNOW

“It might seem like simple fabrication, but there’s an art to it. And very few steel contractors can match us,” he says.

It’s a skill that started in a world as far removed from the high-tech and cyber-space as you could imagine. It started down on the farm.

“There’s an old tractor outside our head office for a reason,” George says.

“We started life building farm sheds. And now we’re doing one million square foot structures. In essence, they’re the

same – a portal frame and low-rise designed buildings with a clear height and plenty of space inside.”

Over the years, from farm to fashion retail hub, the team at Design & Build has perfected a set of skills that has geared it up to be the front runner in this brave new world.

George says: “We’ve got some very clever people here who know how to do this work more efficiently and economically. Everyone in the drawing office is trained to look at portal frames to spot those little things that give us the edge.

INDIA - BUILDING A STRONG FOUNDATION

A lot can happen in ten years. Just turn your gaze to India where, this year, our JSSL joint venture celebrates its first decade – with a healthy order book and a growing reputation.

Real changes are happening in India. Changes that are literally reshaping the subcontinent from the ground up. And we're at the heart of it.

When we decided to join forces with JSW Steel, India's largest private sector steel manufacturer, to create JSW Severfield Structures Limited (JSSL), in Bellary, India's steelmaking capital, it was a bold move. Traditionally, most construction in India has been in concrete. But, in the last few years, an increasing

number of the country's flagship new developments have favoured steel over reinforced concrete. And when that happens, JSSL is the name clients and contractors are increasingly turning to.

A healthy order book isn't just a result of being in the right place at the right time. To understand why JSSL is doing such great business, you must look at what's happening both on the outside and what's happening inside, too. We spoke to some of the key team members to learn a little more...

Building a better team

As Head of HR, Vipin George is directly helping to shape the character and the skill set of our joint venture.

For him, sourcing new employees is as much about finding people with the right experience as it is about securing people with the right attitude.

"In India, the structural steelwork industry is still in its early days," Vipin says. "Our biggest competitors are not structural steel companies, but other conventional builders and developers. My job is to find good quality people who have the right mind-set and whose growth and development we can invest in, which will in turn fuel JSSL forward."

There's an upside to this, as Vipin explains: "It means we take people from other industries who have good skills in their discipline, but who can add different perspectives to what we do."

Sometimes, it's good to think outside the box, after all.

"While technical expertise is important, we prefer to have people with a broader outlook who understand the business, its challenges and the ability to think of solutions to help the business prosper. This also helps us to identify our future leaders internally rather than looking outside the business."

For Vipin, JSSL represents one of Indian society's most cherished mindsets: work hard and you'll be rewarded. "People who've demonstrated their ability are trusted with critical assignments, irrespective of level in the organisation. More often than not, they exceed their expectations."



"People who've demonstrated their ability are trusted with critical assignments."

VIPIN GEORGE

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THANKS TO SARA HALLIDAY,
COLIN BROWN AND DEAN RICHARDSON
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A complete solution

Head of Construction Luke Ellison has been with JSSL since it began. Which means he's also been away from his family for ten years, too. "I go home four times a year, but mostly, they prefer coming to India," he says. "They love it here!"

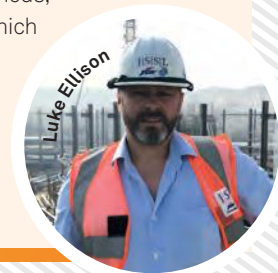
"This is a young, energetic group of individuals striving to achieve the best and learn new skills as they go," Luke says. "It's my job to bring a professional approach to steel construction, which is still in its infancy over here. But given the anticipated rate of growth, if we can offer the skilled manpower and supply chain, the potential pipeline of work is enormous."

For Luke, it's about providing the market with a 'turnkey' solution – with JSSL offering designs, drawings, fabrication, delivery and erection all under one roof. That's why building strong, collaborative teams across all disciplines is so important.

"Get that right, and one of our biggest unique selling points is the time savings we can offer," he says. "The use of steel in the Indian construction industry has been poor due to the lack of skilled manpower and a dependable supply chain. We're the first company to really address that over here."

Which is why, when JSSL arrived with a promise to look at construction as a whole, rather than at each of the components in isolation, it was a real game-changer for the industry.

"We're getting lots of recognition from the construction industry. Most sectors are looking positive for growth and for embracing more modern methods," Luke says. All of which means: "There's a strong order book and positive forward outlook. We're in a very good place."



"This is a young, energetic group of individuals striving to achieve the best, and learn new skills as they go."

