

# SKYLINE

SUMMER/AUTUMN 2018



# Relative VALUES

We meet the families with steel in their DNA  
Pages 14-15

**COMPETITION**

**Win!**  
More prizes to be won – see inside!



Building Wales' biggest ever office complex **PAGE 3**

Tottenham Hotspur and Wimbledon updates **PAGES 6-8**

The Products & Processing team's story **PAGES 12-13**



# WELCOME TO SKYLINE MAGAZINE

Your magazine... built by you



## A WORD FROM YOUR GUEST EDITOR...

We'd like to welcome you to this issue's Guest Editor, Susanna Dunn, who is an Estimator from Severfield (Design & Build).

**A**s a first aider, I'm also hoping to complete the mental health first aid training as part of the Company's Heads Up campaign – and reading this issue makes me even more appreciative of the training I've already received through the Company.

Johnny Waring's inspirational story on page 10 shows just how important this



training can be. I've never had to use mine in a major incident, but it's good to know, if faced with a situation like that, I'd be able to help. I'd recommend the training to anyone, if they're given the chance.

Elsewhere in the magazine, I've enjoyed reading about families working together – it's great to see how it brings fathers, sons and brothers closer, and it's encouraging to read that the team in Products & Processing are doing so well. You can read all about it on page 12.

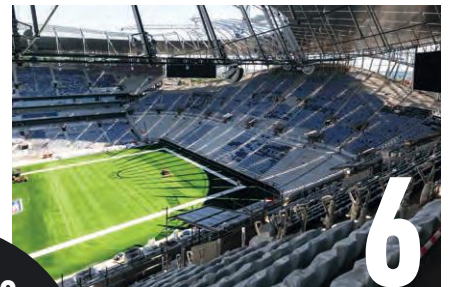
Finally, huge congratulations to Matt Vinten and Stephen Graham, the joint winners of our feature competition as part of the Skyline survey (page 4). I look forward to reading their suggested story next issue. But for now, it's time to enjoy this one!

Susie

### FANCY BEING THE NEXT GUEST EDITOR?

WE'D LOVE TO HEAR FROM YOU.

GET IN TOUCH:  
communications  
@severfield.com



6



12



20

CIPR PRIDE AWARDS 2018 **SHORTLIST**

**SKYLINE MAGAZINE HAS BEEN  
NOMINATED FOR A  
CIPR PRIDE AWARD 2018  
FOR BEST PUBLICATION!**



## GOT A STORY?

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



Drop us an email:

communications@severfield.com

Pick up the phone: 01845 577896

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## CENTRAL SQUARE CARDIFF

# TEAMWORK MAKES THE DREAM WORK

Situated next to Cardiff's Principality Stadium, the team behind a 12-storey commercial office at Central Square are keeping their cool in the scorching summer temperatures.

**1** This site offers more than 270,000 square feet of floor space – around the size of 99 tennis courts – and it's set to be the largest commercial office in the whole of Wales when it's complete in 2019.

Site Manager Jamie McCrum and his team are helping to bring the site of the former *Western Mail & Echo* print works into the modern age.

"It's been a tight and challenging programme. Nonetheless, we've pulled together to achieve the targets set out at the planning stage, and that's down

to the dedication and hard work of the team – from design and fabrication, to delivery and site construction," says Jamie.

With his finger on the pulse of every detail on this contract, Project Manager Stephen Lee adds: "This contract had some unique design features, including circular columns around the entrance to the building, forming a colonnade feature from ground to second floor.

"The circular columns were originally intended to be concrete, but our engineers came up with a bespoke design to fabricate a heavy plate

structural column hidden within a 500mm circular hollow section decorative sleeve. This, to the delight of our Design team, worked much better in practice."

Adding to the complexity of the build, the site team had to factor in using a mobile crane to install heavy transfer beams and columns, including double web plate girders, which were beyond the capacity of the three tower cranes.

### RIGHT PLACE, RIGHT TIME

"We've built up a great relationship with everyone involved on the site," Jamie notes. "During the recent hot weather, the client even arranged for an ice cream van to visit the site – a classy touch from their works manager that the guys really appreciated."

The site's location has its perks, too: "At times we could hear artists like Ed Sheeran, Beyoncé and The Rolling Stones playing right next door, even though the sheer number of fans caused disruption to delivery times. It was a good morale boost for the lads hearing these famous artists play while they worked, although I'm sure they would rather have heard them outside of work!

"We've managed to claw time back from delays that were out of our control and we're all starting to feel a sense of achievement as it comes to its close," adds Jamie.

### DID YOU KNOW?

Around half of the steelwork for this project was fabricated at Dalton

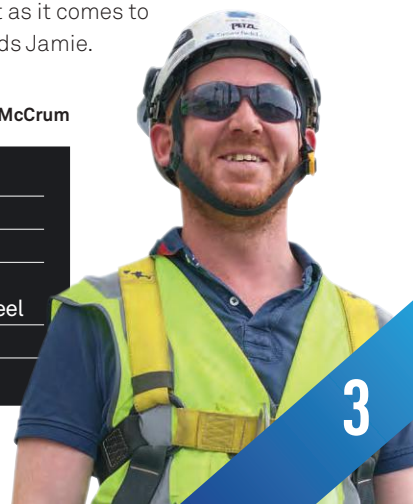


Stephen Lee

Jamie McCrum

### FACT FILE

LOCATION:	Cardiff Central Square
CLIENT:	Right Acres Property and HMRC
MAIN CONTRACTOR:	Sir Robert McAlpine
TONNAGE:	2,500 tonnes of primary/mainframe steel and 140 tonnes of secondary steel
ARCHITECT:	Gensler
SEVERFIELD:	NI





# SURVEY SAID...

So, what do you really think of *Skyline*? That was the question we asked in our recent survey – and, as ever, you didn't let us down. Thanks to all of you who took the time to complete the survey, every response helps us make your magazine just that little bit better!



COMPETITION

## Meet our winners



Matt Vinten

**T**all buildings, mental wellbeing and Premier League stadia. These are the features that really interest you, at least according to the results of our first anniversary survey. With our 22 Bishopsgate, Positive Mental Health, and Spurs' Football Ground write ups being way ahead of the competition, we're in a better position to give you more of what you want in future issues (well, that's assuming other Premier League sides want to build a retractable pitch any time in the near future!).

But what else should we be filling our pages with? That was the question we set to win an iPad and see someone's nominated feature appear in a future issue.

And here's where things got interesting. Two colleagues, unbeknownst to each other, suggested almost exactly

the same idea, but one had an intriguing twist. And they were both so good, there was only one solution: we had to award both with a prize. There goes our iPad budget for the next year!

### GREAT MINDS THINK ALIKE

Congratulations to Stephen Graham, Technical Manager at our Drawing Office

in Lisburn, Northern Ireland; and Matt Vinten, a Trainee Steel Erector working on our 22 Bishopsgate site.

