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Recognising Safety, Training, Environment and Quality across the business



AARSLEFF

Aarsleff

ISSUE NO.3

SEPTEMBER/OCTOBER
STAFF NEWSLETTER



WELCOME

Welcome to Aarsleff Ground Engineering's newsletter

Ground Beams, Old Leake, Boston

Welcome to the September/October edition of our staff newsletter. To talk about the business, it seems crucial to first talk about the UK marketplace. According to industry experts, there is a notable downturn in construction activity with a slowdown in new contracts signed linked to worries about the economic outlook, the results of Brexit, and heightened political uncertainty. UK construction activity has fallen to an 11-month low and building material costs have risen at one of the fastest rates seen for six years.

Construction firms report that clients are more reluctant to spend and have opted to taking longer in committing to new projects. July 2017 proved to be the UK construction industry's slowest month since 2012*. However, with major infrastructure schemes on the horizon, including £6.6bn of HS2 contracts, we can expect to see, although we can not predict exactly when, an upward spike in activity. The effect of this reduced economy has taken its toll on the business in recent months, and we have experienced a difficult time in what used to be Aarsleff's predominant service, driven

piling (FPS figures report a 40% overall drop in driven piling). On a brighter note, we can be reassured by the investment we have placed into other business streams of the company. By diversifying into other disciplines; notably from bringing sheet piling back and offering a range of geotechnical solutions, we can be more sustainable and resilient when there is a concentrated dip in an industry sector. By delivering a combined service offering in 2017, we are able to access multiple markets which are significantly more widespread than the driven piling sector alone. We now need to work together more than ever to facilitate each arm of the business. With new machines, new teams and new techniques comes a greater requirement for unity and enthusiasm across the whole business. When we understand the importance of this, we can begin to reach our long-range financial goals while minimising risk. Other than ensuring the long-term viability of the company, our new business lines will enable us to make more sales to existing and new customers and expand into markets that would have otherwise been closed to us.



...Chris Primett,
Managing Director

*Figure from www.theconstructionindex.co.uk/news/view/new-contract-awards-hit-five-year-low

Photobooth



Every issue we ask you to send in your Aarsleff pictures on-site or at home and the best of these are then published in here. If you'd like to be featured, grab your camera and get snapping!

Send your best photos to:
jessicabanham@arsleff.co.uk



Frydd Wood, Wales - Janak Tank



Stourport on Severn - Jim Wilson



Aarsleff Baby - Rebecca Johnson



Plot 4, Avonmouth - Simon Jackson

FLEET UPDATE

Comacchio MC1500

Aarsleff has invested in the Comacchio MC1500. This is a high performance hydraulic crawler mounted drill rig, to be used in operations of large diameter borehole drilling, pre-drilling/pre-augering and simultaneous drilling and casing piling.



The MC1500 is designed and manufactured as a light-weight, versatile and very stable drilling platform. The rig has already been put to good use since day 1 of its arrival into the Aarsleff fleet.



CHARITY CORNER

Well done to the 'Aarsleff Team' that completed the 2017 Pretty Muddy in support of Cancer Research UK. Zoe Botterill, Nicola Marriott & Zoe Yeomans (pictured left to right) tackled 5k of obstacles, scrambled over the A-frame, crawled through the mud pit, but most importantly had fun and raised valuable funds for beating cancer.



STEQ Space



SAFETY. TRAINING ENVIRONMENT QUALITY



STEQ performance over the last 2 months (July & August) has been mixed. On a positive note we are delivering ever more complex high risk projects and our people have been recognised for good practice both internally and externally by our Client [see below]. Well done to Pat and Carl! However, on the downside we have seen an increase in the number of injuries sustained to our colleagues. A total of 10 accidents have occurred, 3 of which were RIDDOR reportable lost time accidents. Analysis of these events is ongoing to determine how we can reverse this increasing trend and lessons learnt will be communicated. Centrum will be an area of focus as they have experienced more accidents than expected for an essentially fixed risk exposure level. Random Drugs & Alcohol tests are now being carried out and these will continue. Please ensure you present yourself 'fit for work' every time.

Lastly in the spirit of continual improvement, work has started on measuring and ultimately improving our Health & Safety Culture with a view to developing this as a long term project. Whilst focused on the health and safety culture, this goes hand in hand with the overall business culture and should see us reap benefits across the board. What is Culture you may ask? Culture is about our core values, attitudes, shared beliefs i.e. 'the way we do things around here'

... Robert Speakman, STEQ Manager



STEQ SPECIAL MENTIONS TO...

