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**AARSLEFF**

# Aarsleff

ISSUE NO.16

NOVEMBER/DECEMBER 2019  
STAFF NEWSLETTER



Welcome to our last newsletter of 2019. As you all know now, the market has been tough in the UK for the past 2 years. The uncertainty surrounding Brexit has no doubt impacted in some way or another the trading conditions we have experienced in the UK, whether it be funder uncertainty, cost increase or delay on capital spend. Aarsleff overall did not meet budget or forecast and we must positively reflect upon this and seek to improve. It is worth noting however that for the first year in many every department has contributed at operational level, meaning we are profitable on site.

I would like to welcome Jack Doran, Andrew Shaw and Liam Trick into the business, who joined our Geotechnical department operating from Newcastle. The strong teams developing in both our Newcastle and Doncaster offices has enabled us to take on larger and more complex projects in the north, including the recent geotechnical award on phase 3 of the Sunderland Strategic Transport Corridor. We are now in a better position to service the needs and requirements of our clients across Yorkshire and the North, of which our portfolio of projects and client base continue to grow.

In other news, we have broken a new company record, installing our longest ever King Post Wall in Chelmsford (350Lin/m). We are also undertaking some highly specialist stabilisation works at Gibraltar Rock in Tynemouth where we will have some exciting aerial footage from both projects to share soon. A great display of work and with projects in the pipeline it looks to be a busy and positive start to the winter period. Across the pond, Aarsleff Ground Engineering have been invited to

present at the 20th Annual DICEP Conference (Design and Installation of Cost-Efficient Piles) in Ohio at the beginning of November. I will be presenting our research with Sheffield University and COWI on the advantages of driven raked piles compared to large diameter rotary bored piles for bridge abutments. I will also be presenting on behalf of our sister company Centrum Pæle, discussing their PhD research into Energy Piles for geothermal cooling and heating of buildings. Overall it is looking to be an exciting event, and for the first time, it establishes our company as "thought leaders" on an international level.

We have witnessed many company failures in the past financial year, change on the high street, change to who we buy our holidays from and maybe even a change to the government in the future – who knows. Former SAS Mark 'Billy' Billingham once described how you just have to keep pushing forward when the going gets tough. His famous quote, "Always a little further", giving many of us the motivation and inspiration to push ourselves outside of our comfort zone, no matter how tough it gets.

I make a deliberate point of thanking as many people as possible each day we are together as a team, however this is another opportunity for me to thank each and every one of you for the ongoing contribution. Each and every one of you represent both Aarsleff and Centrum daily, whether it be on a project, in our factory or in a client office. I expect the highest standards from our employees, and I am sure you all embrace our values and demonstrate the Aarsleff way daily.



...Kevin Hague,  
Managing Director



# Photobooth

Every issue we ask you to send in your Aarsleff or Centrum 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:**  
harrisonmarshall-lack@aarsleff.co.uk

Send in your photos!



New Casagrande C6 - Adam Whitworth



Drone Fly Over Aarsleff and Centrum Site - Sam Riley



Please don't forget to send in photos of your work from around the country! We love to see them, and they could get featured across our social media channels, on our website, in the press, in project case studies or even in our staff newsletter!



SFA Piling, Washington - Jack Doran



DPC, Cardiff Fairfield - Sam Riley

Send them on Whatsapp to **07990006536**, or email them to:  
[harrisonmarshall-lack@aarsleff.co.uk](mailto:harrisonmarshall-lack@aarsleff.co.uk).

## CHARITY CORNER



On the 27th September, our staff took part in the 'World's Biggest Coffee Morning' for Macmillan, which is also their most popular fundraising event of the year.

For a small donation, staff enjoyed a variety of sweet and savoury options, with winner and runner up awards handed out for the best baked. Well Done Adam Whitworth (1st), Libby Butler (2nd) and Rachel Wright (3rd). In total, Aarsleff raised £122! Well done to everyone who took part!



DPC, Winsford Salt Mine - Paul Gulliver



Centrum Factory - Harrison Marshall-Lack

>> CHECK OUT MORE PROJECT COVERAGE ON [WWW.AARSLEFF.CO.UK](http://WWW.AARSLEFF.CO.UK)



## SAFETY. TRAINING ENVIRONMENT QUALITY



September and October have seen us work another 2 month period or 65,000 hours without a Lost Time Accident. The number of days since the last lost time accident is:

- Aarsleff = 224 days
- Centrum = 92

An excellent performance that we should all take encouragement from.