Both chaps really enjoyed the Spurs feature from issue three, and both suggested a brilliant idea of following a bar of steel on its journey – from arriving on the lines to being erected on site.

"Because I'm at the drawing office, I'm really concerned with traceability," says Stephen. "Every bar has a serial number, and we need to know where every piece and part of every project is to end up."

His idea was to make a photo essay, from mill to site, and it was an idea shared by Matt – with one crucial difference.

Matt favoured a comic book style: with colourful cells tracing the bar's unique journey, like some steel-plated superhero! And it's down to these two creative combinations, we could not pick just one winner.

"I don't know what happens, other than with the piece of the jigsaw I'm involved with when it arrives on site," Matt says. "And I bet most of us working at Severfield think the same. I think this would show everyone how we're all playing our part, as well as showing the interesting journey the steel makes!"

And that's exactly why we started *Skyline* in the first place. Congratulations to Stephen and Matt! Now watch this space...

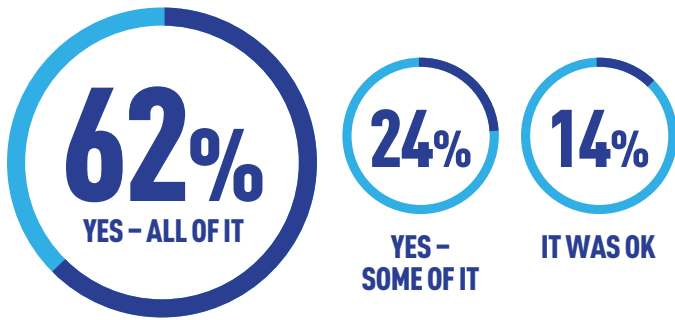
Stephen Graham



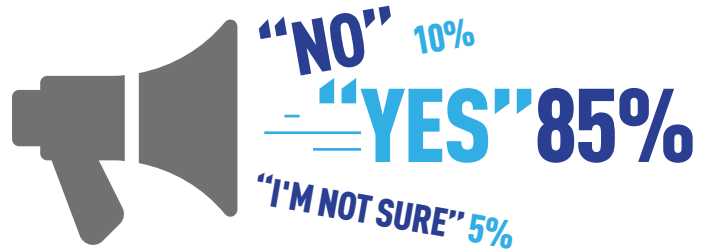
## AND YOU SAID...

Here's a look at how those survey answers break down.

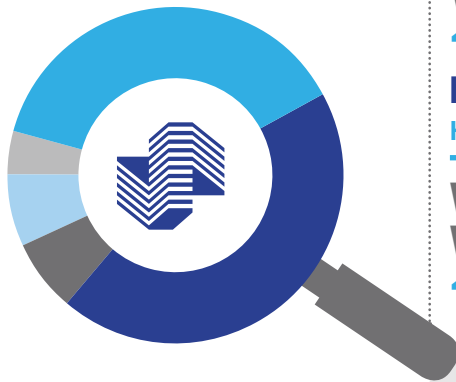
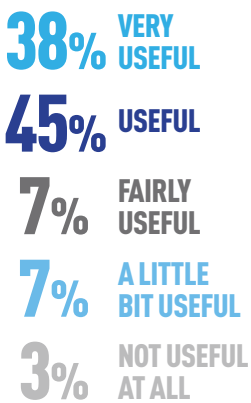
### DO YOU ENJOY THE MAGAZINE?



### DO YOU FEEL BETTER INFORMED ABOUT SEVERFIELD?



### HOW USEFUL DO YOU FIND THE ARTICLES FOR FINDING OUT MORE ABOUT THE WORK SEVERFIELD DOES AND THE ROLES OF OTHER EMPLOYEES?



### WHAT WOULD YOU LIKE TO SEE MORE OF?

“How training has helped the company stay at the top.”  
 THOMAS RYDER

### WHAT WOULD YOU LIKE TO SEE LESS OF?

“I wouldn't like to see less of anything, the magazine has a really good mix of information and stories.”  
 HOLLY PAINTER

### WHAT STORY SUGGESTION WOULD YOU LIKE TO MAKE?

“A feature on our Indian business would be nice because most of us know very little about it.”  
 DEAN RICHARDSON

### WHICH HAS BEEN YOUR FAVOURITE ISSUE OVER THE PAST YEAR?



“Issue 5 was my favourite because it's nice to see a write up of a project you have been so heavily involved with.”

GRANT SHORT

#### ISSUE 5



74%

#### ISSUE 3



13%

#### ISSUE 4



13%

### WHICH WAS YOUR FAVOURITE ARTICLE THIS YEAR?



28%

#### ISSUE 5: 22 BISHOPSGATE

ISSUE 5: POSITIVE MENTAL HEALTH 20%

SEVERFIELD ILLUSTRATION 9%

ISSUE 4: WELCOME TO BUILDING BRIDGES 9%

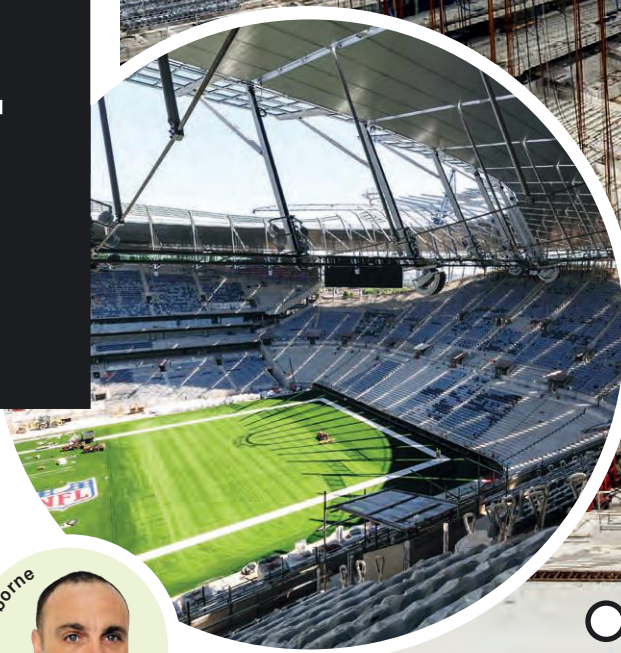
ISSUE 5: CHRIS ARMSTRONG STEEL STORIES 9%



With so much happening on our flagship sports stadium projects, we thought it was time for return visits to Tottenham Hotspur and Wimbledon to see how things are shaping up.

## TOTTENHAM HOTSPUR

# FULL TIME



2

“It’s complicated,” says Severfield’s Stephen Osborne, Senior Construction Manager, when we ask him to share the challenges involved in constructing the sweeping, iconic roof that rises above Tottenham’s new stadium – all 693 metres of it around the perimeter.

