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# cabl talk

JUNE/JULY 2024 | £4.50

SELECT

## Voice of experience

Industry veteran Mike Stark  
takes over as new SELECT  
President at our AGM

→ **Cracking down  
on power crooks**  
How our Members can  
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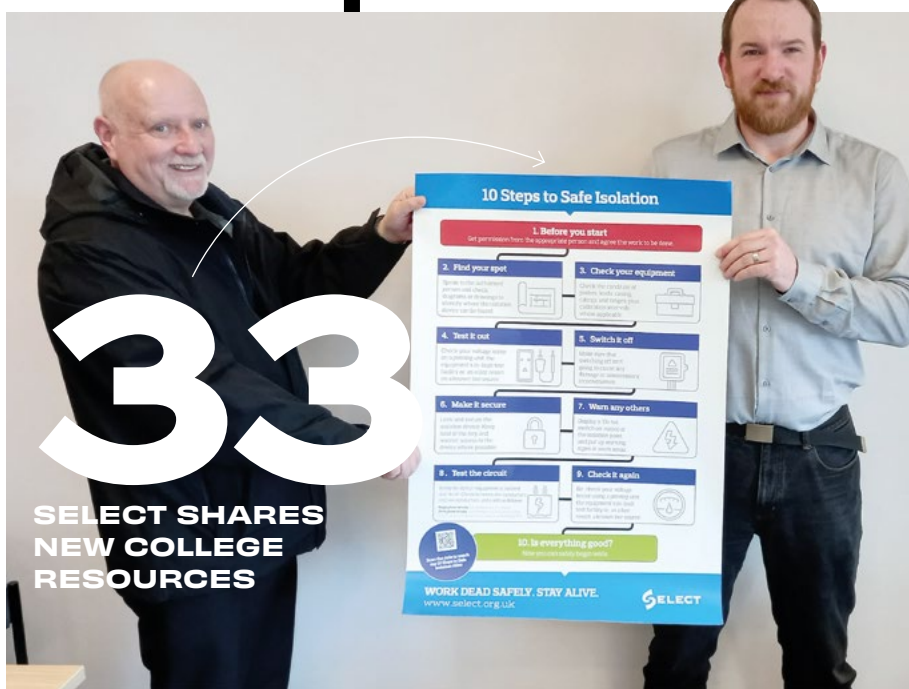
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**SELECT SHARES NEW COLLEGE RESOURCES**



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# Empowering the electrification of society together

**T**HE world as we know it would not be possible without electricity, which has changed the way we all live, work and play. When our association was first formed in 1900, electricity was still a relatively innovative technology. Only a few homes and businesses were lit by electric light, with some machinery also powered by electricity.

The early electrical trailblazers in Scotland recognised that, by coming together and forming an association, they could share ideas, problems and solutions. Some of the earliest records of meetings show that wages, recruiting new people and getting paid were being discussed. Doesn't that sound familiar!

What **IS** clear is that our dependency on electricity has grown to the extent that we now refer to 'the electrification of society' as we rely more and more on electricity for power, transport and communication.

Added to this is our move to reduce – and ultimately remove – carbon emissions, which means that the next generation will depend on an almost wholly electrically-driven society.

As this dependence grows, it is apparent that the sector needs to be supported on its quest for regulation.

I suspect that the first members of the Electrical Contractors' Association

of Scotland may have quite quickly faced the same issues that Members have today, i.e. of work being done by those who may call themselves an electrician but who aren't properly trained and qualified.

The campaign for regulation has been going on for several years and each time I prepare an update I'm conscious that those who may read it might be thinking, "When, if ever, is this going to happen?"

If I ever wrote a book about the campaign, I would be tempted to call it *One Step Forward, One Step Back* as this seems to be what the process has consisted of. However, what I would say is that we are much better prepared than ever for pushing the campaign to a successful conclusion.

We now have a draft bill and a large and increasing number of supporters from across all political parties in Scotland. We also have good support from other industry organisations including Certsure and Electrical Safety First. While it may take longer than hoped to get there, I'm confident we **WILL** achieve regulation for this safety critical industry.

We saw similar cooperation last year with the launch of the Scottish Construction Accord, which aims to establish a dynamic collaboration for all the Scottish public sector

and the whole of the construction industry.

The Accord aims to improve outcomes for both construction businesses and their workforce and their clients, the economy, wider society and the environment.

The Transformation Action Plan launched in January this year aims to put into practice the proposed changes needed to make the sector a better and more profitable place.

This plan covers areas such as procurement practices, fair work and skills, net zero, digital transformation and reinforcing a quality culture and SELECT participates in several of the working groups set up to help deliver change.

It would be easy to be cynical and say we've seen this before or it'll never work, but if we don't try to help then nothing will **EVER** change. What the last few years have illustrated, especially during the pandemic, is that if we work together, we achieve so much more. ■



WORDS  
ALAN WILSON  
Managing Director, SELECT

# News

**+ PAGE 8 /**  
The CICV gets together for its first face-to-face meeting since being launched four years ago

**+ PAGE 10 /**  
SELECT's Technical Director Bob Cairney joins the debate at a leading industry event

**+ PAGE 8 /**  
This year's Green Home Festival will help share the facts about renewable heating solutions

**+ PAGE 11 /**  
Business expert Paul McDevitt visits The Walled Garden to deliver a workshop for our team



↑ Jock, right, meets the DIY SOS star



↑ Nicky, right, with Billy

## STAR SPOTTING AT ELEX SHOW

SELECT Members Jock and Nicky McKissock rubbed shoulders with a celebrity electrician when they travelled south for the recent Elex Show in London. The father and son bumped into Billy Byrne from BBC's *DIY SOS* when they attended the two-day conference at Alexandra Palace. Former SELECT President Jock is Director of McKissock Electrical Services Ltd in Maybole, while Nicky runs NHM Electrical Services Ltd in Kilmarnock. Both are members of the Ayrshire Branch.

# Warning over green tech rogue traders

**S**ELLECT'S outgoing President has issued a stark warning about the rise of rogue tradespeople masquerading as qualified electricians to take advantage of the boom in renewables technology.

Alistair Grant, who ended his two-year tenure at the this month's AGM, said there is increasing concern across the industry about the dangers of incorrectly installed technology such as electric vehicle (EV) charge points and solar photovoltaic (PV) panels.

The 68-year-old, who is based in Elgin, said that as demand from consumers increases, Members are reporting an alarming rise in shoddy and dangerous workmanship that needs to be urgently remedied by qualified and fully trained electricians.

He said: "With governments driving the transition to net zero and homeowners being urged to play their part, we've seen an

increase in 'green energy experts' coming forward to take advantage of demand, yet many have no wider knowledge of electrical best practice or safety.

"Electrical installations are very complex and fitting technology such as domestic EV charge points, battery storage and solar panels needs to be done by professional electricians, not people who've merely done a short course.

"The needs of every home are unique and complicated, yet we are hearing numerous reports of SELECT Members being called out to rectify work that is not only shoddy but downright dangerous."

Alistair added: "As demand grows, Members have told me 'it's like the Wild West out there', with rogue companies literally knocking on doors and offering to install renewable electrical equipment for a knockdown price.

"Unfortunately in the current cost of living crisis, consumers are often making decisions on cost alone, not realising they could face a much higher bill later for getting work put right and made safe.

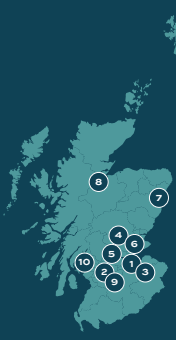
"Even more worryingly, they might not realise anything is wrong and end up paying the ultimate price when any hidden faults cause a fire or worse."



## REVIEW OF OUR YEAR ONLINE

A digital copy of the SELECT Annual Report for 2023-24 is now available to download from our website. The 16-page document includes reviews of the year

from Managing Director Alan Wilson and outgoing President Alistair Grant (pictured left), plus a look back at some of our events and a financial overview of the past 12 months. Download it from the 'Publications' section of our website at [www.select.org.uk](http://www.select.org.uk)



## 10 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 APRIL 2024

1. BES Group Electrical Limited, Livingston
2. Kirkton Controls Ltd, Motherwell
3. S&C Electrical and Plumbing Limited, Dalkeith
4. McKay Smith Renewables Ltd, Perth
5. Clackmannanshire Council, Alloa
6. Erskine Electrical Solutions, Glenrothes
7. Brady Todd Electrical Limited, Aberdeen
8. C.F Electrical, Fort Augustus
9. Crozer Electrical Ltd, Larkhall
10. Cranford Electrical, Greenock

Alistair pointed to a survey by Electrical Safety First and Loughborough University which found that out of 1,700 homes examined, 80% had electrical faults, 50% of which were critical.

He added: "One solar installation that I was called out to recently had direct current cabling running from the roof, directly through a pile of toys in the loft and into a cupboard – the potential for a disastrous fire was obvious.

"This emphasises why people should **ALWAYS** use a fully trained and qualified electrician from a SELECT Member company for **EVERY** electrical job."

Alistair handed over the Presidency of SELECT to Mike Stark at the SELECT AGM on 6 June, and said his two-year term had been "hectic, but thoroughly enjoyable". He added: "Despite the proliferation of rogue tradespeople, I am very optimistic about the future of the electrical sector and the industry is doing a great job in a society which depends more and more on electricity.

"I'm also confident that electrical contractors of all sizes will continue to be expertly supported by the team at SELECT, who work tirelessly behind the scenes on their behalf to create a safer electrotechnical industry and a safer landscape for consumers."

➔ SELECT AGM 2024: Pages 12-15



↓ Andy Greenhorn, centre, with SELECT's Anita Horeckyj and Iain Mason

## Double delight at new Associates

Two more impressive names have joined our expanding Associate Membership scheme – LiveCosts and Vericon Systems.

LiveCosts is a construction cost management software that helps streamline electrical project financial forecasts thanks to features including intuitive project dashboards, integrated purchase orders and e-invoicing.

With labour tracking and a pricing catalogue, plus robust procurement and accounting integration with Xero, Sage and Quickbooks, it offers seamless collaboration between teams.

Vericon Systems offers a range of facility management solutions, including applications such as boiler management, emergency

light testing, temperature and humidity monitoring and power consumption tracking. It helps optimise operations, reduce costs, enhance efficiency and maintain regulatory compliance.

LiveCosts' Head of Partnerships Ian Whittle and Vericon Sales Director Andy Greenhorn attended the recent Toolbox Talk in Glasgow.

Iain Mason, Director of Membership & Communications at SELECT, said: "We are delighted that LiveCosts and Vericon have joined us."

➔ Toolbox Talks: Pages 20-25



## "SELECT MEMBERS ARE BEING CALLED OUT TO RECTIFY WORK THAT'S DOWNRIGHT DANGEROUS"



## TUNE IN TO TOP TIPS ON ASBESTOS SAFETY

A Member webinar on asbestos safety is now available to watch again on the association's YouTube channel.

Co-hosted by SELECT and Associate Member the Building Safety Group (BSG), the one-hour session on 20 June covered a wide range of topics, including the health effects of exposure to asbestos, legal requirements and the risks for electricians.

➔ Health and safety update: Pages 44 & 45

## WATCH THE VIDEO

Watch a recording of the webinar at [bit.ly/select-vids](https://bit.ly/select-vids)



# CICV joins forces in person for first time

**S** ELECT was well represented as the Construction Industry Collective Voice (CICV) held its inaugural in-person meeting after four years of virtual collaboration, bringing together representatives from many of its 29 organisations for the first time.

More than 20 delegates from across the UK gathered in Edinburgh on Wednesday 24 April for the first physical get-together of the collective, with Scottish Government Minister Ivan McKee among the guests.

Representing SELECT were Managing Director Alan Wilson, Director of Membership & Communications Iain Mason and Specifier & Client Relations Manager Yvonne Wilson. Former Director

of Employment & Skills, Fiona Harper, also attended in her new role as CEO of the Scottish Electrical Charitable Training Trust (SECTT).

CICV Chair Alan opened proceedings by reflecting on the organisation's evolution since April 2020 and its continuing commitment to Scotland's construction industry.

He told assembled guests: "The CICV, born out of necessity during the pandemic, has become a beacon of collaboration.

"As we meet face-to-face for the first time, we reaffirm our commitment and strengthen our dedication to building on our foundation of unity and resilience."

Mr McKee, a long-time supporter of the CICV, also delivered a speech in which he highlighted the forum's significant impact on the industry.

The MSP for Glasgow Provan praised the CICV's role in representing a diverse range of sectors and professions and its influence on shaping industry standards and practices that resonate in both governmental and public realms.

Following the opening remarks, the meeting itself focused on outlining the CICV's strategic future and reinforcing its role as a principal advocate for the



↑ CICV members line up at their first in-person meeting



↑ Ivan McKee MSP addresses the meeting

## Festival 'will bridge green facts gap'

SELECT Managing Director Alan Wilson says the upcoming Green Home Festival will "help address the knowledge gap" after a survey revealed that 59% of homeowners lack the confidence to choose a heat pump.

The chair of the CICV spoke out after only 26%

of homeowners who took part in its poll said they possessed the knowledge to make an informed decision about the new technology.

Alan said the findings highlighted the critical need for enhanced education on renewable heating technologies, noting that the upcoming CICV Green Home

Festival was specifically designed to address this knowledge gap.

He said: "These survey findings should be seen as a wake-up call, as they highlight the significant hurdles the UK faces in modernising its home heating systems.

"Transitioning to renewable heating options involves

substantial investment, even with the available grants and funding. Therefore, homeowners must be fully informed of not only the environmental benefits but also the practical advantages, such as cost-effectiveness and enhanced heating efficiency.







**“AS WE MEET FACE-TO-FACE FOR THE FIRST TIME, WE REAFFIRM OUR COMMITMENT AND STRENGTHEN OUR DEDICATION TO BUILDING ON OUR FOUNDATION OF UNITY AND RESILIENCE”**

reflected on its outcomes, saying: “In an evolving construction landscape, the CICV’s role has become more crucial than ever. Today’s discussions not only reaffirmed our commitment to collective action and strategic foresight but also underscored our leadership in advocating for innovation and resilience within the construction industry.”

Other CICV members who attended the meeting at the Edinburgh Marriott Hotel Holyrood were Brett Amphlett of the Builders Merchants Federation, Chris Cassley from the Construction Plant-Hire Association, Gary Mees of the Chartered Institute of Architectural Technologists and Gordon Nelson from the Federation of Master Builders.

Also in attendance were the Electrical Distributors Association’s Margaret Fitzsimons, Iain McIlwee of the Finishes and Interiors Sector, Iain McCaskey and Rebecca Croslan from the Building Engineering

Services Association, Andrew Renwick of the Lift and Escalator Industry Association and Robert Candy from the Scaffolding Association.

Jocelyne Fleming represented the Chartered Institute of Building and Tamsie Thompson attended on behalf of the Royal Incorporation of Architects in Scotland, along with Paul Mitchell of the Scottish Building Federation, Pete Walker from the British Constructional Steelwork Association and Richard Campbell from SNIPEF.

construction industry. Discussions included updates on the Construction Accord’s Transformation Action Plan and how CICV members’ invaluable insights and expertise are being applied across its various working groups.

Following the meeting, Fiona Hodgson, CICV Deputy Chair and CEO of the Scottish and Northern Ireland Plumbing Employers’ Federation (SNIPEF),



↑ The CICV gets down to business in person for the first time

“Addressing this knowledge gap is precisely why the CICV created the Green Home Festival. We aim to equip homeowners with the necessary information to make informed decisions about their home heating needs and support the UK’s climate goals.”

Running from 12-16 August as part of the

official Edinburgh Festival Fringe, the third Green Home Festival will offer free advice on a wide range of topics, from renewable heating to passivhaus technology and advanced energy-efficient solutions.

Tickets are free and available at [www.greenhomefestival.co.uk](http://www.greenhomefestival.co.uk)



↑ The festival is packed with talks and advice on a range of green subjects

## ALAN SPREADS WORD ABOUT REGULATION

SELECT's Alan Wilson has taken to the airwaves to tell listeners there are "no second chances" with electrical safety – and it's vital consumers know that the electricians they use are qualified.

Speaking on the popular *Independent Minds* podcast, the association's Managing Director said regulation of the electrical industry was essential to maintain standards and safety.

Alan told host Michael Millward: "The electrification of society is now a reality and nothing works without it. Thirty years ago, if there was an electricity problem, it was merely an inconvenience. Now, the impact is huge and if we don't have something like the internet, it's a major problem.

"That's why the campaign to make sure electricians are properly trained and regulated is so important. A lot of people assume that's already the case, as it is with gas fitters, but anyone can trade as an electrician without fear of penalty."

Alan also appeared on *The Electrical Show* on Fix Radio, where he said it was more important than ever to continue the drive for protection of title of electricians – a campaign that SELECT has been spearheading for many years.

He told hosts Thomas Nagy and Paul Meenan: "Many people have taken on the title of electrician although they don't have the necessary qualifications.

"The prime example of this is when an all-trades van draws up advertising plumbers, painters, electricians and so on – then one person gets out claiming to be able to do all these things.

"We look at it from the perspective of safeguarding the industry and the public, who are justified in thinking that if someone describes themselves as an electrician they will be fully qualified."

### LISTEN

to the podcast at [bit.ly/reg-pod](https://bit.ly/reg-pod) and to the radio show at [bit.ly/reg-radio](https://bit.ly/reg-radio) or by scanning the QR codes below



↑ Bob Cairney taking part in the ESF seminar in London

# Bob adds our voice to industry discussion

**S** ELECT'S Bob Cairney was among a panel of leading industry guest speakers at a recent UK seminar hosted by Electrical Safety First (ESF).

The Director of Technical Services flew the flag for SELECT and Scotland as he took part in a discussion about electrical installation condition reports (EICRs) at *Electrical Installation: Switch on to the big issues* at IET London.

Bob took part in the second session of the seminar, which debated improving the quality and consistency of EICRs, including inconsistencies around coding and the need for the model to continue to evolve to be user-friendly for the inspector but also understandable for the end user.

Collaboration was also a key theme running through the event on 23 April, which discussed how to move the sector forwards in skills and standards as we get closer to net zero targets.

Delivering the keynote address, Liberal Democrat peer Lord Don Foster of Bath said: "With the development of new ways of heating and powering homes, and the impacts of other new technologies, we need to ensure both new and existing electricians

**"THERE IS CLEARLY AN URGENT NEED FOR ACTION IN ADDRESSING THE SKILLS GAP IN RELATION TO ELECTRICIANS"**

and affiliated trades are trained and capable of working with them.

“There is clearly an urgent need for action in addressing the skills gap in relation to electricians.

“As we move towards net zero, we will be relying more and more on electricity in our homes and in our buildings.

“We must ensure our ever more complex domestic electrical systems are safe at the point of installation and remain safe over time.”

The half-day event, sponsored by Aico and CEF, also covered growing the installer base and discussed the challenges in finding sufficient numbers of suitable trainers, as well as providing sufficient funding and support for apprentices and their employers.

Other quick-fire presentations gave the audience food for thought on the potential risks of poorly designed and installed low-carbon technologies and further emphasised the work needed to be done in ensuring a safe and just transition to net zero.

The event was attended by more than 100 delegates, drawn from the electrical industry, manufacturers, wholesalers, education, government bodies, insurers, housing associations and fire and rescue services.



↑ Paul, left, with our Membership & Communications team

### EXPERT’S WORKSHOP FOR SELECT TEAM

Business guru Paul McDevitt visited The Walled Garden recently to host a strategy session with our Membership & Communications team.

The experienced consultant hosted a workshop on cultivating effective relationships, attended by Membership Representatives and Membership Administrators.

Membership Manager Sandra Bennett said: “Paul delivered some invaluable insights that will help us keep delivering an excellent service to our Members across Scotland.”

➔ Paul’s column: Pages 52 & 53

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MIKE STARK  
President

# Meet the new team at the top

It was all change at this year's Annual General Meeting, as Members gathered to see Alistair Grant formally hand over the reins to Mike Stark as the new President of SELECT



**ALISTAIR  
GRANT**  
Immediate Past  
President

**WORDS  
IAIN MASON**

Director of Membership & Communications

**T**HIS year's SELECT AGM was held on the 80th anniversary of D-Day – and Members, staff and office bearers were on manoeuvres in North Queensferry for the annual get-together.

Gathering at the Doubletree Hotel on 6 June, the event saw Mike Stark elected as the association's new President as we welcomed new faces and paid tribute to former colleagues.

First up to the podium this year was outgoing President Alistair Grant, who welcomed guests and paid tribute to former Ayrshire Branch Chair John Lappin, who passed away earlier this year.

Alistair also provided his own snapshot of current activity in SELECT and the wider industry, delivering updates on industry challenges, the Transformation Action Plan, artificial intelligence and apprenticeships.

He told delegates: "This will be my last meeting as President and, as it comes to an end, I wish to record my appreciation of the hard work carried out by my fellow office bearers, Branch Members and staff.

"Next year will see SELECT – or to be strictly accurate, The Electrical Contractors' Association of Scotland – celebrate its 125th anniversary and we are planning a series of events to help mark this significant milestone.

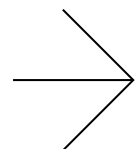
"As we head to this hugely important moment in our history, it's essential that we look forward to ensure that SELECT will continue to be around for another 125 years."

Director of Finance & Resources and Association Secretary John McGhee then led Members through the annual accounts and confirmed the membership subscription and turnover levy for 2025.

Former President Donald W Orr took to the stage next, giving an overview of planned changes to the SELECT Constitution regarding the number of representatives each Branch nominates to Central Board. Under the proposals, and with effect from the Branch AGMs in 2025, each Branch will now nominate a maximum of two Central Board representatives.

Finally, it was on to the main business of the day as Mike Stark was elected as President of SELECT for the next two years, with Darren Crockett being confirmed as Vice President. Alistair was also confirmed as Immediate Past President and David Harris as Depute Vice President.

During his acceptance speech,



Mike also acknowledged several representatives from his employer, OCS M&E Services, who were present to see his elevation to President.

As always, this year's formal proceedings were followed by a technical update, with Director of Technical Services Bob Cairney providing an overview of neutral current diversion (NCD) and answering questions from the floor.

Before the AGM itself, the SELECT Central Board got together for its second quarterly meeting of the year, during which Branch representatives attended to discuss progress and priorities of the association for 2024 and beyond.