Patrick Howard

Patrick has been awarded with a green card by our client on Lidl for his commitment under pressure from hot weather and associated conditions, to keeping up good Health and Safety practices. His commitment to helping keep a tidy, well kept platform for all, is very much appreciated.

...Nigel Banks, TSL Projects, Site Safety Officer on Lidl, Avonmouth

Carl Bardauskas

Carl (pictured right) is working at Plot 4 in Avonmouth, Bristol. He was instrumental in preventing a near miss on site involving an agency worker attempting to climb up on a trailer without a ladder or any edge protection. Well done Carl.

...Simon Jackson, STEQ Supervisor



“ If you would like to commend a member of staff for their efforts in health and safety please email jessicabanham@arsleff.co.uk ”

AarSTAR of the month

The 'Star of the Month' feature is to celebrate members of our company who have gone above and beyond expectations and deserve to be recognised and thanked for their achievements. They may have shown great leadership skills for example, or simply worked hard to achieve exceptional results. This month we would like to congratulate ...

Jon Bradley



“

Jon Bradley joined us from a company called Magpie Drilling. He has taken the lead in the use of a new acquisition, the Comacchio Drilling Rig, which was used for the installation of a King Post wall at Sheffield and will also be used for the augering of boreholes at Long Itchington to install yet another King Post Wall. Simon Jackson, Aarsleff's STEQ Advisor, was present at the planning meeting for Long Itchington on the 10th July (collaboration project between Sheet Piling and Geo) and Jon's input into the methodology was integral to the plans and potentially could have reduced the installation time. Jon comes to us with years of valuable experience and has a practical and intelligent approach to his work with a good attitude toward safety. He understands the process and has the knowledge to be a wonderful asset to both Geo and Sheets in the Aarsleff Ground Engineering family.

”

If you would like to commend a member of staff for our next newsletter please send through your nomination and the reasons why to jessicabanham@arsleff.co.uk



Reflecting on...

“ Core values are what shapes our culture and reflects what Aarsleff as a company values,”

The Aarsleff Way

Foundations for buildings and structures, schools, hospitals, bridges, wind farms and energy stations, offices, sports stadiums, shopping centres, homes and geotechnical work for roads, railways, airports, flood defence embankments, underground voids, old mines, underground structures, basements, tunnels, car parks, water and sewerage tunnels. We have so much opportunity around us because ground engineering touches almost every aspect of modern life. But what can we do as a company to leave an imprint on our clients? Our internal culture needs to be consistent through our entire business. We must stay true to our company core values and not just learn, but live the Aarsleff way. Core values are what shapes our culture and reflects what Aarsleff as a company values. At Aarsleff, we value Life and Health, Trust and Corporate Responsibility. These are not just rhetoric, but can be used everyday in the decision-making processes required on any one project. Is the site safe? If the health and wellbeing of our people is in any way compromised, we must choose not to proceed. Are we clearly communicating to our client ? If not, we are losing their trust. Please align yourself with our core values, they communicate what is important to us and to our customers. There will be more communication on our values over the next quarter



...Kevin Hague, General Manager

Thoughts from the HR Desk

What is a team?

Business Definition:

"A group of people with a full set of complementary skills required to complete a task, job, or project.

Team members (1) operate with a high degree of interdependence, (2) share authority and responsibility for self-management, (3) are accountable for the collective performance, and (4) work toward a common goal and shared rewards(s). A team becomes more than just a collection of people when a strong sense of mutual commitment creates synergy, thus generating performance greater than the sum of the performance of its individual members."

(reference www.BusinessDictionary.com)

Aarsleff and Centrum continue in a time of much change but rather than be resisted this should be gripped, it's exciting, it offers us each and as a team great opportunity. I would urge everyone in our 'TEAM' to think like a team, work like a team and more importantly communicate like a team. Maybe talk to each other, before emailing and texting, be inclusive and find solutions together, across the disciplines. Those solutions and working together will in the end begin to define our Company culture. Let's not fall into negativity, blame and shifting of responsibility. Now is the time for all of us, whatever our role in the Company- whether in the factory, on site or in the office to take responsibility, to ask ourselves 'what can I do to increase mine and my team's productivity – to make things better' – and not what can my team, my manager, Company do for me.



