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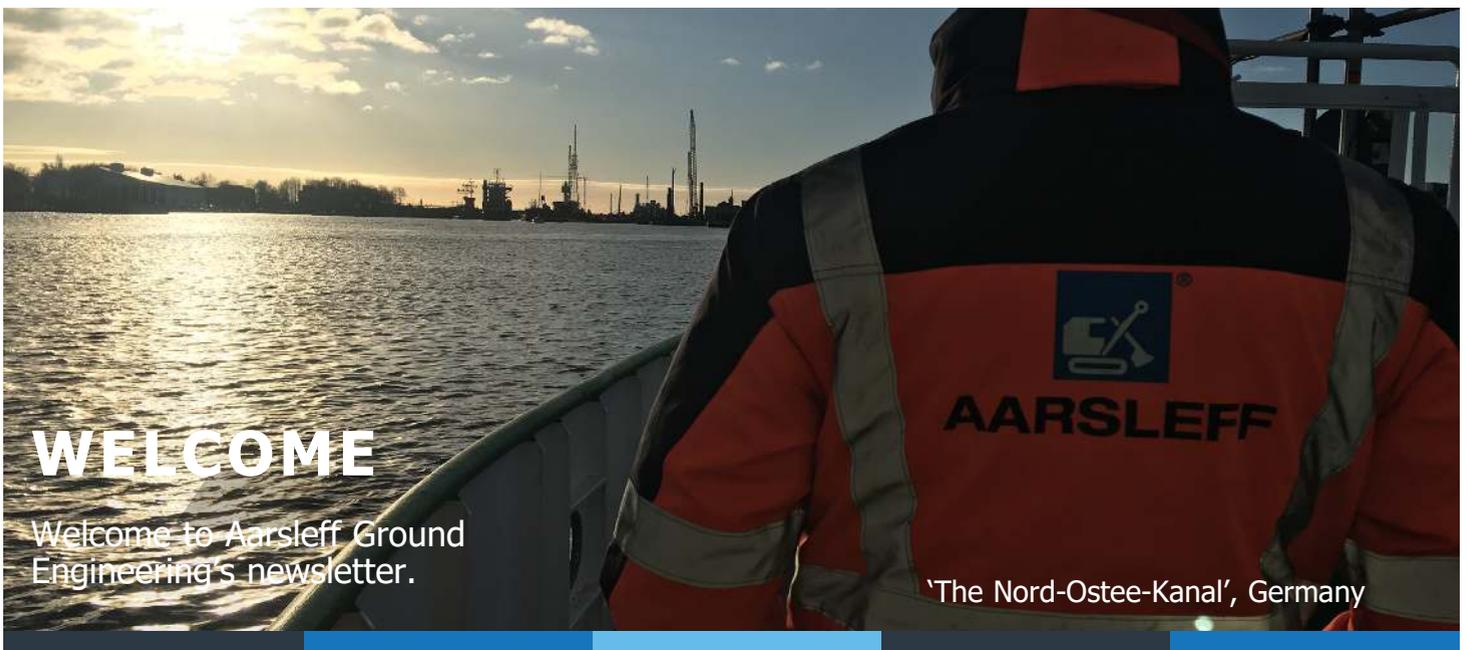
**FT / STEQ**

Recognising Safety, Training, Environment and Quality across the business

**AARSLEFF**

Aarsleff

ISSUE NO.11

JANUARY/FEBRUARY 2019
STAFF NEWSLETTER

WELCOME

Welcome to Aarsleff Ground Engineering's newsletter.

'The Nord-Ostsee-Kanal', Germany

Welcome back to the new year. I hope you had an enjoyable Christmas and are ready to return to work re-energised for 2019.

Kicking off with some great news, I am pleased to announce that our multidisciplinary work on Rochdale Riverside has made it to the shortlist in the Construction News Specialist Awards 2019 for 'Project of the Year'. Rochdale demonstrates company progression at its finest. Three years ago, we would have only been able to deliver the driven precast piling. Today, we can deliver a technically challenging and multidisciplinary scheme – completely inhouse. Encapsulating precast piling, CFA, ground anchors and king post wall, Rochdale marks a total group package that came together for what was initially specified as just CFA and Sheet Piling. Impressive.

It may be a New year, but our goals remain very much the same. We will look at achieving modest growth, continue to enter into multidiscipline contracts, and invest in fleet and new machinery to deliver high quality geotechnical solutions to our clients across the UK. We have a very attractive offering. We are a well-established driven piling business consistently installing over 500,000 metres of precast pile each year, our geo team have an impressive portfolio of drilling and grouting jobs, our retaining solutions department continues to grow in strength with some impressive sheet pile and king post wall alternatives, as are our soil nailed and anchored walls.