As well as the Presidential team, the attendees included Stewart Anderson, Eric Rae and Alick Smith from the Aberdeen & North East of Scotland Branch, Gordon Paterson and John Wilson (Dumfries-shire) and Graeme Anderson, Paul Erasmuson and Alasdair Noble (Edinburgh & South East Scotland).

Also in attendance were fellow office bearers David Harris and Sean Harkin (Glasgow & West of Scotland Branch), Mike Campbell (Inverness & North of Scotland), Craig McGowan and Chris Liddell (Lanarkshire) and Tony Harvey (Tayside).

Other guests included Sean Symth, Immediate Past President of the ECA, Fiona Harper, CEO of SECTT, and former Lanarkshire Branch Vice Chair Paul Smith.

Associate Members Flexel, Robus, Simpro and Aico also exhibited at the event.

Afterwards, Managing Director Alan Wilson said: "Once again, the AGM provided an excellent opportunity to meet up with so many Members and discuss the association and wider industry face-to-face.

"I would like to congratulate Mike Stark on his election and I know that he will play a key part as we continue to perform our vital role as the voice of the electrotechnical industry in Scotland." ■

- ➔ Interview with President Mike Stark: **Pages 16 & 17**
- ➔ Five minutes with Darren Crockett: **Page 66**

**"IT'S IMPORTANT THAT WE LOOK FORWARD TO ENSURE THAT SELECT WILL CONTINUE TO BE AROUND FOR ANOTHER 125 YEARS"**

Images: Mark Jackson Photography



↑ SECTT CEO Fiona Harper in discussion with Eric Rae and Alick Smith



↑ Mike Stark takes over the meeting after being elected President

↑ Donald W Orr gave an update on the SELECT Constitution



↓ Chris Liddell, left, and Paul Smith from the Lanarkshire Branch



↑ Alistair Grant catches up with Gordon Paterson, right



↑ Bob Cairney delivers his technical update to the busy room



↑ Edinburgh Branch Officers Alasdair Noble, left, and Graeme Anderson



↑ John McGhee shares a joke with new Branch Chair Mike Campbell



↑ Craig McGowan, left, with Sean Harkin



↑ Tayside's Tony Harvey, left, with Past President John Noble



↓ Darren Crockett, right, with Simpro's Steven Crake



↑ John Wilson stops by the Robus stand



↑ Alistair Grant addresses the audience



↓ The SELECT team welcomed delegates to the event



↓ Stewart Anderson, left, and the ECA's Sean Smyth

SELECT's new President has enjoyed 44 years in the electrical industry and knows that change is constant. With the rise of AI, he says there are major changes ahead that we must embrace and use to our advantage

**IN** JUNE 2024, Mike Stark not only celebrates a 44-year career in the electrical industry – 40 of those years with the same business – but is also taking up the Presidency of SELECT.

During that time, he has gone from a 16-year-old electrical apprentice with an Edinburgh-based firm in 1978 to joining Arthur McKay in 1984, where he has enjoyed many career opportunities as the family-run company expanded from Scotland into northern England. Following a recent corporate merger, Mike is now Director of Data Cabling & Networks at the international facilities management firm OCS M&E Services.

If there is one thing that has been consistent in his career, which has seen him take on numerous roles from supervisor, small works manager, project manager, operations manager, regional manager and operations director, it is change – and with the growth of renewables, vehicle charging, artificial intelligence (AI) and mega data centres, he's prepared for even more change ahead.

One thing that has not changed over this time has been the continuing demand for new apprentices to become trained professionals – the new blood to take on the challenges of the future within the electrical industry – and also the urgent need for protection of title for the profession of electrician.

It's these three themes – the challenges of renewables and AI, apprentices and protection of title – that Mike wants to impress upon the industry and its stakeholders as he becomes SELECT President for the next two years.

One of the big developments in recent years has been the increase of AI in our everyday lives, from digital assistants and chatbots helping us on websites to navigation apps and autocorrect on our mobile phones. AI is going to become more

**"WE NEED PEOPLE WHO CAN APPLY THEMSELVES CORRECTLY, SHOW THAT THEY ARE WILLING TO LEARN AND ALWAYS ASK QUESTIONS"**

# Veteran Mike moves with the times

WORDS  
TIM POWER



prevalent in the near future, and while Mike is not worried about 'Skynet' and Arnold Schwarzenegger-lookalike androids taking over the world, he is concerned about whether the UK's current electrical infrastructure is fit for purpose and can deal with the exponential increase in predicted power demands from the continued growth in electric vehicle (EV) charging units and the power-hungry data centres supporting the rollout of AI.

Mike said: "I remember attending a training session about 25 years ago with one of the EV charging point manufacturers and, while it was an exciting development, the standing joke with the candidates in attendance was basically where was all this electricity going to come from? We all felt the UK's electrical network needed to be upgraded if it was going to be able to meet the future requirements of EV charging, and now there is extra pressure on our network coming from the new data centres that are springing up to service the needs of AI.

"Data centres, which have many servers as their main components, need electrical power to survive. It is, therefore, only natural that any talk about building a data centre should begin with figuring out the electrical needs and how to satisfy those power requirements. Some key factors to be considered when reviewing the power requirements are the capacity, auxiliary power, reliability and tiers, usage, power distribution and redundancy – all key elements around the electrical design of a data centre.

"But within data centres there are not just the electricity requirements for the servers but also the requirements for cooling, again with the added provision of redundancy."

Mike said that researchers have already been sounding the alarm about AI's hefty energy requirements. They estimate that by 2027 there could be 1.5 million AI servers, and running at full capacity these servers would consume at least 85.4 terawatt-hours of electricity annually – more than what many small countries use in a year – so they will have a major impact on the grid, not just in cities but in countries too. The scenario is that by 2027, AI servers could consume between 85 and 134 terawatt hours per year, roughly equivalent to the current energy demand of countries such as Argentina, Netherlands and Sweden.

Mike added: "At present, the UK's National Grid appears to be holding its own with the current increases being met with renewable energy systems but as technology advances further and systems such as AI are being introduced, there will be a time when the grid will struggle to support the demands and needs.

"Because of all the new wind farms that are being developed around the shores of the UK, the grid is now having to review the use of and add in additional overhead pylons and their associated lines just to get the energy created by the wind farms back into the grid."

While Mike is keeping on top of developments from the National Grid, his main concern for the next two years will be encouraging fellow Members to keep up the great work of introducing the next generation of electricians to the industry through apprenticeship schemes. Mike's company takes on around 15 electrical apprentices a year and he became more involved in the apprentice programme when SELECT Managing Director Alan Wilson approached him to become involved in some of SELECT's training skills and development programmes in 2016.

Mike said that it's important that companies take on the right type of person who will be able to cope with the demands of a four-year apprenticeship programme, particularly the college work with homework and deadlines, which might come as a shock to a young person who thought they had said just goodbye to school.

He said: "We need people who can apply themselves correctly, show that they are willing to learn and always ask questions.

"It's a big learning curve, as we know, but their rewards are there for the taking; we've had young people that are now chargehand electricians in just three years of qualifying."

During his two years in the Presidential hotseat, Mike is looking forward to meeting with SELECT Members and stakeholders to learn about issues within the electrical industry and advance the great works carried out to date on the existing apprenticeship scheme both within SECTT and OCS, and maintaining and sustain the end goal of having the role of an electrician recognised as a profession.

He added: "Doormen who manage the front of house in clubs – 'bouncers' – have to be regulated by the Security Industry Authority before they can work but anyone can call themselves an electrician without any training or a full electrical apprenticeship.

"That's why we must continue with the great job that Alan Wilson and the team have done for SELECT's long-running campaign for the regulation of the electrical industry and to have 'electrician' recognised as a profession." ■

An extended version of this interview can be read at [www.cabletalkmagazine.com](http://www.cabletalkmagazine.com)

QUICK  
FACTS

OCS

OCS M&E  
SERVICES

BRANCH:  
Edinburgh and  
South East  
Scotland

BASED:  
Loanhead

WEBSITE:  
[ocs.com](http://ocs.com)



# Get in touch to beat the meter menaces

As the scourge of meter tampering continues, SELECT Members are being urged to contact Stay Energy Safe if they come across energy extraction and also pass on any examples to help the charity educate the public about the scale – and danger – of the problem

WORDS  
**IAN MASON**  
Director of  
Membership &  
Communications

**F**ROM recent feedback, it's clear that SELECT Members are continuing to come across dangerous examples of energy extraction as they go about their day-to-day work.

Scottish Fire and Rescue Service told in a previous edition of *cabletalk* that meter tampering was on the rise, with a record number of people 'stealing' energy in a bid to reduce their energy bills.

And with the issue showing no sign of receding, Crimestoppers is reminding Members to report any such incidents to its anonymous and free Stay Energy Safe reporting service – and has also issued a plea for real-life examples that it can use to help build awareness among consumers.

The independent charity works alongside the energy sector to operate the high-profile Stay Energy

Safe service, which aims to educate the public about the dangers of meter tampering.

Kristina Jusyte, Network Engagement Manager for Stay Energy Safe, said: "Energy theft is a prevalent and dangerous crime. On average, 900 pieces of information about suspicious activity are passed to energy suppliers each month and the energy sector

estimates that up to 250,000 incidents of energy theft go unreported every year. It's crucial to continue to keep the issue and the dangers it poses front of mind with both consumers and electricians.

"We would therefore ask all SELECT Members who come across meter tampering and who aren't comfortable speaking to the client or calling the police or DNO to contact Stay Energy Safe anonymously. The service is free and operates 24/7 and once we receive a tip-off it's immediately passed to the supplier, DNO or transporter so they can begin to investigate and ensure the meter is safe."

Stay Energy Safe says it has seen a 48% rise in suspicions of energy theft being reported in the past few years. And Kristina added: "We don't need to tell electricians of the physical dangers that energy extraction brings, but it's also been estimated that the cost of dealing with meter tampering adds an average of £50 to a consumer's annual energy bill."

## EXAMPLES OF EXTRACTION

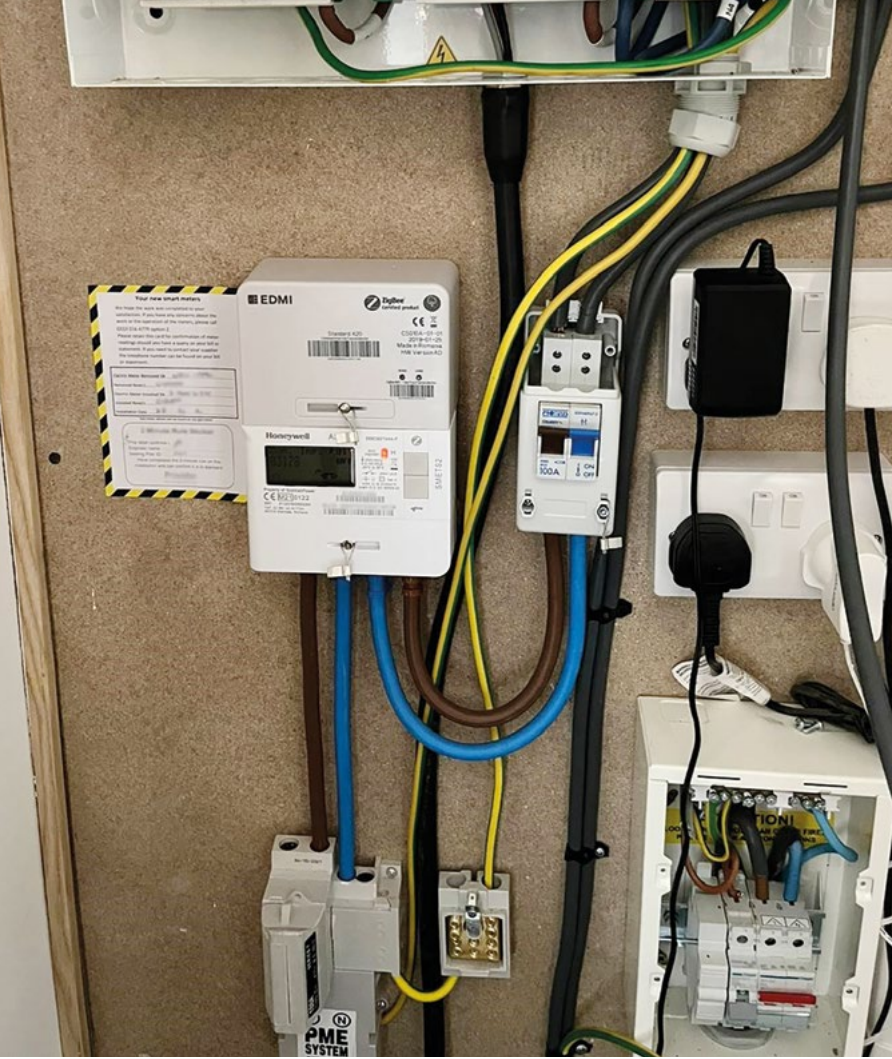
In recent months, Member companies have contacted SELECT's Technical team with a number of examples of energy extraction and meter tampering across Scotland.

These include one firm that went to fit an electric vehicle (EV) charge point in Fife and when the contractor turned off the isolator and began working on the board, they got a shock.

The Member said: "We took a picture of the installation, in which you can clearly see the errant earth wire coming out of the bottom of the cutout feeding the left-hand side of the fuseboard – it's not even through the fuse. It was a big lesson for the electrician that day!"

More images were provided by another SELECT Member firm which found evidence of energy extraction when they attended a property to change





## TELL-TALE SIGNS OF TAMPERING

- Scratch, burn or carbonisation marks
- Exposed copper wiring and loose connections
- Missing and bogus security seals
- Distressed meters with additional cables
- Holes in credit meters
- Official industry line taps
- Stub joints in supply cables
- Suspicious devices connected, e.g. insulated blocks
- Negative monetary values on digital display

created a simple questionnaire which can be completed by Members, outlining any issues they come across. Any information received will be treated in the strictest confidence and if we intend to publish or use the information for further communication, we will ask the Member's permission before anything is made public."

In addition to the reporting service, SELECT Members who would like to share details of energy theft they have encountered can contact Kristina by emailing [kristina.jusyte@crimestoppers-uk.org](mailto:kristina.jusyte@crimestoppers-uk.org) and she will forward the questionnaire.

She added: "We are grateful to all Members who do contact us and our message for anyone who finds evidence of meter tampering would be: Don't leave it – report it to Stay Energy Safe straight away." ■

the consumer unit. The Member told us: "As you can see from the pictures, this one is particularly devious. All electrical equipment fed from the right-hand side consumer unit is off but the live is still present, with the neutral being switched via the left-hand side main switch.

"Note that the neutral is shared and is hard to find without a single point contact phase tester. Luckily, our man on site followed our safe isolation procedures, which probably saved his life. The meter had been changed after the tamper was in place too."

They added: "Most tampers we see involve either bypassing the meter completely or linking out terminal one and four. This was more advanced and just reinforces the need for correct safe isolation procedures during any task."

### CALL FOR CASES

Kristina said as well as being alarming, such examples were invaluable for Stay Energy Safe to build an accurate picture of the scale of the issue across Scotland and beyond.

She told *cabletalk*: "We would be extremely grateful if SELECT Members could share information about any cases they come across, which will help us build awareness for the public so they can understand the dangers energy theft poses and why it is an ongoing problem. We've

↑ The board that gave a contractor a shock in Fife when they were installing an EV charge point

## MAKE THE CALL

Stay Energy Safe advises contractors how to spot if equipment has been interfered with and how to speak up and stay safe. Anyone who finds evidence of meter tampering can contact them anonymously by calling **0800 023 2777** or by visiting [www.stayenergysafe.co.uk](http://www.stayenergysafe.co.uk)



↓ Another image of recent energy extraction found by a SELECT Member

# Roadshows an all-time

This year's Toolbox Talks saw record numbers of Members and guests flocking to venues across Scotland, where they mingled with experts from across the industry and listened to our Technical team delivering updates on neutral current diversion and additions and alterations

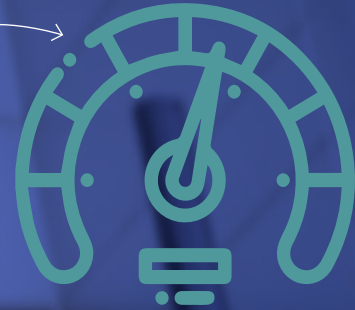


9  
EVENTS HELD

# hit high



1,248  
MILES TRAVELLED

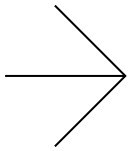


← The SELECT team line up outside the national stadium



407  
MEMBERS AND  
GUESTS ATTENDED





**WORDS**  
**LINDA ROLFE**

Events, Marketing & Communications Coordinator



**THOUGHT** last year's Toolbox Talks were good, but this year things really went up a level as we welcomed more Members than ever before to our popular roadshows.

It was fantastic to see so many familiar faces – and plenty of new ones – as we criss-crossed the country to deliver this year's free technical updates.

And once again it was great to have the support of our Associate Members, many of whom were exhibiting and meeting Members face-to-face for the first time.

After kicking off our tour at The Walled Garden on 1 May, we hosted events in Peebles, Dundee, Fenwick, Dumfries and Oban. So by the time we rolled into Glasgow on 23 May, we were on the ball and match fit as our photographer recorded the event for posterity.

Our seventh event of the tour saw Managing Director Alan Wilson hosting proceedings at Hampden Park, welcoming guests, thanking our exhibitors and introducing the day's timetable.

Technical Adviser Mark McLaughlin was next up to deliver a presentation

↓ Emma McKelvie and Michelle Courtney dealt with Member queries at Hampden



← Mark McLaughlin delivered the talk on NCD

**20**  
**ASSOCIATE**  
**MEMBERS**  
**EXHIBITED**



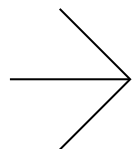
on NCD, with plenty of questions from the audience who were keen to find out more about the issue.

The baton was then passed to fellow Technical Adviser Robert McGoogan for our second presentation of the morning, as he duly gave an insight into additions and alterations.

In between the tech talks, we were joined by Marcella McArthur from the Electrical Industries Charity (EIC), who outlined the wealth of support available to contractors and their families.

One of the most popular attractions from last year was our technical quiz, so to round things off, we put delegates through their paces again with some tricky questions on definitions and acronyms.

Taking part via their phones, Members earned points for how



**"IT WAS FANTASTIC TO SEE SO MANY FAMILIAR FACES – AND PLENTY OF NEW ONES"**



# Event was a matter of opinions

SELECT Members who attended the Glasgow event had chance to air their views on the industry as they were interviewed for our *Sparks' Remarks* podcast.

Host Kim McAllister spoke to contractors from firms of all sizes to get a broad cross-section of opinion for the latest episode of our popular programme.

Hot topics included the current volume of work, cashflow issues, materials and pricing, technological trends and even what kind of biscuits the modern electrician gets offered!

Among those who gave their views were former SELECT President and Ayrshire Branch Chair Kevin Griffin and Alan Watt,

who is the current 3rd Representative for the Glasgow and West of Scotland Branch.

Also interviewed were Ryan Jamieson from Kirkton Controls, Gavin Ross of Prime Electrical, Jim Mackie from Select Electrician and Mark Higgins, who works for C-urb.

Kim said: "It was great to meet such a wide variety of contractors and hear their contrasting views on such a broad number of topics.

"Although they all had different viewpoints, it was also clear that they all had one thing in common – they are all completely passionate about the industry and their role within it."

Listen to the podcast by scanning the QR code or going to [podbay.fm/p/sparks-remarks](https://podbay.fm/p/sparks-remarks)



↑ Kim spoke to former SELECT President Kevin Griffin



↓ Alan Watt was also among those who gave his views



↑ Leon Wong shows off Luceco products to Member Jim Mackie



↑ MD Alan Wilson, right, catches up with representatives from Interlink Lighting & Electrical



↑ Rob Barker of Power Quality Expert chats with *cabletalk* columnist Paul McDevitt



↓ New President Mike Stark, left, attended the event

↓ Mark Higgins, left, was among those interviewed for *Sparks' Remarks*

# BEAT THE BUZZER

## leaderboard



- 19.11 seconds – Chris Grant (Dundee event)
- 21.87 – Kevin Simpson (Borders)
- 21.90 – Mark Higgins (Glasgow)
- 23.10 – Alan Smith (Dumfries)
- 29.24 – Derek McCulloch (Edinburgh)
- 33.28 – William Burns (Ayrshire)
- 34.50 – Ewan Robertson (Inverness)
- 40.00 – Barry Ferguson (Oban)
- 46.50 – Richard Blundell (Aberdeen)

Shetland, Orkney and Islay events still to come



↑ Beat the Buzzer was popular and some of the times were really impressive

quickly they answered as they battled it out for a coveted space on the podium and the chance to win prizes donated by Associate Members Ovia Lighting, Test Instrument Solutions and Acutest.

Also returning was our ever-popular Beat the Buzzer game, with a new fiendish challenge for the chance to win goodies donated by Associate Member Megger. I think some Members had been practising as there were some seriously impressive times!

**"ONE OF THE MOST POPULAR ATTRACTIONS FROM LAST YEAR WAS OUR TECHNICAL QUIZ"**

# 1,577 CUPS OF TEA BREWED

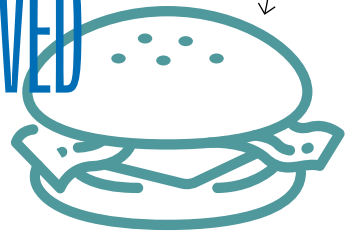


Like all the events this year, Glasgow was a huge success and we headed off to Aberdeen and Inverness armed with excellent feedback from Members and Associates alike.

As *cabletalk* went to press, the SELECT team was preparing for the final leg of this year's tour, with events in Shetland, Orkney and Islay still to come.

Once they're finished, we'll again be studying the post-event surveys to ensure that the 2025 Toolbox Talks are suitably impressive for the association's 125th anniversary. See you there! ■

# 1,021 BACON ROLLS SERVED



## OUR 2024 EXHIBITORS






↑ Alan Wilson hosted the Glasgow event



↑ Contractors catch up at Hampden



↑ DRB UK Maintenance enjoyed the day



↑ Members came from far and wide to attend



↑ SECTT was also well represented on the day



↑ Marcella McArthur from the EIC addresses the audience



↑ IQA Operations Group Ltd were among the guests



↓ There were plenty of prizes to be won at each event, thanks to Associates including Ovia Lighting



↑ The quiz was a big hit with Members



↑ Members enjoy a cuppa at the national stadium

# Firm is now fit for the future

Taking over a business can be a daunting enough proposition, but what if it needs bringing up to date too? Here, one husband and wife team reveal how they gave their Member company a much-needed modernisation

**WORDS**  
**IAIN MASON**  
Director of  
Membership &  
Communications



**W**HEN Frank and Heather Rooney took over their electrical contracting business, one of their first priorities

was to bring it into the 21st century.

