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 SELECT



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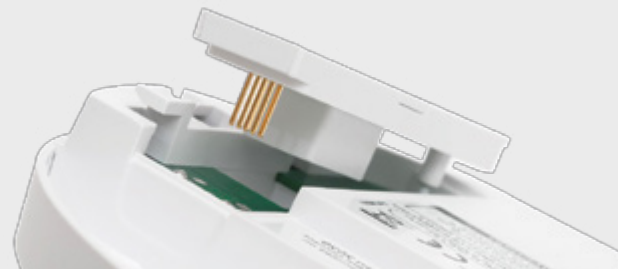


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Please phone our membership team on 0131 445 5577 to apply to become a Member of SELECT or if you would like more information about joining. Alternatively you can email us on memberservices@select.org.uk or submit an online enquiry. *cabletalk* is the official magazine of SELECT and is distributed free to qualifying readers. ISSN 1365-3288. SELECT is the trading style of the Electrical Contractors' Association of Scotland. The SELECT logo is a registered Collective Mark.



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PRESIDENT'S LUNCH 2024

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Together, we can power Scotland's energy revolution

WITHOUT being too dramatic, Scotland stands at the cusp of an energy revolution – one that will power our economy into a prosperous, sustainable future. And I think it's fair to say that electricity, particularly from renewable sources, will be the driving force behind much of this transformation.

Our nation is blessed with abundant natural resources – fierce winds, powerful tides and rushing rivers. By harnessing these assets, Scotland can become a clean energy powerhouse.

We already generate enough renewable electricity to power all our homes. But this is just the beginning.

As we expand our wind farms, both onshore and offshore, we'll not only meet our own energy needs but we'll also see an even greater role for us as an exporter of clean power.

The benefits also go far beyond the energy sector itself. Cheap, reliable, green electricity will attract energy-intensive industries to Scotland.

Data centres, which require enormous amounts of power, will find an ideal home here. Green hydrogen production, powered by renewable electricity, can also help fuel our transportation sector and heavy industry.

Moreover, our expertise in renewable energy technology may become a valuable export in itself. Scottish engineers and consultants will be in high demand worldwide as other nations follow our lead in the transition to clean energy.

This electrical revolution will reinvigorate our rural and coastal communities, bringing jobs and economic activity to areas that have faced challenges in recent decades. It will also help us meet our ambitious climate goals,

"IF THE INDUSTRY IS NOT SUPPORTED, THEN IN FIVE OR 10 YEARS – OR LESS – FINGERS WILL BE POINTED AND THERE WILL BE THE USUAL WAILING AND GNASHING OF TEETH AND LOTS OF US WILL QUITE RIGHTLY SAY: WE TOLD YOU SO!"

showcasing Scotland as a global leader in sustainable development.

To fully realise this potential, we must invest in our electrical infrastructure, modernise our grid and continue to support research and development in energy technologies.

With the right policies and investments, electricity will indeed become the lifeblood of a thriving Scottish economy.

Electrical businesses will be at the forefront of this electrical revolution, with Member firms reaping significant benefits as they become increasingly vital to our economy.

The growth in microgeneration, prosumers' electrical installations, battery storage and vehicle-to-grid are just some examples of the growing technologies that will contribute to the work carried out by our Members.

With all of this said, we do need support from everyone connected with the sector, including government, to ensure that we have a workforce of a size which is able to embrace the changes which are coming.

If the industry is not supported, then in five or 10 years – or less – fingers will be pointed and there will be the usual wailing and gnashing of teeth and lots of us will quite rightly say: "We told you so!"

As we know, the future is electric – and Scotland and its highly skilled electrical contractors are poised to lead the charge.

There **IS** still time to harness the potential of renewables. So let's all embrace this opportunity and build a cleaner, more prosperous nation for generations to come. ■



WORDS
ALAN WILSON
Managing Director, SELECT

News

RELIEF AS LECTURER STRIKE ENDS

SELECT has welcomed the end of strike action by college lecturers that allowed electrical apprentices to continue their essential studies.