The LTA Frequency Rate which we have measured since 2015 is at an all-time LOW across all business areas; Aarsleff, Centrum and Combined.

This figures gives us an indication of how likely we are to have a LTA for every 100,000 hours (3 ½ months) that we work. The math behind this is complicated but in reality it really does give an indication of our performance over time.

		% reduction from Sept 2018
To end September LTAFR	Aarsleff = 1.47	48%
	Centrum = 0.9	80%
	Combined = 1.3	60%

For example across the Combined business for every 3 ½ month worked we are likely to injury 1.3 people. Whilst I am not quite sure how we injury 0.3 of a person the numbers do stack up. Our challenge is to keep this up and improve on this. It has to be everyone's goal to come to work and go home without anyone suffering an accident, injury or ill health as a result of work. We all deserve to live a long Happy, Safe and Healthy life at work, home and beyond.

We are all too aware of the 'What If' scenarios and consequences from our high risk activities. As we have encountered of late with the news of a fatal accident within another piling contractors precast yard. Whilst we do not know the full facts, we understand the newly married father of three was carrying out a lifting operation in the pile factory yard, when somehow a pile has fallen onto him causing the fatal injury. We offer our condolences to his family and friends and colleagues.

If we do just these few things – don't be complacent with risk – think about your actions, your personal positioning and the What If scenarios – maybe we can prevent such a tragedy

And finally..... Winter working is now upon us. The clocks have gone back and we are into the dark nights, cold, rain and snow (that's the white stuff we don't see too much of these days).

As if, site conditions can't be anymore challenging. We need to be on top of our game and ensure by first class planning and supervision and everyone displaying desirable behaviours that we do not add to the ever present risk faced every day.



BESAFE

WORKSAFE

AARSAFE



# 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...



## Paul Robinson



I wanted to put Paul forward for Aarstar for the work he has been doing widening the footpaths around the factory. He has done a great job improving the health and safety on the factory.



...Eamonn Walsh, Factory Manager at Centrum Pile Ltd

If you would like to commend a member of staff for our next newsletter please send through your nomination and the reasons why to [harrisonmarshall-lack@arsleff.co.uk](mailto:harrisonmarshall-lack@arsleff.co.uk)



# Update from the Plant Department

It is with great pleasure to announce that we have just taken delivery of the first of 2 new Casagrande C6 XP-2 this week to strengthen our commitment for the Geotechnical disciplines. The new machine is already lined up to start its first job installing anchors at St Albans.



This machine is on top of the investment that we have been making with the Geotechnical department, including casings, augers, grout mixers and pumps to name a few. Our intention is to become the market leader for Geotechnical systems and with these investments it certainly shows a clear indication of our intentions.

Along with this investment, we have also taken delivery of a new Soilmec SF50 to carry out CFA piling. This machine has already carried out work at projects in Bicker, Leighton Buzzard, and is currently working in Liverpool - work for this discipline is coming in fast. We have also invested in Augers for this machine at 600mm, 450mm, and 350mm diameter, giving us the ability to match our competitors and drill to 26m depths. All these investments will help us to turn enquiries into actual work as we can now offer our clients a dedicated option for their project.



We are coming up to probably the busiest period we have seen this year. Our breakdowns across the business are running at 4% Year-to-Date, which is a testament to the hard work everyone puts in from the Plant department, and by working closely with the drivers and supervisors we intend to get this lower.

Preventative maintenance and working closely with our drivers is key to keeping this trend going. We will always have breakdowns, but it is how we react and plan that can help minimise and reduce delays.

...Stephen Wilkinson, UK Group Plant Manager

Total Hours worked	Total Breakdown hrs	Percentage breakdown
22254	945.25	4%

## From the HR desk...

### BrightHR Portal - Registration

Dear Colleagues

You will recall last month I let you know about the Employee Assistance Programme which is part of our HR outsourcing with Peninsula – this is a benefit for you all and you will have received details of this personally. Remember this benefit provided by the company is designed to give you access to professional assistance for a whole range of day to day personal issues that may be worrying you either now or in the future. Remember to make use of it if you have anything troubling you.



