

**FT / PHOTOBOOTH**

Take a look at the best photographs captured by you

**FT / NEWS**

Keep up-to-date with the latest news and updates on projects, fleet and machinery and employees

**FT / STEQ**

Recognising Safety, Training, Environment and Quality across the business

**AARSLEFF**

# Aarsleff

ISSUE NO.5

JANUARY/FEBRUARY 2018

STAFF NEWSLETTER



## WELCOME

Welcome to Aarsleff Ground Engineering's newsletter.

Drilling & Grouting, Shiremoor

Welcome to the fifth edition of our staff newsletter, bringing us into the first month of the New Year. In the space of just three or four years, we've progressed from a £12M turnover business to a £30M one. The time is therefore right to take a pause. As a quality-led company it's imperative that our standards are never compromised by over-stretching ourselves.

Good news is always welcome, and Aarsleff has been shortlisted as finalists in the Construction News Specialist Awards 2018, as Ground Engineering Contractor of the Year!

In other good news, it was announced in the Autumn 2017 Budget that the government will give a massive boost to offsite construction, stating that modern methods of construction would be favoured for public infrastructure schemes from 2019. This is fantastic news for our organisation, who are continuously working hard to change the mindset about employing driven piling over traditional in-situ methods. I hope that by now the advantages

of driven piling and offsite construction are clear to all, however we have created an infographic on our website detailing the key benefits of off-site construction which I would urge you all to download.

Finally, as we start 2018, I would like to highlight our organisations new mission statement - "Aarsleff Ground Engineering plan and deliver bespoke, high-quality ground engineering solutions safely in a consistent manner to satisfy its customer needs. In this way, Aarsleff adds superior value to its environment, allowing it to become a leading and profitable specialist piling and ground engineering contractor in the UK, across the Residential, Rail, Commercial, Infrastructure and Energy construction markets".

Alongside our core values of life & health, trust and responsibility, I ask that you take in our company philosophy, and understand why it exists, the needs it addresses and how it creates value to our stakeholders, our clients, and our people.



...Kevin Hague,  
Director UK





# 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](mailto:jessicabanham@arsleff.co.uk)



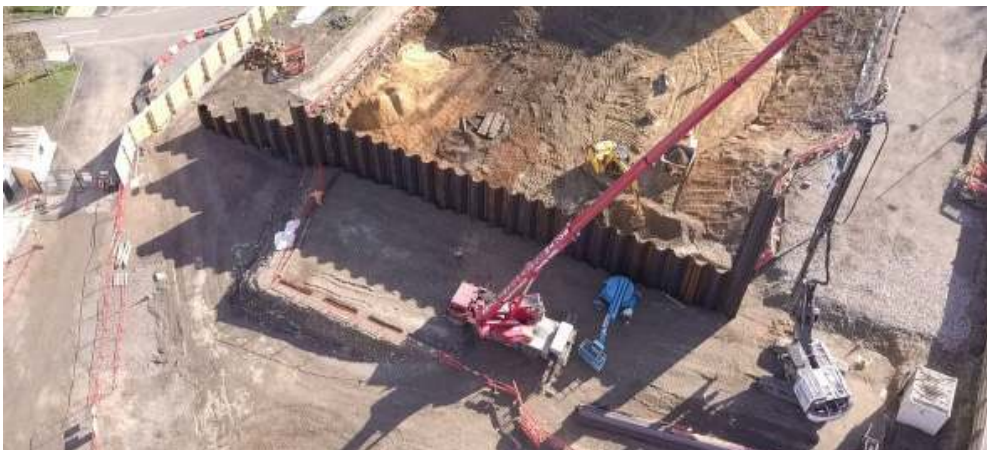
Piling at Keynsham - [Simon Cottington](#)



King Post Wall at Copley - [Jessica Banham](#)



Sheet Piling at Henley on Thames- [Joseph Mills](#)



Sheet Piling by Drone for Sports Hall at Solent University, Southampton - [Groundworker](#)

## FLEET UPDATE

In November 2017, we received our third BANUT 300. The compact machine is especially designed for a low ground pressure. Due to the low ground load, there are less requirements for the working platform at the construction site so the machine can be used for residential building projects as well. Under optimum conditions, the BANUT 300 can start working within 30 minutes after its arrival on the construction site. Since their delivery, the first two machines have been well utilised for different foundation works. With our third machine, we look forward to increasing our capacity in order to be prepared for further projects.



## CHARITY CORNER



We raised £67.98 by dressing down on the last Friday of the month for Shine; a charity dedicated to supporting babies, children and adults living with spina bifida and hydrocephalus – two disabilities which require a very special kind of care and support. We also donated a further £120 to sponsor 4 balloons at Shine's Benny & Bella New Year Balloon Race! On the 15th December, staff members donned their best christmas jumpers and raised £50 in support of Save the Children charity. Well done everyone.