LUKE ELLISON



A winning production

To keep our Indian projects fed with that all-important just-in-time steel, it requires a plant that runs like a well-oiled machine. That's all in a day's work for Head of Production Rufus O, a qualified Mechanical Engineer. Rufus oversees production at our Bellary facility, 600 miles south of Mumbai.

"The Bellary site fabricates a wide range of structural steel components from light to medium to heavy structures, very similar to what you'd see at Dalton and Lostock," Rufus says.

But, due to the steel industry's relative infancy, there's a crucial difference: "We also make our own

beams from plate on our Indisec line. The availability and range of hot rolled sections from the local mills is not yet as good as the UK, so we make quite a lot of our own."

As Rufus explains, this ability to create a 'one-stop shop' puts the company in an unrivalled position, primed and ready to take advantage of a growing market.

"The need for structural steel fabrication is only going to go one way, with infrastructure demands like high-rise residential, hospitals, power plants and stadiums all increasing. The prospects are very bright for the steel sector," he says.

"Depending on the mix, we've the capability to produce around 60 ktpa (kilotons per annum). It's my job to make sure our manpower can rise to the workload."

With a current workforce totalling around 350, Rufus and his team are ready for anything – with their steel travelling as far as 2,000 km to projects in the country's capital, Delhi.

"Thanks to our performance on the 100 or so projects completed to date, JSSL has earned widespread recognition. That can only be achieved with an extremely dedicated team and consistently high-quality output," he says.



Worshipping Vishwakarma, the 'divine engineer of the world', on his holy day is an annual ritual among India's engineers and architects.

A culture of respect

All the healthy order books in the world amount to nothing if a company doesn't understand a simple truth: if you don't have a safe and healthy workforce, you don't have a business.

In India, that's a philosophy that runs deeper than you might expect, and is just part of the reason why JSSL's safety record is so impressive.

Ramesh Makena, Head of Health and Safety explains: "We Indians believe work is worship and give equal importance to working tools as we do to God. That's why we perform Pooja (worship) for working tools on Vishwakarma Day every September."

The day celebrates the Hindu god of science of mechanics and architecture, Vishwakarma, who's known as the 'divine architect'.

"We believe a positive safety culture depends on individual values, attitudes and behaviours," Ramesh says, explaining how JSSL believes that good safety culture is something we all own, rather than it coming from the top down.

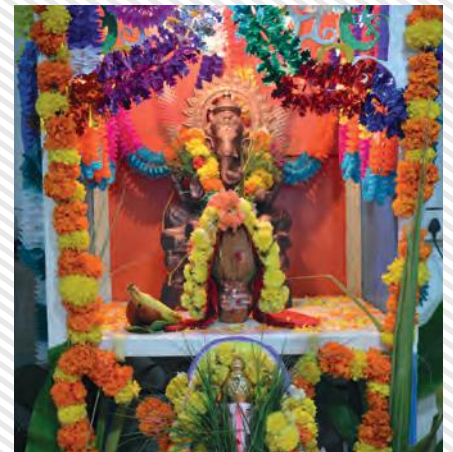
"We conduct open suggestion programmes to come up with innovative ideas and the best suggestions are rewarded," he says.

It's working. JSSL has completed 13.5 million LTI (lost time injury) free man hours in its first nine years. This is recognised by clients such as P&G, GVK and Siemens, who've all awarded JSSL with Best Safety Performance certificates.

"It's about teamwork," Ramesh says. "We encourage management to be good role models and we're fortunate to have a strong and committed leader towards safety in our Managing Director, Dr Derek Randall. Under his guidance we've initiated so many successful initiatives."

Safety, says Ramesh, is always the first priority – enshrined in KPIs, reinforced by regular audits and reports, and bolstered by continuous education programmes.

For Ramesh, it's about showing how behaviours create a safe working space, not rules. "We strongly believe that if a person really believes something, then they can perform the values automatically."



"We Indians believe work is worship and give equal importance to working tools as we do to God."

RAMESH MAKENA

INDIAN VISIONS

JSSL's teams are busy on a wide range of first-to-India steel constructions, from air traffic control towers to shopping complexes and power plants. Here are just two of their most impressive recent projects.

Thinking big

"The building was originally supposed to be constructed in concrete, but JSSL changed the client's mind," says Prasad Sawant, Head of Engineering & Business Development, of JSSL's commission to construct the Sattva Knowledge Park in Hyderabad.

The project consists of two towers (21 and 25 floors) of office buildings and a large extended podium with four basements.

"It's the largest steel-framed commercial project for JSSL, with a total area of 4.67 million square foot and 20,000 tonnes of structural steelwork," Prasad says. "We've also undertaken complete design responsibility, in steel

and RC (reinforced concrete) for the build.

