

CENTURYAN

CENTURA GROUP

Summer 2019

Issue 16
August 2019



Mayplace Primary School, Bexley Heath - Buxton Associates

As always it gives me great pleasure to introduce another edition of Centuryan, our Group newsletter. I must apologise for the late arrival of this edition but a very busy time has meant that the months have literally flown by. As you read this we are well in to midsummer and are therefore at the end of another financial year in Centura. As yet our financial performance is still subject to agreement but the general feeling is that once again we reach the end of another successful trading period.

Our Group sales remain over £42m. As expected CRL and especially our Highways work dominate that figure but our smaller subsidiary companies are also contributing nearly 10% of those sales. Since January our team in Melbourne Australia have been trading and they will become a significant part of CRL and Centura as we move to the end of 2019 and beyond.

The philosophy of our Group has always been to encourage and support the careers of all of our employees. Our site based operatives learn their special skills through on the job training and the experience passed to them from their supervisors. Special skills techniques and of course management training are provided as a matter of course. Health and safety awareness, training and updates are available for

all our employees at the appropriate levels according to job title. Our office staff come from a wide range of backgrounds but all have benefited from training and qualifications gained in many skills including accountancy, management, HR, training and development, health and safety management and of course all disciplines of engineering. In recent years our training team of Nicky, Karen and Sarah have arranged countless courses for all staff and are also now experts in using the benefits offered by the apprenticeship levy.

The recently changed Board of CRL comprises Directors with a very wide skill set and many thousands of hours of experience with a substantial part of their careers spent with the company. They are dedicated to deciding the future strategy of CRL and providing guidance and sound judgement to enable continued successful trading in the future. Similarly the Boards of all our subsidiary companies, whilst managing smaller sales figures must also embrace the skills and experience of their particular market-places. It is always pleasing to see that so many of our management staff have built careers and grown with their special part of the Centura Group.

Whilst talking about the CRL Board it is with some sadness that I confirm Kevin Jones will be leaving

us towards the end of 2019. Kevin has spent most of his career since graduation with CRL. His commitment to the company and his refreshing management style have helped his progress from contracts engineer to Board Director. Kevin has chosen to pursue a different lifestyle in future. He will be greatly missed but his contribution will be remembered long in to the future. I hope that you will all join me in wishing the very best of luck.

As you read this the UK's relationship with both Europe and the rest of the World is changing. Whilst these negotiations have been in progress for some time the effects on Centura Group companies have been felt, but well managed. In part I believe that this is because much of our work involves the maintenance and upgrading of the countries infrastructure, both nationally and locally. As that infrastructure becomes older we can only assume that the need for our services at every level will continue. We must of course be prepared for some change as that is inevitable.

In 2020 CRL will have been trading continuously for 65 years. This is probably an industry record. That doesn't happen by luck. That happens because of all the effort and hard work put in to our businesses by all of our employees, both current and past. It happens because of the support the company has given to them and the commitment and loyalty given in return.

I would like to thank you for the part that each of you has played in that success and of course for the future of the Group.

A handwritten signature in black ink, appearing to read 'Tony Rimoldi'.

Tony Rimoldi
Chief Executive

Samuely
Consulting Structural Engineers

Lifespan Structures Ltd

CRL
SURVEYS LIMITED
structural & building assessment

TiFire
FIRE SAFETY SERVICES

equilux

buxton
ASSOCIATES

CRL
CONCRETE REPAIRS LIMITED
multi-disciplined structural renovation

the numbers

A regular feature in this newsletter is to publish a scorecard showing how the group is performing. The following tables has gathered together all the latest information from the current financial year.