The roof is held in place with what’s called a compression ring – which sits at the back of the four stands, creating an oval shape holding the cable net roof structure in place.

Flying columns form the interior part of the roof, which are connected to an upper and a lower cable tension ring in the centre. The compression and tension rings are the primary load-bearing parts of the roof structure.

“The tension rings are connected back to the compression ring by 54 pairs of radial cables – like ‘spokes’ tying the ‘hub’ to the rim on a bicycle wheel,” says Stephen.

The spokes support 287 glass roof sections, 810 acoustic roof panels, 324 LED sports lights and, of course, keep the London rain off those 62,062 heads below. So, all in all, it was an important part of the build!

A hydraulic jacking system lifted the



Stephen Osborne

cable net structure into place – and it all happened before the stadium’s bowl was even finished. Not an ideal way of working, but, as Stephen says, time was of the essence: trades had to find a way to overlap, and sections of the build that would usually be carried out in sequence were done concurrently.

“It was a fast-paced programme,” says Stephen. “Trying to lay out over 9km of permanent cables and 70km of temporary cables in an incomplete pitch and bowl area, during a wet and miserable London winter was, let’s say, less than ideal!”

### WHAT LIES BENEATH

Below the cable roof, Gary Dooley, Senior Project Manager, was overseeing the construction of the bowl itself.

“It wasn’t just putting up steelwork – we were putting up precast terraces for the seating area too. It makes a lot of sense if the steel contractor who has the cranes puts the concrete on top,” says Gary.

### FACTFILE

<b>LOCATION:</b>	North London
<b>CLIENT:</b>	Tottenham Hotspur Football Club
<b>MAIN CONTRACTOR:</b>	Mace
<b>ARCHITECT:</b>	Populus
<b>TONNAGE:</b>	17,000
<b>SEVERFIELD:</b>	UK

“Erecting the south stand steelwork was done in a tremendously short period. We worked nights, days, weekends – every hour we could. It was a huge effort by all the teams – designers, fabrication, drawing office and the lads on site.”

And below that? The world-first retractable pitch – with the NFL giving way to the Premier League at the flick of a switch.

“It’s an incredible feat of engineering design and precision fabrication,” says Gary. “It’s formed of 99 units that had to be fabricated to extremely tight tolerances and are a testament to our production facilities at Lostock and Dalton.”

Gary Dooley







**SUGGESTED BY YOU!**



THANKS TO SALLY TWEEDIE FOR SUGGESTING THIS FEATURE! GOT AND IDEA? LET US KNOW, EMAIL [communications@severfield.com](mailto:communications@severfield.com)

## THE BEST LAID PLANS

The key to the build's success?

"Plan, plan, plan," says Gary.

For Steve Burley, Senior Site Manager, it's what lies beneath that impressive roof, and the soaring south stand that most impresses – the two iconic "trees" that hold the whole thing up.

"Even though it was winter and there was snow on the ground, those trees kept growing and nothing could stop them!" he says.

Each tree grew from a 50-tonne plinth from which the team connected four 15-tonne trunks. "On top of them, 80-tonne nodes were welded – and, from this, eight branches 'grew!'"

"Then finally the *piece de resistance*, the diagrid rafters (the trusses that meet the roof structure) that had been assembled together on the floor, each weighing 160-tonnes. It's been an incredible achievement."



# THE PREMIER LEAGUE Three other great Severfield-built stadia.

## LIVERPOOL FC MAIN STAND EXTENSION

Completed in July 2016, the 5,000-tonne main stand extension at Liverpool Football Club created one of the largest all-seater single stands in European football, and took the overall stadium capacity to around 54,000.



## MANCHESTER CITY ETIHAD STADIUM

We built the Etihad Stadium, formerly the City of Manchester Stadium, for the hugely successful Commonwealth Games. During the 2014/2015 season, we were back to build the South Stand expansion, increasing the capacity by 7,500 seats.



## ARSENAL EMIRATES STADIUM

Severfield engineered and supplied over 5,000 tonnes of structural steelwork for this 60,000-seater stadium, which completed in 2005. The roof consisted of two primary triangular girders, 205 metres long and 15 metres deep, weighing 700 tonnes each.





## WIMBLEDON

NEW ROOF  
PLEASE!

on site for us to lift the moving roof into position,” Darren says.

During the final stage of the project, the trusses will support the retractable section of the roof and all seats inside No.1 Court will be replaced, providing improved comfort for spectators. Part of the new roof build will also house a new VIP seating area.

“This roof is actually more complex in both size and scale than the Centre Court roof,” says Darren. “But the team has still been working to the same building timeframe. Contractors McAlpine are due to hand the stadium back for the 2019 Championships.”

With top seeds falling, Murray battling injury, and thrilling five-setters, part of the reason we love Wimbledon is its unpredictability. But next year we can be sure of one thing: No. 1 Court will be ready for anything – including the rain.

**3** Tennis, not the weather, stopped proceedings for Severfield this summer – but the team is back on site, ready to complete Wimbledon No. 1 Court's retractable roof in time for next summer's Championships.

“It's the end of year two and the fixed roof is fully completed, with all structural steelwork and the roof cladding,” says Darren Brockhouse, Project Manager. Year two saw over 40 miles of scaffolding tubes, connected by more than 81,000 fittings, constructed and removed ahead of this year's Championships.

“The build was totally planned around the main event, of course,” says Darren. “We had to focus on getting the job looking neat and tidy before the tennis started. Most of the surrounding courts are in use all year, so we always



have to work around things – that's the only way we can get the job done.”

## COURT PROCEEDINGS

The keen-eyed Wimbledon fan, watching this year's event, might have seen new structures around the site's practice courts though. That's because nine of the 11 trusses that will eventually support the retractable roof were assembled at the Aorangi Park Practice Courts, ahead of this year's Championships.

“With such tight timelines, nine of the trusses we need to get the retractable roof completed had to be built before the Championships took place. We'll be moving them to the No. 1 Court with a 600-tonne crawler crane, where there'll be two more trusses assembled



## FACT FILE

<b>LOCATION:</b>	Wimbledon, London
<b>CLIENT:</b>	AELTC (All England Lawn Tennis Club)
<b>MAIN CONTRACTOR:</b>	Sir Robert McAlpine
<b>ARCHITECT:</b>	KSS
<b>TONNAGE:</b>	6000Te
<b>SEVERFIELD:</b>	UK





# EAST MIDLANDS GATEWAY, DERBY



# CRANE REACTION



The world’s largest food and drink company, Nestlé, is teaming up with XPO Logistics to create a state-of-the-art distribution centre. Located just off the East Midlands Parkway in Leicestershire, the facility will be used primarily for KitKat and Nescafé products.