"Our current site team strength is 60 men. A total of five tower cranes and four mobile cranes are planned on the job. We're hoping that the main contractor would extend the RC core by about two metres a day with the 'Slip Form' formwork."

Concrete elevator and staircase cores provide the lateral stability above a steel-framed basement car park, and the steel shell around the towers is expected to take around 21 months to complete.

"After completion, it will be the largest steel-framed project in South India," Prasad says.



Healthcare first

Meanwhile, in Varanasi, Uttar Pradesh, the Mahamana Pandit Cancer Hospital is set to be one of the country's leading cancer specialist centres when it's completed later this year.

"The project consists of three main blocks: seven, four and six storeys. It'll be the largest cancer hospital in Northern India that is funded by the TATA Trusts," Prasad says.

Most tellingly, it will be the country's first steel-framed one - all 2,800 tonnes of it.

"The total area of the project is around 6 lakhs square foot (the lakh is a unit in the Indian numbering system

equal to one hundred thousand)," Prasad says.

The hospital has been designed to comply with the country's new National Disaster Management Guidelines – a Government initiative to ensure all public buildings are safer and resilient to earthquakes and other natural disasters by incorporating the very latest technologies and stringent design parameters.

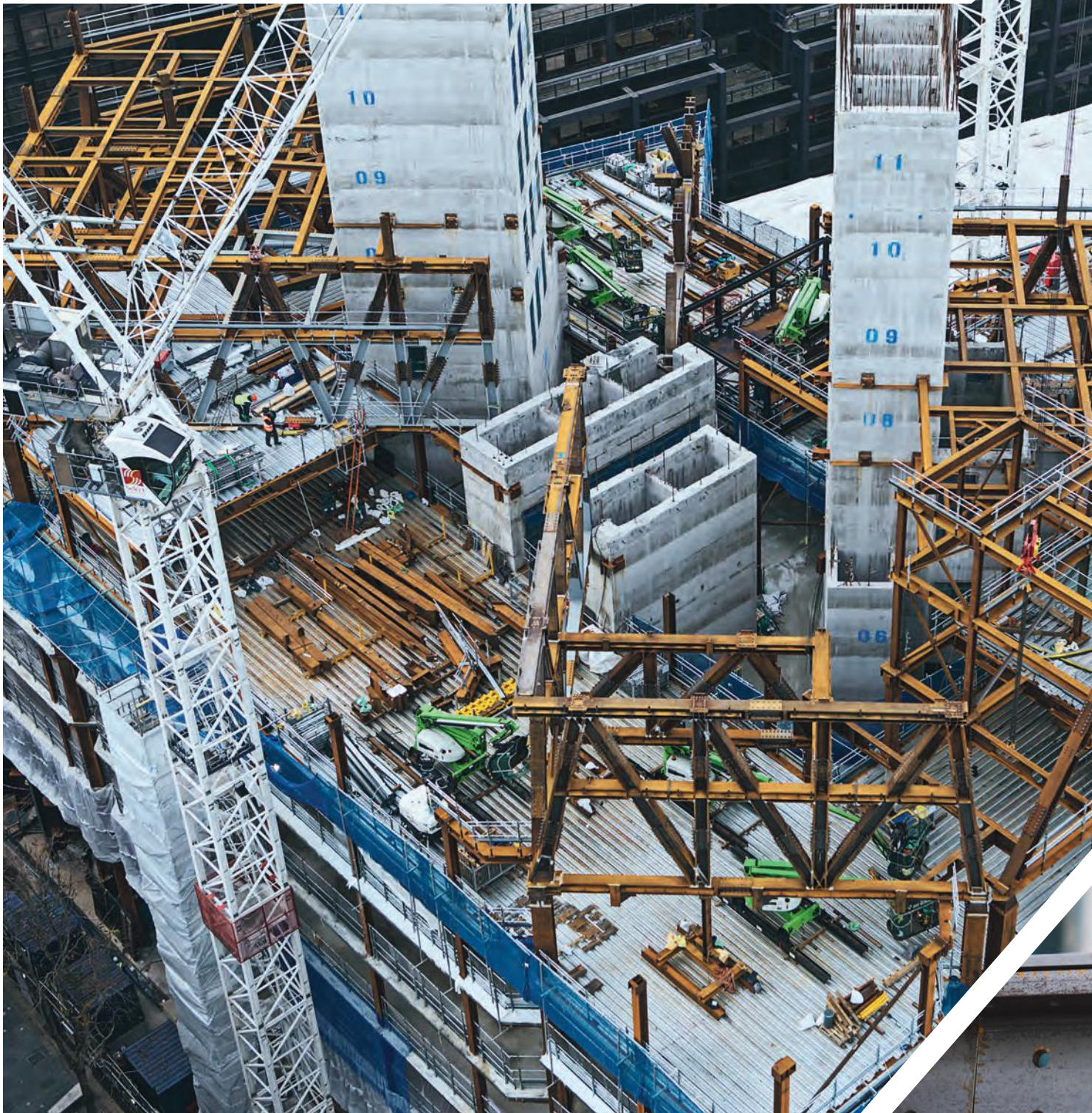
"JSSL completed the project on time, in just five months, and paved the way for other trades to move the project to the final stages of completion," says Prasad.