CENTURA GROUP

Qtr 1 Jul - Sep 2019

Customers & Markets

445

No. of tenders submitted

£33.4m

Value of tenders submitted



224

No. of new contracts awarded

£7.9m

Value of contracts awarded



Learning, Quality & Innovation

data not yet available

RIDDOR free man hours

98%

CSCS carded site workforce

87%

Employees H&S Training Compliant

0

Suggestions submitted in the Innovation scheme

Operational

100

% of performance questionnaires showing client satisfaction

data not yet available

No. of contracts in progress

data not yet available

No. of contracts ahead of target

Financial & Stakeholders

Turnover year to June



Profit year to June



Overhead costs year to June



Cash Flow



Group Business Plan Sales for Year to June 2020

	Target	Total
Concrete Repairs Ltd		
Bristol	£7.5m	
Chesterfield	£6.0m	
Chesterfield Highways	£8.6m	
Falkirk	£6.0m	
Mitcham	£11.0m	
Australia	£3.3m	£42.4
CRL Surveys Ltd	£1.5m	£1.5m
Buxton Associates Ltd	£0.7m	£0.7m
FJ Samuely Ltd	£0.2m	£0.2m
Equilux Ltd	£1.5m	£1.5m
TL Fire Ltd	£0.2m	£0.2m
Lifespan Ltd	£0.4m	£0.4m
Total Sales		£46.9m

group gossip

The Group would like to welcome...

Alexander Ilievski, CRL AUS
Andrew Lucking, CRL MIT
Christos Spolidoro, CRL AUS
Colin Smith (Aus), CRL AUS
Daniel Wooderson, EQU
Dee Harris, H/O
Georgijus Asanovas, CRL SUR
James Parker, CRL BRI
Jay Harding, CRL BRI
Jayden Pallo, CRL AUS

Ken Loy, CRL CHE
Klisman Pepa, CRL MIT
Lachlan Hall, CRL AUS
Lisa Davie, CRL FAL
Marcus Stone, CRL AUS
Marek Dwornicki, CRL SUR
Mark Beddis, CRL BRI
Martin Neale, CRL BRI
Matthew Smith, BUX
Michael Duggan, CRL CHE

Mike Peel, CRL BRI
Paul Graham, CRL AUS
Raheal Merzouk, H/O
Sebastiano Dorata, CRL MIT
Soaif Sarasiya, CRL MIT
Stefan Andreescu, CRL MIT
Thomas Purchase, CRL BRI
Wioletta Zukowska, H/O

Say goodbye to...

Adrian Liddelow, CRL CHE
Adrian Rook, CRL BRI
Alan Callaway, CRL MIT
Albert Thaci, CRL MIT
Andrea Hoffman, BUX
Arran Reid, CRL BRI
Derek Crous, FJ SAM
Dilukshan Kathirvel, H/O
Fung-Yin Tsui, BUX
Germaine Huggins, H/O
Gerry Lister, CRL CHE
Hamid Folad, BUX
Hossein Shafiepour-Motlagh, BUX

James Sweeney, CRL FAL
Jason Hussey, CRL BRI
Jerome Crockett, CRL MIT
John Alexander McFarlane, CRL FAL
John Arnold, CRL BRI
John McElvogue, CRL BRI
Kathleen Byrne, CRL FAL
Lawrence Bugeia, BUX
Lee Tandy, CRL CHE
Leeann Walters, H/O
Levi Warnock, CRL CHE
Lewis Davies, CRL BRI
Mark Beddis, CRL BRI

Mark Phillips, CRL MIT
Martin Neale, CRL BRI
Martin Neale, CRL BRI
Matthew Morgan, CRL MIT
Michael Smith, CRL MIT
Panos Pittakas, CRL BRI
Paul Hill, CRL CHE
Redha Khiari, CRL MIT
Robert Webb, CRL FAL
Sukses Zeneli, EQU
Thomas Christie, CRL CHE
Travis Parker, CRL MIT
Yasmin Jones, CRL BRI

Congratulations on promotions to...

Adam Drzazga, CRL MIT - Site Manager
Darren Shaw, CRL CHE - Senior Foreman
Dominic Cauchi, EQU - Electrician
Jacek Staszkievicz, CRL MIT - Foreman
Jay Harding, CRL BRI - Tradesman
Kenton Riley, CRL BRI - Regional Manager Designate
Laurenc Hazizi, CRL MIT - Senior Foreman

Lloyd Davies, CRL BRI - Tradesman
Rexhep Lala, CRL MIT - Senior Tradesman
Stefan Horhoaca, CRL MIT - Senior Tradesman
Szymon Bujara, CRL MIT - Foreman
Thomas Purchase, CRL BRI - Senior Tradesman
Tomasz Markowski, CRL BRI - Senior Tradesman

Update

CRL MISSION STATEMENT

11 years ago we published the CRL Mission Vision and Values in our Newsletter.

As time moves on and the market changes we have decided to carry out a review. Please see our revised CRL Mission Statement.