Frank had worked at T R Aitchison for 22 years, so knew the business inside out – but as the new Managing Director, he also knew it needed bringing up to date, too.

The company had more than 60 years of experience, specialising in reactive and planned electrical maintenance work and electrical testing for domestic and commercial clients.

But while the technical side may have been strong, the couple knew they needed the rest of the business to be as good as the reputation it had built up over the decades.

Heather said: “When Frank and I took over the firm it was really outdated, from the showroom to the technology it used and even some of its services.

“With so much to change, we knew it was too large a job to tackle ourselves, so we started looking for support to get the business into a better place and really future-proof it.”

#### A HELPING HAND

Shortly after taking the reins in July

#### QUICK FACTS

**T.R. AITCHISON**  
ELECTRICIANS

**T R AITCHISON & CO**

**BRANCH:**  
Glasgow & West of Scotland

**BASED:**  
Rutherglen

**WEBSITE:**  
[traitchison.co.uk](http://traitchison.co.uk)



2023, Frank and Heather contacted Business Gateway for help in modernising the business.

They met adviser Mark Wright, who provided one-to-one advice and business support, as well as introducing them to other experts and signposting them to information about employment law and apprentice support.

After securing funding, Frank and Heather had two days of consultancy support from a marketing expert and five days of consultancy support from



a procurement expert, who helped them secure contracts with key contacts in the housing maintenance sector.

As a result of the procurement support, T R Aitchison has been able to create a basic tender library to use for public sector work, which helped it secure a major contract.

The marketing consultancy support allowed for a website review and update, with improved SEO and the appearance and functionality creating a better user experience to improve visibility and reputation.

A social media review also gave the firm recommendations on ways to improve its presence on social media, as well as the quality of its output.

### NEW STRATEGY, NEW SHOWROOM

As well as a fresh strategy, the family-owned business now has a modern showroom and website and expanded its team in April with new electrician Steven Cunliffe arriving to help meet demand.

The new-look premises also have a mascot in the form of pet dog Zeus, who has become something of a celebrity in the local community as he keeps watch in the window.

Heather said: “The support



## VITAL SUPPORT



Business Gateway offers a range of professional resources and tools. To find out how they could help your business, visit [www.bgateway.com](http://www.bgateway.com)

we’ve had from Business Gateway has been invaluable and has got us into a great place in a relatively short space of time.

“I can honestly say that the business wouldn’t have survived without major updates, which is where Business Gateway came in.

“We are so grateful for Mark’s help and guidance and can’t

thank the Business Gateway team enough for all the support they have given us. I would thoroughly recommend them to any other SELECT Member business who are looking for help and advice.”

Business Gateway adviser Mark said: “When Frank and Heather came to us for support, we were able to help them modernise the business and bring it into the 21st century.

“It’s great to see how much the team has been able to help them since last July and we look forward to continuing to see them grow even further.” ■

## ‘FIRST CLASS’ EWAN ENJOYS EVENT SUCCESS

T R Aitchison apprentice Ewan McGibbon recently reached the semi-finals of a national trade competition in recognition of his “first class” customer service.

The 20-year-old made it to the last 33 of the Screwfix Trade Apprentice 2024 contest, which had more than 1,800 entrants.

Frank said: “Ewan reached the semi-finals as he stands out because of his kind, patient and understanding nature. He really spends time with customers and explains what’s being done so that they feel comfortable.”

Ewan, who lives in Giffnock and studies at Glasgow Clyde

College’s Cardonald campus, has been with the family firm for three years. He said: “An apprenticeship isn’t just about learning new skills, it’s helped me unlock a passion. I’m proud to have reached the semi-finals and I’m determined to have a successful career.”

→ Apprentice Ewan McGibbon at work



# Follow the rules over redundancy

Amid the ongoing economic uncertainty, it's perhaps no surprise that our employment team receives a large number of enquiries about redundancy. So what is the right way to go about it? And why is it so important to stick to the rules? To help give you a grounding in the basics, here's an overview of the correct path to follow – and some of the pitfalls that can impact a business if you don't take the right steps

**WORDS**  
**ERIKA FERGUSON**  
Employment  
& HR Manager



It's important the redundancy procedure is fair and genuine

**R**EDUNDANCY is an act of dismissal appropriate when a business is required to reduce its workforce and should not be confused with discipline, conduct or capability, which deal with problems with an employee and/or performance.

For a redundancy to be fair and genuine, it must be demonstrated that work of a particular kind has significantly diminished or ceased and that there is a fair reason for redundancy.

Examples of this could be:

- When a business or department closes, relocates or closes a branch
- When work of a particular kind has reduced or ended

- If work of an employee is completed by others
- If the company has restructured
- If the business is under financial difficulty.

Redundancy should be a last resort and it is important that all reasonable steps are

taken to secure the employment of your employees. Such steps would be:

- Evaluate the use of overtime and expenses
- Implement a company-wide pay freeze
- Reduce working hours
- Consider alternate roles for affected employees, i.e. is there an option of redeployment?
- Implement a hiring freeze unless justified by business practice, i.e. a business-critical role for which there is no alternative
- Establish if your business has a short-term working policy and if implementing it would be appropriate.

A business can start the redundancy process when all reasonable attempts to avoid job losses have failed – but remember, **ALWAYS** seek professional guidance before taking action.

## THE REDUNDANCY PROCESS

When a business has established a clear business reason for redundancy and has established that there is no reasonable means to maintain the workforce as it is, the next key steps are communication, selection, consultation and notification.

## COMMUNICATION

Employees should know that redundancy is an option the business is considering and should be informed of business difficulties as soon as possible. They should understand the reasons for business difficulty and the steps the company is taking to avoid redundancy.





↑ The process for selecting people for redundancy should be clearly explained

**"DURING A FORMAL PROCESS, AN EMPLOYEE WILL BE NOTIFIED IF THEY ARE NO LONGER AT RISK OF REDUNDANCY, OR THAT THEY WILL BE MADE REDUNDANT"**

These are easily quantifiable and can be demonstrated/evidenced through company and personnel records. This can then be used as a comparison between employees.

Refrain from over-complicating the selection matrix – it should be easily understood and explained, consistent, fair and supported.

Selection matrices are also confidential and one employee should not be made

aware of other employees' scores.

When required, affected employees should be invited to attend a formal meeting where it is confirmed that redundancies will occur, and that they are 'at risk' of redundancy. This is supported by formal paperwork and an invite to consultation.

### SELECTION

The reason for redundancy is tied to the role rather than the people who carry this out, with the selection pool made up of the people from that specific department, location or function.

Selection should be fair and unbiased and based on work rather than the person. It is important that the correct decision is made for the right reasons.

One way of doing this is to create a selection matrix. This is when you take aspects of employment and performance and assign a score accordingly.

Such aspects to consider would be:

- Attendance, excluding absences related to disability, pregnancy or maternity
- Timekeeping
- Conduct
- Disciplinary history
- Skills and qualifications
- Experience and training
- Quality of work.

### CONSULTATION

Consultation is a vital part of the redundancy process and can take place individually or as part of a group, i.e. collective consultation.

Consultation involves an employer informing the employee of the:

- Reason for redundancy
- Number of proposed redundancies/job types
- Number of employees affected
- Method of selection
- An individual's selection matrix score
- Procedure for redundancy
- How payments are calculated.

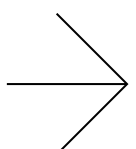
An employee will also be allowed an opportunity to ask questions, suggest alternative employment arrangements and volunteer for redundancy.

The consultation period should last 45 days minimum when 100 or more redundancies are expected, and 30 days for 20 or more redundancies.

There is no set consultation period for less than 20 impacted employees, however the timeframe should be reasonable.

### NOTIFICATION

During a formal process, an employee will be



→ notified if they are no longer at risk of redundancy, or that they will be made redundant.

If made redundant, the specifics of their redundancy will be detailed and confirmed in writing.

An opportunity to appeal should also be provided.

No notifications should take place until consultation has been completed.



attitude or didn't get along with their employer. This is no longer the case.

Legal action following redundancy tends to fall into two categories – failure to provide and failure to follow. Legal action can be avoided when the process is conducted effectively, completely and for all those involved.

### WRONGFUL DISMISSAL

This occurs when the statutory provisions – notice, holidays and redundancy pay

### WHAT IS AN EMPLOYEE ENTITLED TO DURING REDUNDANCY?

All employees will be entitled to notice pay, which is determined by the length of time a person is employed with your business.

When employed between one month and two years, an employee is entitled to one week's notice pay. When employed for two years or more, an employee is entitled to one week's notice per full year of service, up to and including 12 years.

An employee will accrue holiday days up until the employment termination date, i.e. the last day of notice. Any untaken days accrued until the termination date should be paid in the last payslip.

A business can recoup holiday days used but not accrued during the last payslip if the employee is suitably informed and accepts this will take place. Any deductions to final wage should not bring an employee's pay below the National Minimum or Living Wage.

If employed for more than two years, an employee is entitled to redundancy pay. The SJIB has a calculation matrix for this, which can be found by scanning the QR code on this page or going to [bit.ly/sjib-matrix](https://bit.ly/sjib-matrix)

Redundancy payment amounts are based on years of service and the employee's age. Statutory redundancy is capped at 20 weeks' pay, a maximum of £700 per week and a maximum basic award of £21,000.

### WHEN REDUNDANCY GOES WRONG

It used to be accepted that an employee could be 'paid off' if they didn't perform properly, had a poor

**“LEGAL ACTION CAN BE AVOIDED WHEN THE PROCESS IS CONDUCTED EFFECTIVELY, COMPLETELY AND FOR ALL THOSE INVOLVED”**

↑ Cases of unfair dismissal can be costly for businesses

– and conditions of contract are not provided.

Failure to provide this can lead to employment tribunal or civil court action and a damages reward in favour of the employee to an upper limit of £25,000 plus legal fees.

Statutory provisions and conditions of contract are rights from day one of employment.

### UNFAIR DISMISSAL AND CONSTRUCTIVE DISMISSAL

Claims made by employees with service over two years relate to the process followed during dismissal. These claims relate to:

- No fair reason for dismissal
- No fair procedure followed
- The circumstances deem the dismissal unfair.

Compensation and awards can vary depending on the reason for the claim to employment tribunal but can be significant.

### THE EQUALITY ACT

Under the Equality Act 2010, the protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

People with protected characteristics can be involved in the redundancy process, however the impact of their protected status has no bearing on selection and decision. A person cannot be dismissed due to their protected characteristics – this would be classed as discrimination.

### REDUNDANCY AND MATERNITY

An expectant mother is protected from redundancy from time of notification until 18 months after birth or adoption.

During this time, if there is suitable alternative employment it should be offered to the mother in question, otherwise unfair dismissal may occur. ■

## FIND OUT MORE

If you are considering redundancy, or have any other employment questions, please contact [employment.affairs@select.org.uk](mailto:employment.affairs@select.org.uk) for assistance.

↓ SJIB calculation matrix for redundancy pay





# Sign up and have a ball at golf day

Our popular President's Cup tournament returns in July, so enter now and join in the competition for what is always a fantastic social occasion

**M**EMBERS are being invited to get in the swing for the 2024 President's Cup as our ever-popular golf tournament returns to the fairways.

Sponsored for the second year by Associate Member Luceco Group, this year's event will take place at Dunblane New Golf Club on Monday 29 July.

Golfers from across Scotland will once again be crossing their fingers for sunshine as they gather in Perthshire to compete for the famous silver trophy and socialise with colleagues.

Last year's event was a tense affair as the East and West of Scotland teams battled it out on the fairways, with Vice President

Mike Stark eventually lifting the cup for the triumphant East squad.

This year's event will start with hot drinks and breakfast rolls before golfers tee off in a four-ball format. After a few hours on the course, it will then be back to the clubhouse for prize-giving and high tea. As well as the main trophy, there's a prize for the longest drive, sponsored by Electrium, and also a nearest the hole prize, sponsored by fellow SELECT Associate Member Scolmore Group.

Events, Marketing & Communications Coordinator Linda Rolfe said: "We are delighted to welcome back Luceco Group as the headline sponsor for



↑ The event is popular and always fun!



the 2024 President's Cup, which is a terrific opportunity for Members to get together and enjoy some healthy rivalry.

"We would also like to thank Scolmore and Electrium for supporting the individual prizes on the

day and look forward to another keenly fought contest between Members and guests.

"The event is always extremely popular so I would encourage anyone who is interested to save the date and contact us to find out how you can take part."

It costs just £30 to enter and places are always limited, so strike while the iron is hot and book your spot early! ■

**FIND OUT MORE**

To find out more and reserve a place, scan the QR code, go to the Events section at [www.select.org.uk](http://www.select.org.uk) or email [memberservices@select.org.uk](mailto:memberservices@select.org.uk)

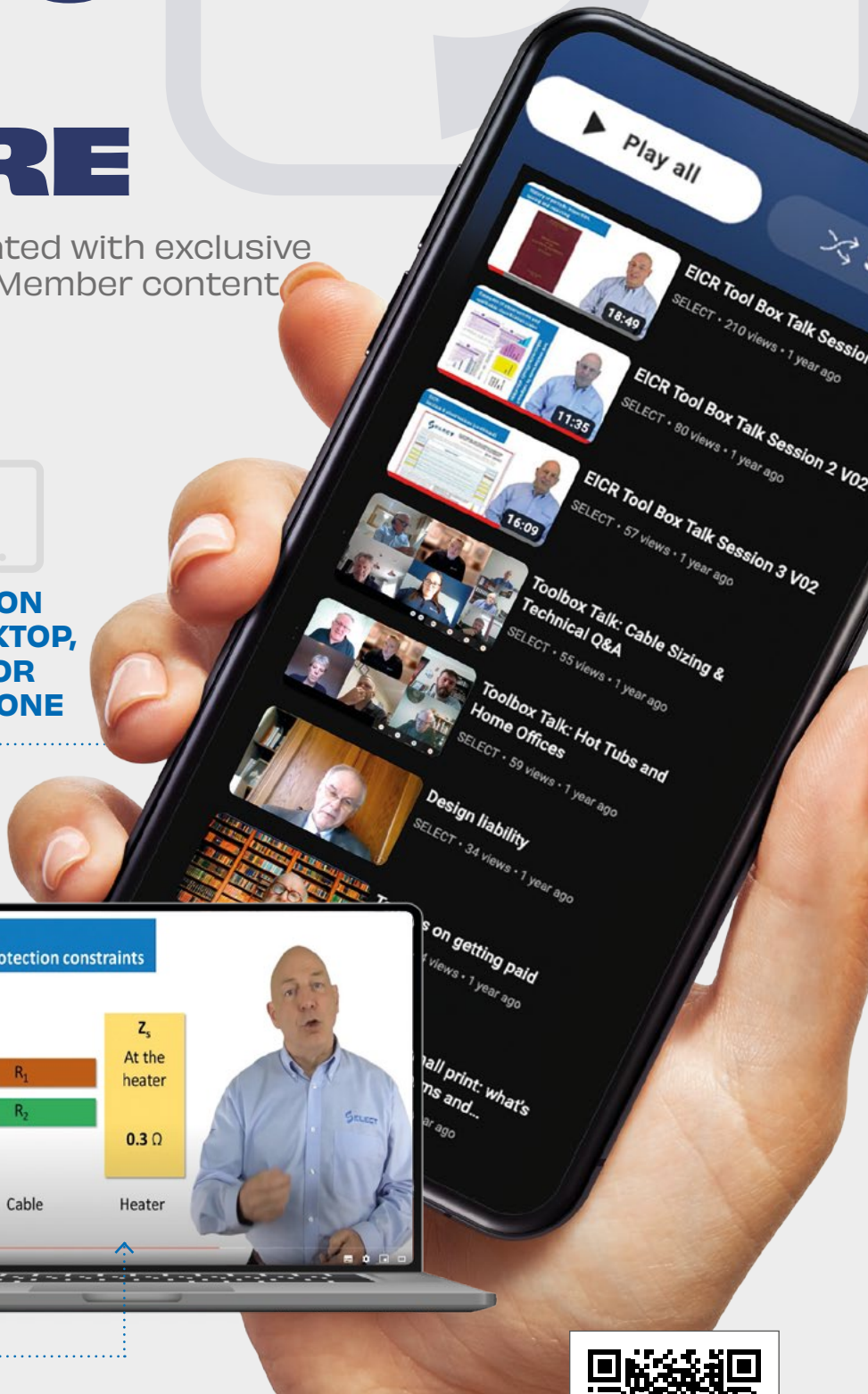


↑ Mike Stark with the trophy that was won by the East team last year

# VIDEOS PUT YOU IN THE PICTURE



SELECT TV keeps you updated with exclusive industry information and Member content



**6+**

hours of on-demand content



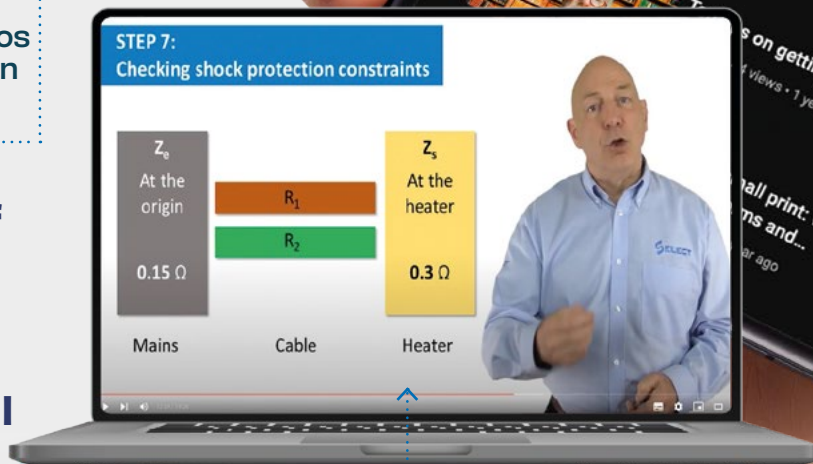
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↑ L-R: Aidan McDougall, Ben Elertowicz, Findlay Chalmers (all apprentices), Marc Terrier (lecturer), Matthew Smith (apprentice)

1 / DUNDEE & ANGUS COLLEGE

# We're delivering the right message

Our Member Representatives have been busy over the past couple of months, visiting colleges across Scotland to deliver more technical resources to help the talent of tomorrow

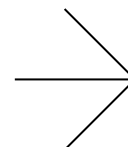
**A**s part of our ongoing mission to educate and inform, SELECT has been handing out another vital free resource, this time aimed at apprentices and adult trainees. The association has spent the past few months distributing posters which outline the various protective devices that learners will encounter as they go through their training and beyond. Produced in partnership with Associate Member Electrium, the three posters give clear and concise information on over 10 devices, including circuit breakers, residual current devices (RCDs) and arc fault detection devices (AFDDs), outlining how and where they are used.

**WORDS IAIN MASON**  
Director of Membership & Communications

Membership Representatives have been leading the handout, distributing the posters to the 22 approved training centres which deliver apprenticeships run by the

Scottish Electrical Charitable Training Trust (SECTT) on behalf of the Scottish Joint Industry Board (SJIB).

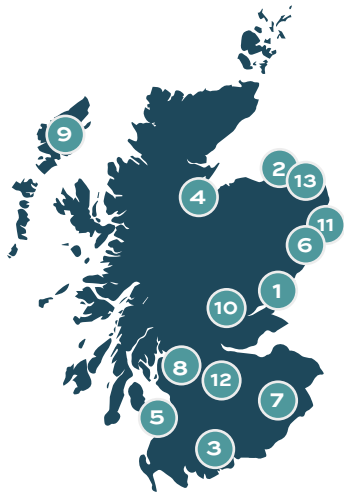
Bob Cairney, Director of Technical Services, said: “The team at SELECT is delighted to have been involved in the production of this latest addition to our suite of learning resources, and we know it will be extremely useful to the target audience. “SELECT has always



↓ L-R: Emma Paterson (Membership Representative), David Blackhall (lecturer)



2 / NESCOL FRASERBURGH CAMPUS



put training and continuing education at the forefront of its efforts

and this new resource demonstrates our ongoing commitment to the safety and welfare of the talent of tomorrow. All colleges will soon have a suite of dedicated SELECT resources to help with learning and competency, helping them to draw on all the extensive knowledge and experience that the organisation has to offer.”