ONE CROWN PLACE, LONDON

PICKING UP THE PIECES

It's not often one of London's newest buildings gets built, broken up and reassembled before it rises above the capital. But, sometimes, a rehearsal makes sure that the show can go on...



FACTFILE

LOCATION:	City of London
CLIENT:	Alloy MTD
MAIN CONTRACTOR:	Mace
TONNAGE:	2,600t
ARCHITECT:	KPF
SEVERFIELD:	NI



3 Blending the old with the new in the restless capital that is London takes a lot of planning – and a lot of precision engineering. For One Crown Place, it also took a trial erection run in Northern Ireland, a full 500 miles away, where the steel was fabricated at our factory in Ballinamallard before the city’s latest swish residential complex took shape.

The scheme rises from a Victorian street front and seamlessly incorporates period buildings with two new residential towers that are home to 246 apartments.

A seven-storey podium building also houses retail, commercial and amenity space for the residents.

To raise all of this above the streets of London takes trusses – and a lot of heavily-engineered trusses at that. To get these trusses into the heart of a busy city they needed to be pre-assembled to check precision, then dismantled and re-assembled on site.



Richard Grey

“There’s a steel frame supporting the reinforced concrete (RC) towers going to level 34, with large transfer areas on floors seven to nine,” explains Richard Grey, Project Manager.

RAISING THE GAME

“Up to level six saw beam and column erections tying into RC cores in the structure’s central void.”

Due to the sheer size of the truss pieces required, they had to be broken down into manageable sections that could be lifted into place with tower cranes, high above the busy streets of Hackney.

“That meant we were shifting ten or so pieces a day, weighing anything from five to 15 tonnes,” Richard says. No mean feat when, outside of the building’s slender footprint, there was zero lay-down space.

“To get around this, we built two temporary steel platforms on level six so that the trusses could be set down from horizontal to vertical and then into place.”

Each truss had a temporary steel prop sat down on the metal deck, with jacks used to adjust them, line them up and reassemble them.

A DRESS REHEARSAL

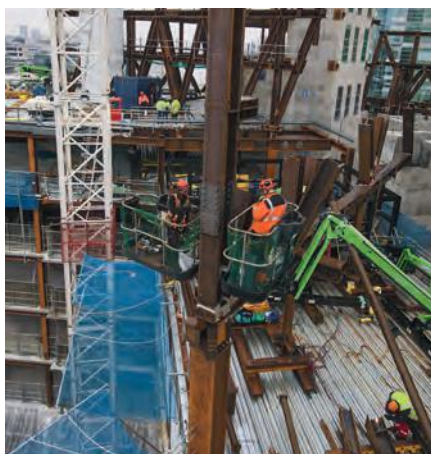
“At the factory in Northern Ireland, we did a trial run, a piecing together of every truss before it went out. All were assembled and broken down to make doubly sure this huge jigsaw would fit back together again perfectly,” Richard explains.

Splice plates connected the truss pieces together, clearly marked out with what plate went with what piece – each weighing up to 300 kilograms.

When it came to deliveries, split-second timing was every bit as important as super-precise engineering.

“Some of these pieces were more than four metres wide,” says Richard, “so we had to be ready to receive them either first thing in the morning, before the city was open for business, or in the evening. Then a few backshifts made sure we hit our completion date on time and safely.”

It was a case of three gangs working up to level six, and a further two squads above, offloading, assembling and carefully putting one of London’s newest buildings back together again.





HEALTH MATTERS

Every year, many of us are offered an Occupational Health (OH) check. Our advice? Don't avoid it – it could turn out to be the most important thing you do all year.

What can you do in half an hour? How about taking a test that might just save your life? If you work in a 'safety critical' role, you're required to take regular OH appointments. It's the law. More than that, it could open your eyes to the little changes that can make a huge difference.

Ask Dean Pitchford, Bay Operations Manager at Lostock. Six years ago, Dean checked into his annual OH surveillance test thinking little of it. He expected nothing more than a quick MOT – the usual tests for Hand Arm Vibration Syndrome (HAVS), urine samples, hearing tests and a general lifestyle observation.