4 Constructing a 35-metre-high distribution centre next to an airport runway has presented a whole new set of challenges for Severfield (Design & Build) Operations Manager Stephen Jay-Hanmer and his team.



breaching the obstacle limitation surface line of the aircraft. We can normally go much higher. We’ve had to keep working at pace. There’s been no time to have a break – or a KitKat!”

## FACT FILE

<b>LOCATION:</b>	Plot 2 East Midlands Gateway
<b>CLIENT:</b>	Nestlé and XPO Logistics
<b>MAIN CONTRACTOR:</b>	Winvic Construction
<b>ARCHITECT:</b>	PHP Architects Northampton
<b>TONNAGE:</b>	3,500
<b>SEVERFIELD:</b>	Design & Build

## SITE’S RIGHT

Severfield (Design & Build) has been constructing many of the buildings on the wider site, which has drawn in big businesses to house their distribution centres, due to its transport links.

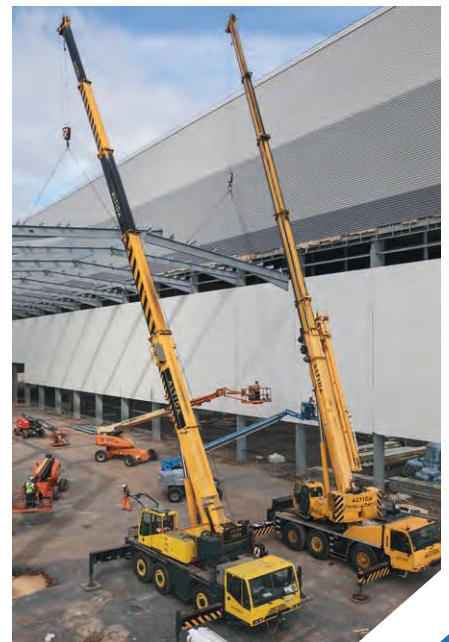
With direct access to the M1 motorway for road transport, East Midlands Airport for cargo flights, and an onsite rail freight terminal with direct access to the major UK ports of Southampton, Felixstowe, London Gateway and the Channel Tunnel, it ticks every box for logistics.

Stephen adds: “This Nestlé distribution centre is right next door to Amazon and the whole complex is the size of a small city – we’re on a mission to do the construction on every unit if we can!”

Stephen says: “It’s been logistically challenging, for sure, as we’ve faced restrictions on the height our cranes can reach.”

“With 30 steel erectors, 20 MEWPs (Mobile Elevating Work Platforms) and six cranes on site – plus five steel deliveries a day – logistics have been key to factor in at the planning stage, which Stephen says is fundamentally important. “Ninety per cent of the work involved in our projects is the planning – then it’s down to the guys on site to deliver to the programme specified, in this case 12 weeks,” explains Stephen.

The speed of execution required and the restrictions on site have been an extra challenge,” he adds. “We have to keep our cranes under a certain height otherwise we’re





# A REAL LIFE

**Can taking a short course really mean the difference between life and death? Absolutely, say those who've already experienced first aid at work training.**

**S**unbathing, cocktails, souvenir shopping and sightseeing. The stuff we get up to on our summer holidays usually doesn't throw up too many surprises. So how many of us, when asked, can add 'I saved a life', to the list?

For Severfield's Maintenance Engineer Johnny Waring, that's exactly what happened four years ago in Crete. It's a holiday memory that's earned him an invite to London's Hilton Hotel this September, as one of the finalists in the St John Ambulance 'Everyday Heroes' award.

For the past 30 years, Johnny has combined his role as an electrician (the last 13 of which have been within our maintenance department), with regular refresher courses to sharpen his skills as a St John Ambulance-trained first aider.

It's something he's always been committed to, both at Severfield and previous places of work.

"When it was first suggested, I jumped at the chance," says Johnny. "But a first aid course isn't any good if you just did it 30 years ago, and never bother to keep your training up to date."

*"I really believe everyone should have some first aid knowledge."*

**JOHNNY WARING, MAINTENANCE ENGINEER**



# SAVER

## FOUR REASONS TO TAKE THE COURSE



### A REAL LIFE SKILL

Fortunately, Severfield allows Johnny – and anyone keen to follow his example – to do just that. And it's something Alison Townley, Trainee SHE Advisor, is keen to encourage more people to find the time for.

"It's such a fantastic life skill," Alison says. "We encourage many of our colleagues to take the First Aid at Work course. The business pays for the cost of the training, and allows the two or three days away from work that it requires."

More than this, the Company's determined to keep those who've taken the course up to date, with refresher courses every couple of years.

"My attitude has always been, 'if I see someone in trouble and couldn't do anything to help them, I'd never forgive myself'" Johnny says.

It's a philosophy that he found himself putting into practice on that Crete holiday.

"I was at a restaurant with my wife, when a chap behind us collapsed," Johnny remembers.

Without thinking, the training kicked in.



### TIME FOR ACTION

"His wife told me he'd just got over a heart attack, so I went straight into CPR, doing chest compressions while his wife gave him mouth-to-mouth. At first, there was no pulse, and he wasn't breathing. But, after 30 seconds or so, he let out a massive gasp and came to – just as the ambulance arrived."

Unable to make contact after that evening, Johnny doesn't know what happened next. What is certain is that his quick thinking, coupled with the skills he'd learned and relearned on the courses, very possibly made the difference between life and death.

"I really believe everyone should have some first aid knowledge," Johnny says. "A year later, I had a heart attack and my friend saved my life by calling for paramedics. I like to think that's karma!"

Johnny's story reached St John Ambulance's HQ – resulting in him being shortlisted for the award this autumn.

"I don't feel proud, I just feel glad that I was able to help," he says.

Alison says: "As Johnny's story proves, first aid isn't just something you need to be aware of in the workplace. You never know when it could make a real difference, especially as a parent and within the general public."

Alison Townley

1

Being first aid aware is known to reduce occupational hazards and teaches you to be more safety conscious in your working environment.

2

It reduces the crucial response time to accidents. The quicker the treatment, the faster the healing process.

3

First aid is a life skill, not something only called on for work. Once you're trained, you can apply your skills anywhere.

4

A first aid course can help save lives but is brilliant for all of life's little cuts and scrapes too.

### INTERESTED IN BECOMING A FIRST AIDER?

Approach your line manager, or your Health and Safety team, to register your interest in taking part in a first aid course.





# Severfield



MEET  
THE  
TEAM

## EXPLORING

# NEW TERRITORY

**Our new venture – Severfield (Products & Processing) – is helping Severfield fill a much-needed gap in the market.**

**T**he elephant in the room' is how Dave Paget describes the start of the Severfield (Products & Processing) journey just six months ago. The Sales Manager joined Severfield a year earlier, bringing his 17 years' experience and contacts in the industry to unleash an untapped marketplace for the Company.