Vision:

- To be the Specialist Contractor of Choice

Mission:

- To maintain and improve our infrastructure and extend the life of our nation's heritage.

Values:

- Uncompromising health and safety for all
- Support sustainability, diversity and the environment
- Work with integrity and professionalism
- Provide a safe and caring workplace
- Promote quality, innovation and value
- Collaborate with our customers and stakeholders
- Encourage, support and develop our staff.

2019 RoSPA Award

Concrete Repairs Ltd handed RoSPA Order of Distinction (19 consecutive Golds) Award for health and safety practices

CRL have been handed a prestigious award in recognition of its practices and achievements in helping its staff/customers/clients/contractors etc. get home safely at the end of the working day.

Concrete Repairs Ltd has achieved another Order of Distinction (19 years of consecutive Golds) in the internationally-renowned RoSPA Health and Safety Awards, the longest-running industry awards scheme in the UK.

Ben Lawson was presented with the award during a ceremony at ExCeL, London on Tuesday, June 18, 2019.



The RoSPA Awards scheme, which receives entries from organisations around the world, recognises achievement in health and safety management systems, including practices such as leadership and workforce involvement.

Nigel Roper

ISO 44001

Following our successful assessment with the British Standards Institution earlier this month, we have now been awarded our ISO 44001 certificate for our Collaborative Business Relationship framework.

Gaining this certification is crucial to our ongoing work with Highways England, which is an important part of our business, and will be required by more and more clients going forward.

This management framework currently covers our relationship with the Highways England SRN Area 9 Alliance, but can – and will - be adapted and extended to cover other CRL partners, as required, under the same certification.

A copy of the certificate is now in the 'Docs' section of the intranet, plus the BSI assurance kite marks which we can use on our documentation, emails, website, etc.

Thank you to everyone who played a part in this.

Frances Banning

"A big thank you to Frances Banning and Nigel Roper for their hard work on this."



health & safety

CRL Mitcham H&S Culture Day

On Friday, 7th June, CRL held their Health & Safety Culture Day at The Grange, just down the road from the Mitcham office. Around 80 delegates attended the day, including members of our site teams, regional and senior management, as well as a few representatives from our supply chain.

The day was chaired by Ben Lawson (our new Regional Manager – London and the South-East), and started off with a team building exercise to see who could build the tallest structure out of straws, paper cups, balloons and sticky tape. Needless to say it was won by the table with our CEO on; I think there was a bit of favouritism there ...

We then got down to what the day was all about, listening to a series of talks from inspirational speakers who could hopefully influence the way we thought about health and safety and our attitude to risk taking, as well as other relevant subjects related to this field.

The first speaker was Mark Heath, from the Gangmasters and Labour Abuse Authority. Mark talked us through some of the cases he has dealt with, as well as the history of the formation of the GLAA. It appears that there is a lot more slavery and abuse taking place than we are aware of, and the incidence of cases is growing. Interestingly however is the fact that the GLAA still has a very low conviction rate.

Our second speaker was Emma Saccomani from Sarsens who spoke to us about mental health and how it affects people in the construction industry. The main theme of her talk centred on the stigma of mental illness, and how this prevents people from reporting it and seeking help. The macho attitude is changing, but we still have a long way to go!

Our last speaker, who also spoke at the Chesterfield day, was Mick Loughran, a motivational speaker, whose life changed dramatically through an accident at work when he was 19. Mick's talk was all about 'risk perception' and how we tend to ignore risks and keep carrying out 'risky' actions the more we get away with them. He is also a firm believer that we learn from the actions and behaviours of others, a message not lost on our site team members in the audience.

Overall a great day which I know was appreciated by all. Not only did everyone go away with something to think about and put into action, but the day also served as a great opportunity to meet, chat and socialise with our fellow workers who we don't often get a chance to see and spend time with!

Thank you to everyone who helped on the day and especially to Sharon and Dionne for all their hard work organising the event and ensuring its success!



Update

The Launch of Health Assured EAP

What is an Employee Assistance Programme (EAP)?

An EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general well-being.

Their EAP service provides a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues. We strongly believe in providing an EAP service that offers not only reactive support when someone needs it but also proactive and preventative support to deliver the best possible outcomes.

Health Assured pride themselves on offering the highest level of service quality, assured through the calibre of people we employ and our exceptional clinical governance infrastructure.