The association had marshalled the strength of its 1,240 Members, asking them to lobby their MSP to intervene in the wave of strikes across further education centres which had been ongoing since May.

Lecturers' trade union EIS-FELA finally called off strikes due to take place in August as its members accepted a new pay offer.

Managing Director Alan Wilson said: "We are pleased a solution has been reached as this was having a major detrimental impact on electrical apprenticeships.

"We asked all our Member firms to write to their local political representative to make them aware of just how potentially harmful this was for our trainees."

The end of strike action was also welcomed by the Scottish Electrical Charitable Training Trust (SECTT), the approved training provider for the country's electrical apprentices.

SECTT Chief Executive Fiona Harper said: "This dispute threatened to cause damage which could have taken years to undo, so I'd like to thank all SELECT Members who stepped up and contacted their MSP"

Urgent call to learn lessons from Grenfell

SELECT backs inquiry's demand for regulation and urges Scottish Government to take action before another tragedy happens

S ELECT has echoed the Grenfell Tower Inquiry's call for regulation and a shake-up of the construction industry – and has urged the Scottish Government to "step up and act on regulation" before tragedy strikes again.

The association says it agrees with inquiry chair Sir Martin Moore-Bick that the sector needs "fundamental change" to avoid a repeat of the tragic blaze in which 72 people lost their lives in June 2017.

Among the many recommendations in the damning report released last month, Sir Martin said the sector should appoint a construction regulator to oversee all aspects of the industry.

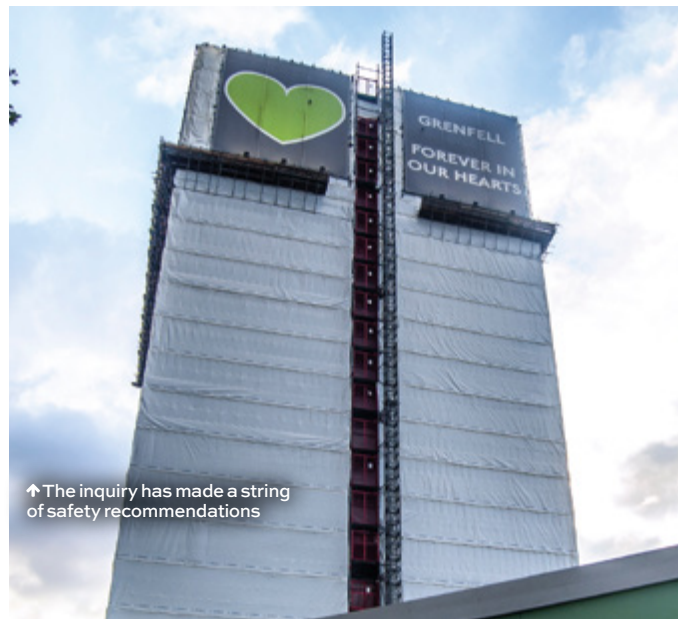
And SELECT Managing Director Alan Wilson says such a suggestion underlines the urgent need for regulation of the electrical industry, which it has been tirelessly campaigning for over the past ten years.

Alan said: "As an organisation which has always put safety first and foremost, we welcome the call from the Grenfell Tower Inquiry for an industry regulator and we can only reiterate that this report reinforces the

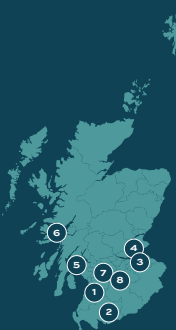
absolute importance of regulation in our sector. We have been calling for similar measures for more than a decade but despite significant cross-party support, our pleas have so far fallen on deaf ears among those who have the power – but apparently not the will – to make it happen.

"When is the government going to act? Will it take another disaster for it to wake up and do something? Grenfell should be a catalyst for real change and the politicians have the power in their hands to make that happen and step up and act on regulation.