Barrie MacKay, Training and Development Manager at SECTT, said: “We would like to thank SELECT for providing these valuable learning tools for apprentices that will help equip them with the knowledge they need for their working life.” ■

SECTT Update: Pages 54 & 55

### 10 / UHI PERTH

↓ L-R: Mark Cairns (lecturer), David Stebbings (SECTT), Scott MacArthur (lecturer)



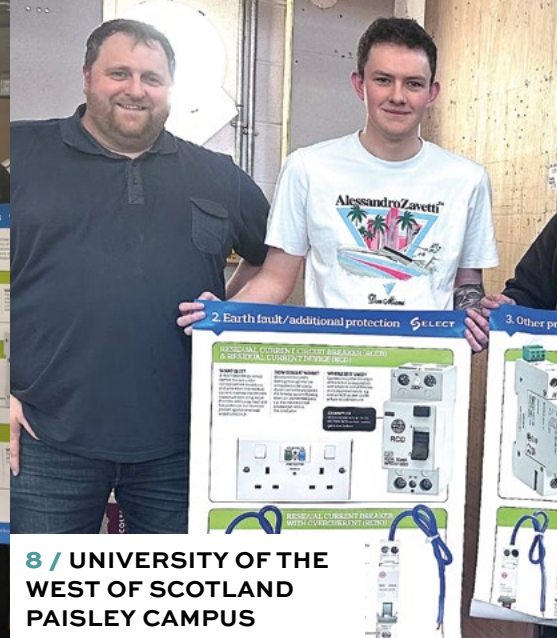
↑ L-R: Scott Burnside (SECTT), Joe King, Robbie Minto (both apprentices), Javier Fuentes (lecturer), Bobby Coulthard (apprentice), James Rankin (Curriculum Manager)

### 3 / DUMFRIES & GALLOWAY COLLEGE

### 7 / BORDERS COLLEGE



↑ L-R: Ben Richardson (apprentice), Brian Ker (lecturer), Rebecca Hastings (apprentice), Jim Birrell (SECTT), Bogdan Cristea (apprentice)

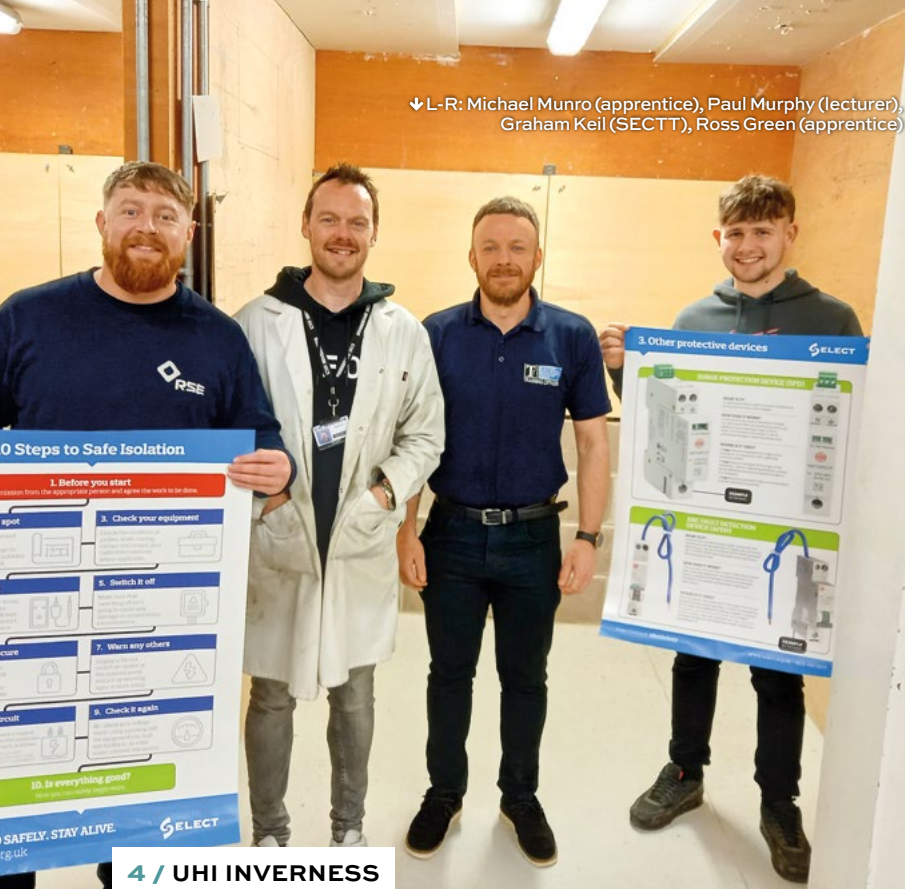


### 8 / UNIVERSITY OF THE WEST OF SCOTLAND PAISLEY CAMPUS

### 11 / TULLOS TRAINING, ABERDEEN

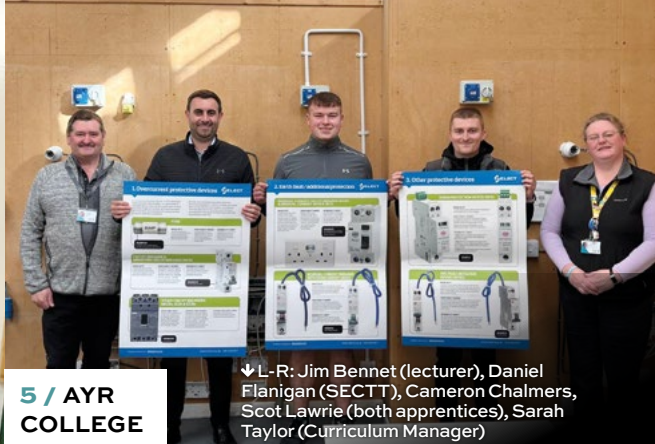
↓ L-R: Emma Paterson (Membership Representative), Kenny Mitchell (lecturer)





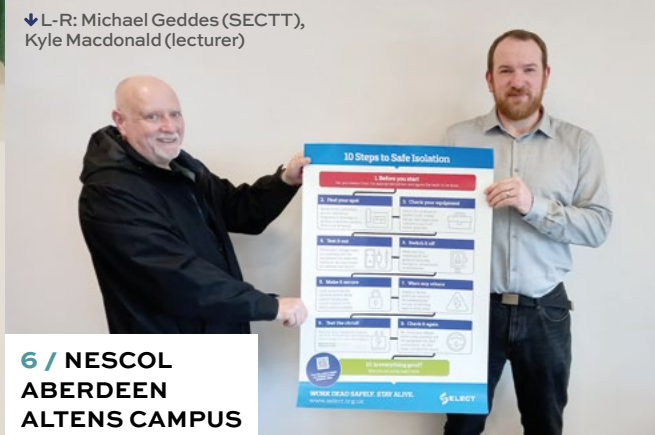
↓ L-R: Michael Munro (apprentice), Paul Murphy (lecturer), Graham Keil (SECTT), Ross Green (apprentice)

**4 / UHI INVERNESS**



**5 / AYR COLLEGE**

↓ L-R: Jim Bennet (lecturer), Daniel Flanigan (SECTT), Cameron Chalmers, Scot Lawrie (both apprentices), Sarah Taylor (Curriculum Manager)



↓ L-R: Michael Geddes (SECTT), Kyle Macdonald (lecturer)

**6 / NESCOL ABERDEEN ALTENS CAMPUS**



↓ L-R: Craig Wallace (SECTT), Ruairaidh Masson, Dan MacLeod (both apprentices), Ally MacLeod (lecturer)

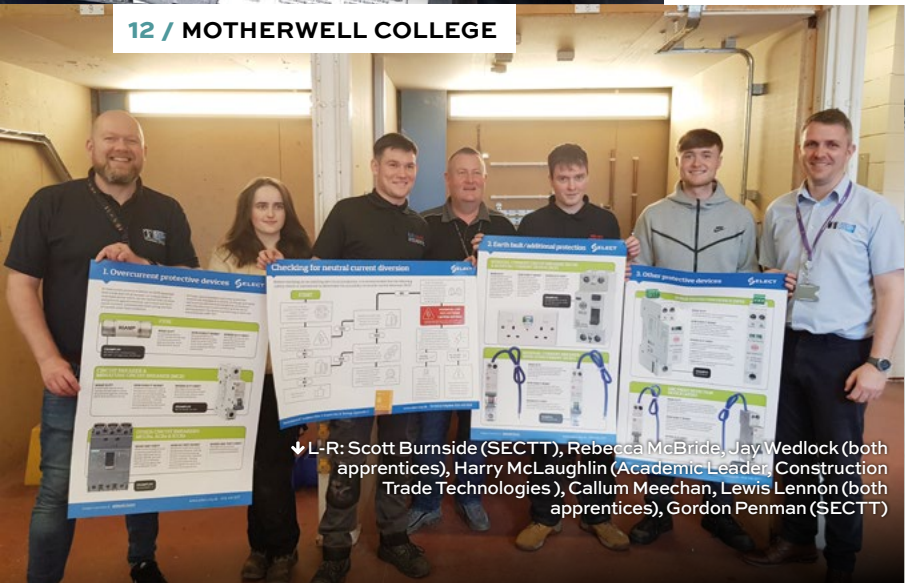
↑ L-R: Frankie Greig (SECTT), Ryan McNeil, Neil Watt, Cole Stewart (all apprentices), William Burgoyne (Curriculum Quality Leader)

**9 / UHI NORTH, WEST & HEBRIDES**



**12 / MOTHERWELL COLLEGE**

**13 / NESCOL FRASERBURGH CAMPUS**



↓ L-R: Scott Burnside (SECTT), Rebecca McBride, Jay Wedlock (both apprentices), Harry McLoughlin (Academic Leader, Construction Trade Technologies), Callum Meechan, Lewis Lennon (both apprentices), Gordon Penman (SECTT)



→ L-R: Joshua Grant, Kyle Morrison, (both apprentices)

# Technical

## MORE INFORMATION

For further information on our technical support and advice, please call 0131 445 9218 or email [technicalhelp@select.org.uk](mailto:technicalhelp@select.org.uk)

# Charging towards high standards

The installation of electric vehicle supply equipment is nothing new, but the issue of protective devices can still cause some debate. Here, our guest expert focuses on RCD protection for Mode 3 charging and looks at whether integrated devices comply with the current regulations

WORDS  
**MICHAEL PEACE**  
**CENG MIET MCIBSE**  
Senior Engineer,  
Technical Regulations,  
IET



**IET** The Institution of  
Engineering and Technology

## WHAT ARE THE RCD REQUIREMENTS FOR THE DIFFERENT CHARGING MODES?

Mode 1 and Mode 2 charging utilises BS 1363 socket-outlets, with a type A RCD required. Mode 3 charging is provided by a dedicated circuit, typically single-phase 7kW or three-phase 22 kW. This is the most common type of electric vehicle (EV) charger installed in domestic/household premises.

Mode 4 charging is provided by a dedicated AC supply circuit to the EV supply equipment (EVSE). The EVSE uses switch mode power supplies (SMPS) to convert the AC to DC which is used on the output circuit; Mode 4 charging is typically used for publicly available fast charging 50 kW to 350 kW.

Requirements for the selection and erection of RCDs in the case of supplies using DC vehicle connectors according to the BS EN 62196 series are under consideration, as referred to in Note 2 to Regulation 722.531.3.101 of BS 7671:2018+A2:2022.

For Mode 4 charging, RCDs may be required for the AC supply circuit, e.g. if it is a TT system or where disconnection times cannot be met using circuit-breakers. However, RCDs are not required on the DC side as this protection is provided by the manufacturer of the EVSE.

## WHAT ARE THE STANDARDS AND REGULATIONS FOR EVSE?

In order for electrical equipment to be sold in the UK, the electrical equipment must conform to the Electrical Equipment (Safety) Regulations 2016, the Electromagnetic Compatibility Regulations 2016 (as amended) and other relevant legislation.

The Electric Vehicles (Smart Charge Points) Regulations 2021 also apply to Mode 3 EVSE. These are statutory regulations and must be adhered to by manufacturers of EVSE.

Compliance with standards is voluntary but it can help to demonstrate conformity with the relevant



↑ The rise in EVSE means that protection is more important than ever

**"COMPLIANCE WITH STANDARDS IS VOLUNTARY BUT IT CAN HELP TO DEMONSTRATE CONFORMITY WITH THE RELEVANT LEGISLATION – THIS IS KNOWN AS PRESUMPTION OF CONFORMITY"**

legislation – this is known as presumption of conformity.

The series of standards for the design and performance requirements for EV conductive charging equipment is the BS EN IEC 61851/ BS EN 61851 series. Section 722 of BS 7671:2018+A2:2022 provides requirements for the installation of EVSE, in addition to the general requirements.



buried in walls at a depth of less than 50mm or where high earth fault loop impedances require an RCD to achieve fault protection.

**WHAT TYPE OF RCD IS REQUIRED?**

EVSE are likely to produce DC residual currents during operation, due to the design of the electronic equipment for the charging circuit within the EVSE.

The DC residual currents will be superimposed on the AC waveform which will affect the operation of RCDs. The type of RCD required depends on the protection against DC residual currents installed in the EVSE.

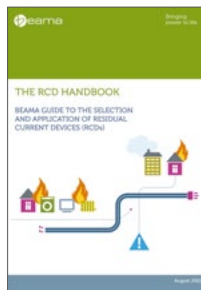
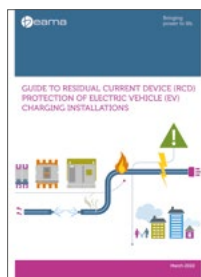
**WHAT ARE THE RCD REQUIREMENTS IN BS 7671 FOR EVSE?**

Regulation 722.531.3.101 of BS 7671 states that unless the circuit is supplied using the protective measure of electrical separation, each **charging point** incorporating a socket-outlet or vehicle connector complying with the BS EN 62196 series is to be protected individually by an RCD of Type A, Type F or Type B and having a rated residual operating current not exceeding 30 mA. The RCD is also required to disconnect all live conductors.

The definition of an EV charging point in BS 7671 is “the point where the electric vehicle is connected to the fixed installation”. This means that the requirement for RCD protection applies to the socket-outlet or connector and not the circuit supplying the EVSE. A note clarifies that the point is the socket-outlet supplying the EV, or a connector where the charging cable is not part of the EVSE.

There may be other reasons why RCD protection is required to protect the final circuit, such as where a TT earthing system is used, or cables are

↑ RCDs are required to protect EV charging points



Where no protection against DC residual current is provided in the EVSE, Regulation 722.531.3.101 of BS 7671 requires a Type B RCD to be installed.

Where protection against DC residual current is provided in the EVSE, a Type A or Type F RCD can be used. This is typically provided by a Type A RCD in conjunction with a residual direct current detecting device (RDC-DD) complying with BS IEC 62955 as appropriate to the nature of the residual and superimposed currents and recommendation of the manufacturer of the charging equipment.

BS EN 62955:2018 provides requirements for RDC-DD to be used for Mode 3 charging of EVs. RDC-DDs are a detection device for DC residual current which do not incorporate a mechanical switching device. Switching is provided by an external device, such as a contactor which is switched by the RDC-DD.

It is also important to consider any RCDs installed upstream as they could also be blinded by DC residual currents. The hierarchy of RCDs with respect to DC residual current should be observed. For example, a Type AC RCD cannot be installed upstream of a Type A RCD.

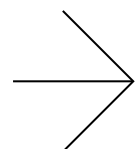
The BEAMA guide, *Selection and application of RCDs*, provides useful information, as does its separate publication, *RCD selection for protection of electric vehicle charging installations*. Links to both can be found in this article.

As with all electrical equipment, account should be taken of the EVSE manufacturer’s instructions.

**CAN I USE AN EVSE WITH AN INTEGRATED RCD?**

Some manufacturers state that EVSE contain integrated RCDs. The question is often asked if the RCD protecting the final circuit can be omitted and the RCD in the EVSE used to provide additional protection for the EVSE. After all, the requirement for RCD protection is for the socket-outlet, and not the final circuit.

BS 7671 does not dictate the location



for the RCD, with Regulation 722.531.3.101 stating that “except where provided by the EV charging equipment”, protection against DC fault currents shall be provided by a Type B RCD or a Type A or Type F in conjunction with an RDC-DD. So it is clear that it **IS** acceptable to locate an RCD within the EVSE.

This Regulation also states that RCDs shall comply with one of the following standards:

- BS EN 61008-1
- BS EN 61009-1
- BS EN 60947-2
- BS EN 62423.

If the RCD included in the EVSE complies with one of these standards, then it could be used as additional protection for the EV charging point without the need for additional RCD protection upstream.

Often RCDs built in to EVSE integrated into the printed circuit board (PCB) do not fully conform to any of the standards required by Regulation 722.531.3.101 of BS 7671 or Clause 8.5 of BS EN IEC 61851-1:2019.



↑ There are many different types of RCD available from a range of manufacturers

### WHAT IS AN INTEGRATED RCD?

In simple terms, an integrated RCD is an electronic device controlled by an algorithm programmed to operate in a similar way to how a traditional RCD operates according to the relevant product standards.

Some EVSE incorporate a residual direct current protective device (RDC-PD), a protective device with integrated AC, pulsating DC and 6 mA DC detection, evaluation, and mechanical switching in one unit.

The requirements for RDC-PDs are provided in Annex O (normative) of BS IEC 62955:2018. It is stated that that the requirements and test of IEC 61008-1 concerning RDC-PD integrated in RCCB function, and IEC 61009-1 concerning RDC-PD integrated in RCBO function apply as relevant. With the exception of a couple of clauses modified by BS IEC 62955, RDC-PDs must conform to all the requirements of either IEC 61008 or IEC 61009.

## SWEDEN BANS EV CHARGERS WITH INTEGRATED RCDS

Swedish authorities have recently placed a sales ban on a manufacturer of EV charge points. One of the issues raised is regarding the use of integrated electronic RCDs. The manufacturer has provided a robust response and maintains that its products are safe and it is a matter of correct documentation. Read more at [bit.ly/EV-response](https://bit.ly/EV-response)



©JessicaGirvan / Shutterstock

An RCD-DD/RDC-PD is not one of those cited in Regulation 722.531.3.101, which leaves the installer in a difficult position. BS 7671 and BS EN IEC 61851 mandate that RCDs shall comply with one of the following standards: BS EN 61008-1, BS EN 61009-1, BS EN 60947-2 or BS EN 62423.

### CAN I INSTALL EQUIPMENT WHICH DOES NOT COMPLY WITH ANY BRITISH STANDARDS?

Yes, but any intended departure requires special consideration by the designer of the installation in consultation with the client and other interested parties.

It is important to note that the resulting degree of safety of the installation shall be not less than that obtained by compliance with the BS 7671, Regulation 120.3 refers. Any departures along with the justification must be recorded on the electrical certification.

Regulation 122.1.2 states that where there are no applicable standards, the item of equipment concerned shall be selected by a special agreement between the person specifying the installation and the installer. This route requires careful consideration as it could result in liabilities at a future date.

Regulation 133.5 provides requirements for new materials and inventions, and Regulation 133.1.3 provides requirements for equipment which does not comply with any British or Harmonised Standard or used outside the scope of its standard.



↑ Manufacturer's instructions should always be taken into account when installing EVSE

Again, the resulting degree of safety of the installation shall be not less than that obtained by compliance with BS 7671, and the chances of the EVSE manufacturer putting this clearly in writing is unlikely.

Regulation 722.411.4.1 of BS 7671 recognises that equipment can be used which is not covered by a British or Harmonised Standard, in this case, open PEN detection devices. It is required that the equipment meets the requirements of statutory legislation, the Electrical Equipment (Safety) Regulations 2016 (as amended), the Electromagnetic Compatibility Regulations 2016 (as amended) and other relevant legislation, and the equipment has either a CE, UKCA or UKNI mark and a declaration of conformity (DOC).

The DOC is to be appended to the certification for initial verification and where this is satisfied, it is **NOT** considered to be a departure from BS 7671.

### WHAT IS A DOC?

When installing any item of electrical equipment, it is important the manufacturer supplies a DOC, which is a mandatory document provided by manufacturers to declare their products comply with the law.

The CE, UKCA or UKNI mark accompanied by the DOC document confirms that the manufacturer takes full responsibility for the products compliance with the applicable laws. The DOC is usually available on the manufacturer's website or available on request. The DOC will specify the

## "WHEN INSTALLING ANY ITEM OF ELECTRICAL EQUIPMENT, IT IS IMPORTANT THE MANUFACTURER SUPPLIES A DOC, WHICH IS A MANDATORY DOCUMENT PROVIDED BY MANUFACTURERS TO DECLARE THEIR PRODUCTS COMPLY WITH THE LAW"

relevant regulations and standards to which the product conforms.

### WHAT IF THE MANUFACTURER STATES AN RCD IS NOT REQUIRED?

Be wary of claims by manufacturers that an external RCD is not required for EVSE.

Some manufacturers of EVSE declare on their website that the equipment does feature an integrated RCD which operates 'similar' to a traditional RCD complying with BS EN 61008 or BS EN 61009. However, if the RCD is integrated into the circuit board, it will not be compliant with the RCD product standards.

When inspectors of competent person schemes carry out their audits, they will be looking for compliance with BS 7671 and will expect to see an external RCD installed.

### IN SUMMARY

Regulation 722.531.3.101 of BS 7671 requires RCDs to protect the charging point, i.e. the socket-outlet or connector and not necessarily the circuit supplying it.

The RCD can be installed at the distribution board or within the EVSE.

RCD functionality built into circuit boards does not conform to the relevant product standards required by BS 7671 or BS EN IEC 61851-1:2019.

RCDs shall disconnect all live conductors and comply with one of the following standards: BS EN 61008-1, BS EN 61009-1, BS EN 60947-2 or BS EN 62423.

For Mode 3 charging, a Type A or Type F RCD is required where protection against DC residual currents in the form of an RDC-DD is provided within the EVSE.

Where the EVSE does not incorporate such protection, a Type B RCD is required. When installing EVSE, account should be taken of manufacturer's instructions. ■

In addition to Bob Cairney and Stuart McKelvie of SELECT, I would like to thank the following for their contributions to this article: Mark Coles, Leon Markwell and Craig O'Neill (IET), Joe Cannon and John Peckham (IET volunteers), Darren Crannis, Curtis Jones and Gary Parker (ECA), Frank Bertie (NAPIT), Gary Gundry (technical consultant), Peter Monfort (Arena Training).

## FURTHER READING

### Designated standards

Lists of standards that businesses can use to show their products, services or processes comply with essential requirements of legislation



### Selection and application of RCDs

Guidance on the selection and application of the range of RCDs now available, enabling conformity with Amendment 2 to BS 7671.



### RCD selection for protection of EV charging installations

The effects of DC fault currents on RCDs, the different types of Residual Direct Current Detecting Devices (RDC-DDs) and their testing.





# Video guides put you in the picture

To help you get the most out of SELECTcerts, a new user guide and series of handy videos have been launched, offering advice on everything from creating a certificate to adding a new user

**A** **S** PART of our ongoing mission to make SELECTcerts even more user-friendly, two free resources have been launched to help you navigate its many features quickly and easily.

Available in the app and at [www.selectcerts.co.uk](http://www.selectcerts.co.uk), the new Quick Start Guide and suite of 12 free videos aim to streamline the user experience and provide additional support as you navigate the site.

Because we know that some Members prefer visual demonstrations over text instructions, SELECTcerts has curated 12 informative videos that cover the following topics:

- How to create a certificate
- Where to put registered numbers to use the certificate of construction
- Explaining the calculated 80% max Zs
- How to unlock a mobile device
- How to add or delete an additional user
- How to add an additional distribution board
- How to add a new signature
- How to create a template
- How to copy previous circuit details, test results and add to an existing certificate
- How to use the certificate prefix
- Observation functionality
- How to archive.

Once you log in, the resources are clearly listed on the main front dashboard under 'Help Videos'. They can also be found in the relevant areas of the software

itself with a question mark symbol – just click it to view the video.

Complementing the help videos is the newly revised Quick Start Guide, which includes instructions on various topics, with easy-to-follow walkthroughs and illustrations of solutions to many FAQs.