With Health Assured there really is a better way

Balancing everyday life with the requirements of work and home can create pressures for all of us. Work is a large part of people's lives. With increasing working hours as well as technological developments to support remote working, it is vital to ensure that there's a productive, healthy environment that is conducive to a healthy lifestyle.

Health Assured, in partnership with Centura Group, provides all employees with complimentary access to an enhanced Employee Assistance Programme (EAP) to assist you in achieving this balance.

Services Available

Health Assured offers cover for you and your immediate family members*, **24 hours a day, 7 days a week, 365 days a year:**

- Life support: Unlimited access to counselling for emotional problems and a pathway to structured telephone counselling or face-to-face counselling sessions (employees only) at your convenience.
- Legal information: For any issues that cause anxiety or distress including debt management, accountancy, lawsuits, consumer disputes, property or neighbour legalities (employees only).
- Bereavement support: Health Assured offers qualified and experienced counsellors who can help with grief and related stress plus a team of legal advisor to help with legal issues.
- Medical information: Qualified nurses are on hand to offer advice on a range of medical or health related issues. They can't diagnose but can offer a sympathetic ear and practical information and advice.
- CBT online: We recognise the value of self-help tools in dealing with a range of issues, which is why we have a range of CBT self-help modules, informative fact-sheets and invaluable advice videos from leading qualified counsellors.

***Health Assured define dependants as immediate family members (spouse/partners) and children aged 16 to 24 in full time education, living in the same household.**

Well-being Portal

In addition to the counselling support and advice, they also offer a virtual library of well-being information. These informative articles and self-help guides provide support on a range of health and advisory issues, as well as instant guidance to aid of an employee's physical and mental health.

They understand that the information needs to be available in a way that is suitable for you, whenever you require it. From simple lifestyle changes to advice for many of life's most common concerns, the portal offers:

- Interactive health assessment providing personal tailor-made dietary tips and fitness plans
- Fitness and lifestyle advice, such as detoxing methods
- Four week self-help programmes
- Mini health checks
- Financial well-being articles

Health e-Hub Mobile App

Sometimes it can be difficult to balance the pressures of work with the demands of home life. When daily life feels overwhelming you need help and support to deal with the practical and emotional challenges you may be facing. The free Health Assured app offers access to holistic health and well-being support at the tap of a finger anywhere and any-time.

- Support videos and webinars
- Four-week programmes
- Home life support and advice
- Work life assistance
- Physical and emotional health
- Mini health checks
- Life Support
- Emotional Health
- Physical Health
- Online CBT
- Well-beingWellbeing videos and webinars
- Medical information

To find out more information on what services Health Assured can provide, please visit www.healthassuredeap.com or contact 0800 030 5182.

To gain access to the Health and Well-being Portal you will require the below login credentials:

User-name: Centura
Password: Group

*Sharon O'Sullivan
Group HR Executive*

Snapshot

Group businesses working together

Ockwells Park was opened to the public in the 1980s but a few years ago the Royal Borough of Windsor and Maidenhead (RBWM) extended the park when it acquired some additional land which was once part of the Ockwells Manor Estate. The original Manor House was built in the 15th century with wood from oak trees grown in Windsor Forest, which at the time stretched as far as this park.

To open up this additional land, a scheme to install a cycle path which crossed a stream, called The Cut, at both the East and West edges of the park was devised by the RBWM.

Lifespan were first contacted in early 2017 to look at options for these new crossings, and at the end of the year were commissioned to carry out topographical surveys, soil investigation, and bridge design including foundations. Buxton Associates pulled together all the various elements, to create scheme drawings and design traditional elements such as parapets during the design phase.

Concrete Repairs (Bristol) were then commissioned by RBWM to assist with providing information for Environment Agency Approval, and subsequently appointed to install the 2 bridges in summer 2019. Despite the wettest summer weather, with the site compound flooded and the riverbanks overflowing, John Arnold from CRL Bristol was able to manage the safe installation of the two bridges.

The lightweight nature of the bridges allowed simple helical piles to be utilised to create foundations, and the bridges were lifted into place using a lorry mounted crane.

The cycle path was initially opened in August 2019, and will be fully integrated in a joint community project with the Woodlands Trust to extend wooded areas, and an Environment Agency water management project to open up new wildlife habitats within the park.