"Electrical safety is a very real issue and regulation of the industry would help eliminate the risks posed by unqualified people carrying out potentially dangerous work." Alan



↑ The inquiry has made a string of safety recommendations



8 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 AUGUST 2024

- 1. RM Electrics Ltd, Kilmarnock
- 2. Ian Middleton Electrical, Castle Douglas
- 3. Dtech Electrical Services, Loanhead
- 4. S Ewing and Sons Developments Ltd, Dunfermline
- 5. S M Grant, Dunoon
- 6. GRM Electrical, Oban
- 7. Billy Paterson Electrical Contracting Ltd, Glasgow
- 8. DM Integrated Limited, Airdrie



↑ More than 70 people were killed in the fire at Grenfell Tower in London

"AS AN ORGANISATION WHICH HAS ALWAYS PUT SAFETY FIRST AND FOREMOST, WE WELCOME THE CALL FROM THE GRENFELL INQUIRY FOR AN INDUSTRY REGULATOR"

said SELECT's long-running campaign had attracted support from MPs and MSPs of all parties, who all agreed about the importance of professionalism, transparency and safety in construction procedures.

He added: "We have a draft Bill ready to go and now's the chance for the Scottish Parliament to use its powers and be a leader in the changes which we need. There can't be short cuts or quick fixes.

"This report reinforces the importance of always using suitably qualified professionals in safety-critical work and SELECT will continue to work hard behind the scenes to ensure working conditions are safe for contractors."

The campaign for protection of title for the profession of electrician has been pursued over the course of many years by SELECT in partnership with the Scottish Joint Industry Board (SJIB), Scottish Electrical Charitable Training Trust (SECTT), Unite the Union and other industry bodies.

Recent additions to the SELECT Wall of Support include former Transport Minister Kevin Stewart and Conservative MSPs Craig Hoy and Oliver Mundell.

Cross-party support was also evident in a recent episode of our *Sparks' Remarks* podcast, with Tories Jamie Halcro-Johnston and Brian Whittle and Labour's Monica Lennon all reinforcing their backing for the campaign.

Alan sets out steps to a safer future

Alan Wilson has once again appeared on national radio to reinforce the importance of regulation of electricians in the wake of the Grenfell Tower Inquiry.

The SELECT MD told listeners on *The Clive Holland Show* on Fix Radio last month that it was "so important" for consumers to know that they could trust electricians who carry out work in their homes or businesses.

In the special episode – entitled *Should Trades Have Protected Status?* – Alan said: "In our sector there is already a measure of self-regulation, but there is no legal requirement to be registered which is why we have taken up the cudgels on the issue.

"Protection of title means that if you call yourself something, such as a teacher or a nurse or a doctor, then you have to have the

qualifications and experience to show that you are entitled to call yourself that.

"You wouldn't want anyone teaching your children if they weren't qualified, nor would you want anyone treating you in hospital as a nurse or a doctor unless they were suitably qualified.

"We're aiming to regulate the profession to ensure that, if you've gone through your training and have done your other qualifications – what we call our experienced worker route – then you can call yourself a legitimate electrician.

"And that's really the key to this; to make sure that people get work done properly. It's really important that we have the proper people installing electrical products."

Asked what achieving professional status would look like, Alan said it would

be similar in some ways to the Gas Safe Register, where workers wear identification lanyards.

He said: "We can't get business registration, but what we're aiming for is individual regulation, which mean the Scottish Government holding a register of electricians who are qualified to do work.

"The workforce would have a badge and the customer would have the opportunity to check them out online. And that is so important."



↑ Alan Wilson

CATCHING UP AT LATEST BRANCH UPDATE MEETS

Energy efficiency, damp and mould and alarm sensors were among the hot topics at this month's Branch Updates.

Representatives from Daikin, Power Quality Expert (PQE), Vericon Systems and our new Associates FireBlitz and National Ventilation delivered the topical technical updates at our second local get-togethers of 2024.

Andy Greenhorn from Vericon Systems kicked things off in Dumfries on 1 October, where he discussed the challenges social landlords face with damp and mould issues.

Rob Barker from PQE discussed energy efficiency measurements and electrical energy management at three events, with James Cavan from FireBlitz due to meet SELECT Members at our final event in Inverness on 30 October.