A SURPRISE IN STORE

Then, while an OH specialist was checking his heart, they noticed a little anomaly: an irregular heartbeat was being traced on the machine's read-out.

"They asked me if I drank a lot of caffeine, as the graph was showing strange spikes," Dean says.

The advice was simple: go and check with your doctor to make sure everything's OK.

But everything, it turned out, was far from OK.

Dean's GP and the team at his local Cardiology department discovered that Dean was living with a condition called Atrial Septal Defect. But, rather than a 'hole' in the wall that separates the top two chambers of the heart, Dean had



"They asked me if I drank a lot of caffeine, as the graph was showing strange spikes." **DEAN PITCHFORD**

many small holes – a complication known as 'Swiss cheese-like septal'. It meant that a large amount of oxygen-rich blood was leaking from his heart's left side back into its right side, only to be pumped into lungs already full of oxygen. This, in turn, makes the heart work harder and so causes stress and damage over time.

Left untreated, it can lead to strokes, heart attacks or even heart failure and premature death.

"It was a horrible moment," Dean recalls. "I hate hospitals at the best of times. But I did what I was told."

And that meant lots of angiograms, camera explorations and eventually open-heart surgery. During an eight-and-a-half-hour operation, surgeons placed a Gore-Tex-like patch over the defect – effectively covering the holes.

THE ROAD TO RECOVERY

"I lead an active life, playing football five times a week. They were amazed I'd got away with it for so long," Dean says.

"After the op, I couldn't do anything for six months, which was hard on my three young kids. But they were all very supportive. They just wanted their dad to get better."

What followed was an intense period of cardio-rehab. "Treadmills, mostly – me and a lot of old people," Dean laughs.

"When I came back, I wanted to get back on the tools as soon as I could, but it soon became obvious that I needed to work my way up to full strength again. Severfield was great, and supported me the whole time."

Asked what his advice would be to anyone wanting to avoid the regular check-up, Dean doesn't hesitate: "It's not worth it. Thanks to that little test I'm done, fixed. If I hadn't gone, it doesn't bear thinking about what might have happened."



WORD UP!

Win a subscription to *Men's Health* or *Women's Health* magazine. Enter our crossword competition on [page 22](#).



LIGHTENING THE LOAD

We don't just use beams straight from the mill when we're fabricating the steel for our buildings. Sometimes we'll take plates of steel to create custom-made plate girders. And, when we do, we turn to a clever piece of kit called Fabsec.



Rolled beams are all well and good. Their sturdy sections form foundations (not to mention the floors and the soaring facades) of most of our iconic structures – but they're manufactured in standard shapes and sizes, and they're incredibly heavy. Great when that's what you're after – not so great when you need a little more versatility, or something that offers a more bespoke approach.

When spans are long and loads are relatively large, often it's more economical to use plate girders rather than rolled sections. And, for Senior Design Manager Will Lyle, Fabsec really comes into its own when clients want their beams to

come with cellular 'holes': openings integrated within the beams' length to allow the building's services (electrics, air conditioning, ducting, etc) to penetrate through the beams' horizontal section.

"Having the services passing through the beam web and not spanning underneath, as they would using solid rolled sections, allows reduced floor zone depths," Will explains.

"This offers a significant advantage to the client as the overall building height can be reduced, keeping project costs down."

As Mark Tarn, Production Operations Manager for our Fabsec line, explains, the best way to make sure the steel's up for the job is to use Fabsec's intelligent piece of software.

Will Lyle



He says: "Our engineers can run the plans through the Fabsec software and say 'this is what you need to make a beam that's capable of doing what you need it to do, and is guaranteed to fit the requirements perfectly!'"

STRONGER TOGETHER

A collaboration between three of the UK's largest steel fabrication companies and a steel coatings company, Fabsec's unique design software enables clients and engineers to build smarter, faster, lighter and often more aesthetically-pleasing schemes using slender, tailor-made (yet no less sturdy) plate girders.

"We can punch in the numbers and say 'we can shave off x-amount of tonnes and pounds off the budget' and produce a series of plate girders to this size, weight and flange width (the vertical sections of a beam, joined by the horizontal 'web'). And, usually, that will seal the deal," says Mark.



Mark Tarn

"Using Fabsec, additional floors could be created within the same equivalent building height, offering more lettable area to the client.

"That's particularly good news if there's an issue with building regulations dictating the maximum height of the overall building," Will says.

Due to the strength of the Fabsec beams, it's also possible to achieve longer spans and more 'open plan' style floor zones. "Again, fewer internal columns is something clients love," he adds.