At the end of last year, we asked 42 construction professionals the question: 'When you think of Aarsleff Ground Engineering, what comes to mind first?' Their responses? "A strong competitor in both the local and national markets", "A growing company profile with investment and with a continued strong presence" "Providing robust solutions", "A very approachable company who look for solutions rather than problems", "Diverse level of services that you provide in ground engineering" and finally, "A Dynamic professional company. A market leading brand. An organisation that values both its employees and well as its customers. A modern forward-thinking company with a progressive outlook". In line with our new marketing campaign this year, it's quite clear to see that we're 'more than just a piling contractor'.

In the past year, I have mostly witnessed an exceptional willingness in employees to learn new technical disciplines and step out of their comfort zones and go the extra mile. If we can retain this attitude, whilst living and breathing our core values, both with the current organisation and with employees that are joining us along the way, we will continue to achieve a lot. We are carving a robust position in a difficult market where we offer good value with high capabilities all round. Many challenges will face us this year, we are entering into unknown political territory and an uncertain market, however if we stick to our plan and live our values, we are confident – are you ready for it?



...Kevin Hague,
Managing Director



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



Precast Piling, Westbury STW - **Brian Dick**



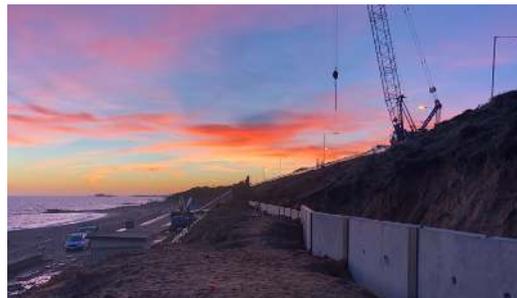
Sheet Piling, Clacton-on-Sea - **Jim Wilson**



Precast Piling & Ground Beams, MMU Stoke - **Phillip Hall**



Sheet Piling, Coalville - **Joseph Mills**



King Post Wall, Clacton-on-Sea - **Vasil Dilov**



Piling, Richborough NG Connection - **Karl Martin**



Precast Piling, Walpole, Bridgwater - **Sam Riley**

FLEET UPDATE

In November, Aarsleff announced the investment of a Junttan PM16, to replace one of our older Banut rigs, along with a new ABI TM17. Both will be delivered in the first quarter of 2019, with the Junttan expected at the end of February and ABI TM17 at the end of March.



As we speak, we are currently building a dedicated portable grout mixing plant, complete with holding tank, for geotechnical projects. It has been designed in house and will be one of two to be built, with the first one expected to be completed in early January. We have also built a store for grout ash, providing a designated area on sites to avoid contamination and make it contained holding bin.

We have also designed and fitted a new fully remote-controlled drilling mast to our 24t Volvo excavator to further enhance our soil nailing capabilities. Along with this, we have been doing a complete overhaul of the Boart 102 (AJ18), fitting new tracks to the rig amongst other work needed.



In 2018, the plant department has achieved a lot of things, including a complete rig and hammer overhaul on all the piling rigs. We continue to update our plant fleet by selling our older rigs and replacing these with new, not just in piling but across all the divisions in Aarsleff. This also applies to our ancillary equipment, as we buy new equipment to compliment the machinery we have on our projects.

Our investments over the last 24 months have been staggering but very welcome from a Plant managers perspective. It is not often a company will invest in equipment like Aarsleff have over this period within the climate the UK currently faces.

On the safety front we have fitted cameras and instrumentation to nearly half of our current piling fleet with the rest to be completed in early 2019, along with hammer stops and particularly hammer ropes being changed every 12 months rather than every 2 years as previously done.

It has been a steep learning curve for everyone involved in the Plant Department, learning new techniques as well as the latest fully remote-controlled machinery which brings its own challenges. Our two apprentices will be attending a dedicated fitting training course at Bircham Newton in Kings Lynn early in the new year to further enhance our fitting staff once qualified.

My team and I look forward to a busy and exiting 2019 and wish everyone a safe and happy New Year.

- Steve Wilkinson

>> CHECK OUT MORE PROJECT COVERAGE ON WWW.AARSLEFF.CO.UK/CATEGORY/COMPANY-NEWS

STEQ Space



SAFETY. TRAINING ENVIRONMENT QUALITY



... Robert Speakman,
STEQ Manager

As we start the New Year I feel it is time we enter a new chapter in our health & safety performance. We have come along way over the last few years. As Kevin has pointed out we are now delivering multidiscipline projects in challenging environments and challenging times and we are doing this relatively safely. I use the term relatively with caution as we all know the potential for an accident is ever present, yet as we develop our competence and experiences the potential should reduce. We have invested heavily in all manner essential skills training i.e. CPCS competence over the previous years, the plan this year is to continue this but also start to deliver some of the non-essential skills training.