Updates on activity were also delivered by a SELECT Director of Function and member of the Presidential Team, with a Training Officer providing latest apprentice and adult trainee news from the Scottish Electrical Charitable Training Trust (SECTT).



Branch UPDATE

New campaign puts Members in the spotlight

Contractors from across Scotland highlight how SELECT is there for them wherever they are in their career and the country

SELECT Members are the stars of a new campaign that highlights how the association helps electricians along every step of their career journey.

Using images of contractors from across the country to demonstrate the range of professionals currently in membership, the campaign runs under the tagline: "Wherever you are, we're here."

Members include Scott Lindsay from Bruichladdich Distillery in Islay, Heather Rooney of TR Aitchison in Glasgow, Ewen McDonald from Muirton Control & Automation in Fochabers and Melanie Smith from RS Merriman in Orkney.

"WHEREVER CONTRACTORS ARE BASED IN SCOTLAND, AND WHEREVER THEY MAY BE ON THEIR CAREER PATH, SELECT IS HERE WITH ADVICE, TRAINING AND SUPPORT TO HELP THEM AND THEIR BUSINESS THRIVE"

Also taking a starring role are Paul Smith from AC Electrics in Motherwell, Mandeep Singh of FES in Stirling, Michael McKenna from McKenna



↓ A new animation shows how SELECT's support is there for Members at every step of their career

DARING BARRIE'S TASTE OF THE HIGH LIFE

SECTT's Barrie McKay really hit the heights recently when he took part in a sponsored zipline challenge to raise money for the Electrical Industries Charity (EIC).

The brave Training and Development Manager joined other industry professionals to zoom across the River Clyde

in Glasgow at 1,000ft on 13 September, raising £1,395 towards the event's overall total of £21,000.

Barrie said: "It was a great day. The charity is invaluable to the apprenticeship scheme and the electrical industry as a whole and we were proud to help them continue the good work."

Grace Ellis, Director of Welfare at EIC, said: "We see the difference that every penny makes to those in need, so this will go so far in supporting industry colleagues who are struggling."