This is a good example of how Centura Group businesses can work together to deliver engineering solutions. What began as a simple £60K FRP composite bridge supply developed into a £160K supply and install project. Buxton Associates have recently quoted some more bridge assessment work with the RBWM, which may lead to more projects.

With the group capabilities we are now in a position to offer clients a full inspection, testing, assessment and repair service for existing structures, along with a design, supply and installation service for new footbridges.

Martin Richardson
Lifespan Structures



Update

Summit Dashboard/Launcher

Since April 1st 2019 the new 'CRM Database', from Redsky has been in operation, for a selected few, and is now being expanded to more users.

For those who have had the privileged of using it, since it's launch, you are no doubt familiar with the functions and uses that the new CRM has and no doubt have some ideas of your own as to making the system better, but the one function i have been working on is the Dashboard/Launcher for overall 'Company Data'.

I have created many views over the past months but with ideas from Chris Martin, we have settled on a couple of tiles that may help the contract staff and estimators search on current orders and tenders.

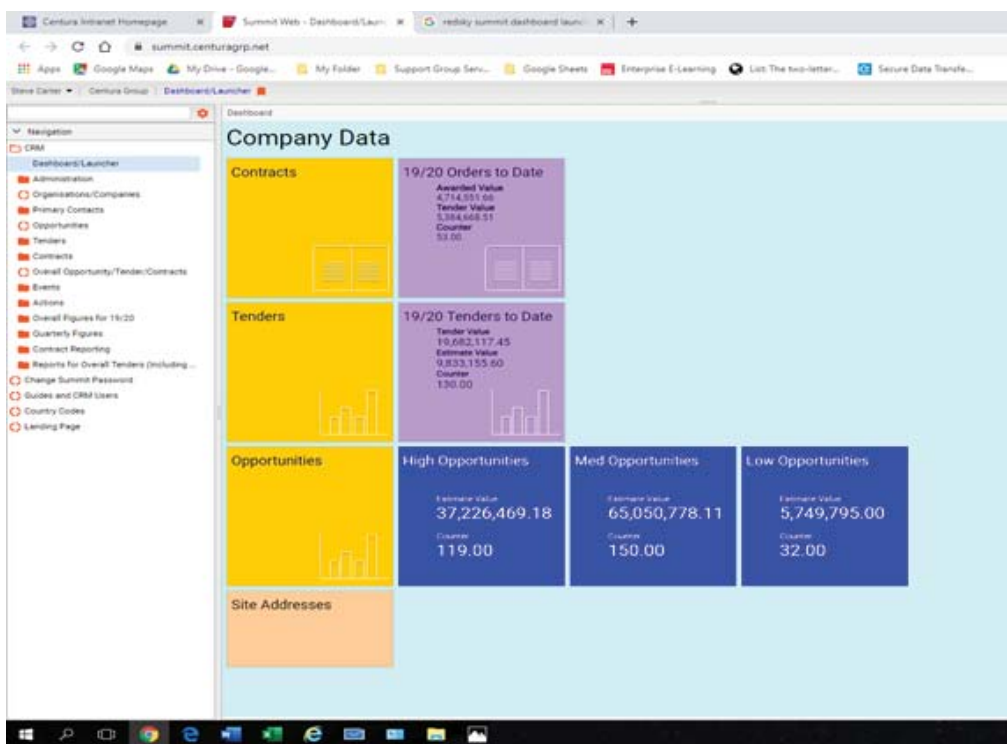
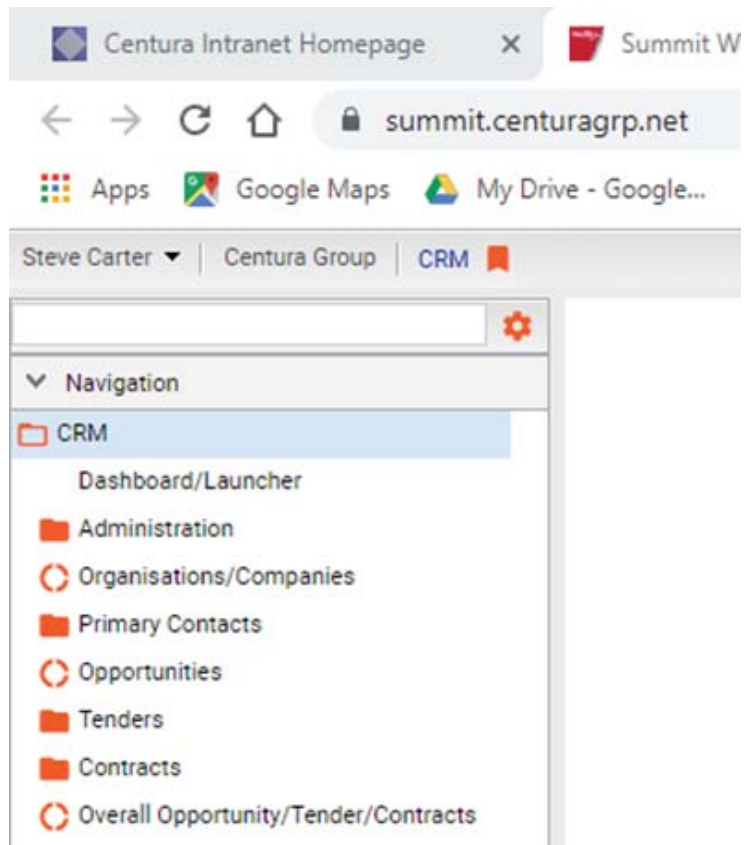
If you are wondering as to where this information can be viewed, on the left hand side of Summit, on the navigation column, double click the CRM folder and directly underneath that folder you will see Dashboard/Launcher.