... Robert Speakman, STEQ Manager

## SAFETY. TRAINING ENVIRONMENT QUALITY

We're back after what I hope has been a well-earned rest from enjoying the rewards of all the safe work we have carried out last year. Whilst we haven't been completely accident free and recognising we can always improve, we have actually worked **388,825 hours** in this high risk industry and even more impressively we have worked 6 months out of the 12 without any lost time accidents; 2 of these were totally accident free. So we can do it. We just need to repeat this more often. For all the positives we can take from our Health and Safety performance, we still seem to fall foul of the same problems on site:

- Working Platforms continues to be an issue, as a specialist sub-contractor we should be confident in explaining our requirements to Clients and more importantly reacting or highlighting when the platform is not as it should be on site.
- Lifting operations, whether that's a piling rig, forklift, crane or excavator, a lift plan must be in place which details how we will safely carry out the work.

- Working at height requires a detailed assessment to be in place with a suitable rescue plan. Any Assessment must follow the hierarchy in the regulations, elimination, fixed platforms, temporary scaffolds and towers, mews etc before we get to the last resort, ladders. These are not banned but must be justifiably selected for the task at hand and used in accordance with best practice, 75degrees, tied/footed, long enough so as not to work higher than the last three rungs etc etc.

- Mini rig guarding is a new hazard for the company to get to grips with and almost a bespoke solution for every project, but we are improving. New guards have been designed and fitted, improved interlock switches, slow rotation controls and even new technology have been introduced, although the latter wasn't quite fit for purpose. We are trying.

We need to stand up for what we know to be right – if we strive for good standards then good standards will come. We all have a part to play in this from office, factory and site.

Remember **388,825 hours worked, 6 months lost time accident free, 2 month all accident free.** Let's make 2018 even better.

## STEQ SPECIAL MENTION TO...

### Joseph Mills

"I was particularly impressed when visiting the Deanfield Avenue, Henley on Thames site where Joe was working with a sub-contractor to install a pre-augered steel sheet pile wall. He had been faced with one or two particular issues that would have left both himself and the company exposed to risk had he not addressed the concerns with professionalism and foresight.

He also refused to carry out an activity on site that could have been dangerous despite pressure to 'crack on'. This took courage and an attitude toward safety by insisting that a Working Platform Certificate be signed off before work commenced and that attitude must be applauded.

Further efforts on site were noted in regard to a general safety behaviour that safeguards the company from risk, his organisation of Documentation, stores, plant, equipment and material means that the job can begin on time, without delay and unnecessary additional cost.

He is an exemplar of how a foreman/supervisor must set out his workplace to maximise production and minimise cost while attending to his duties toward safety, health, quality and protection of the environment".

...Simon Jackson, STEQ Supervisor

# 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 ...

## Robert Slack



Robert has been with us for just three months but has already shown a huge commitment to the company. Robert recently qualified as a driller, and is already running a job for us at Richborough. He also worked very well on site at Copley Primary School, drilling 50 No holes with our Baby Mait, for the installation of a King Post Wall. Robert has a great attitude to work, he goes above and beyond, and this has not gone unnoticed. Well Done Robert.

...Dave Evans, Manager Ground Engineering & John Storry, Head of Sheet Piling



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](mailto:jessicabanham@arsleff.co.uk)





# Constructing a digital presence

**"We need to stop interrupting what people are interested in and be what people are interested in"**

Proving the power of digital media has landed our Marketing Coordinator Jessica Banham the 'Digital Ambassador of the Year' Award at the 2017 Nottingham Post 'Women in Business Awards'. Jessica said: "This recognition demonstrates what digital media can do for an engineering firm - not just through advertising a company, but by giving people a different way of digesting information. Two thirds of graduates read about companies on their mobile phones for example, so when trying to attract young talent into the business, it's really important to speak to them through digital platforms". In Jessica's first full month at Aarsleff, in June 2016, the website attracted 800 views in one month. A year later, this has since increased to 7,500. Jessica also provided the design brief for Aarsleff's new website, and redesigned all the companies promotional literature to match the online branding. Upon winning the award, Jessica said: "It's great seeing our digital presence grow in the last 12 months. My top tips? Create content that will be useful to people and answer the questions that people are asking. As a Marketeer, it's crucial that we stop interrupting what people are interested in, and be what people are interested in".



## Thoughts from the HR Desk

Dear Colleagues and friends. As one year ends and another begins - this time of year is often one for reflection – about what we have achieved or maybe failed to complete in the past year! What opportunities / new experiences are there around the corner? We and the Company have achieved an immense amount in 2017 and we should not forget that. Business streams have become established and as has our reputation in the market place for our new offerings. This is only achieved by us, the employees of Aarsleff.