↻ SECTT Update: Pages 56 & 57



↑ Barrie in mid-air during his charity stunt



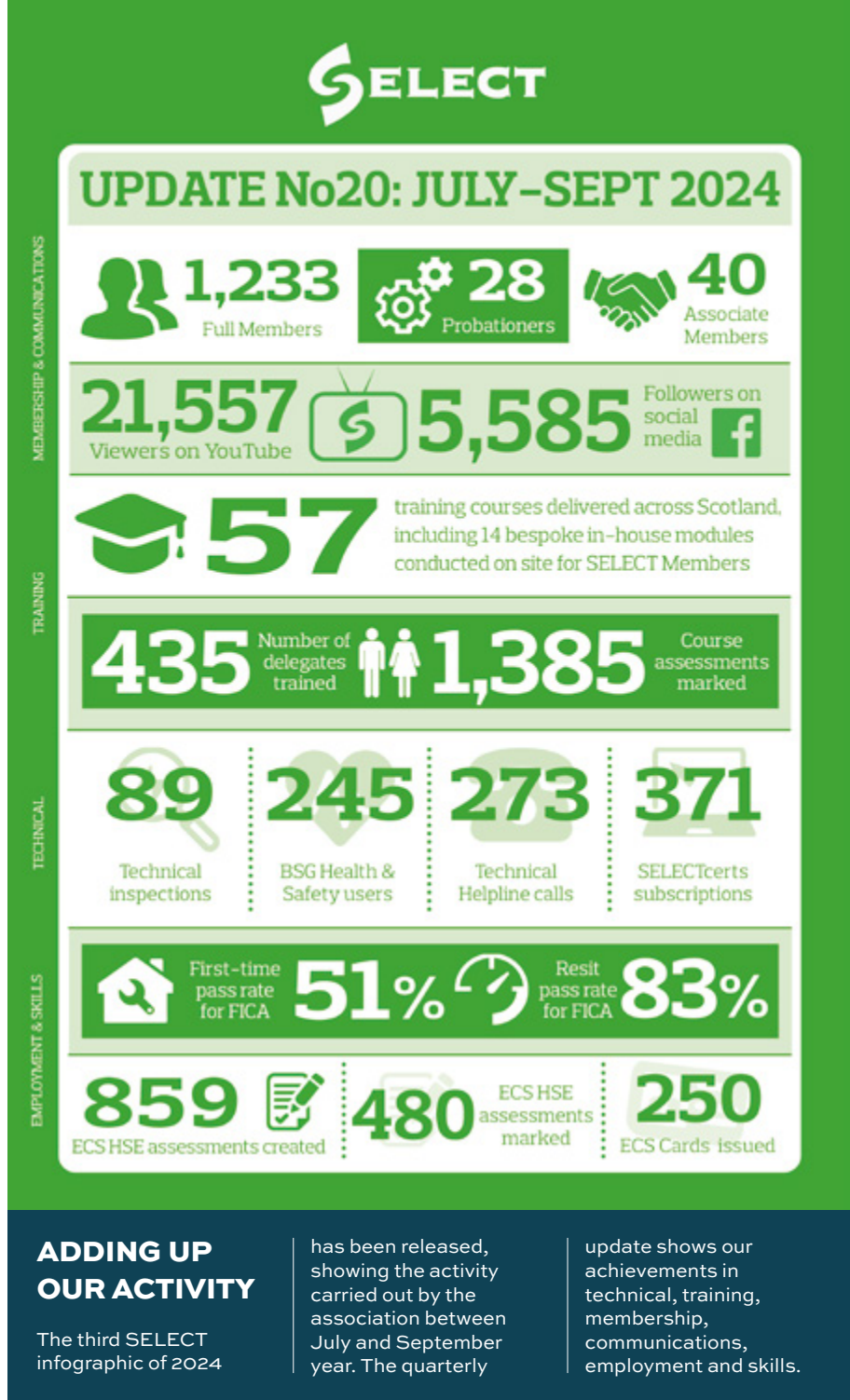
↑ Posters feature some of our Members

Electrical Solutions in Edinburgh and George Simpson of the University of St Andrews.

Iain Mason, Director of Membership & Communications, said: "The campaign shows that wherever contractors are based in Scotland, and wherever they may be on their career path, SELECT is here with advice, training and support to help them and their business thrive.

"As well as the online animation and social media activity, the campaign features posters, flyers and pop-up banners which will be rolled out in wholesalers, colleges and other locations to help raise our profile and keep SELECT front of mind."

WATCH
the video by scanning the QR code or going to bit.ly/select-here



ADDING UP OUR ACTIVITY

The third SELECT infographic of 2024

has been released, showing the activity carried out by the association between July and September year. The quarterly

update shows our achievements in technical, training, membership, communications, employment and skills.

FIND THE FACTS IN HANDY NEW GUIDES

BEAMA has issued four helpful new guides covering a range of topical technical issues.

The PDF factsheets and bulletins are all free to download and include:

- Safety checklist for circuit protection products – outlining simple measures to help identify counterfeit and non-conforming products such as MCBs, RCCBs and RCBOs.
- Markings and symbols for circuit

protection devices – a guide to the key marks that should be found on MCBs, RCCBs and RCBOs.

- Guide to electric vehicle infrastructure – third edition of the practical information for local authorities, designers and installers, produced in partnership with the Green Finance Institute.
- Connection of unidirectional and bidirectional devices – updated bulletin to take into account the recent publication of BS 7671:2018/A3:2024.

All four guides can be found and downloaded at www.beama.org.uk



HAVE YOUR SAY ON WIRING AMENDMENT

Members still have time to comment on the draft for public consultation (DPC) for Amendment 4 to the IET Wiring Regulations BS 7671:2018.

Expected to be published in 2026, the amendment will incorporate changes to harmonised standards at European level and follows the recent publication of Amendment 3, which is available as a free-to-download PDF 'bolt-on'.

Amendment 4 will include requirements for stationary secondary batteries, low voltage generating sets, power over ethernet, energy efficiency and functional earthing and functional-equipotential-bonding for information and communication technology equipment and systems.