"As we know, we're the number-one structural steelwork company in the UK," he says. "This means we go after the huge jobs – such as 60-storey buildings or sports stadiums. Historically, Severfield has not targeted small projects at the bottom of the market because we

wouldn't make a profit – our operation is too big to handle them competitively.

"But more than 300 other fabricators in the UK do. And, as few of them have the expensive equipment to cut, drill and process their steel, they buy it in, pre-processed and then weld and paint it at their factories. This comes with its own problems. The stockholders might fail deliveries or only drop off a portion of what they need, bringing the operation to a standstill. And because stockholders don't think like a fabricator, quality can often be an issue."

So why was there an elephant in the room on launch?

*"We've got the people with the right skills to supply the full kit of parts – and we deliver."*

DAVE PAGET

Dave  
Paget





## A TIGHT UNIT

The hand-picked team spent six months developing, testing and improving on estimating and production systems to guarantee the service that's promised to clients.

Production Manager Graham Stephenson says: "When recruiting, we focus on quality so that we can deliver on our promises. I don't jump on every CV that comes in, it's about finding someone with the right attitude who fits into the team dynamic well. You don't need a background in construction, but you do need to have the will to learn."

Graham has spent 33 years in the steel industry, but he's never felt more job satisfaction than now.

"It's such an exciting new venture that's grown already and we've been trusted to make it a success. I'm lucky enough to be surrounded by a brilliant team who don't often get a spare minute. Our days fly by and it makes me excited to get out of bed in the morning. You can't ask for more than that."

David Pout



## MARKET LEADERS

The UK structural steel market is estimated to be 902,000 tonnes by the British Constructional Steelwork Association (BCSA). Our Products & Processing team is targeting the lower proportion of it, which, for steel, requires processing capability.

This market segment covers a broad range of sectors, including; agriculture, commercial, industrial, health, retail and education.

"I wasn't expecting it to be this easy – it doesn't matter if you're a small business or the most reputable company in the country, a new venture is always a risk. It's a new world for Severfield," adds Dave.

Business Unit Director Kevin

Campbell says: "We've just brought in a new Operations

Director, David Pout, who is committed full-time to developing and growing Severfield (Products & Processing). It's an exciting time for us and we're looking forward to a bright future."

Dave explains: "Severfield (Products & Processing) clients are the other small fabricators, who initially thought our venture was a ploy to move into their markets and take their clients away from them. It couldn't be further from the truth.

"We're not looking to move into their markets as a competitor, we're looking to be a supplier and we see that as our business opportunity. We've got the people with the right skills to supply the full kit of parts – and we deliver. On time, in full. That's our commitment."

Together with Business Unit Director Kevin Campbell, Dave helped grow the business from scratch – from products to processes to prices and people. Now, as he describes, it's a growing 'tight unit' of people aligned to a common goal, based primarily at our quarter-mile-long factory in Sherburn.

Graham Stephenson



Kevin Campbell





What's it like to work in the same place as your dad or your brother? We meet **three pairs of colleagues** from across the Company who are doing just that.

IT'S

RELO A

## NORTHERN IRELAND

Anthony and Paul are father and son, both working for our NI Construction team. It was father, Anthony, who introduced his son into the industry ten years ago. This is their story.



"I was a plumber before joining Severfield, but work started to dry up. I remember seeing how Dad's work always seemed steady and he always talked about his week when he came home at the weekend – and always worked to put food on the table! I remember him telling me how good a work environment it was, if you don't mind staying away from home. He also told me about the importance of teamwork. Even though we're not on the same gangs, we share that bond. It's brought us closer. Would I like my son to follow our example? Why not!"

**Paul Cassidy, Steel Erector.**

"After 30 odd years in the business, I can honestly say the industry is in a far better shape now than when I joined it – and, as my dad was in construction and my brothers were welder fabricators, I know how tough it was for them too. Back then, I wouldn't have been too keen on my son following me onto sites – nor would his mum!

Now I've seen the changes in safety, and the methods of doing work, and I know he's in safe hands. Is Paul a good steel erector? I'd say so!"

**Anthony Cassidy, Site Foreman.**





# ALL TIVE

## LOSTOCK

**Stephen and Neil are brothers. Big brother Stephen encouraged Neil into the profession when he was still at school – and neither of them have looked back since.**

"This line of work's been my bread and butter for 44 years – 24 of which have been at Severfield. I got my younger brother, Neil (he's six years younger than me) an apprenticeship. I brought him in, showed him what it was like, and he loved it. I've always looked at myself as a good standard bearer to the young. I wear my heart on my sleeve, because I really believe in the good things that we're making, so I want the next generation to be as passionate as I am. When Neil and I have worked on the same bay it's been fantastic. But I still try to look after him – not just because I'm a Safety Coach – just because he'll always be my little brother!"

**Stephen Swanton, Welder and Safety Coach.**

"By the time my brother got me my apprenticeship, Stephen was already a fully trained welder, so he was chosen as a mentor for me to show me the ropes. When we both started in this industry, work was hard to come by, so we both gravitated towards the steel industry, and neither of us have regretted it.

Recently, Stephen was off work for a long time following an operation and when he came back I made sure I helped him get back on his feet, and did a lot of lifting and carrying for him. It felt good to return the favour many years down the line! We still look after each other really. You know you can always trust family."

**Neil Swanton, Welder and Trade Union Representative.**

## DALTON

**Paul and son Lewis work at Dalton, but their paths rarely cross. Unless, of course, dad breaks something and his son has to come and save the day!**

"I've been a Painter here for 16 years. It's a busy job, and I still enjoy it, so when I saw a job advertised for a Trainee Maintenance Engineer I told my son, Lewis, he should apply. He always wanted to fix things around the house when he was a boy, so this seemed like the perfect job for him! I told him he could learn a lot here – it's a big company, with lots of opportunities if you put your heart into it. We're close – we go cycling together – but it's good to have a shared experience at work too. I told him when he started: you're in the real world now!"

**Paul Bullimore, Painter.**

"I'm so glad my dad told me about this job – I love it. I'll finish my apprenticeship this year. It's good to be able to go onto dad's line and fix things he's broken, which makes a change from when I was young, and he was fixing the stuff I'd broken! This is my first job, so it's nice to feel more comfortable knowing you've someone in the family working at the same factory. Having said that, the small Maintenance crew I work with are also a close-knit supportive group too."

**Lewis Bullimore, Maintenance Engineer (Trainee).**





Tight deadlines and tall buildings often mean there's no such thing as the nine to five. To help get our super structures delivered on schedule, it's time to call in the night shift. But what's it like to work when the rest of the world is sleeping?



# NIGHT HOWLS



**W**orking on nights is a walk in the park. Said no-one ever. Smaller teams, noise restrictions and resetting your body clock between your days off... it's tough to adjust. But there are perks too – for the business and the people who do it.