The downloadable PDF guide can be found in the app and on the front page at [www.selectcerts.co.uk](http://www.selectcerts.co.uk) before you log in, under 'Downloads'. Simply click on the SELECT logo under 'Quick Start Guide' and it will automatically download so you can get started.

You can also get assistance by calling the dedicated SELECTcerts Helpline on **01638 563 442**. ■

## FIND OUT MORE

SELECTcerts puts the certificates you need at your fingertips – instantly. Available from Google Play, Windows App Store and the Apple App Store, subscription is £252 + VAT annually or £21 + VAT per month. For further information, go to [www.selectcerts.co.uk](http://www.selectcerts.co.uk) or please contact the Technical team on **0131 445 5577**.

↓ The Quick Start Guide has been updated and is available to download







↑ Working safely with gas is the subject of our latest webinar



**"WE HOPE MEMBERS WILL TAKE ADVANTAGE OF THE OPPORTUNITY TO FIND OUT MORE ABOUT WHAT THEY SHOULD BE AWARE OF WHEN WORKING NEAR GAS INSTALLATIONS"**

**JOIN US NOW!**

Register for the free CORGI Technical Services webinar on 28 August by scanning the QR code or going to [bit.ly/corgi-web](http://bit.ly/corgi-web)



**CORGI**

# Webinar will put safety first

SELECT is preparing to host another in its series of exclusive Member webinars, this time offering an insight into working safely with gas, courtesy of our Associate Member, CORGI Technical Services

**G**AS installation awareness is the hot topic for our next Member webinar, which will once again offer a wealth of practical advice for electrical contractors.

Held in partnership between SELECT and CORGI Technical Services, the one-hour webinar will be held on Thursday 28 August at 1pm and is free to attend.

The webinar will provide an overview of the responsibilities placed upon those carrying out electrical work to new and existing properties which may affect the installation and safe operation of gas fittings and appliances.

Points for discussion will include:

- Consumer unit and distribution board distances from gas installation pipework

↓ Bob Cairney, left, and Calum Mansell are among the speakers at the webinar

- Ventilation and distances from flues
- Cable entries for boilers and gas meter boxes
- Protective equipotential bonding
- Carbon monoxide alarm installation to BS EN 50292.

Along with SELECT's Director of Technical Services, Bob Cairney, the speakers will include two experts from CORGI: Calum Mansell, Technical Safety Manager – Electrical, and John Brown, Contract Manager – Scotland.

Iain Mason, Director of Membership &

Communications, said: "We are grateful to

CORGI for giving up their time to host this webinar and we hope Members will take advantage of the opportunity to find out more about what they should be aware of when working near gas installations."

The webinar will follow previous Member sessions with the Building Safety Group, ECIS Insurance and Simpro, which are all available to watch again on the SELECT YouTube channel. ■



# Training

**MORE INFORMATION**  
To enquire about SELECT's range of training courses, please call 0131 445 5577 or email [training@select.org.uk](mailto:training@select.org.uk)

## New fire alarm training could be a life-saver

In response to recent Member demand, SELECT's Training team has once again been busy, this time developing an in-depth one-day course which will be launched later this summer

# W

**E'VE** received a number of Member enquiries about fire alarm training, so SELECT has spent the past couple of months developing its own course in the design, installation, commissioning and maintenance of fire detection and fire alarm systems.

Working in partnership with Training Development Adviser Stuart McKelvie and Consultant Technical Adviser Billy McRobert, we have now created a suitable module that will now be submitted to the Scottish Qualifications Authority (SQA) for credit and levelling.

Submissions to SQA take approximately eight to 12 weeks, so the course will be available to Members in the late summer.

In the meantime, we would like to hear from Members who would be interested in taking it, so have outlined the format and requirements below to help you see what's involved.

### OVERVIEW AND AIMS

Aimed at electricians, fire alarm engineers or installers, this course aims to provide candidates with the basic knowledge to undertake the design, installation, commissioning and maintenance of fire detection and alarm systems in line with BS 5839-1.

As a result of this one-day course, candidates will gather the knowledge and confidence to perform these tasks in accordance with the current British Standards.

They will also be in a position to take full advantage of the ever-growing demand for these skills within new constructions and the implementation of legislation and insurance requirements. The course itself will cover:

- The law and legal requirements
- Terms and definitions
- System categories
- Design considerations system types
- Detection types
- Detection and alarm zones

↓ Our fire alarm training is designed to provide knowledge and confidence

WORDS  
**JENNY CRYANS**  
Training Manager



- Spacing and siting of automatic detection equipment
- Cable and wiring
- Control and indicating equipment
- Power supplies
- Communications
- System commissioning
- System maintenance
- System documentation.

**PRE-COURSE REQUIREMENTS**

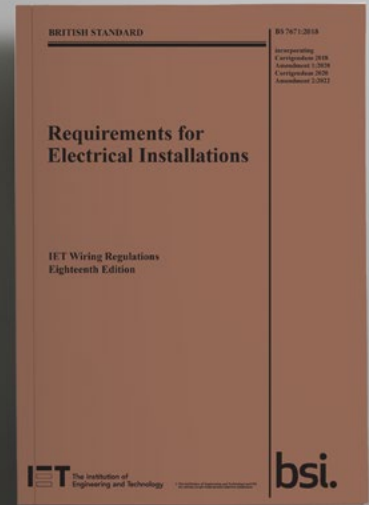
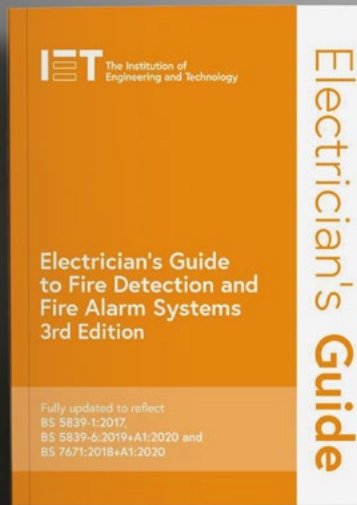
This course is for delegates who have completed an SVQ Level 3 Apprenticeship in Electrical Installations or have a good working knowledge of fire alarm installations, or equivalent.

Delegates who wish to take the course **MUST** have a copy of the following:

- The IET *Electrician's Guide to Fire Detection and Fire Alarm Systems, 3rd Edition*. Delegates must spend a minimum of 10 hours pre-study time going through this publication before the course itself.
- *Requirements for Electrical Installations* (18th Edition Wiring Regulations) AKA 'the brown book'.

If you don't have a copy of these publications, they can be purchased through the SELECT Shop. Alternatively, please call the Technical Team on **0131 445 5577** or email **orders@select.org.uk**.

Please note that if you don't have the above publications available on the morning of the course, you **WON'T** be able to attend as they are both are referred to throughout the session. ■



↑ Delegates must remember to bring the publications needed for the course

**FIND OUT MORE**

If you have any questions about this new course, or would like to find out more, please email **training@select.org.uk** or call the Training team on **0131 445 5577**.

**ABOUT THE SCQF FRAMEWORK**

If successful, the SQA will credit rate the new course on the Scottish Credit and Qualifications Framework (SCQF). This uses two measures to describe qualifications:

- The level of difficulty of the learning outcomes of a qualification
- The size of the qualification, in terms of number of learning hours.

The aim of the SCQF is to “enable employers, learners and the public to understand the full range of Scottish qualifications, and how they relate to each other”.

The framework is built around two main concepts, level descriptors and characteristics.

Descriptors describe in broad terms what learners should be able to do or demonstrate at a particular level and go from levels 1 to 12.

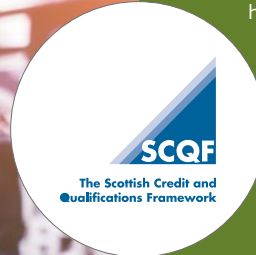
Level 6 and 7 are equivalent in complexity to SQA Level 3, i.e. apprenticeship level, with Level 7 at the higher side of this scale. This qualification has been designed for electricians who have already completed their Level 3 apprenticeship and builds on the skills that have been developed, helping to enhance knowledge of the subject.

A credit rating is undertaken by experts at the SQA on behalf of the SCQF, with the panel including a subject expert.

The SQA experts undertake this rating by comparing the qualifications against five separate characteristics, which are groups of skills that individuals may develop or use in any given task. These are:

- Knowledge and understanding
- Practice, i.e. applied knowledge, skills and understanding
- Generic cognitive skills
- Communication, numeracy and ICT skills
- Autonomy, accountability and working with others.

Find out more at **www.scqf.org.uk**



# Health & Safety

## Protecting your people is a high priority

Working at height is the biggest risk to the modern electrician, so it's essential to ensure you and your staff follow this vital advice before you start

WORDS  
**ANDY HARPER**  
CMIOSH IMAPS  
Head of Technical  
and CDM Support



**T**HE highest cause of workplace deaths isn't electric shocks – it's falling from height. And in an electrician's world, it's often not an initial shock that causes a fatality, but the subsequent fall.

The Building Safety Group (BSG) considers working at height the biggest danger on construction sites, backed up by our latest report which found that it accounted for 28% of all breaches recorded during 15,000 site inspections.

Our figures are echoed by the Health and Safety Executive (HSE), which reported that more than 5,000 people were injured in 2022/23 due to a fall from height, 40 of which were fatalities. The potential risks are therefore clear, but preparation and attention to detail will help reduce risk.

### PAY ATTENTION TO LEGISLATION

There are many ways to mitigate risk but they must be implemented from a deep understanding of all relevant legislation. Doing so will not only help to mitigate risk but help ensure that those responsible for the safety of others are acting in accordance with HSE guidance. The HSE states, for example, that those in control of any work at height activity must make sure that work is properly planned, supervised and carried out by competent people.

### PERFORM A PRE-USE INSPECTION

Those that work at height who have received quality training will be competent and well-equipped to carry out a thorough pre-use inspection of all equipment. They will also be able to check whether all relevant certification is in place. This is essential. Site inspections and formal checks should also be carried out by third party qualified experts such as the BSG on a regular basis. Typically, this is annually, but it depends on the application and frequency of use, among other factors.

### MITIGATE THE RISKS

Follow the hierarchy of control for working at height which means, if at all possible, eliminate the risk entirely. If it's unavoidable, then select collective measures to help prevent falls, such as guardrails and working platforms. If this isn't possible, then minimise the distance and consequences of a fall by working in fall restraint. Working in fall arrest should be a last resort.



↑ Attention to detail is vital to protect your staff from harm

# 5,000

people were injured in 2022/23 due to a fall from height



# 40

of which were fatalities



that this is the case by partnering with a quality, reputable manufacturer and choose equipment based on the job at hand: Can it be done from ground level? What space is available? What are the risks? Asking pertinent questions will help when selecting equipment and, ultimately, help mitigate risks.

**HAVE A RESCUE PLAN IN PLACE**

Importantly, when working within fall arrest, together with all relevant PPE, a rescue plan must be in place, in accordance with the Working at Height Regulations 2005. It's not just the responsibility of the emergency services. Furthermore, any delay in the emergency services arriving on site could be critical for the worker. Assistance in the development and implementation of a comprehensive rescue plan is a typical by-product of top-quality training.

**DO NOTHING WITHOUT TRAINING**

Employers have a responsibility under the Health and Safety at Work Act 1974 to provide suitable information, instruction and training for employees. Training gives those that work at height the confidence,

**SELECT THE RIGHT EQUIPMENT...**

For work to be carried out safely and efficiently, the right equipment must be in place, whether it's permanent or temporary guardrails, fall restraint or fall arrest equipment. All equipment must also be compatible with each other, such as PPE and engineered systems. It's vital to recognise that a 'one-size-fits-all' approach will often not improve employee wellbeing or safety. If items cannot be used in unison and/or do not fit properly, then this could lead to inadequate protection.

**...AND ENSURE IT'S HIGH QUALITY**

All equipment used should be designed and manufactured in compliance with essential health and safety requirements. Achieve peace of mind

↑ Working at heights can be dangerous and potentially fatal if safety is neglected

SELECT Members automatically qualify for FREE advice and practical resources from the BSG worth £750. Signing up is quick and easy – all you need is your membership number. To find out more and get started, scan the QR code below.

Article sources: BSG, HSE and HCL Safety

knowledge and skills required to do so safely and efficiently. High-quality training should cover both work at height theory and practical exercises, including proper inspection of PPE and the execution of relevant risk assessments and method statements.

**GOT YOUR PPE?**

PPE plays a vital role in mitigating the potential risks associated with working at height. The PPE chosen should be appropriate for the job at hand and be safe and comfortable. A more comfortable worker typically makes for a more productive worker. All PPE should be suitable for the work activity being undertaken and also the prevailing environmental conditions. Compatibility with other fall protection equipment is also vitally important. ■

**SHORT CUTS**

01



↑ BSG: Working at height

02



↑ HSE: Working at height

03

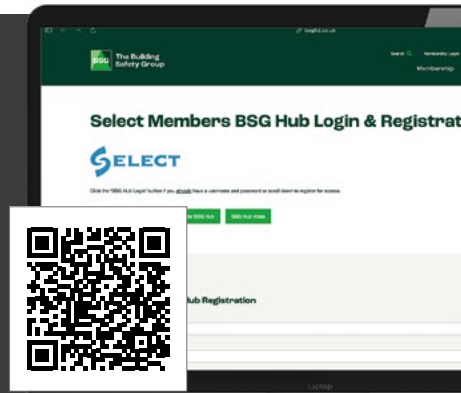


↑ BSG: Edge protection on construction sites

The following are also available on the FREE BSG Hub for SELECT Members:

- Risk assessment: Working at height from ladders
- Industry guidance: Roof edge protection
- Use of nets industry guidance: Recommended practice for work on profiled sheeted roofs

For further information about working at height or other health and safety issues, call 0300 304 9070 or visit [www.bsgtld.co.uk](http://www.bsgtld.co.uk)





# Industry insight

## Pep up your productivity

### WORDS

**ROB LOW**

Business Development  
Executive, EC  
Insurance Services  
Limited



↓ Getting the right healthcare treatment for your staff should be a priority

Want to reduce your downtime and keep projects on track? Our expert explains how technology-driven healthcare solutions can enhance productivity by providing quick and easy access to quality medical care

**I** **MAGINE** waiting over two weeks to see your doctor – that’s the harsh reality for over 4.4 million people in the UK every month. And for those needing specialist care? The numbers are even more staggering, with some waiting over a year.

These aren’t just statistics – they’re real delays that can make illnesses worse and cause people unnecessary discomfort.

Waiting for medical care isn’t an option for those in the electrical contracting world, where every day on the job counts. That’s where the private medical insurance (PMI) scheme offered by SELECT and ECIS comes in.

The scheme offers much faster access to doctors and specialists than the NHS through cutting-edge technology. Because when your lead technician is off sick, it’s not just your schedule that suffers – it’s your company’s bottom line.

**“INVESTING IN PMI ISN’T JUST ABOUT DOING THE RIGHT THING FOR YOUR EMPLOYEES, IT’S ALSO ABOUT DOING THE SMART THING FOR YOUR BUSINESS”**

### **BUILT FOR BUSY ELECTRICAL CONTRACTORS**

Healthcare needs to work as fast as your business does. We understand that, so our PMI scheme offers you a backup plan for when things go wrong.

Let’s face it, getting a doctor’s appointment can be a hassle for your team, especially when they’re miles from home on a job site. And when you’re trying to fit this into a hectic work schedule? Nearly impossible. The SELECT PMI scheme is there to make accessing healthcare quicker and easier for your employees.

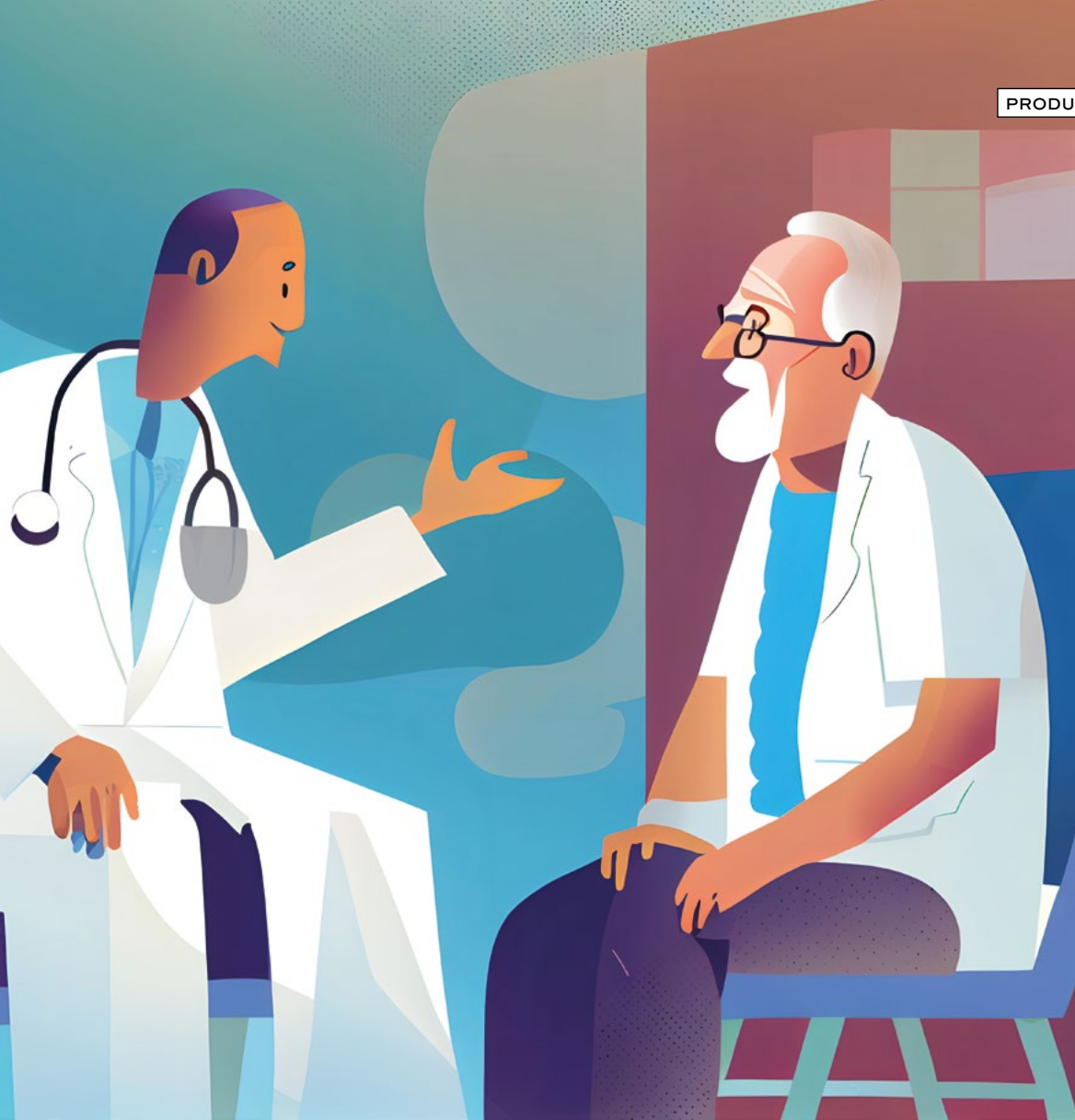
### **DIGITAL GP APPOINTMENTS: YOUR HEALTH, YOUR SCHEDULE**

Need to talk to a doctor at 7am or during a lunch break? No problem. Bupa’s Digital GP service, included in the PMI scheme, lets you do just that.

This service adapts to your schedule, not the other way around. And for your team, accessing the healthcare they need is as easy as tapping an app.

Here’s how it seamlessly fits into your day: Within 24 hours, anyone on your team can have a face-to-face consultation with a doctor, physiotherapist or mental health specialist via video or phone call. No travel required – they get the professional help they need right where they’re working.





If you're an employer, catching a health issue early can mean less downtime later and offers peace of mind, knowing your team is in good hands. While for employees, fast answers mean fast treatment so it's all about less worrying.

**BOTTOM LINE? IT'S SMART BUSINESS**

Investing in PMI isn't just about doing the right thing for your employees, it's also about doing the smart thing for your business. It's a tool to attract the best talent, reduce costly downtime and position your company as a great workplace.

Investing in PMI is more than just a kind gesture, it's a strategic move that sets your business apart. With technology at its core, the SELECT PMI scheme brings high-quality healthcare directly to your team's fingertips.

Need a new prescription? Struggling with back pain? Feeling stressed? Medical experts are on hand and ready to assist. And if there's a need for further treatment, they can arrange referrals too.

It's healthcare that fits into their schedules, making it easier and faster for them to get back to feeling great and focusing on the job. This is healthcare that keeps up with the pace of your business.

For employers, less time off for your crew means fewer delays, keeping your projects moving and your clients happy.

And for employees, quick medical appointments via an app mean health issues are tackled before they become serious, so they can stay on top of their game without stepping off-site.

**PROACTIVE CARE WITH REMOTE SKIN ASSESSMENT**

With the remote skin assessment service, your team can snap a picture of a skin issue and get advice from a dermatologist within hours, catching issues early and preventing bigger problems in the future.

**READY TO MAKE A CHANGE?**

As a leading chartered insurance broker, ECIS has been organising and managing SELECT's exclusive PMI scheme through Bupa for decades.

If you're thinking about introducing a PMI policy for your team or want an expert review of your current healthcare setup, ECIS is here to assist.

Contact the ECIS team today at **0330 221 0241** or email **ecis@ecins.co.uk** to discover how you can maintain your team's health and boost your business productivity.

Whether they're in the office or out in the field, essential health services are just a tap away, ensuring your employees get proper care at the right time without delay.

Imagine the impact on your business when your employees have access to doctors, specialists and mental health services within 24 hours, all through their mobile devices. It means fewer sick days, less downtime and a healthier, more productive workforce.

This level of care enhances your team's well-being and demonstrates your commitment as an employer to their health and happiness.

Furthermore, this technology-driven approach streamlines the healthcare process, so no more waiting weeks for appointments or travelling to clinics. Instead, quick digital consultations can resolve issues faster, prescribe necessary medications and provide referrals if needed.

By choosing PMI, you're investing in the health of your employees – and your business. ■

Statistics from digital.nhs.uk and england.nhs.uk

# Don't be caught out on benefits

With the new tax year now under way, there are a range of end of year reporting requirements that employers must fulfil, including details of any benefits given to employees. Our expert is here to help you navigate the P11D maze and determine what you should be adding to your list...