GETTING TO WORK

"We'll get carcass drawings through from the drawing office, we'll check them against our schedules to make sure all the weld details and small print is correct, and we'll start creating a nest," Mark explains, referring to the process of laying out cutting patterns to minimize raw material waste.

"The steel comes in plates, we lift it onto profiling beds to cut the cellular

sections out of the plate, shot blast all the imperfections away, and move it down the lines for welding the flanges and webs together."

When it's assembled, checked and signed off, it goes to the stockyard, ready for when the fabrication teams require the steel in their lines for further processing.

"We'll look at what fabrication are doing and ensure that we're two or three weeks in front of their work schedules to deliver our steel to them on time," Mark says, explaining that it's only on the fabrications lines that the steel gets the end plates, the stiffeners and the specific adjustments it needs for the job in hand.

One project that stands out to Will is the soaring tower of 22 Bishopsgate, also known as 'Twentytwo': "Part of our strategy for securing the project was to optimize the floor beam design to achieve fabrication and material efficiencies," Will says. "Fabsec really helped us to make some substantial value engineering savings."

Marks adds: "Ultimately, Fabsec gives architects and clients much greater flexibility. Steel's expensive. If we can lighten the load, and guarantee the same reliability, everyone wins."

UNITED AGAINST DEMENTIA

Dementia doesn't just affect older people. It's estimated that 42,000 young people in the UK live with dementia: that's around five per cent of all those with dementia.



Watch Daniel's story on Facebook:
bit.ly/2BqLhrs

Daniel Bradbury was diagnosed with dementia in September 2017, aged just 30, after seeking medical attention due to problems with his short-term memory.

He has a very rare inherited form of Alzheimer's caused by a mutation in the gene called PSEN1. His father passed away from the condition himself in 1999, aged just 36.

Daniel married his wife Jordan not long after his diagnosis, before the effects of his condition could take more of a hold on their lives.

Speaking about the wedding, Jordan says: "We quickly decided that it would be the sooner the better for the wedding. Given Dan's dementia and how it's starting to affect his mobility, we wanted it to be a day we could enjoy. And we had such a special and memorable day.

"My highlight was seeing Dan looking dashing in his suit and the beautiful handwritten vows he said to me at the ceremony. He later told me that he meant every word and, when he's unable to tell me each day after his memory fades, he hopes I remember and cherish those words as it's how he'll always feel about me."



HOW WE'RE HELPING

One person develops dementia every three minutes in the UK, with one million set to have the condition by 2021, which is why we've made Alzheimer's Society our Severfield Foundation partnership for the next two years.

Shortly after diagnosis, Dan's family benefitted from a Dementia Adviser accessed through the Alzheimer's Society, who helped them to understand their entitlements and provide much-needed support.

Jordan adds: "We're working proactively to raise money for the Alzheimer's Society. Together if we make a stand, we can find that cure."

Get involved

This year, there are lots of activities you can get involved in to support people with dementia. From treks in far-off lands to skydiving and swimming – the only limit is your imagination.

Every pound raised will provide vital funds for the Alzheimer's Society to help fund research, improve care and create lasting change for people affected – like Daniel.

Visit alzheimers.org.uk/get-involved – and there will be more information about local events coming soon, so keep an eye out.



STEEL STORIES



With four role progressions in as many years under his belt, Project Manager **Dominic Coates** isn't lying when he says he absolutely hates sitting still. This is his story.

I STARTED MY WORKING LIFE DOING AN NVQ IN MECHANICAL ENGINEERING

and spent time with Caterpillar, working on big industrial mechanical plant: dumper trucks and forklifts.

I SOON REALISED THAT I DIDN'T LOVE LYING DOWN IN A MUDDY FIELD IN THE SNOW

so at 21 I secured a place as a fabrication engineer at Sherburn. I was moving from machine to machine - doing a bit of everything, getting a trial in each area.

I SETTLED INTO FABRICATING STAIRCASES AND I REALLY LOVED IT

They're complex, interesting structures to build - and that's what I enjoyed. No two days were ever the same.

THE DAY MY QUALIFICATION CAME THROUGH I GOT INTERVIEWED FOR A PRODUCTION PLANNING JOB

where all the fabrication drawings are issued. I got the job and, because I knew what information the lads on the lines needed, it really helped me translate the drawing office designs into a usable sequence of pieces and steps for the lads to follow.

IT WAS A REAL CULTURE CHANGE NOT BEING ON THE SHOP FLOOR

I had to tone myself down a little bit! But I knew I had an eye for this kind of work, so I kept my head down and applied myself as best I could.