Double click 'Dashboard/Launcher and you will be presented with a screen as shown below.

This view can be 'pinned' as a default, so every time you open Summit CRM, you are presented with the Dashboard.

This can be done in the view above and by pressing the small red flag next to the words in blue writing Dashboard/Launcher.

Now your Dashboard/Launcher is set, by double clicking any of the tiles, you will be presented with the information given on the tile selected. Each tile view will give you 'regional' or 'division' information.



These can be expanded to give you an in depth view on how you region is performing.

All these views can be further expanded and with the filtering functions with in Summit, the information can be drilled down further by right clicking the column titles and selecting from the new information given in the drop down.

I hope this small guide is of some help, and should there be any more improvements or alterations, you will be informed. If you feel that you should have access to the data mentioned please inform your line manager.

Steve Carter

snapshot

Buxton Associates

Reef Live Aquarium – Belfast

Buxton Associates are currently working with Ethos Design & Architecture (Shell) and Kay Elliot (internals) to develop a new Aquarium for Belfast situated in the Titanic Quarter.

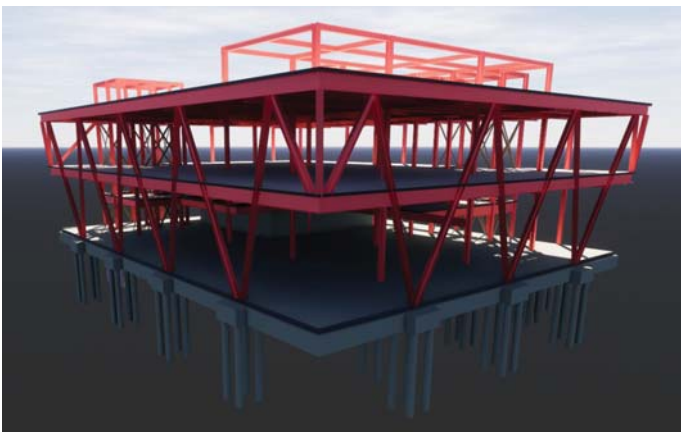
Currently at RIBA Stage 02 – the building consists of:

- Large steel frame structure with deep Westok type cell beams acting compositely with a 'dove tail' type metal deck at mezzanine, first floor, and roof level.
- Typically on a 9m grid, with inverted raking 'A' type columns around the façade as a feature.
- RC two way spanning slab at ground floor supported on subsequent ground beams and piles.
- RC piled raft slab supporting concrete shell for Aquarium tank.
- Lateral stability provided by braced lift and stair core.
- Cantilever corner feature supported by trusses incorporated with inverted raking 'A' type column geometry.

Reef Live Aquarium - Architects Elevation



Reef Live Aquarium - BIM Model



Marlow Workshops – Shoreditch - London

Buxton Associates are currently working with AAVA Architects to develop new office space from existing Grade II listed workshops in Shoreditch – London.