The behavioural safety is one such training course, others we intend to look at are first aid, asbestos awareness, working at height awareness, fire wardens, traffic management, environmental and quality training etc. Without too much though this could be a long list but as a business, to continually improve, we need to start delivering these skills. As you can imagine releasing people from site is a challenge, one which with the support of management we need and will overcome. As and when training is planned we shall endeavour to provide adequate notification etc.

I don't talk too much about quality or the environment, but as I have mentioned above these are areas where we have identified we can improve. Both aspects can affect our overall company performance and are essentially linked to health & safety performance.

As a business we measure ourselves against acceptable targets / standards, as do our clients with respect to all these three elements, whether this is the number of spills or pollution incidents, quality non-conformances or accidents. If we can enhance the knowledge of our people and develop responsibility and trust in what we do and in each other, then by default we will improve performance, grow the company and build lasting relationships.

As a footnote, the behavioural safety training is still running until the end of February, we have had a an encouraging number of people step forward for the 'Steering Committee' but as always the more the merrier. Get in touch if you are interested.

WE'RE ON THE LOOK-OUT FOR:



BEHAVIOURAL SAFETY STEERING COMMITTEE MEMBERS

If you're passionate about making a DIFFERENCE and becoming a DRIVING FORCE BEHIND OUR BEHAVIOURAL SAFETY INITIATIVE, TO IMPROVE OUR SAFETY CULTURE then we want you on-board. Please let Robert Speakman know if you'd like to become a member OF THE STEERING GROUP. Or speak to him for more information on what this involves. Call 01636 611140 or email robertspeakman@aarsleff.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. This month we would like to congratulate...

Victoria Reynolds



“ My reason being over the past month I have had a number of visitors and callers to the business make a point of telling me how welcoming she is, cheerful and helpful to all, even when dealing with multiple tasks at the same time.

A recent visitor told me he had been visiting a number of businesses on a particular day arriving with us late in the afternoon, Victoria's welcome had made his day as Receptionists in other organisations had been 'cold', left him standing waiting for attention and ours was the first company where he was welcomed with a cheerful smile, kind words and offer of a drink. He noted that at the time of his arrival she was dealing with a call over the switchboard, a delivery and his arrival – all of which she dealt with brilliantly and seamlessly.

Victoria has been our 'front of house' for six years now and does very much more than Reception duties on our behalf – she fulfils a number of admin tasks for the central organisation too. She has consistently received praise such as the above and I would be pleased if her service both to external customers/suppliers and internal colleagues could be recognised.

...Heather Jones, Business & HR Manager

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@aarsleff.co.uk



Centred around Centrum

We are delighted to announce a new partnership with the Nottinghamshire Wildlife Trust, becoming a Corporate Sponsor of the Beacon Hill Conservation Park in Newark and a business supporter of the Nottinghamshire Nature Reserves Fund. We will be joining a network of local businesses, including Cemex, Tarmac, British Gypsum, North Midlands Construction, to make a tangible difference to our business and to the local environment where our customers and employees live. We can expect plenty of media coverage and press opportunities, raised awareness of our green credentials plus conservation advice at the Centrum Pile grounds. More details will be announced soon, so keep your eyes peeled!



High adaptability equals more business success

What can we all do to contribute?

Do you start each day with the mindset that you are prepared to handle whatever might happen that day? Or does the prospect of experiencing unexpected events or circumstances leave you feeling anxious?

Our industry and client base require flexible, team players – i.e. adaptability.

Adaptability is made up of two distinct components, flexibility and versatility. Flexibility is your attitude; how willing are you to change, work with change? Versatility comes down to ability; are you willing to change? Seen in this way adaptability becomes something that we are in control of.

There are benefits to being adaptable both in the workplace and our personal lives, these benefits are within your reach but might take a little practice.

1. You will be more valuable at work, the ability of a business and its employees to adapt – gives the business a competitive edge. An employee who is adaptable is open to new ideas, and doesn't do things just because 'that's how they have always been done', will gain the respect of the business. They anticipate change and don't panic when things don't go according to plan. This makes you a valuable employee.
2. Psychologists believe that being adaptable provides for increased happiness. We meet challenges daily – if it makes us feel hopeless, disempowered it reduces our ability to enjoy and be satisfied with life. If you embrace adaptability however, you don't feel helpless in the face of change and it is a key to internal happiness despite challenges.
3. Bad things happen to all of us both personally and in our business lives, but being adaptable and taking adversity in your stride means it will not destroy you. Being adaptable means that you adjust your thoughts/expectations/actions to the new reality rather than dwelling on what was or might have been. Being adaptable makes business and its employees resilient – being resilient takes you a long way in life and leads to success.