AFTER TWO YEARS I WAS PROMOTED TO PROJECT CO-ORDINATOR,

an assistant Project Manager (PM) role, really. It was a new position for the company, helping PMs to chase information they needed for jobs, sorting phasing schedules - that sort of thing. I loved that.

FROM THE MOMENT I CAME OUT OF FABRICATION, I SAW THE POTENTIAL TO GROW

and the support structure you can access if you take advantage of it, I knew there was a lot further I could go. In a way, it was good that I did my apprenticeship relatively late. I got my 'youth' out of my system.

WHEN I BECAME A PROJECT MANAGER, MY FIRST JOB WAS AMAZON MEDWAY

- all 4,500 tonnes of it! No pressure then... We had a new main contractor, ISG, so the job involved building up a lot of new relationships. (You can read more about our work with Amazon on page 8)

THE KEY TO MY SUCCESS? I'VE NEVER BEEN AFRAID TO ASK FOR HELP

I'm incredibly vocal in and around the office. If there's anything I need to know, I'm not too proud to ask. Without the people around me with the knowledge they've been happy to share, I wouldn't be where I am today.

I THRIVE ON THE CHAOS OF IT ALL!

Yes, what we do is regimented and there are strict processes involved. But I also know that if something can go wrong, it probably will. It's my job to make sure we're ready for it. And we are!

WHEN I'M NOT WORKING, YOU'LL FIND ME DOING CROSSFIT,

hockey, or anything really - apart from sitting still. I can't stand that! If I've not spent at least an hour at the gym each day I get really fidgety!

"Without the people around me with the knowledge they've been happy to share, I wouldn't be where I am today." **DOMINIC COATES**



TAKE 5

WIN! A HEALTH MAGAZINE SUBSCRIPTION



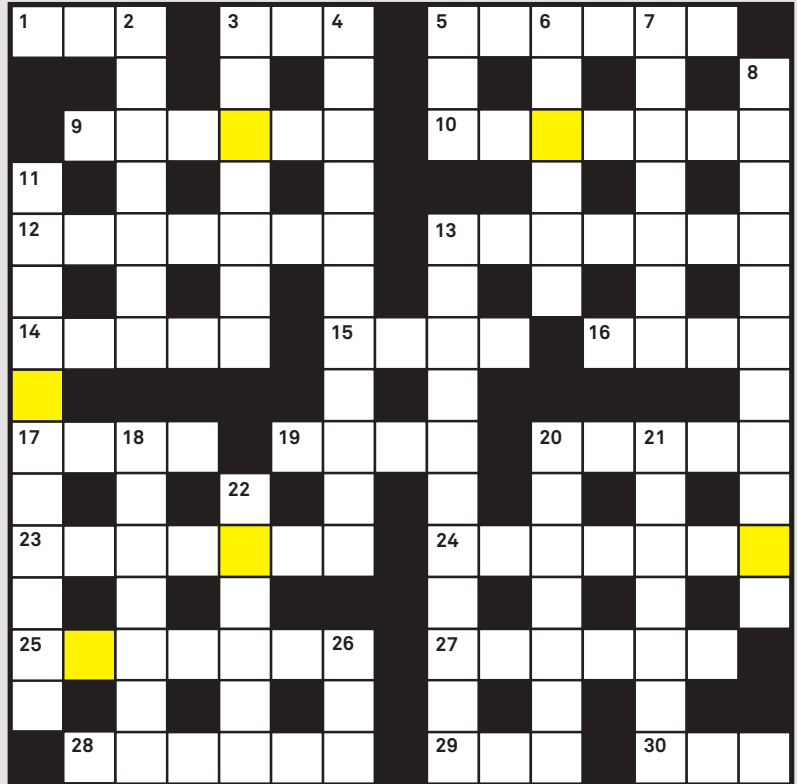
Once the crossword's solved, rearrange the letters in the yellow squares to find a word - it could be anything linked to Severfield. Send your **full name** and answer to communications@severfield.com with the subject 'crossword'. Five lucky winners will be picked at random and will each get a subscription to *Men's* or *Women's Health*. Closing date is Friday 19 April.