...Heather Jones, Business and HR Manager

IT and Network

Over the last months we have completed the IT connection of the Tuxford office. Now Centrum and Aarsleff Employees, based at or visiting Tuxford, have access to all our Network based resources. The IT Resources that were based at the Wakefield office, have now been moved to Tuxford and can be assigned as required. This includes the A0 large format printer. Contact IT if you need access.

...Simon Pick, IT and Network Supervisor

JOINERS

- Christine Argill – Factory Manager, Tuxford – 03.07.2017
- Fanule Degaffe – Design Engineer, Ground Beams – 18.07.2017
- John Francis – Maintenance Engineer, Centrum – 24.07.2017
- Rebecca Godfrey – Planning & Logistics Co-ordinator, Centrum – 19.07.2017
- Matthew Graham – Maintenance Engineer, Centrum – 07.08.2017
- Josh Kerry – Trainee Topman – 17.07.2017
- Ruben Prieto Lopez – Design Engineer, Ground Beams – 31.07.2017
- Adam Smith – Trainee Topman – 17.07.2017
- Callum Turner – Placement Mechanical Engineer – 03.07.2017
- Conor Wareham – Site Support Co-ordinator Ground Beams – 03.07.2017
- Luke Woodcock – General Operative, Tuxford – 14.08.2017

LEAVERS

- Neil Abbott – Head of HS2 – 04.08.2017
- Paul Allen – Maintenance Engineer – Centrum Factory – 31.07.2017
- Craig Atkinson – Driller, Geotechnical - 14.07.2017
- Martin Cane – Instrumentation Plant & Systems Manager - 18.08.2017
- Paul Corner – Production Operative, Tuxford – 28.07.2017
- Aidan Curwen – Factory Operative – 12.07.2017
- Noushin Estecki – Design Engineer, Ground Beams – 31.07.2017
- Richard Murray – Engineer, Ground Beams – 14.07.2017
- Nathan Savage – Topman - 10.07.2017
- Richard Spargo – Trainee Driller, Geotechnical - 07.07.2017

Spotlight on Customer Service



Many recent industry reports (Glenigan, UK Highways & Infrastructure, Mace, Barbour ABI) have all reported a change in the behaviour of clients in the last 12 months. They are now more focused on relationships with project partners rather than on the price or quality as they were in the past.

At all times, we want to be focusing on creating lasting relationships with our clients and going above and beyond their expectations. We have a great team of people and we offer excellent services and that is what invites people in. However, only with good communication and a rapport, will clients stay. How often do we receive feedback on a project regarding our product? The feedback we receive is almost always to do with our people, our responsiveness, our relationship, our attitude. Did we act professionally on site? Were we pro-active? To quote from our very own clients feedback: "You offered a flexible and customer friendly service", "Always very helpful and professional", "Generally very nice people to work with", "All staff were very helpful". The marketplace is full of opportunity and if we tune in to our relationship with our clients, we can capitalise on more of it. Its

simple. People do business with people they like. We conducted a client evaluation survey last month which was distributed to all clients who have worked with Aarsleff on projects in the last two years. Results showed that we ranked above average on 'professionalism', 'engineering expertise' and 'performance on site', however for 'customer service experience', we failed just below average. Across the whole company, we need to realise the importance of providing high level customer service. People will only stay loyal to a company if they have very good reason to, otherwise realistically, there is plenty of competition available they could choose to move to. As a result, we have to work even harder to keep our customers by providing the best in customer service. Word of mouth is the most powerful ally we have on our side and what our customers say can in some cases, make or break the business. When we provide the best in customer service, people will talk about Aarsleff. They will remember Aarsleff. If they hear someone else saying that they need a specific kind of ground engineering contractor, they are much more likely to say, "Go to Aarsleff, they are great."



**...Jessica Banham
Marketing Coordinator**

“ The feedback we receive is almost always to do with our people ”

Finalists in not one, not two, but three awards!



Aarsleff Ground Engineering has been named as one of the top 10 'Best Specialist Contractors to Work For' in the Construction Enquirer Awards 2017. We have also been selected as a finalist in not one but two categories of the 2017 Construction Investing in Talent Awards. These include Best Place to Work (Contractor) and the Best Project to Work on. Well done team!



Aarsleff

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HAVE YOUR SAY!

We want to hear from you with stories, pictures, fundraising efforts and anything of note which we can include to make this newsletter more beneficial and interesting to you.

Drop Jessica Banham an email with your suggestions to:
jessicabanham@arsleff.co.uk

WWW.AARSLEFF.CO.UK
CONNECT WITH US!



Driven Precast Piling, Lidl, Avonmouth