...Heather Jones, Business & HR Manager

We are now rolling out the next stage of our outsourcing that is registration on the centralised BrightHR Portal – you will receive a registration email and I urge you to register to the portal immediately so that we can roll out the next stages of the HR service across the company.

From 2020 – this portal and its app will be essential to you for booking your holidays and absence i.e. sick leave with your line manager. You must be on the portal to do this, so register now. We will provide more details of what to do next as we are ready at each stage.

You will or will already have received details of how to register from me – if you have not had this, or you find any details on your portal page are incorrect please let me know immediately.

Thank you

## IT & Network - Creating secure passwords

I have noticed over the past few months that some passwords are being used which are relatively easy to guess. It is in your interest, both for your work passwords and any personal passwords, that you should be using hard if not impossible to guess passwords.

- Avoid using common names in our industry, Company or Equipment names for example.

Tips for a strong password:

- Length, more than anything else password length affects strength. Minimum is 10 characters, more is better.
- Use multiple unrelated words, "correct horse battery staple" is a good example.

"Hacking" of accounts is most commonly done by "Social Engineering", not by some high-tech attack. Social Engineering attacks are done by learning about the person and then using that knowledge to "guess" the correct password. You can mitigate this type of attack by following the few simple rules below:

- Personnel names should not be used, either family, friends or pets.
- Dates should not be used, using the current year is very common and should be avoided.

One last tip you should all follow; never use the same password twice for critical logins. For example your Email, Work and Bank account should all use unique strong passwords.

...Simon Pick, IT & Network Supervisor

# Spotlight on Virtual Reality



**Harrison Marshall-Lack,**  
Marketing Assistant

On the launch of our new ground engineering Virtual Reality application, we spoke about utilising it to attract the 'next generation of digitally native gamers', particularly in light of our industry's growing skills shortage. With over half a million workers set to retire in the next 10 years, it is vital that we breakdown some of the stereotypes surrounding construction that may often deter or discourage someone's entry into the industry. Throughout October, we have been showcasing our VR application and demonstrating first-hand to young people that construction is an exciting place to be.

In the first week of October, the UK's Construction Week 2019 landed upon us. Across the country, people of all ages were getting involved learning more about the industry. As part of the wider initiative, we went to the Lincoln Showground with our portable VR gear to showcase our app to groups of year 6 pupils from various schools across the county. It was brilliant to see the school children engaging in our VR application and having an interest in the work we do. A lot of them hadn't realised how important our works are when it comes to building new structures and buildings.

Our second outing with the VR took place at Newcastle University's (NCL) 'Engineering, Science and Technology Fair 2019' at the St. James Stadium. Not only did we meet some great candidates showing a keen interest in a career in Civil Engineering and Construction Management, but many students enjoyed trying out or simply watching our Virtual Reality application. Students found it interesting to learn about what happens below the ground when delivering our geotechnical services on site, such as drilling for abandoned mines and then filling with grout. Our VR application adds a whole new level of understanding to those disciplines, that can quite often just resemble a muddy field!

The VR application has been a success – showcasing our ground engineering capabilities in a way that is engaging with young people, but also in a way that better understands how the geotechnical services work and what Aarsleff does within the UK. Alongside this, it has been great to share the VR application with the future of the construction industry, and I look forward to seeing the reaction of more young people in the planned events this year and next.



## Reaching amazing milestones

There are a few long standing employees at Aarsleff who have been with the company since its establishment in 1991. Richard Thomas joined Aarsleff over 27 years ago as an operative and rig driver, having worked on thousands of driven piling projects over that time.

As a token of our appreciation, Aarsleff's Business and HR Manager Heather Jones presented Richard with a gift for him to enjoy as he starts a new chapter.

We wish Richard the very best. Enjoy a well-deserved retirement!



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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 Harrison Marshall-Lack an email with your suggestions to:  
[HarrisonMarshall-Lack@aarsleff.co.uk](mailto:HarrisonMarshall-Lack@aarsleff.co.uk)

[WWW.AARSLEFF.CO.UK](http://WWW.AARSLEFF.CO.UK)  
CONNECT WITH US!



SFA Piling inside warehouse, Washington