As a business and as employees to be resilient and achieve success we must become and remain adaptable, change ourselves to accommodate the circumstances and adjust our attitude and expectations. Doing this diminishes anxiety about change, change should not disorientate you, it should just be another expected part of day to day life.



...Heather Jones,
Business & HR Manager

IT & Network

As some of you will know we had a incident with user passwords being compromised recently and I would like to take this opportunity to reiterate one simple fact which will help keep your credentials safe.

You will never need to enter your Aarsleff username or password to download or access any files from a link in an email. Any email that requires this will be a scam, contact IT immediately.

Secondly I would like to tell you about a feature that we will be rolling out shortly to help you keep your credentials safe:

Two Factor Authentication. What is it you ask? Instead of just a password, you will be asked to provide a separate method of authentication. Usually done via a text message or a phone call, when you log in for the first time or after a password change, you will receive a code or a call on your selected phone. If you receive a code or call when you have not tried to log in then you know your password is compromised.

While this is less convenient than a simple password it will significantly improve the security of our systems. I will be providing more information later but in the mean time you should think about the phone you want to use as your authentication device. It should be a device that you will always have with you when you want to log into our systems.

...Simon Pick, IT & Network Supervisor

Success!



Congratulations to Aarsleff's Simon Pick, Steve Gilbank, Robert Speakman, Zoe Botterill, Eamonn Walsh, Matthew Rastall, Christine Argill & Ash Rogers for successfully completing the yearlong 'L2 Intermediate Level in Improving Operational Performance' Apprenticeship. Well Done!



Spotlight on Plant Stores

The Plant Workshop... where do I start?

I joined Aarsleff in January 2018, and from what I can gather, there hadn't been a Storeman here for quite some time - the place was a mess, with no real stock control, lots of deadstock on the shelves, and lots of duplicate items.

In order to tidy up the store and put a system in place, my first task was to document all the stock currently on the shelves, stock take, and get all items on the system of Exchequer. This probably took 4 to 5 months to get 100% correct, but I can now account for the whereabouts of all stock items, either by the date of when they were fitted to a rig, or what site they have been sent to. Easy right? So, what does being the Storeman entail on a day to day basis?

A day in the Plant Stores goes something like this. I arrive at 8am and raise any purchase orders that I have left over from the previous day. I send these over to the relevant suppliers and catch up with the Plant Fitters to find out what we need for the day ahead. I make sure all parts are in for any work currently being undertaken and sort out any orders that are due to head out on a pile wagon to a site, whether this be oil, Personal Protection Equipment, or in some cases tools. The other thing I do in my day is sort out any paper work and deliver in orders and take over to Reception.

In August this year, the Aarsleff PPE cabin came over to the Plant Workshop. Since then, I sort out the PPE requests on a daily basis. I keep a record as to who has what PPE throughout the year, so when any requests do come in, I update a few spreadsheets and adjust our stock on our system. Having the procedure recorded means someone else can easily find out what we currently have in stock if I am off work.



...Adam Whitworth,
Plant Stores
Operative

“ In order to tidy up the store and put a system in place, my first task was to document all the stock... This probably took 4 to 5 months to get 100% correct, but I can now account for the whereabouts of all stock items...”



Embracing Virtual Reality within the construction industry

Aarsleff Ground Engineering have invested in a state-of-the-art virtual reality room to develop and enhance the knowledge and skills of its estimators and engineers. With technology already transforming how people interact and live their lives, we are taking the virtual reality (VR) technology to a whole new level.

We have teamed up with leading UK 3D technology and software development studio Luminous Group to develop a virtual reality application that will enable Aarsleff's clients to "virtually" visit a construction site - allowing users to experience and interact with our ground engineering disciplines,

from the stabilisation of a slope with ground anchors and soil nails and the installation of a steel sheet or king post wall, to the driving of a precast concrete pile and the filling of an abandoned coal mine with drilling and grouting!

The possibilities of VR are endless, and it's really important that we engage with it now. We're utilising the technology internally first to bring a new dimension into our estimating process, however we envisage the technology being used for company marketing, Health and Safety inductions, site training and other applications in the near future. Watch this space"



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@aarsleff.co.uk

WWW.AARSLEFF.CO.UK
CONNECT WITH US!



King Post Wall / Sheet Piling, Clacton-on-Sea