**"All growth depends upon activity. There is no development physically or intellectually without effort, and effort means work."** – Calvin Coolidge

So let's all look together to co-operating with each other to develop a successful 2018 for us all by working hard/smart - to get good and then work at it again to get better! Happy, Healthy, Peaceful and Prosperous New Year to us all!



**...Heather Jones,  
Business and HR Manager**

## IT & Network

We have a number of Programs in place that help keep our systems secure, however no security program is 100% effective. I have seen in the last month, an increase in the number of Phishing email scams and suspicious email attachments. When dealing with your email always ask yourself these three questions:

1. Do I know who has sent me this Email?
2. Am I expecting anything from this person?
3. Is the Subject line and Text of the message relevant to you?

If you can't answer yes to all of these, you should be very cautious when opening the email. If in any doubt contact IT, we will be happy to investigate the email for you.

**...Simon Pick, IT & Network Supervisor**



## Finalist in CNAwards!

For the second year running, Aarsleff Ground Engineering has been selected by the judges as a finalist in the 'Ground Engineering Specialist of the Year' Category of the 2018 Construction News Specialists Awards! To get to this stage, we had to evidence all the ways the company goes that extra mile to make its clients feel valued, including how its ground engineering solutions have added value to a variety of projects in the past 12 months. The Awards are a great platform for us to showcase the great work we have been involved in, while at the same time providing us with a platform to celebrate our success internally, within our organisation. Well done everyone.



# Spotlight on Rainmaking

Occasionally you will find us upstairs in the old piling office, going about our tasks in a diligent manner but always with a smile and a wisecrack. The sheet piling department is currently few in numbers, and consequently it is unusual for us to do a full week in the office, often being dispersed across the country meeting clients, setting up contracts or resolving final accounts and generally doing what we do. We have from the outset, had very good communication channels. We know who is doing what, when and where, and that the support of colleagues is only a phone call or email away. Open, honest and direct communication is a key part to the success that we have demonstrated in the last 18 months. Together by talking about projects and opportunities we maximise our potential opportunities, not just for our department but the wider business. Just a little passion and engagement go a long way. It was the latter part of summer 2016, when some stranger (me) appeared in your offices and we started this side project of diversification. We had no

market presence, no clients, no equipment or workforce, nor even offer documents. But fortunately, we had the vision, will and commitment to make sheet piling happen. 18 months on, we have pushed ourselves into the market, secured and delivered a vast array of schemes for various clients in many industry sectors, and not just been riding on the coat tails of the piling departments clients. We have seen numerous technically challenging and difficult projects, where design and delivery has resonated within the clients supply chain and given us greater visibility in their businesses, which in turn has generated more opportunities. Interesting, engaging and challenging was one of my prerequisite requirements, when I interviewed with Kevin Hague. I see no change in the forthcoming year, only 12 months of opportunity at the door. Big thanks to all the support offered from all the business, not just the obvious design and marketing hero's, but the often un-sung still critical functions of financial and commercial and office administration. It's all about teamwork, but you knew that. I hope you enjoyed the holidays. Think it's going to rain....



**...Ashley Carter**  
**Senior Technical Estimator,**  
**Sheet Piling**

“ Together by talking about projects and opportunities we maximise our potential opportunities, not just for our department but the wider business. Just a little passion and engagement go a long way. ”

## Winter Safety

Keeping workers safe is one of Aarsleff Ground Engineering's core values. With the arrival of snow and cold weather, we must consider extreme cold, high winds, and often, a heightened chance of slipping and falling when working on construction sites. Taking basic precautions and improving education on winter safety dangers can greatly reduce the risk of accidents and illness. Aarsleff Ground Engineering's top 5 to improve winter safety at any construction site:

1. Take time throughout the day to walk through the jobsite and look for hazards created by snow and ice.

2. When removing snow, don't allow piles to get too high and block the view of workers in the area.

3. Start every day with an inspection of the site to check that all snow and ice has been removed from surfaces where workers will be passing through or working.

4. Allow extra time for your journey to and from work, and drive carefully.

5. Most importantly, use common sense when working outdoors during the winter months. Take care of yourself and those around you.

Safety is everyone's responsibility, not someone else's.



**Frydd Wood in the Snow -**  
**Simon Reardon**



# Aarsleff

JANUARY/FEBRUARY 2018  
STAFF NEWSLETTER

## 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](mailto:jessicabanham@arsleff.co.uk)

WWW.AARSLEFF.CO.UK  
CONNECT WITH US!



King Post Wall, Copley Primary School