Currently at RIBA Stage 05 – the buildings consists of:

- New 2 storey office, including basement, built in RC in part of existing car park.
- Basement RC retaining walls created in 'hit and miss' fashion with maximum 1.0m width sections of retaining wall cast at one time.
- Existing workshop, currently 1 storey, being extended to 3 storeys including basement.
- Basement L-shaped RC underpinning works required to support existing structure above and lateral earth pressure. Installed in 'hit and miss' fashion as per new office block.
- Existing work shop walls to be removed and side extension added to create larger office space.
- Mansard type roof installed with steel moment frames to provide lateral stability.

Mayplace

We have provided structural and civil engineering services for an extension project at Mayplace Primary school in Bexleyheath. The £3m project involves an extension to the reception and entrance block as well as the construction of a double-storey steel framed classroom block.

The classroom block has been designed as a steel frame structure with a combination of horizontal and vertical bracing. The horizontal bracing in the roof and diaphragm action in the floor plate (pre-cast concrete planks) transfers lateral wind pressures back to the braced bays. As of August 2019, construction of the classroom block structure has completed.

The single-storey entrance block is constructed with a combination of sway steel frames in the short direction and confined masonry in the long direction.

The single-storey reception block is constructed in traditional materials, with load bearing masonry walls supporting a timber roof. Wind posts have been provided to buttress the external walls where required.

The architect is ECD Architects and the contractor is Roof Ltd. The project is expected to finish in September 2019 with the view that the buildings will be in operation for the new school year.

snapshot

Buxton Associates

Foots Cray

A three-storey block of apartments with a drive-through entrance and third floor communal terrace. In keeping with the particular nature of the conservation area, the focus of the design has incorporated typical features of a 'Georgian' type period building.

The ground floor is Beam & Block, whilst the first and second floors comprise hollow-core precast planks supported on load-bearing masonry. The footprint for each floor changes and as a result, complexities in supporting the structure have emerged in critical areas. This has allowed for a system of transfer steel beams at first and second floor to safely disperse the load through the masonry walls and down into the mass concrete trench fill foundations. The mansard slate roof is supported by a sizable arrangement of cranked steel beams that support an intensive green roof on top.

As well as the new build, an existing restaurant on the roadside of the project site is to be renovated and turned into residential units at ground floor.



Figure 1 - Architect's impression of the three-storey new build

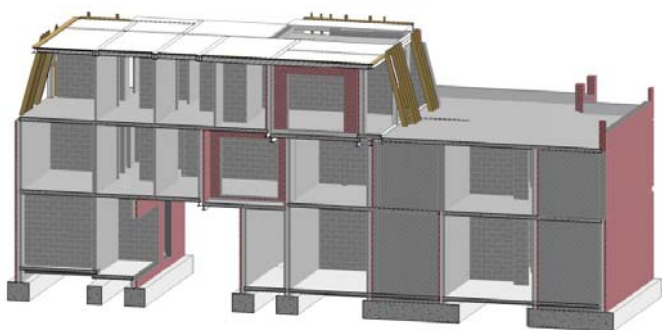


Figure 2 - Section through the Revit model showing the hidden structure

YMCA Redhill

Young Man, theres no need to feel down...

Especially now the YMCA in Redhill have a brand new sports hall!

The new flagship Inclusive Sports Facility will enable YMCA East Surrey to expand its range of disability sport and physical activity sessions. The state-of-the-art £2.6 million building houses a new sports hall and activity room, accessible toilets and changing facilities, making it a Centre for everybody, regardless of age or ability.

The development of the new sports hall, will allow a further 200 people with disabilities or long-term health conditions to take part in sport and physical activity.

The Inclusive Sports Facility was declared officially open by 16-time Paralympic medallist Baroness Tanni Grey-Thompson, who said: "It's a beautiful building and it's really important that disabled people have the opportunity to exercise. Physical activity is so important for disabled people to get to work and in their daily lives. This place is just brilliant."



snapshot

Samuely

Harrow Road

Following a fire in 2017 the original residential and retail building was demolished. Working with the renowned architects Rolfe Judd we have developed a scheme for reconstructing the block to provide 7 more apartments and improved shop facilities at ground floor.

We designed a concrete framed structure and incorporated post tensioned concrete floors in order to keep the floor thickness to a minimum whilst at the same time achieving the lengthy spans between the columns.



P64 Gravelly Hill

After 17 months of hard work, the P64 contract has come to completion.