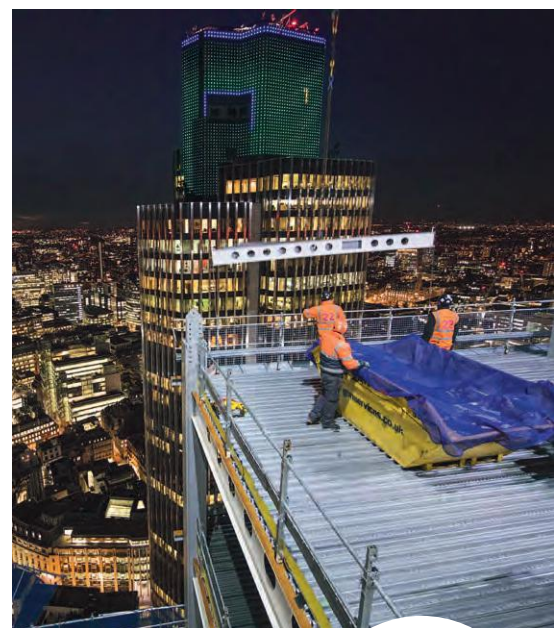
“It’s a tight programme on 22 Bishopsgate, so we have to make the most of the time we have,” says Senior Site Manager Micky Reilly. “There’s limited room on our offloading bays during the day. After 8pm, we can use the Undershaft entrance to get more loads tipped, which, in turn, takes the pressure off the overbooked offloading bay in Bishopsgate.”

There’s a much smaller crew at night. Eight guys in two gangs – plus two from logistics and two wrap ups who do the hot works and any alterations. On days it’s more like 60 guys on site.

Micky adds: “London is extremely busy and, with the hot summer we’ve enjoyed, some of the lads have found it hard to sleep due to the surrounding noise and higher temperatures. Then there’s the added challenge of public transport. With services like the Underground and buses finishing at certain times, we have to make sure people leave on the dot – sometimes we’ve had to make a run for it!”







Site Engineer Steve Dyer has a few tips for getting those precious hours of sleep during the day.

“There’s no magic formula, but a few things can help. I turn my notifications off on my phone, use ear plugs and a sleeping mask – it makes all the difference,” he explains.

Supervisor Neil Johnson adds: “I switch from home mode to work mode on a Sunday night – it’s the best way I’ve found of concentrating on

the job. Overall, nights are a lot quieter and you can get more done as there are fewer trades onsite – no-one’s there to bother you. I find it more relaxing. If you keep busy, the time flies.”



## CHURCH MICE

Noise restrictions from the City of London Council means the team is monitored

every two weeks, so we’re careful about the tools we use.

“We have a hotel and a church as our neighbours, so we’re not allowed to use hammers or impact guns. As we’ve gone up to level 50, we’ve found that the traffic dampens down the noise. We’ve got a spectacular view from up here at night. Looking down on Tower Bridge is incredible – I’ve got some brilliant photos,” adds Micky.

## HIVE OF ACTIVITY

While nights are quieter at 22 Bishopsgate, things are ramping up at the Dalton site – with more people working nights to meet the output.

Production Operations Manager Nigel Brook says: “Having worked on days, I’ve found that there’s a lot more camaraderie at night – it’s not quiet and eerie at all. I prefer nights, as I get a longer weekend to spend with my family.



“I’m conscious of fighting my body clock, so I like to get into a routine to flip my sleeping pattern. If you work days, having one late night doesn’t really affect your tiredness. If you tried to miss out on sleep when working nights, it would be a disaster. We all watch out for each other to make sure we’re not going into ‘zombie mode.’”

Graham Quinn, who is also a Production Operations Manager at Dalton adds: “It’s a more relaxed, tightly-knit crew. I know everyone personally on nights. We look out for each other and people adapt very quickly when we work together.



“It’s four longer shifts – Monday to Thursday. We work flat out, and the pay-off is a long weekend.”

Quality Technician Claire Campbell is a Welding Inspector on nights – Claire conducts non-destructive testing on the welds before they get sent out to sites.



She says: “The key is getting straight to sleep as soon as you get in – if I had to cope with going on a school run I couldn’t do it. I get in, have a shower and go to bed. You need a routine.

“I have the novelty of ‘me time’ during the day – I can do the grocery shopping when it’s quieter, get my hair cut, whatever I want. I thoroughly enjoy nights.”



Some people enjoy working at night, while others can't handle the thought of losing their regular sleep pattern. However you feel, Severfield is here to support you.



# LIGHTENING THE LOAD

**D**epression, anxiety or stress affects one in six workers in the UK right now – that suggests 350,000 people in the construction industry are impacted at any one time.

Although mental ill health can feel isolating, it's clearly more common than people admit to – there will always be someone close by who's experiencing similar feelings.

**So, what can you do to avoid the black dog – or at least tame him?**

## UNDERSTANDING

Let your family and friends know about your shift and help them see the problems you might face. If they know where your head's at, it will open them up to understanding.

## TALKING

Make sure you talk to family and friends to let them know about your shift schedule in advance. That way, they'll be able to plan social activities to include you and make the most of your time together – and give you something to look forward to.

## CARING

On a night shift, everyone is in the same boat. Watch out for each other. If you see anyone who you think might be struggling, talk to them and see if you can help.

## LISTENING

If you think you need to talk to someone, people are always there to support you. Your supervisor will listen to you in confidence and can help you manage your workload more flexibly. Things can adapt to help you, but only if you let people understand what you need.



**FIND OUT MORE**

...about the black dog.  
[bit.ly/2nApV3H](https://bit.ly/2nApV3H)



**Supporting our employees: Call 0800 030 5182**

Sometimes, life throws challenges at us – health, financial, addiction, family, stress: we all know those bumps along the way. That's why we've teamed up with Health Assured to offer a new telephone counselling service, separate from the company – but run with our full support. It's a free, 24/7 helpline for you or your family, and it's completely confidential.



# TOP TIPS FOR WORKING AT NIGHT



Mark Richardson, Senior Health, Safety and Environment Manager shares his top tips for working at night.



## “There are pros and cons to working at night,” says Mark.

“For some people, it’s an ideal solution to picking up some of the work/life balance challenges – like, for instance, who collects the kids from school. It can give you time to do housework during the week and spend more precious hours with your family, rather than blitzing everything at the weekend.

“But, as with any job, working at night has its hazards too. It’s about understanding which will impact you most and doing what you can to combat them.”

## HEALTHY BODY, HEALTHY MIND

Working at night can influence your mental wellbeing. Team up on jobs as much as you can and keep your energy levels up. Keeping your body active can have a huge effect on your mind, so, instead of sitting down for long periods of time, try standing. Find a flight of stairs at work and walk up and down them a few times during your shift.