**P**11D season is well and truly upon us! While HMRC has announced plans to make the payrolling of benefits in kind (BIKs) mandatory from 6 April 2026, unless you already payroll, employers must still submit P11D forms for employee benefits in 2023/24 by 6 July 2024.

If you have already taken the plunge and currently payroll benefits, you still have to quantify them to calculate the Class 1A NIC due on 19 July, or 22 July if paid electronically.

## ELECTRONIC FILING

In February 2023, HMRC announced without warning that unless exceptional circumstances applied, all future P11Ds would have to be submitted electronically using software or HMRC's own portal.

In addition, making amendments to P11Ds for previous years would only be possible using HMRC's portal.

Initially, this might have come as good news to those who had to complete manual P11Ds. However, a quick play with the HMRC portal demonstrated that using it is a slow way to file P11Ds.

Fortunately, there are lots of P11D software packages on the market that can help make the job easier, including BDO's own – see details by scanning the QR code on the page opposite.

## WHAT BENEFITS NEED REPORTING?

Company cars remain one of the most reported BIK, with the value based on their manufacturer's list price and CO2

emissions. If fuel is provided, a BIK based on the CO2 and a multiplier – currently £27,800 – is also applied.

One piece of good news this year is that HMRC U-turned quicker than your standard twin cab pick-up (TCP) when they announced plans to treat TCPs as cars from 1 July 2024.

Given that most TCPs don't have good CO2 ratings, the initial announcement brought about a real chance of the BIK doubling.

A van BIK, which applied to most TCPs, is a fixed scale charge regardless of the manufacturer's list price and CO2 emissions.

However, thanks to lobbying – primarily by the farming unions – HMRC has confirmed that the rules remain unchanged and most TCPs will continue to be treated as vans.

Of course, reporting van BIKs on a P11D will still be required when there is no restriction to the personal use of the van.

Under the van rules, and unlike the use of a car, normal commuting mileage –

**"A REMINDER TO BUSINESS OWNERS THAT IF YOU HAD A DIRECTOR'S LOAN ACCOUNT WITH A DEBIT BALANCE OF OVER £10,000 AT ANY POINT IN THE TAX YEAR, A BIK WILL BE REPORTABLE"**



↑ There are tax implications to consider when giving benefits to staff

WORDS  
**MIKE HEPBURN**  
Senior Manager –  
Employment Taxes,  
BDO



**BDO**

BDO is an accountancy and business advisory firm, with a global network that operates in 167 countries with 1,600 offices worldwide. For further details, go to [www.bdo.co.uk](http://www.bdo.co.uk)





## USEFUL LINKS

### P11D software package

Easy to install, HMRC-recognised P11D software solution for producing and filing accurate employee benefits reports, updated for the latest tax year.



### P11D tips

Easy to follow advice on loan benefits, exemptions, loans under optional remuneration (OpRA) and calculating the benefit.



i.e. getting to and from work – is not classed as private use. So as long as other private use is minimal, no BIK arises. If private use is not restricted and fuel is also provided, a van fuel scale charge will also be reportable.

Medical insurance rounds off the three most popular BIKs reported, and you must report the annual premium paid on behalf of the employee.

Finally, a reminder to business owners that if you had a director's loan account with a debit balance of over £10,000 at any point in the tax year, a BIK will be reportable. You can read more details about this in our online P11D tips section by scanning the QR code on this page.

### TIME TO GET STARTED

Apologies for ending on a dark note, but it's important to flag up a word of warning for all SELECT Member firms.

Failure to submit P11Ds on time can result in penalties which increase by the number, due in batches of 50, as well as interest if Class 1A is paid late. So don't delay! ■

# UPDATED BS 7671 COURSES AVAILABLE



All training modules now revised in line with Amendment 2 of the IET Wiring Regulations

- REQUIREMENTS FOR ELECTRICAL INSTALLATIONS (218)
- INSPECTION AND TESTING, INCLUDING PERIODIC INSPECTION (214)
- INITIAL VERIFICATION (209)

TO BOOK, CALL

**0131 445 5577**

[www.select.org.uk](http://www.select.org.uk)



*Excellence in Skills*



# The importance of expert witnesses

In dispute resolution proceedings, an independent voice is vital in helping decision makers understand often complicated and technical issues

WORDS  
**DAVID WILSON**  
Partner



**MFM**  
MORTON  
FRASER  
MACROBERTS  
LLP

David Wilson regularly advises on arbitration and adjudication matters, often providing legal advice to adjudicators. As a litigator, he has extensive experience of acting for pursuers and defenders in commercial disputes in the Court of Session.

**E**XPERT witnesses play a critical role in dispute resolution proceedings such as adjudications and court actions.

They help decision makers to understand often complex and nuanced information through their testimonies and expert reports, based on scientific, technical or other specialised fields that are not common knowledge to the average person. The work of an expert witness can often help clients better understand their own case and assist in settlement discussions.

When providing testimonies and producing reports, expert witnesses owe several duties. In particular, they have a duty of independence. Their reports must be free from undue influence by either party. They are duty bound to be objective, independent and provide unbiased opinions on matters within their expertise, even if that means coming to a conclusion that ultimately conflicts with the client's position.

*Ashton Risk Management Ltd v Lee Jones & Ors* [2024] EWHC 252 (Ch) ('ARM') has provided interesting insights into independence. It explored the admissibility of expert witness statements, where they have previously been instructed by the claimant. The defendants argued that the expert report, based on loss of value produced by the expert witness, should be inadmissible and disregarded. In their view, the expert was not independent as they

had previously provided ARM, at an earlier stage, with a preliminary appraisal on loss. These are often sought to obtain preliminary assessments of quantum aspects of the heads of loss



↑ Expert witnesses provide unbiased opinions

within a draft claim, and potential risk elements, in preparation of potential litigation.

In answering the impact on independence following the provision of a preliminary appraisal, the court disregarded the defendant's claim. The judge concluded that the purpose of the preliminary quantum appraisal "was merely to provide a preliminary indication from the point of view of an expert forensic accountant as to the quantum aspects of the claim as it was being formulated". Further, "whilst the document does deal with other heads of claim... I do not consider that advice given thereby impinges upon Mr Fairhurst's ability to give independent expert forensic accounting evidence for the purposes thereof."

In these circumstances, the judge did not find any proper basis for ruling Mr Fairhurst's evidence to be inadmissible. Therefore, providing that an expert witness upholds their duty of independence and their overall duties to the court, as opposed to the instructing party, they are permitted to provide more detailed reports down the line, even if they had been previously instructed. ■

**LEGAL  
HELPLINE**  
0141 303 1111



As a Member of SELECT, you have access to the Legal Helpline operated by Morton Fraser MacRoberts. This helpline covers advice and assistance on commercial, contractual and employment matters under Scots law which concern your business.



↑ Reaching agreements is good for everyone in our industry

# Let's work together to avoid conflict

The tide is turning as growing numbers of contractors sign up to the Conflict Avoidance Pledge – and SELECT Members are encouraged to add their names to the groundswell of support for a more cooperative industry

**WORDS**  
**LEN BUNTON**  
FRICS FCIArb,  
HON FRIAS  
Contract Expert



**T**HE current construction industry landscape in Scotland might seem gloomy, but one glimmer of light has been the rise in support for the Conflict Avoidance

Process (CAP). There is no doubt that we are seeing growing interest in this early intervention process, which aims to ensure that any issues in construction and engineering projects are resolved without recourse to costly and time-consuming procedures such as adjudication.

As well as SELECT, there has been excellent support from fellow Construction Industry Collective Voice (CICV) members BESA, FIS, SNIPEF and the SBF, who have all signed the Conflict Avoidance Pledge and encouraged their members to do so too.

More than 430 construction organisations in the UK have signed the Pledge and I would urge all Members of SELECT to do likewise – it's free and only takes a few minutes. The whole ethos of CAP is to allow parties to work proactively and collaboratively and avoid conflict. In most cases, this involves an experienced industry consultant working with all parties to come up with recommendations, allowing projects to continue in a spirit of trust and cooperation that becomes the norm, not the

exception. Driving this sea change is the Conflict Avoidance Coalition Steering Group, a collective of around 50 organisations who are propelling things forward and in particular are encouraging procuring authorities to have a provision for CAP in contracts.

NHS Scotland is among those to adopt the process and it's been encouraging to see the various Scottish Futures Trust (SFT) hubs also signing the Pledge and endorsing CAP. In addition, the Construction Playbook has endorsed CAP and the Scottish Government has encouraged public sector procuring authorities to use conflict avoidance processes to resolve matters.

The UK Parliament Restoration Project is also embedding CAP into consultant and construction contracts – a massive project which will last for many years.

And finally, while not referencing CAP specifically, the latest edition of JCT 2024 promotes the use of more collaborative techniques to resolve construction disputes and projects. It's therefore clear that the tide **IS** turning and we **ARE** seeing a real groundswell of support for CAP across the UK. So what are you waiting for? Get on board! ■



## SIGN UP TODAY

SELECT members can sign up to the Conflict Avoidance Pledge at [www.rics.org/capledge](http://www.rics.org/capledge) and also find out more by emailing Len at [len@buntonconsulting.co.uk](mailto:len@buntonconsulting.co.uk)

# The many merits of a mentor

Whether starting out or an experienced leader, we all need help on our career journey at some point – particularly in the current climate. If you're uncertain of your next steps, a mentor can help you find your feet and climb the business ladder...

WORDS  
PAUL McDEVITT  
Managing Director,  
McDevitt & Co



Paul McDevitt is Managing Director of McDevitt & Co, an experienced business consultancy that helps to inspire people, improve productivity and increase profits in the construction industry. Find out more and contact him at [www.mcdevitt.co](http://www.mcdevitt.co)

**I**N THE construction industry, we're all facing a myriad of challenges, from skill shortages, supply issues and recruitment problems to stringent legislation and contracts, fierce competition and ever-increasing customer expectation.

Engaging with an experienced mentor can be a highly effective and cost-efficient way of getting the support you need to overcome such challenges.

I've been fortunate throughout my career to have benefitted from tapping into the knowledge and insights provided by mentors and I still have three or four people who regularly offer advice and a healthy dose of realism when needed.

Their input and advice have certainly helped me climb the career ladder – and when I was running businesses, their support and expertise was even more valuable.

I know first-hand that leading a business can be a lonely place where it's difficult – and sometimes dangerous – to confide in colleagues. External help isn't always readily available, and it can be difficult to get someone who really understands your sector.

That's why there are real benefits to be accrued from working with an experienced mentor:

- **Experience and insight** – mentors are seasoned professionals who, as well as having a wealth of experience, have likely faced and overcome many challenges and can provide insights on how to navigate complex situations based on their own learning.
- **Networking opportunities** – mentors often have extensive networks across a variety of industries, giving you access to valuable

connections and sources of information and creating opportunities for partnerships, collaborations and career progression.

- **Objective feedback** – a good mentor provides a valuable and unbiased external perspective on your decision making and actions, which can help you avoid pitfalls and identify your strengths and areas for improvement.
- **Guidance on leadership skills** – effective leadership is an ongoing learning process, so a mentor can offer guidance on leadership skills, communication strategies and other essential qualities.
- **Career development** – mentors can assist you in setting SMART career goals, delivering advice on career avenues and skill development and identifying opportunities for growth in your organisation and the wider industry.
- **Confidentiality and trust** – the mentor-mentee relationship is built on trust, with discussions taking place in a confidential setting to ensure you are comfortable seeking advice and exploring potential solutions in a supportive environment.
- **Learning from mistakes** – a mentor will have made mistakes in their own career and can guide you to learn from their experiences, ensuring you make informed decisions and avoid similar pitfalls.



## MENTORING MADE EASY

Paul delivers a specially discounted mentoring service for SELECT Members, offering an experienced and sympathetic confidante with whom to share concerns, build constructive advice and bounce ideas off.

Specialist areas covered include growth, change management, succession planning, strategy, personal development, leadership and management skills development, marketing and bid management.

The cost for Paul's mentor service is £1,000 per month, which includes two monthly advice sessions. To find out more, email him at [paul@mcdevitt.co](mailto:paul@mcdevitt.co)

- **Personal development** – a good mentor can also contribute to your personal growth, offering insights into work-life balance, stress management and maintaining a healthy perspective on both personal and professional challenges.

- **Motivation** – a good mentor can help provide you with motivation and reassurance when you need it. And we **ALL** need it from time to time!

- **Succession planning** – for businesses, succession planning is crucial, so a mentor can assist in identifying and developing potential successors, helping to ensure a smooth transition at the appropriate time.

- **Continuous learning** – the business environment is dynamic and unpredictable, and you need to stay in tune with trends and changes. Mentors can act as guides, recommending relevant resources, sharing their own continuous learning experiences, and helping you stay ahead of the game.

Engaging a mentor could be one of the most valuable investments you make in your career, helping you streamline your operations and make better informed business decisions. A good mentor provides

**"EXTERNAL HELP ISN'T ALWAYS READILY AVAILABLE, AND IT CAN BE DIFFICULT TO GET SOMEONE WHO REALLY UNDERSTANDS YOUR SECTOR"**

you with a safe support environment, a font of relevant and expert knowledge, and a practical and safe sounding board for your ideas and decisions.

Compared with other support mechanisms, such as training and consultancy, mentoring is very time effective, with sessions usually lasting a couple of hours.

Depending on your circumstances, you may only require a check-in with a mentor once a month but they will be there whenever you need them.

As well as saving you stress, time and money, a good mentor can help you find the right path when it comes to career progression – and navigate the route ahead successfully. ■



SCOTTISH ELECTRICAL CHARITABLE TRAINING TRUST

# SECTT Update

## Meters gift is a major act of generosity

Donation from Klein Tools will help train the next generation of electricians and ensure that quality and safety are at the forefront of our apprentices' education



↑ Barrie with the donation

**S**ECTT is delighted to continue its long and fruitful relationship with Klein Tools after a recent donation of clamp meters for our training programme.

The generous contribution will now greatly enhance the learning experience and safety of our third-year apprentices during inspection and testing week across the country.

Klein Tools has long supported professionals in the electrical industry and

this generous act exemplifies their commitment to fostering the development of future electricians.

Barrie McKay, SECTT Training & Development Manager, said: "On behalf of SECTT and all our apprentices, we extend heartfelt thanks to Klein Tools and their Managing Director, Malcolm Duncan.

"Their support is not only an investment in the future of our apprentices but also a contribution to the overall safety and quality of the electrical industry.

"These meters will be crucial in teaching apprentices to check for neutral current diversion (NCD) – a fundamental aspect of electrical safety and efficiency – and we look forward to the positive impact they will have on our programme and the continued success of apprentices."



↑ Meters were delivered to Perth College



↓ Tony McGinley, left, and Barrie McKay try out the new clamp meters

**ABOUT SECTT**  
SECTT manages high-quality training on behalf of the SJIB. To find out more about SECTT and its work, call 0131 445 5659, email [admin@sectt.org.uk](mailto:admin@sectt.org.uk) or visit [www.sectt.org.uk](http://www.sectt.org.uk)

← Dundee College takes delivery of the meters



**"THEIR SUPPORT IS NOT ONLY AN INVESTMENT IN THE FUTURE OF OUR APPRENTICES BUT ALSO A CONTRIBUTION TO THE OVERALL SAFETY AND QUALITY OF THE ELECTRICAL INDUSTRY"**



Logan Donald tries out the clamp meter at NESCOL Fraseburgh

Tony McGinley, Curriculum Manager at Glasgow Clyde College, was among those who took delivery of the donation. He told *cabletalk*: “This kind gesture has come at a time when we’re increasingly aware of the need to make apprentices and adult trainees aware of NCD. They will be invaluable, especially as we teach inspection and testing to our learners.”

Malcolm Duncan added: “We’ve been working with

Barrie and his team at SECTT for many years and are consistently impressed with their passion and commitment to delivering the highest level of training to their students in Scotland.

“With the increasing importance and focus on NCD, our clamp meters were the first choice for the SECTT team when delivering their inspection and testing programme, further adding another layer of safety practice.” ■

## Talented Danny is living the dream

Young electrician Danny McBean says it’s “a dream come true” after being picked to take on the best in the world at a prestigious global skills competition in France later this year.

The 21-year-old from Dufftown, Morayshire, will face the challenge of a lifetime after being chosen to represent his country at the 47th WorldSkills Competition in Lyon this autumn.

Danny, who is employed by SELECT Member firm Grants (Dufftown) Ltd and attends UHI Moray College in Elgin, made the world finals in the new Renewable Energy category after scooping gold in the 2023 SkillELECTRIC contest last November.

The youngster – whose father Iain is a lecturer at UHI Moray College – said: “To be selected for WorldSkills is a dream come true. I am continually grateful for the quality of the training I have received which has given me the skills to be able to compete at this level.

“As I look forward to Lyon in September, I would like to thank my dad, who is also my lecturer, and my employer for giving me the time off to practice and take part.”

SECTT CEO Fiona Harper said: “It is terrific news that Danny has been chosen to represent Scotland and its electrical industry at such a huge international event as WorldSkills.

“Young people like him are an example of all that is good in the sector and of the value of the training that is on offer to them and achievements like this demonstrate the extremely high standards that SECTT instils in all learners across Scotland.”

Danny will now join 1,500 competitors from more than 65 countries and regions in Lyon in September, where they will showcase a range of 59 skillsets in front of 1,400 business experts and over 250,000 visitors.

Organised by National Electrotechnical Training (NET), SkillELECTRIC 2023 was one of 50 WorldSkills UK national finals held in Greater Manchester last November, with competitors gathering for a medal ceremony hosted by TV presenter Edith Bowman.

As well as returning with the SkillELECTRIC title, Danny was also awarded the Rab Sherry Trophy by SECTT Training & Development Manager Barrie McKay and Senior Training Officer Craig Johnston for being the best SECTT apprentice of 2023.



Danny with his completed installation at the SkillELECTRIC final last year

# SJIB Bulletin

## WATCH OUT FOR FAKE ECS CARDS

As we have flagged up on a number of occasions, the SJIB is experiencing an increase in the number of reports of fraudulent ECS Cards in circulation.

We take this matter very seriously and anyone found to be in possession of a fraudulent card risks being reported to the police and being banned from applying for a new one for up to six years.

If you have any questions or concerns about an ECS Card, please contact the SJIB by scanning the QR code on the page opposite or using the contact form at [www.sjib.org.uk/about-us/contact-us](http://www.sjib.org.uk/about-us/contact-us) – we will then investigate and advise accordingly.



↑ It's important to ensure that ECS Cards are genuine

## REMEMBER!

Our small team is still extremely busy and receiving a high volume of calls. The best way to get in touch with us is the 'Contact Us' form at [www.sjib.org.uk](http://www.sjib.org.uk) which ensures your query goes directly to the team member responsible.

## ABOUT THE SJIB

SJIB regulates relations between employers and employees engaged in the Scottish electrotechnical industry. To find out more about SJIB and its work, visit [www.sjib.org.uk](http://www.sjib.org.uk)



↑ The winner will follow 2023 champion John Baxter

## Search is on for our top apprentice

**INTERVIEWS** are currently under way for the 2024 SJIB Apprentice of the Year, which is once again being held in conjunction with Edmundson Electrical.

Our annual award identifies the year's leading apprentice and the candidate we feel is most likely to succeed in the industry, either as a first-class installation electrician leading their own business, or someone taking a senior role in the wider electrical industry.

To pick the winner, the SJIB reviews the results of the Final Integrated Competence Assessment (FICA) each

year and identifies the top scoring apprentices throughout Scotland.

These young learners are then invited to interview, with the first stage taking place online, followed by a face-to-face meeting at the SELECT offices at The Walled Garden.

The 2024 Apprentice of the Year will be announced at an event hosted by the SJIB in October, with the winner following in the footsteps of Ben Wardrop and John Baxter, who lifted the trophies in 2022 and 2023 respectively.

A full interview with the winner will also appear in a future edition of *cabletalk* so watch this space! ■



# Answering your queries on fire safety card

SINCE its launch in February, the SJIB has received a number of calls about the criteria for the Fire, Emergency and Security Systems (FESS) card, asking us to make various exceptions.

These criteria were developed and implemented by the FESS industry through a sector working group which included trade associations and employer representatives, together with an industry consultation.

As such, the SJIB does **NOT** have the authority to make any exceptions to the new card criteria and we would ask that you ensure that you meet the criteria for your chosen card before applying, as application fees are non-refundable.



↑ The card is designed to improve fire safety

If you have any questions, please contact the SJIB by scanning the QR code on this page or using the contact form at [www.sjib.org.uk/about-us/contact-us](http://www.sjib.org.uk/about-us/contact-us) ■

## SHORT CUTS

01



↑ Information about the Fire Emergency and Security Systems (FESS) Assessment

02



↑ Details about the ECS Health, Safety and Environmental (HSE) Assessment

03



↑ How to contact the SJIB

## FIRE SECURITY SYSTEMS ASSESSMENT IS LIVE

The SJIB Fire Emergency and Security Systems (FESS) Assessment is now live for operatives who wish to obtain the FESS Systems Operative ECS Card.

As a closed book e-proctored assessment, it is

**EXTREMELY** important that you undertake appropriate training before sitting it.

Further information about the assessment, how to book and a link to the SELECT online training course, can be found by

scanning the QR code on this page or going to [www.sjib.org.uk/fess-assessment/](http://www.sjib.org.uk/fess-assessment/)

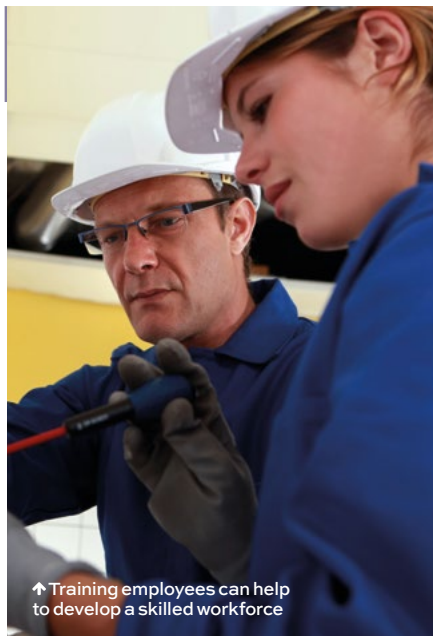
Please ensure that you read all information on this page, including the candidate guide, before you proceed.

## Advantages of taking on a trainee

We are often asked about the benefits of taking on an apprentice or adult trainee, and the advantages it can bring to an employer and their business.