CRL were working as a subcontractor for Kier Highways with Highways England as the client. The work involved installing an Impressed Current Cathodic Protection (ICCP) system into 12 crosshead structures that support the A38 Aston Expressway leading off at Spaghetti Junction. Due to increased concrete repair stages and the installation of a new AC supply, the final value of the contract was £6.2million.

Before the ICCP system installation could even begin, the CRL site team needed to carry out numerous stages of concrete repairs to each of the crossbeams and corresponding support columns. As strict rules were applied by the client on the size of the repairs and location of where the repairs could be undertaken, these took some time but they were all successfully completed.

Following these repairs, the CRL site team installed a total of 156 Ag/AgCl/0.5M KCl Reference electrodes into the crosshead structures, created 188 negative connections to the steel, spot welded 188 positive connections to the anode ribbon and pinned down some 1790 metres of ribbon anode to the prepped surface of the original concrete to create the ICCP system as designed. In addition to this, to 3 of the 12 crossheads, the site team were instructed to install, on average, 35 discrete anodes where the original design of the ribbon anode was not feasible to install due to an unknown ducting route obstructing one of the faces of the crosshead. Throughout all this installation work, a large amount of site testing was carried out and recorded to ensure the system was working as expected. This included half-cell testing, steel continuity testing, discontinuity checks of the steel and anode, zone discontinuity checks of the anode and reference cell testing.

The CRL team, under the site supervision of Kevin Gough Snr and Willy Lyons, progressed well through each structure, starting in November 2018 to complete the installation of all the ICCP components to the last remaining crosshead of the contract in April 2019 and finally the last of the snagging work was completed in June 2019. Throughout this time, behind the CRL installation gang came concrete sprayers, painters, welders and finally our electrical subcontractor to wire all our components into the Transformer Rectifier Units (See picture below).

The energisation of the P64 ICCP system was carried out on the 3rd June and our CP Level 4 Engineer is continuing to monitor the system to ensure that it is working as it should be, to its full potential and to our Clients satisfaction.



group gossip

Absence

I would like to take this opportunity to remind you all of the procedures that we should be following when we are absent from work:

- 1) If we are unable to attend work through sickness we must contact our manager by 10.00 a.m. on the first day of absence. Texts and emails to our work colleagues are not acceptable.
- 2) If our manager is unable to take our call during working hours, we need to leave a message on their voice-mail e.g. Landlines and/or mobile.
- 3) If incapacity continues we must keep our Manager regularly informed of progress and of our likely return date.
- 4) If we are away from work due to illness it is important for the Group to establish the medical condition, which caused us to be absent from work. Where an absence is caused by sickness, there are formal medical documents, which the Group requires namely a sick note, which can be self-certification or a Med-3 issued by a doctor.

*Sharon O'Sullivan
Group HR Executive*

Announcements

Back in June we had a cat show up in our yard along with her kittens, as we are surrounded by waste companies which use heavy plant I was concerned for their safety, Dylan Bain suggested that we called the Cat Protection Society.

We gave them a call & within an hour a lady called Barbara came to assess the cats, she discovered that the mother was again pregnant so we needed to get them away to safety.

The next day she set a cage up with food in & sat patiently in her car holding a string which she pulls when a cat enters it, closing the door so as the cat is captured. She managed to get the kittens who were very feral however the mother would not go into it, so the next day Barbara set the cage up & after a couple of hours the mother entered it, Barbara pulled the string & the cat was captured.

They were all taken to foster homes & a couple of weeks ago Barbara called me to let me know that the mother, who was once a domestic pet but not chipped (she had a collar mark), had given birth to five kittens who would be re-homed, the mother was well & they were going to newt her & she had got used to being with humans again so she was also ready to be re-homed, as for the two original kittens, they had been tamed by a feral cat foster home & a new home was found for them.

So a happy ending for this cat family & the Centura gave a donation to the Croydon Cat Protection Society.



Congratulations to Greg Nowakowski (CRL Surveys) and wife Kate on the birth of their son Julian, who was born on the 19th February 2019 in Sheffield.

Evening Class Claim Scheme

The company will contribute up to £100 per employee, per academic year, towards the cost of an evening class at a local college or education centre. There is no restriction on subject matter.

For more info contact Nicky Hill, Group Training Officer 02082884836.