ACROSS

1. And 19 Across. Bruce Springsteen's nickname (3,4)
3. Hot drink (3)
5. In Indian cooking, a piece of vegetable coated in batter and deep-fried (6)
9. Final score in football (6)
10. Crustacean which goes a deep red colour when cooked (7)
12. Plant that grows up a wall (7)
13. Beirut is this country's capital city (7)
14. Semi-aquatic, fish-eating mammal with dense fur (5)
15. Dish of meat and vegetables cooked slowly in liquid (4)
16. Brazilian who won the FIFA World Cup in 1958, 1962 and 1970 (4)
17. Black rubber disc used in ice hockey (4)
19. See 1 Across
20. Hex or jinx (5)
23. Golfer Francesco Molinari's nationality (7)
24. Country to the north of South Africa (7)
25. Ruler of great power (7)
27. 'The _____ Of Everything', the film about Stephen Hawking (6)
28. The Queen's middle son (6)
29. Female deer (3)
30. Half-a-dozen (3)

DOWN

2. World's highest mountain (7)
3. Rabbit in the Disney film 'Bambi' (7)
4. Hit film starring Bradley Cooper and Lady Gaga (1,4,2,4)
5. Friend (3)
6. These have pieces of meat grilled on skewers (6)
7. Important person's group of advisers and assistants (7)
8. Prize for third place at the Olympic Games (6,5)
11. People who help someone commit a crime (11)
13. Marcelo Bielsa became this English football club's manager in 2018 (5,6)
18. Metal plate with spikes fixed to a boot for walking on ice (7)
20. Person who introduces the performers in a variety show (7)
21. Julia, star of 'Notting Hill' and 'Erin Brockovich' (7)
22. Reflective surface, typically made of glass (6)
26. Line of seats in a theatre (3)



SUDOKU

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

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

WINNERS' CORNER

CONGRATULATIONS

The crossword solution to from our last issue was: **PRIMROSE**. Our five lucky Severfield hoodie winners were: **Robert Hirst, Majella Maguire, Matthew Mullineaux, Liam Scott and Laura Speakman**. Congratulations!



YOUR SHOUT OUTS

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

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

Stephen Jay-Hammer, Operations Manager at Severfield (Design and Build), wanted to give a shout out to Cat Bell & Jill Jenkins who organised their '12 Days of Christmas' event. "They certainly got us all in great spirits with lots of activities on the run-up to Christmas and allowed us all to enjoy the festivities whilst working very hard!" he says. Now, can someone come and remove that partridge?

FROM STEPHEN JAY-HAMMER

We recently hosted the Capital Markets Day at 22 Bishopsgate. A huge thank you to Kyle Fletcher, Micky Reilly, Rob Maclaren, Kevin Clarkson, Rita Rattan and everyone involved for helping us deliver a very successful event. Thank you on behalf of Alan Dunsmore, Adam Semple and the Marketing and Communications team.

FROM ALAN DUNSMORE, ADAM SEMPLE AND THE MARKETING AND COMMUNICATIONS TEAM

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

DID YOU KNOW?

The region of Bellary, the home of our Indian venture, contains more than

25% OF INDIA'S IRON ORE DEPOSITS

[Read more on page 10](#)

In the last 12 months, Severfield (Design and Build) has constructed

4 NEW DISTRIBUTION CENTRES FOR AMAZON

[Read more on page 8](#)

Fabsec has helped shape London's first

6-STAR OFFICE BUILDING

110 Bishopsgate - known as the Heron Tower

[Read more on page 18](#)

Our magazine gets read in the coolest places, by the coolest readers. So, the question is...

WHERE DO YOU READ YOURS?



A Day at the Opera: Wendy Veitch, PA to our Severfield (NI) Directors, took Skyline on a 10,600 mile adventure so see one of Australia's most iconic feats of steel engineering!



As the Beautiful South once sang, this could be Rotterdam, or anywhere. Well, actually it is Rotterdam, and Gijs, Remko, John from Severfield Europe BV!

SHOT of the season

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



What's *your* shot of the season?

PAUL TOOK THIS PICTURE IN 2013 AND WE'D LIKE TO SEE MORE OF YOUR PHOTOS – PAST AND PRESENT – IN SKYLINE. IF YOU'VE GOT A PICTURE YOU'D LIKE US TO CONSIDER FOR SHOT OF THE SEASON, SEND IT TO US AT: communications@severfield.com FOR CONSIDERATION AND IT COULD FEATURE IN OUR NEXT ISSUE.

PERFECTLY FRAMED

Paul Richardson got this awesome shot of St Paul's Cathedral by mistake when he was taking a photograph of one of the beams.

Some great photos aren't always planned out or set up, you just capture a moment, something you like and follow your gut instinct. During a nightshift on the Leadenhall (Cheesegrater) Project, Site Manager Paul Richardson wasn't intending to capture St Paul's Cathedral at all. He says: "I took it by mistake! I was taking a photo of the beams as a progress shot and to pass a message on to the day shift the following morning. I didn't notice St Paul's until a few years after I'd taken the photo."

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

If you've got a story about the work you and your team are doing, or want to be a Guest Editor, project photographer or be involved in any way, please get in touch! Email communications@severfield.com