We're always happy to advise on the positives and plus points of training, so if it's something you're considering, here's a reminder of how it can help boost your business:

- **Develop a skilled workforce** – the SJIB Apprenticeship/Adult Training Scheme is designed to regulate the training and education of apprentices and adult trainees in the electrical contracting industry in Scotland. This ensures a steady supply of qualified workers who are familiar with the standards and requirements of the industry.
- **Increase productivity** – as apprentices and adult trainees gain experience and knowledge, they become more productive and can contribute to your workforce. This can help employers meet project deadlines and increase overall productivity.



↑ Training employees can help to develop a skilled workforce

- **Knowledge transfer** – experienced electricians can pass on their knowledge and expertise to apprentices and adult trainees, ensuring that valuable skills and industry best practices are preserved and passed down to the next generation of workers.
- **Positive company reputation** – offering apprenticeship opportunities can

enhance an employer's reputation as a company that invests in its workforce and contributes to the development of skilled electricians and tradespeople.

- **Support** – the SJIB and Scottish Electrical Charitable Training Trust (SECTT) are always on hand to provide support and advice throughout the duration of the training scheme.

To find out more about the current apprenticeship and adult trainee schemes, take a look at our website at [www.sjib.org.uk](http://www.sjib.org.uk) and also the work of SECTT at [www.sectt.org.uk](http://www.sectt.org.uk)

If you'd like to discuss anything further, please contact the SJIB by scanning the QR code on this page or using the contact form at [www.sjib.org.uk/about-us/contact-us](http://www.sjib.org.uk/about-us/contact-us)

**WE'VE GOT THE X FACTOR**



Get the latest SJIB news and updates on X – formerly Twitter – by following @The\_SJIB

# ProZone

## KEEP UP TO DATE ON EICRS WITH CORGI WEBINAR

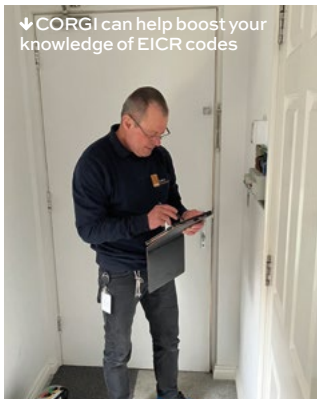
CORGI Technical Services recently hosted an informative webinar on the allocation of electrical installation condition report (EICR) classification codes in domestic installations.

This is a topic of great interest and lively debate across the sector – as reflected by the fantastic attendance rate for the session, with almost 200 professionals joining to gain insights from CORGI technical experts Calum Mansell and Mark Sharples.

The webinar focused on the most recent industry guidance for applying classification codes within domestic electrical installations, addressing key topics such as meter tails, earthing, consumer units, RCDs and low-carbon technologies.

Calum and Mark provided in-depth discussions on these subjects, sharing valuable insights and addressing common challenges faced during quality control audits. They were also able to answer a range of questions from attendees, fostering a useful exchange of ideas and best practices within the sector.

➔ CORGI Technical Services is now planning more free events, with the next one focusing on electrical documentation and completing an EICR. Book your place at [shorturl.at/tDVO3](https://shorturl.at/tDVO3)



↓ CORGI can help boost your knowledge of EICR codes



↑ The IRP heaters are a stylish and practical choice

## Efficient heat meets modern design with IRP far-infrared panel heaters from Dimplex

**T**HE Dimplex IRP far-infrared panel heater is redefining heating solutions in light commercial environments and modern, well-insulated new build properties by delivering targeted natural heat.

Featuring a cutting-edge far-infrared technology, the heaters boast an ultra-slim profile of 3cm and blend seamlessly into any space, offering a discreet solution where localised targeted heat is required.

In light commercial settings such as offices and reception areas, the heaters provide localised radiant heat exactly where it's needed, ensuring comfort without the bulk and obtrusiveness of conventional heaters. This makes them perfect for places like meeting rooms and counters where space is at a premium but targeted personal heat is required.

The panel's matt white textured finish is resistant to marks, ensuring

it maintains a clean and professional look, and the 300W version can be recess mounted within a traditional 600x600mm ceiling tile.

For new builds, the IRP offers an efficient radiant heating solution that capitalises on the properties' insulation.

These contemporary units can be suspended from higher ceilings or mounted above furniture such as sofas, unlike more traditional forms of wall heaters.

The IRP radiant panel heaters are designed for integration with the Dimplex DTB-2R digital thermostat, allowing for precise control over heating times and temperatures of multiple heaters.

The installation of Dimplex IRP panel heaters is straightforward with an H-frame wall bracket. They also come with a five-year warranty upon online registration, ensuring reliability and customer satisfaction.

➔ Find out more at [www.dimplex.co.uk](https://www.dimplex.co.uk)

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David Hughes: 07767 407 402  
davidh@connectcommunications.co.uk

**BECOME AN  
ASSOCIATE MEMBER**

To inquire about becoming an Associate Member, email  
memberservices@select.org.uk

# BG sockets' super-fast power and performance

BG Electrical's new fast-charge USB-C sockets offer installers a great upsell opportunity and are perfect for both domestic and commercial settings.

Ideal for home offices, coffee shops and education facilities, the 45W socket has an integrated USB-C and USB-A port and is capable of charging high-power devices such as laptops, tablets and video equipment as well as smartphones and other USB devices. Featuring smart

charging with variable voltage, the socket supports both high- and low- power requirements as it only delivers the power the device needs, when it needs it. There is also a 22W fast charge option which can deliver a 50% charge to mobile phones in just 30 minutes.

The super-fast 45W and fast 22W sockets will be available across multiple BG Electrical ranges including the Nexus Metal, White Moulded, Evolve

and Flatplate ranges in the full range of colours and finishes. BG USB sockets feature colour-coded in-line terminals with backed out captive screws and fit a 25mm back box for quick and easy install. They are also certified to the latest British Standards and carry the Asta Diamond mark.

➔ Find out more at [www.bgelectrical.uk](http://www.bgelectrical.uk)

➔ The sockets come in a range of finishes



## FORT SMART'S PROTECTION FOR BUDGETS

As the cost of living crisis continues, consumers are trying to keep a cap on outgoings. With recent new reports citing huge hikes in subscription fees for some video doorbell providers, ESP is reminding its customers and installers that with its Fort Smart Security Doorbell there are no subscription or any additional fees to pay.

The Fort Smart Wi-Fi Doorbell offers full 1080p (2MP) HD live view, two-way audio recording and visitor notifications.

It is powered by rechargeable batteries, with up to 750 activations on full charge, and it comes with a plug-in RF chime included. Additional features include IP54-rated ingress protection, 5m infrared LED illumination,



3m PIR detection range and 130° wide angle camera view. It offers clear two-way audio and motion activated video record, with storage included.

The video doorbell is part of the comprehensive Fort range of smart security products, which also includes a smart alarm, video security light, sensors and a selection of 1080p cameras.

They all operate under a single app – the Click Smart+ app – which is completely subscription-free with no additional fees incurred. By bringing the operation of the Fort range under the well-established, tried and tested Click Smart+ app from Scolmore Group, users will have control of a raft of connected home and security products all from one secure, easy to access platform.

➔ Visit [espuke.com](http://espuke.com) for more

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LIGHTING

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V-TAC



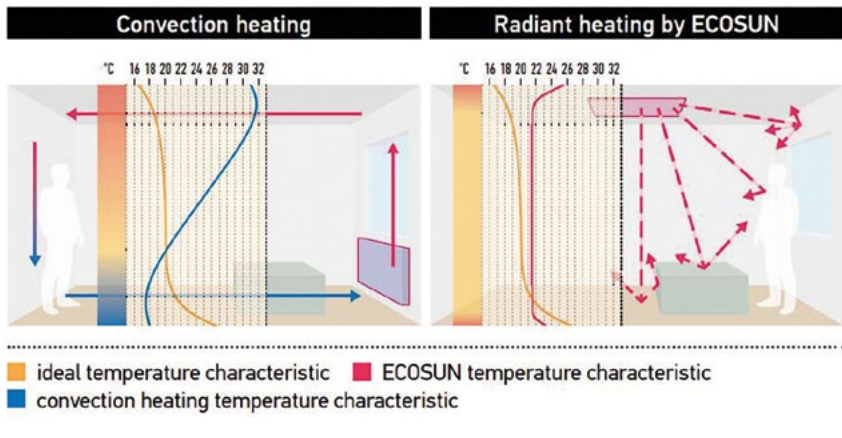
## ROBUS'S PROMISE ON ALL PRODUCTS

Robus is always keen to give contractors as much value as possible, which is why 100% of its products now come with a two-year on-site warranty.

This is in addition to the existing five-year warranty on many Robus products, and gives contractors peace of mind that they'll be compensated directly if they ever need to return to a job.

The company – which provides a free lighting design service from a single room to a full hotel – has also been exhibiting at SELECT's Toolbox Talks, with a business card raffle to win an all-expenses trip to its Dublin head office.

➔ For all enquiries, feel free to email [smushet@robust.com](mailto:smushet@robust.com)



## Why consumers are warming to Flexel's EcoSun range

**FLEXEL'S** Far Infrared EcoSun heaters have emerged as a game-changer in the realm of heating solutions, offering a multitude of benefits for residential and commercial spaces.

Here are some compelling reasons why these innovative heaters are gaining popularity:

- **Energy efficiency:** EcoSun heaters operate by emitting infrared radiation, which directly heats objects and individuals in its path. This targeted heating approach minimises energy wastage by avoiding heating the surrounding air, resulting in significant energy savings compared to conventional heating systems.
- **Cost savings:** By consuming less energy and maximizing heat distribution, EcoSun heaters can lead to substantial cost savings on energy bills. Businesses and homeowners alike can enjoy reduced operational expenses without compromising on comfort, making these heaters a financially savvy investment in the long run.

- **Health benefits:** Unlike traditional heaters that circulate dust and allergens in the air, EcoSun heaters promote a cleaner and healthier indoor environment and don't dry out the air or contribute to indoor air pollution, making them ideal for individuals with respiratory sensitivities or allergies.

- **Eco-friendly:** With growing concerns about environmental sustainability, Flexel's EcoSun heaters offer a greener alternative to traditional fossil fuel heating systems. They operate cleanly and emit no harmful emissions, reducing carbon footprints and contributing to a more eco-friendly future.

Whether your customer is looking to upgrade their home or enhance the comfort of their commercial establishment, investing in these innovative heaters promises a win-win scenario for comfort and sustainability.

➔ To discuss your next heating project, email [ch@flexel.co.uk](mailto:ch@flexel.co.uk) or call 01592 760 928.



↓ Luceco's Evolve range includes USB power points and Wi-Fi extenders

## EVOLVE'S AWARD-WINNING STYLE

Luceco won Best Home Product with its innovative Evolve range of decorative light switches and sockets at this year's Hardware Show in Dublin.

Designed with slim, screwless plates which are easily removed to make decorating more hassle-free, the Evolve range includes power points with USB

sockets, Wi-Fi range extenders and dimmer switches.

The eight different colourways are designed to fit with any decor, with options in brushed steel, black chrome, matt blue, satin brass, polished copper, matt black, matt grey, and pearlescent white.

➔ Find out more at [www.bg-evolve.uk](http://www.bg-evolve.uk)

# Thorn brings buildings to life

**T**HORN Lighting's new outdoor portfolio offers a comprehensive choice of luminaires to bring building exteriors and surrounds to life, complementing architecture and providing definition and identity with dark sky sensitivity in mind.

The portfolio combines two design languages for a range that provides the flexibility to create complete lighting schemes with visual consistency.

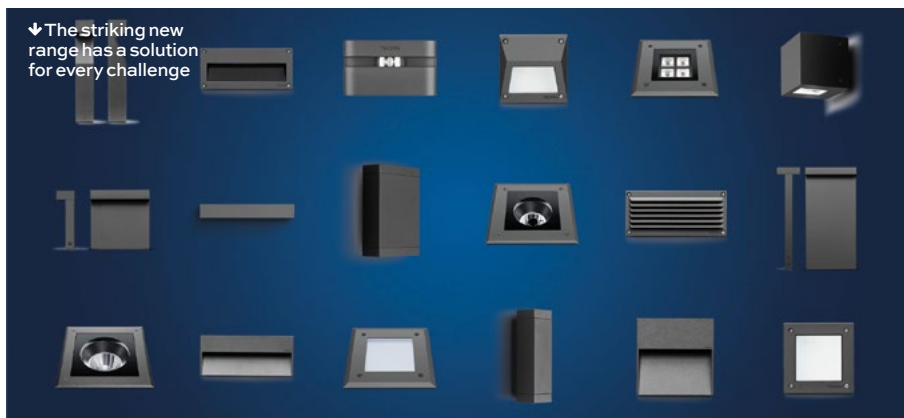
With its striking and distinctive square-edged visual identity, the new Axl range consists of Etch, Geo, Gild, Glow, Opera, Stride and Trim, plus

Greet, which offers wall-mounted and bollard variations.

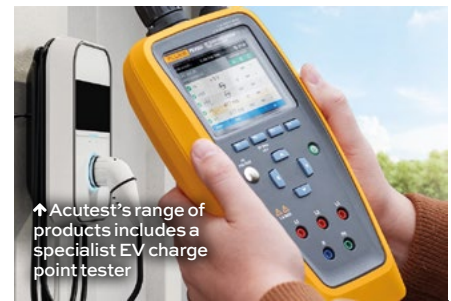
The new Cesar range has a sleek and stylish curved aesthetic and is made up of the ceiling- and wall-mounted Amp, walk-over and drive-over Jazz and Opera, bollard and pole Stride and Stroll, plus Strut, which all solve a particular challenge when it comes to lighting building surrounds.

Eliot Horsman, Thorn's Head of Application for Urban and Architectural, said: "I look forward to seeing how our customers utilise this exciting new portfolio to illuminate projects."

➔ For more information, visit [www.thornlighting-architectural.com](http://www.thornlighting-architectural.com)



↓ The striking new range has a solution for every challenge



↑ Acutest's range of products includes a specialist EV charge point tester

## FLUKE DEMO OFFER PASSES THE TEST

Acutest is currently offering a **FREE** demonstration on any Fluke product, with a focus on the new FEV350 electric vehicle (EV) charge point tester.

Safe, portable and easy to use, this is an all-in-one tool for testing AC EV charging stations.

Designed for safety with a PE pre-test, the FEV350 supports all AC EV charging station connectors and comes with built-in guides to streamline maintenance. Plus its 30 mA RCD and 6 mA RCD-DD trip simulation will detect any leak current faults.

Acutest is the UK's favourite test instrument specialist, offering expert support, technical demonstrations and great stock availability. It also provides repair and calibration, including UKAS, plus a range of training courses.

➔ To book a free Fluke FEV350 demonstration, call **01782 563 030** or visit [www.acutestdirect.co.uk](http://www.acutestdirect.co.uk)

## STAY AHEAD OF THE PACK WITH FERGUS ADVICE

Promotion is a key part of the modern business world, so Fergus has come up with the following tips to help ensure your marketing is effective:

- **Digital footprint:** Ensure your website is user-friendly, mobile-responsive and filled with up-to-date service details, contact methods and positive customer stories. Add in a sleek design for a lasting first impression.
- **SEO for local reach:** Incorporate local search terms to rank high in searches like 'electricians near me'. Make

sure you're set up on Google My Business and, if this side of things appears overwhelming, then consider an SEO specialist for best results.

- **Paid ads:** Use Google's pay-per-click to appear at the top of search results and make use of social media targeted ads that allow you to hone in on your ideal customers.
- **Social media engagement:** Build your brand voice on social platforms by sharing projects, safety tips and insights, establishing yourself as an industry expert.
- **Encourage referrals:** Encourage word-of-mouth through referral rewards and prompt customers to post

online reviews, enhancing your reputation.

- **Promotional offers:** Attract attention with special deals, particularly during quieter business periods. Spread the word with leaflets and online posts.
  - **Local partnerships:** Forge connections with nearby businesses to promote each other's services. Local events and trade shows are excellent venues for networking.
- Remember, the key to successful marketing is consistency, so keep it going!

➔ SELECT Members receive a 15% discount on Fergus. For a free trial, head to [www.fergus.com](http://www.fergus.com)



↑ Fergus has bright ideas about how to boost your business



## NEW ADDITIONS TO CLICK RANGE

Click Scolmore has introduced a new range of compact 1 Pole + Switched Neutral True 6kA 30mA Trip (Type A) RCBOs to its Elucian portfolio.

Available in B Curve and C Curve and 6A, 10A, 16A, 20A, 25A, 32A, 40A and 45A options, the new switched neutral RCBOs comes with 450mm neutral out tails and a three-year warranty. They are part of the Click Elucian range of RCBO protective devices which are all Type A rated, offering a resilience when DC current is present.

A single pole switched neutral RCBO is a device that has overcurrent protection only on the line conductor, but residual current protection on both the line and the neutral. It also switches off in the event of a fault, or a manual operation.

The Elucian RCBO protective devices range now comprises:

- The new Type A 1 Pole + Switched Neutral RCBO B Curve – 6A, 10A, 16A, 20A, 25A, 32A, 40A and 45A
- Type A Single Pole B Curve – 6A, 10A, 16A, 20A, 25A, 32A and 40A
- Type A 2 Module Double Pole B Curve – 45A, 50A and 63A
- Type A Single Pole C Curve
- Type A Double Pole C Curve.

➔ Visit [www.scolmore.com](http://www.scolmore.com)

## EHC launches new Comet PV electric system boiler

**THE** Electric Heating Company (EHC) has marked a new era of sustainable home heating with its latest offering, the CometPV electric system boiler.

Available in three models, and offering 100% efficiency and zero carbon, this state-of-the-art solution can be integrated with solar

➔ Three different boiler models are available

PV or work as a standard electric system boiler.

Other features include energy monitoring, weather compensation, an automatic anti-legionella feature, adjustable flow temperature and smart boiler control via the EHC app.

Capable of working on multiple heating circuits

simultaneously, and available in outputs from 2kw to 24kw, the Comet PV maximises energy from solar panels and minimises excess energy going back to the grid.



➔ To find out more, call 01698 820 533 or visit [www.electric-heatingcompany.co.uk/cometpv](http://www.electric-heatingcompany.co.uk/cometpv)

## HOW TCW IS REVOLUTIONISING PROPERTY SAFETY COMPLIANCE

In today's evolving technological landscape, innovation is a necessity to ensure the safety and wellbeing of communities.

TCW has risen to this challenge by offering a game-changing approach to property safety compliance for housing associations.

With a database of more than 64,000 customer accounts and appliance details, advanced algorithms pinpoint affected properties with precision, saving time and ensuring thorough safety compliance. TCW also offers

comprehensive insights, enabling informed decision-making and proactive maintenance strategies via user-friendly reporting tools that put actionable intelligence at clients' fingertips.

One recent incident involved gas cookers linked to fatalities. TCW swiftly identified affected properties, notifying all clients for immediate action and allowing them to react fast and stay ahead of safety issues and regulatory changes.

Ian Woolsey, TCW Chief Operating Officer, said: "With TCW by their side, housing associations have the tools and insight to prioritise safety, turning information into actionable insights and saving lives."

➔ Find out more at [bit.ly/TCW\\_safety](https://bit.ly/TCW_safety)



## SEE MORE WITH NEW UNICRIMP JUNCTION BOX

Unicrimp offers a range of IP66-rated, weatherproof junction boxes with semi-transparent lids, allowing you to see the

inside connections without compromising the integrity of the enclosure.

The Q-Nect IP66 junction box is designed to make installations more efficient. It can house four 3 Port Lever Connectors using the 360° detachable cradle and with a curved

lid, it provides additional space for wires.

The junction box features ten membrane entry points. Protection against moisture and dust is enhanced with the self-sealing membranes, which provide a faster and more secure cable entry while

# TIS reveals safe isolation campaign

TIS head office recently hosted an inaugural meeting of leading industry bodies to discuss how to reduce unnecessary deaths and injuries caused by the lack of safe isolation equipment and training.

The get-together in March – which included delegates from Electrical Safety First, the IET and eFIXX – was held in a bid to address the 13 fatalities and 228 injuries caused by such incidents last year.

The group now plans to utilise space and personnel at major trade shows to demonstrate and advise on correct equipment, procedures and training options.

The domain names safeisolate.com and safeisolate.co.uk have also

been acquired with the ambition to create a website where everyone can share content around safe isolation.

Already renowned for its comprehensive and affordable safe isolation equipment, TIS is more than happy to provide guidance and costings for voltage testers, proving units and lock-off kits.

In conjunction with eFIXX College Connections, TIS is also providing safe isolation procedure posters incorporating a QR code, taking students and employees to an eFIXX CPD.

➔ Find out more at [www.testinstrumentsolutions.co.uk](http://www.testinstrumentsolutions.co.uk)



maintaining the IP66 rating. Installers have the option of using up to eight M20 cable glands with the junction box. The M20 threaded entries with membrane ensure the IP rating is maintained without needing to use any tools or locknuts.

Multiple fixing options are available – either fixing directly to a wall using four screws or using the detachable wall clip.

The new junction boxes with semi-transparent lids are available in a black or anthracite grey finish, with the anthracite grey

colour option designed to match the Click Scolmore Aquip66 weatherproof socket and switch enclosures, which are also available with the same semi-transparent lids.

➔ Download a brochure at [www.unicrimp.com](http://www.unicrimp.com)

➔ The Power Quality Clinic will answer your questions



## TOP TREATMENT FROM THE POWER QUALITY CLINIC

The scope of the wiring regulations has seen many changes over the years, including the provision for energy efficiency, renewables and power quality.

To enable electrical engineers and contractors to provide their customers with these services and answer their questions, Power Quality Expert provides the Power Quality Clinic service to give advice on how to evaluate your customers' power quality requirements and problems.

It covers all aspects of power quality and energy and can also provide advice on how to resolve any issues.

The Power Quality Clinic takes you through the process of what it recommends you monitor and where to make the measurements and can give guidance on the best instruments to use. The clinic is available through a dedicated online portal where PQE can review and discuss your survey and power quality results before they prepare your unique Power Quality Health Check report for download.

Additional consultations give you an opportunity to further review the report and establish a power quality treatment plan to resolve or mitigate any power quality problems identified using solutions such as power factor correction, harmonic filtering or voltage optimisation.