## MINOR AILMENTS

Unfortunately, when you don’t get enough sleep, you can pick up a few coughs and sneezes. Night crews tend to be a tight-knit gang – look after each other.

## GOLDEN SLUMBERS

When you do sleep, invest in it. Buy a blackout blind and sleep in the room that’s farthest away from the road. If you’re in a hotel, ask for a quieter room.

## CUT DOWN THE CAFFEINE

Drinking coffee and energy drinks is a healthy lifestyle killer – especially throughout the night. Energy drinks are filled with sugar and nasty ingredients and should be the first thing to cut out. Caffeine stays in your system for a long time, so drink coffee four to five hours before your shift is due to end or you may find it hard to sleep.



## SNACK ATTACK

Vending machines and 24-hour drive-throughs can be tempting after a night shift. Pack your own meals so you can eat healthier options. Fill your lunchbox with fruits and veggies, hummus, nuts and even home-made energy bars. Several small snacks are better than large meals, as snacking every few hours leaves you feeling full without overdoing it.





# THE FALL GUY

The Severfield Foundation's official national charity partner, Prostate Cancer UK, supports all of us wanting to get fit, have fun, and raise cash at the same time. So, what are you waiting for?



Liam Morrison



For most of us, supporting charity involves nothing more hair-raising than giving a few quid to a collection box outside our local supermarket. It won't often entail jumping out of a perfectly comfortable plane, to fall towards the ground at 120 mph...

But, for Dalton's Liam Morrison, that's exactly how he likes to do his bit for Prostate Cancer UK – our Foundation's nominated partner charity.

So, back in July, that's what he did.

"It was absolutely amazing," explains Liam. "So much so that I'm booked to do it all again!"

After little more than one hour's training, Liam was 15,000 feet above the County Durham coast. Strapped to his tandem jumper, he launched himself into the big, empty blue sky.

"It was phenomenal," he says. "We had 20 seconds of freefall before a seven-minute parachute descent. And we landed bang on target!"

## RIDE ON TIME

"I got incredibly wet and incredibly dirty! So much so that my girlfriend asked me

if the ride was all on roads," says Lostock's Ryan Downs of his RideLondon adventure. The 100-mile challenge, from Surrey into the capital, saw three Severfield colleagues take part this year for Prostate Cancer UK.

It was a tough day for Dalton Welder, Chris Hindle too: "I completed this year's ride in 5 hours 5 minutes – 10 minutes slower than last year. But the weather was horrendous – with wind and rain for the full 100 miles!"

Also putting his legs through the paces was Ian Veitch, from Severfield (NI).

"It was an unbelievable experience to cycle through the closed roads of London," says Ian, who also took part in the Football to Amsterdam ride earlier this year. All proceeds went to Prostate Cancer UK.

Congratulations – and ice-cold baths – all round!

Chris Hindle



Ian Veitch

Sean Mulkerrins, a Steel Erector from 22 Bishopsgate, also completed the epic ride, raising money for Macmillan Cancer Care.

Want to step into these brave souls' shoes (or sit on their saddle)? Get in touch – however you want to support our charities, we'd love to see if we can help make it happen. Email us at [communications@severfield.com](mailto:communications@severfield.com)



# STEEL STORIES



**Group Services General Manager**  
**Joe Millar** has had his fair share of moves in his 29-year career. None have been planned, he says, but all have made him the man he is today.

## I ONLY JOINED THE INDUSTRY BECAUSE I WANTED A CAR!

I was 15, fresh from school and needed cash, so I got a job in a small structural steel company. I had a go at mostly everything – fabricating, welding and steel erection. It was all good experience, but soon I realised it wasn't enough.

## MY HNC IN CIVIL ENGINEERING WAS WHEN MY CAREER REALLY STARTED

But I still wanted to keep my car! So, on evenings and weekends I'd be back in the workshop fabricating and welding. I must have been missing it all along! From then on, I've always wanted to take on new challenges – I never wanted to get bored.

## MY TIME AT THE DRAWING OFFICE WAS A TURNING POINT FOR ME

I was a draftsman for 13 years, working for a few companies around Northern Ireland. I loved it – and moved up to being a Technical Manager for Severfield in 2009, leading a team.

## SEVERFIELD HAS BEEN A TIME OF CHANGE FOR ME TOO. WHICH I LOVE

I was a Project Manager for a year, then I was approached to go back to the Drawing Office to manage it. I remember talking to my wife about it, and she said if the job you're doing now is easy you won't stick it. You'll want to move on. And she was right...

## ...SO THE CHANGES KEPT ON COMING!

After a year, I was asked to take over Group Services. That was a bit of a leap. But progress is so important. All those years moving from skill to skill taught me a lot. I know how everything is connected. How grinding, cutting and drilling are as important as the role of the detailer and the Project Manager. Group Services sits in the middle of it all.

*"Be positive, enthusiastic, know that life is a puzzle, and that it's up to you to sort out the pieces."*

JOE MILLAR



## COMING UP THROUGH THE RANKS MADE ME THE MANAGER I AM

I never worked best when people ordered me about. With every position in a business, attitude is everything. I've found you get more out of your team if you ask them to do things rather than telling them. I talk to people the way I'd like to be talked to.

## I DON'T GET STRESSED. I JUST GET ON WITH IT

For example, when I was 17 working on the BBC building in Belfast, all roads in and out of the city were cut off after seven bomb scares were reported. And I was in the middle of it. I just fell asleep until I could get out! Why worry over things that are outside your control?

## I'VE NEVER BEEN MOTIVATED BY MONEY. ALWAYS BY EXPERIENCES

I remember thinking, at 26, how content I was. I had enough money, a car and a house. The most important thing was doing a job that motivated me. If that meant staying up until 2am to suss something out before a meeting the next day, so be it!

## JUDO KEEPS ME FOCUSED ON THE IMPORTANT THINGS

My parents sent me to classes as a five-year-old, and I coach today. When you're walking up to the mat, about to go face to face with a stranger, you realise: there's nothing more intimidating than that. Interviews and meetings are nothing by comparison. I tell my son and daughter that, and I practice what I preach. Be positive, enthusiastic, know that life is a puzzle, and that it's up to you to sort out the pieces.