➔ Find out more at [www.powerqualityexpert.com](http://www.powerqualityexpert.com)

## LINIAN'S EYES ON THE PRIZE AT IRELAND'S ELECTRICAL AWARDS 2024

Family business LINIAN – creators of the world's first single component fire rated cable clip – is a finalist in Ireland's Electrical Awards.

The Glasgow firm has been nominated for Innovative Product of the Year, with judges impressed by the company's high standards, commitment and adaptability. The Awards ceremony were due to be held in Dublin on 14 June.

LINIAN's clips solve industry challenges, reduce inefficiencies and raise standards of safety and compliance in numerous markets, including fire and security, EV charging, fibre optic and many others.

➔ Find out more at [www.linianclip.co.uk](http://www.linianclip.co.uk)



# Find it all through LumXpert app

**S**IGNIFY, the global leader in lighting, has launched the LumXpert app, which encompasses all functionalities and tools for electricians in their daily work.

The app enables users to find lighting products from the Philips brand by category or application and purchase directly from wholesalers with transparent pricing and delivery times.

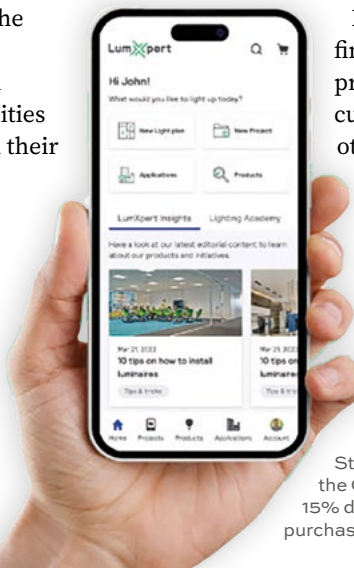
Additionally, it enables project management and professional lighting

calculations using the simple design tool integrated into the app.

LumXpert also provides attractive financing options for lighting professionals and direct access to customer service experts, among other features.

Designed to simplify and speed up lighting calculations, the app has been launched with an introductory offer of a 15% discount on the first purchase made through the app.

➔ The app is available on the App Store and Google Play Store. Alternatively, scan the QR code to enjoy the 15% discount on your first purchase of Philips products



## AICO HELPS CONNECT MAINS AND BATTERY ALARMS VIA RF

A common question is whether Grade D1/D2 mains-powered alarms can be connected to Grade F1 battery alarms via radio frequency (RF). The answer is yes.

With Aico's RadioLINK+ technology, expanding RadioLINK systems is easy – just open house code mode on an existing alarm and add the new device.

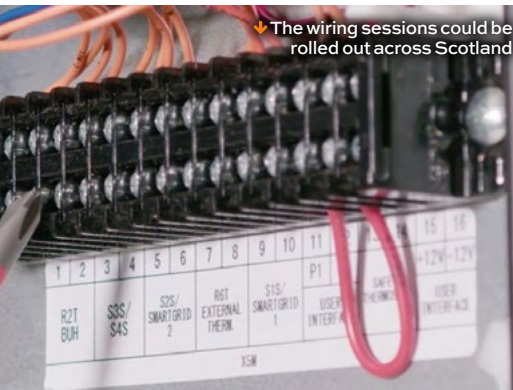
As an example, a property with a garden gazebo and shed had a Category LD1, Grade D1 3000 Series system inside. The homeowner wanted alarms in both outdoor structures, interlinked to the internal alarms.

An armoured cable fed the gazebo's sockets but there was no electrical supply in the shed. The RF-capable Ei660iRF RadioLINK+ Multi-Sensor Fire Alarm was used in the gazebo and the Ei650iRF RadioLINK+ Battery Optical Alarm in the shed and they were T interlinked by RF to the LD1 system.

➔ Visit [www.aico.co.uk/technical-support](http://www.aico.co.uk/technical-support)



➔ The outdoor building alarms were linked to the internal system



➔ The wiring sessions could be rolled out across Scotland

## DAIKIN'S TRAINING TRIAL WITH SELECT MEMBERS

As *cabletalk* went to press, Daikin was preparing to deliver the H10 wiring course for the first time in Scotland, using SELECT Members from the AB postcode as a pilot.

Training sessions were due to take

place at the Aberdeen Training Centre on 10, 11 and 12 June.

If the pilot proves successful, Daikin will run the course across other sustainable home centres and training partners,

allowing them to deliver the vital training to the wider membership.

➔ For further information, please contact the SELECT Training team or go to [bit.ly/daikin\\_training](http://bit.ly/daikin_training)



# Schneider Electric kicks off summer with new football competition

**PURCHASERS** and installers of selected products have the chance to win some fantastic prizes this summer with Score to Win, the new online football game from Schneider Electric.

In this exciting new game, players must beat the keeper from the penalty spot as many times as they can to win points and earn themselves a place on the leaderboard. Prizes include

a 65-inch OLED TV, Premier League hospitality tickets, Virgin Experience or Prezzy e-gift cards and a mystery football shirt box.

The top scores are recorded on an online leaderboard which rotates bi-weekly, meaning there's a new chance to win these prizes every fortnight.

The first 3,000 first-time players will also win a complimentary £5 Greggs e-gift card, with Schneider Electric also giving a £50 Mitchell & Butler e-gift card to every 50th player.

To play, visit your local participating wholesaler, purchase one of the qualifying Schneider Electric products, or scan the QR code on the packaging.

➔ Visit [www.se.com/uk/promotion](http://www.se.com/uk/promotion) to keep up the date on the latest details and scores. The competition ends on 30 September 2024.



## INCEPTOR MILLI'S BIG ON BENEFITS

Small and compact but packing a huge punch when it comes to features and benefits is the new Inceptor Milli dimmable, fixed, fire-rated LED downlight from Ovia.

Inceptor Milli is aimed predominantly at the domestic market and combines style and functionality to provide installers with a downlight that's easy to fit and offers a raft of features.

It has been tested and meets the requirements of the TM66 Assured Product Verification Scheme, which is developed and fulfilled by the Lighting Industry Association and endorsed by the Chartered Institution of Building Services Engineers with the aim of advancing circular economy practices.

IP65-rated, Milli is available as a standard/fixed or baffle version. With a broad cut-out range of 64mm to 75mm, it can be installed in a wide range of existing ceiling downlight cut-outs. The fittings are supplied pre-wired with a Fast-Fit, 3-Pole & Loop Flow connector, and a loose push-fit Flow connector is also supplied in the box which ensures a quick and easy installation process.

Inceptor Milli is available in a convenient 10-pack box.

➔ To find out more, visit [www.oviauk.com](http://www.oviauk.com)

## SNICKERS KEEPS YOU COOL AND SAFE AT WORK IN HOT SUMMER WEATHER

Snickers Workwear will help you stay smart, cool and protected.

Professional tradesmen and women often assume the UK climate isn't hot enough to cause harm. But even on overcast days, UV radiation can damage skin.

That's why Snickers Workwear's summer clothes and accessories combine superior comfort and protection for working on site.

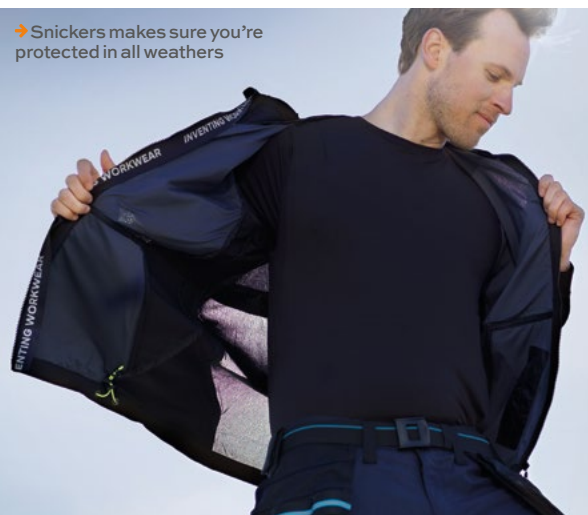
There are new sun protection caps, shirts, shorts, trousers and jackets plus lightweight workwear that combines all the features of high-performance sportswear.

With 37.5<sup>+</sup> fabric technology it's quick-drying and functional as well providing UPF 40+ sun protection. It's also longer lasting and more sustainable than other workwear.

Choose Snickers Workwear's working clothes for summer – the sensible choice for personal wellbeing and working efficiency.

➔ Call 01484 854788, visit [www.snickersworkwear.co.uk](http://www.snickersworkwear.co.uk) or email [sales@hultaforsgroup.co.uk](mailto:sales@hultaforsgroup.co.uk)

➔ Snickers makes sure you're protected in all weathers



FIVE MINUTES WITH...

# DARREN CROCKETT

SELECT VICE PRESIDENT



**HELLO DARREN. HOW LONG HAVE YOU BEEN INVOLVED WITH SELECT?**

Robert AS Crockett and Partners Ltd joined the Electrical Contractors' Association of Scotland, as it was known then in 1964. I have been involved with SELECT for about 20 years.

sure we are up to date with the regulations. Current training courses are also a great benefit for training our staff. SELECT plays a key role in developing our skills in the electrical sector.

**TELL US A BIT ABOUT YOUR BUSINESS, WHERE YOU'RE BASED, AND HOW LONG YOU'VE BEEN AN ELECTRICIAN.**

We are a small family business in Dundee. My grandfather, Bert, started the company in 1964, and then my dad, Sinclair, took it over. I came into it when I was 16 and have now been involved for 38 years. I took over the day-to-day running about 20 years ago. My two sons have now come into the business.

**WHAT DO YOU FIND MOST ENJOYABLE ABOUT YOUR JOB?**

Every day is different and running your own small business brings different challenges, so no two days are the same. The satisfaction of delivering a good service to our clients is very rewarding, as is training apprentices to be the electricians of tomorrow.

**WHAT DOES YOUR JOB ENTAIL? TELL US ABOUT WHAT YOU DO.**

I plan the work for the team, meet clients, carry out estimating and organise materials and supervision of the work.

**HOW DO YOU SEE THE CURRENT STATE OF THE INDUSTRY? AND ITS FUTURE?**

We must keep training our apprentices to ensure there are sufficient future electricians, which will require more government funding. A massive step for our industry would be protection of title for electricians, which would help cut out the poor workmanship

**WHAT'S A TYPICAL DAY LIKE FOR YOU AT WORK?**

My day usually starts with allocating the team with jobs for the day. I normally have some site visits or meetings with clients. I visit the jobs to check on progress and then try to get back to catch up on pricing and phone calls.

**DO YOU GET THE CHANCE TO MEET OTHER SELECT MEMBERS?**

I attend Branch meetings and SELECT Central Board meetings, where it's good to catch up with other Members and find out what's happening in other areas of our industry. I also go to the Toolbox Talks.

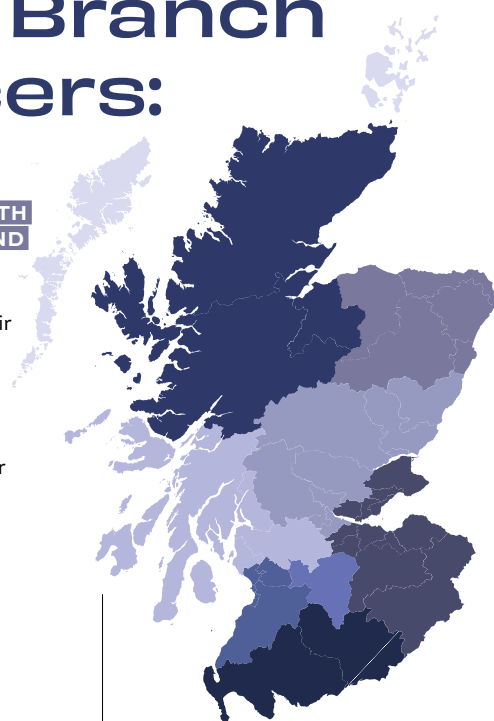
**WHAT DO YOU THINK ARE THE MAIN BENEFITS OF SELECT MEMBERSHIP?**

Having the Technical Helpline is a real benefit, as well as making

## Quickfire questions:

- Cheese or chocolate?** Chocolate
- Dog or cat person?** Dog
- First car owned?** Nissan Bluebird
- Favourite film?** *The Good, the Bad and the Ugly*
- Favourite TV show?** *Criminal Minds*
- Favourite holiday spot?** Spain
- Dream date?** A nice restaurant on the beach on the Costa del Sol with my wife, eating tapas and drinking sangria
- Favourite colour?** Tangerine!
- One thing people might not know about you?** I've had a season ticket at Dundee United for 46 years, for my sins

# Your Branch Officers:



**ABERDEEN & NORTH EAST OF SCOTLAND**

**STEWART ANDERSON**, Chair  
**ERIC RAE**, Vice-Chair  
**ALICK J SMITH**, 3rd Representative

**AYRSHIRE**

**CHIC DOBBIE**, Chair  
**JIM COOPER**, Vice-Chair

**DUMFRIES & GALLOWAY**

**GORDON PATERSON**, Chair  
**JOHN WILSON**, Vice-Chair

**EDINBURGH & SOUTH EAST OF SCOTLAND**

**GRAEME ANDERSON**, Chair  
**PAUL ERASMUSON**, Vice-Chair  
**ALASDAIR NOBLE**, 3rd Representative

**GLASGOW & WEST OF SCOTLAND**

**DAVID HARRIS**, Chair  
**SEAN HARKIN**, Vice-Chair  
**ALAN WATT**, 3rd Representative

**INVERNESS & NORTH OF SCOTLAND**

**MIKE CAMPBELL**, Chair  
**ALISTAIR GRANT**, Vice-Chair

**LANARKSHIRE**

**CRAIG MCGOWAN**, Chair  
**CHRIS LIDDELL**, Vice-Chair

**TAYSIDE**

**TONY HARVEY**, Chair  
**KEITH SMITH**, Vice-Chair  
**GRAHAM LYALL**, 3rd Representative



## SELECT Events 2024:

Catch up with colleagues at Branch Updates, Toolbox Talks and our other events.

**CENTRAL BOARD**

Thu 5 September – online  
 Thu 5 December – venue TBC



## President's CUP

Mon 29 July – Dunblane New Golf Club, Perthshire



Mon 12 August – Fri 16 August – venues TBC

# Competition

## Summer wordsearch



G	N	A	B	H	Y	X	K	Q	X	M	X	M	Z	E	X	Y	B	L
B	M	D	S	E	S	S	A	L	G	N	U	S	T	R	O	H	S	L
S	L	T	R	V	R	Z	F	H	G	H	Z	P	K	W	F	O	P	O
L	K	L	K	L	I	U	U	C	K	M	I	Z	J	A	T	Q	R	O
A	H	G	R	Z	X	H	H	A	M	O	R	Z	O	X	L	C	E	P
D	O	U	L	I	G	R	I	E	H	L	K	Y	Y	N	H	D	T	B
N	L	O	Z	E	U	C	E	B	R	A	B	N	V	H	X	H	H	W
A	I	A	Z	F	L	R	F	E	S	T	I	V	A	L	S	R	R	M
S	D	R	J	G	G	T	D	J	X	J	J	C	E	C	L	C	S	V
P	A	M	A	E	R	C	E	C	I	C	O	Z	Y	W	S	H	A	Y
O	Y	N	C	I	N	C	I	P	H	L	H	K	N	F	X	E	N	Y
S	G	H	Z	Z	K	H	C	D	S	O	S	H	Q	L	N	A	D	D
U	M	H	J	P	W	X	A	G	E	S	U	W	W	I	L	T	C	Z
N	L	I	N	I	K	I	B	M	R	A	N	X	C	P	N	D	A	W
S	F	B	D	O	T	L	P	D	K	R	C	T	U	F	M	V	S	E
H	T	O	P	V	V	E	B	P	O	A	R	Y	K	L	Z	G	T	S
I	S	L	R	O	A	D	T	R	I	P	E	Y	D	O	U	Y	L	R
N	P	L	G	G	D	U	L	G	R	M	A	S	N	P	X	F	E	P
E	T	W	Q	Y	L	J	V	N	I	R	M	X	K	S	Y	T	S	E

- Holiday
- Beach
- Ice cream
- Sandcastle
- Heat
- Sunshine
- Flip flops
- Sunglasses
- Shorts
- Bikini
- Barbecue
- Picnic
- Festivals
- Road trip
- Parasol
- Sandals
- Pool
- Suncream

## Keep up to date with SELECT

Follow SELECT online at:

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@Training\_SELECT  
@Regulate\_SELECT
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- Instagram  
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- YouTube

Visit our websites at:  
[select.org.uk](http://select.org.uk)  
[cabletalkmagazine.com](http://cabletalkmagazine.com)  
[selectawards.co.uk](http://selectawards.co.uk)

Here's your chance to win £50 of Amazon vouchers by completing our prize wordsearch with a summer theme.

Find the hidden words then take a photo of your completed puzzle and email it to [memberservices@select.org.uk](mailto:memberservices@select.org.uk) by 5 July. The winner will be drawn at random. Ts&Cs are online. Congratulations to April/May 2024 winner **Pamela Brooks** from **Controls Care Maintenance Ltd.**



### Membership Enquiries:

Please phone our membership team on **0131 445 5577** to apply to become a Member of SELECT or if you would like more information about joining. Alternatively you can email us on [memberservices@select.org.uk](mailto:memberservices@select.org.uk) or submit an online enquiry.



Get expert advice and technical tips with the huge range of videos available for Members on SELECT TV.

Watch now at [bit.ly/SELECT-TV](http://bit.ly/SELECT-TV)

#### CABLE SIZING

This easy-to-follow session demonstrates a method of calculation in line with the requirements of BS 7671.

Watch at [bit.ly/STV-cable](http://bit.ly/STV-cable)

#### READING THE SMALL PRINT

Expert Professor Rudi Klein explains why it's vital to always check a supplier's terms and conditions.

Watch now at [bit.ly/STV-TCs](http://bit.ly/STV-TCs)

#### HOME OFFICES & HOT TUBS

This special online Toolbox Talk was held on 7 July 2021, and saw Bob Cairney discuss the rise of hot tubs and home offices during lockdown.

Watch now at [bit.ly/TTalk-3](http://bit.ly/TTalk-3)

#### BIDDING STRATEGIES

In this useful film, we offer exclusive guidance and practical advice on bidding strategies.

Watch it now at [bit.ly/STV-matbid](http://bit.ly/STV-matbid)

#### EICR CODING

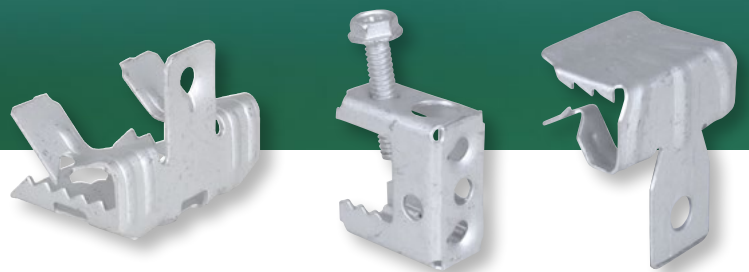
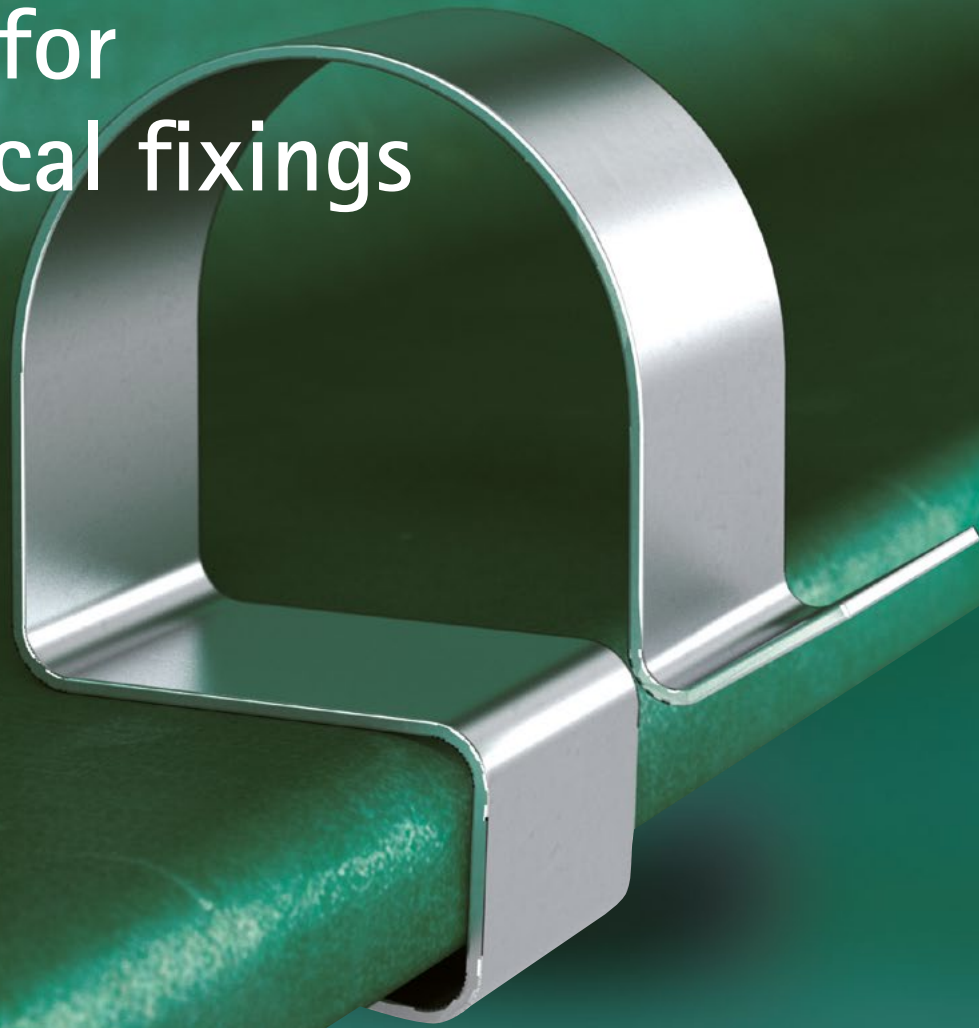
Three-part tutorial on Electrical Inspection Condition Reports (EICRs), and use of classification codes in accordance with BS 7671:2018.

Watch Part 1 at [bit.ly/STV-EICR1](http://bit.ly/STV-EICR1)

Watch Part 2 at [bit.ly/STV-EICR2](http://bit.ly/STV-EICR2)

Watch Part 3 at [bit.ly/STV-EICR3](http://bit.ly/STV-EICR3)

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