TAKE

# WIN! A HOODIE

SEVERFIELD



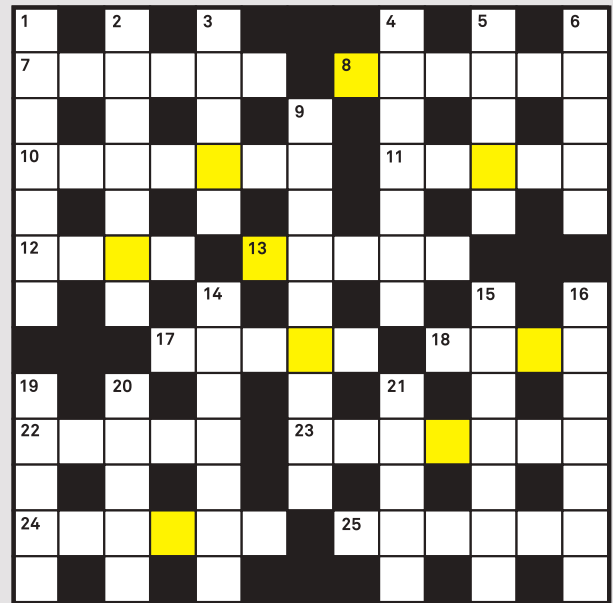
Once the crossword's solved, rearrange the letters in the yellow squares to find a word – it could be anything linked to Severfield. Send your **full name** and answer to [communications@severfield.com](mailto:communications@severfield.com) with the subject 'crossword'. Five lucky winners will be picked at random and will each get a Severfield hoodie. Closing date is Friday 9 November.

## ACROSS

7. And 4 Down. The follow-up movie to 'Mamma Mia!' (4,2,2,5)
8. This principality's most famous resort is Monte Carlo (6)
10. Tool used to turn nuts and bolts (7)
11. Feeling of having done wrong (5)
12. God of love in Greek mythology (4)
13. Sturdy cotton fabric used for jeans (5)
17. Person who cleans chimneys (5)
18. Usain, the great sprinter (4)
22. Ornamental band worn on the front of a woman's hair (5)
23. Fishing boat (7)
24. 2018 Wimbledon Women's Singles Champion (6)
25. 2018 FIFA World Cup champions (6)

## DOWN

1. 'Careless \_\_\_\_\_', a hit single by George Michael (7)
2. Crime of betraying one's country (7)
3. Seat suspended by ropes or chains (5)
4. See 7 Across
5. See 20 Down
6. Main artery of the body (5)
9. Judge on 'The Great British Bake Off' (4,5)
14. Jumper (7)
15. Writer of the Harry Potter novels (7)
16. Person who signals the beginning of a race (7)
19. Money wagered in a gambling game (5)
20. And 5 Down. Star of the television comedy 'Curb Your Enthusiasm' (5,5)
21. Dave Myers and Si King are The \_\_\_\_\_ Bikers (5)



## NAME THE SEVERFIELD PROJECTS



Can you name all nine of our Severfield projects shown in the grid? If so, you could be in with a chance of winning your very own Severfield Tile Mate. Email your **full name** and answers to [communications@severfield.com](mailto:communications@severfield.com) with the subject 'puzzle'. The entries with the most correct answers will be put into a hat and the lucky winner will be the first name drawn. Good luck.



**WINNERS.** The crossword solution from our last issue was: **BIRTHDAY**. Our five lucky Severfield hoodie winners were: **Andy Ainscough, Elise Clayton, Dean Johnston, Harold Watson and Anthea Williamson**. Congratulations!

The eagle-eyed winners of the 'Find the Bolt' competition correctly spotted the bolt on page 4 (see left for location). They were: **Shaun Prentice, Jourdan Taylor, Adrian Duffey, Richard Cappleman and Matthew Brockhouse**. Enjoy your Severfield Tile Mates!



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

# WHERE DO YOU READ YOURS?



Mick Wood, Line 5 Plater, Dalton, recently looked after his grandson Dan's owl, Kit Kat, for a few weeks. They say owls are the wisest of all birds. Maybe that's why, when Kit Kat likes to take a break, he enjoys nothing better than swooping into Skyline for a quick read.



Here's the photographic proof that you *can* have your cake and read it. Barry Craig, Operations Director, enjoys his Skyline reading time with a side order of home-made cheesecake, baked by our very own Rob Evans, Commercial Director.

Omar Shariff, Graduate Engineer, has already taken his Skyline to San Francisco (see issue five), and now he's reading it at Barcelona's Nou Camp stadium. Is Omar our most globetrotting Skyline reader we wonder? Over to you...



Sue Smith, a Receptionist from Dalton, raises a glass to toast Skyline's first birthday, before settling down to watch the thrilling Vettel/Hamilton cat and mouse chase at the Silverstone Grand Prix this year. We're happy to inform you that no bubbly was spilled over the magazine.

Where do you read yours? Share a picture with us and you could be featured in the next issue of Skyline. Send your pics to: [communications@severfield.com](mailto:communications@severfield.com) – the most creative will win a prize. No owls were harmed in the making of this feature. Just so you know.

# YOUR SHOUT OUTS

Work colleague gone over and above? Client made you smile? Want to say thanks for 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.



Long-standing sub-contractor Mark Windrum (left) has been awarded Supervisor of the Year from clients BAM Construction Ltd.

"It's the first time this award has been given out by BAM Construction Ltd," says Daniel Aley, Estimating Manager, Severfield (NI). "Mark's performance on the Three Snowhill site in Birmingham hadn't gone unnoticed, and I think both Mark and the Severfield (NI) site team on this project are deserving of a huge well done!"

FROM DANIEL ALEY, ESTIMATING MANAGER, SEVERFIELD (NI)

"I would like to say thank you to everyone on the shop floor at Lostock, following my recent safety tour of the factory. I received a lot of positive comments and suggestions, including our 'name the project' competition over on the opposite page, so please keep them coming!"

FROM SIAN EVANS, GROUP HR DIRECTOR

"I'd like to pass on my sincere thanks for the tremendous support I received from my friends and colleagues during a recent illness, while I was working on the Tottenham Hotspur stadium."

FROM BRENDAN SINGLEWOOD

Send your shout outs to [communications@severfield.com](mailto:communications@severfield.com) and you could feature in the next issue

## DID YOU KNOW?



It took **40 MILES** of scaffolding tubes to erect the new roof into place at Wimbledon's No. 1 Court...

...and talking of Tennis, Cardiff's Central Square offices are the largest in Wales: the size of **99 TENNIS COURTS!**  
Read more on page 8



# 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.



## DALTON BRIDGE

From the air: Dalton Bridge – job done!

**W**hatever the winter storms might throw at us, with the new Dalton Bridge now completed, flooding won't make our Dalton site off limits any more. Last autumn, Logistics Manager and keen drone photographer Ian Pope took a great shot of the site under construction. Now, thanks to another great drone shot by Ian, we can get a bird's-eye view of the bridge, which brings site traffic in (and out) of the Dalton Airfield Industrial Estate – whatever the weather!



What's *your*  
shot of the season?

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](mailto:communications@severfield.com)  
AND IT COULD FEATURE  
IN THE NEXT ISSUE

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

If you've got a story about the work you and your team are doing, or want to be a guest editor, project photographer or be involved in any way, please get in touch! Email [communications@severfield.com](mailto:communications@severfield.com)