Comments should be submitted through BSI's Standards Development portal by 5pm on Sunday 3 November. Go to www.theiet.org/updates to find out more.



OBITUARY: STUART PENROSE

SELECT was saddened to hear of the death of Member Stuart Penrose, who passed away last month after a short illness.

Stuart Penrose Electrical Services Ltd of Kirkcaldy, Fife, joined SELECT in December 2006 and Stuart very much valued his membership for the support he received.

He was joined in the business by his son Shaun, to whom the association would like to extend its deepest condolences, along with his family and friends.

Safety expert FireBlitz joins our top 40

Associate Member scheme continues to go from strength to strength as alarm and fire safety company signs up

S ELECT'S Associate Membership scheme recently welcomed FireBlitz as the 40th big name to its roster of market-leading manufacturers and service providers.

The manufacturer of heat, smoke and carbon monoxide alarms, fire extinguishers and other fire

prevention equipment is the latest in an impressive line-up of organisations to sign up to the scheme.

Iain Mason, Director of Membership & Communications, said: "We are delighted to welcome FireBlitz as the 40th Associate Member of SELECT and their arrival is a real milestone for the scheme, which has exceeded all expectations.

"When we launched the Associate Membership initiative in 2022 our



↑ FireBlitz's Jason Perrins, James Cavan and Brendan Simpson

DON'T MISS OUT ON EXPERT ADVICE ABOUT GAS SAFETY AND ASBESTOS

Members who missed our two recent webinars with Associate Members can now watch them again online.

Our one-hour session with CORGI Technical Services

on 28 August covered a range of topics on working safely with gas, including ventilation and distance from flues and consumer unit and distribution

board distances from gas installation pipework.

Our panellists also discussed cable entries for boilers and gas meter boxes, protective equipotential bonding and carbon monoxide alarm installation to BS EN 50292.

initial target was 20 members, so to double that number in two years is an incredible success and shows the value of such a scheme to both electrical contractors and the people who serve them.”

FireBlitz MD Jason Perrins, Sales Director Brendan Simpson and Regional Sales Manager James Cavan collected their membership certificate in person at The Walled Garden. Brendan said: “Our FireHawk brand of smoke, heat and CO alarms have been the main supplier to the Scottish Fire & Rescue Service for many years and have been used widely throughout Scotland to meet the Tolerable Standard so it made complete sense for us to join such a progressive and respected organisation as SELECT.”

“We look forward to working closely with SELECT and its members to provide information and training on the many proven and trusted products that come under the FireBlitz brand.”

SELECT launched its Associate Member scheme in January 2022 with eight founder members and has welcomed 12 new Associates in 2024 alone, including ABAX, Vericon Systems, National Ventilation and SuperRod.

Iain added: “We look forward to involving our Associate Members in everything that we do and including them at the heart of our 125th anniversary promotional activity as we continue to represent the voice of the electrotechnical sector in Scotland.”



Industry news and updates

➔ **Scotland’s new Building Standards Hub** officially launched in Dunfermline on 3 September.

The new unit will deliver advice, learning and development and a range of building standards systems to all of Scotland’s local authority building standards teams and stakeholders in the construction sector.

The hub will aim to support transformation and quality in building standards services by providing a range of services, supporting hubs of expertise and operational partnerships and aiding learning and development in the sector. Find out more at www.sbsc.scot

➔ **The Construction Pipeline**

Forecast Tool has been updated with more than 1,350 projects across various infrastructure sectors including housing, education, health and general civil engineering.

Created by the Scottish Futures Trust in partnership with the public sector and industry, it now has an estimated construction value of £15.5 billion across 33 Scottish procuring authorities.

More than 2,000 members are now registered with the tool, which provides greater transparency on future construction workloads, allowing them to plan better and maintain their investment in skills and future training. Find out more at pipeline.scottishfuturestrust.org.uk

➔ **The Electrical Industries Charity (EIC)** is seeking

talented individuals who’ve been in the industry for less than 10 years to join its Emerging Professionals Board. Joining will help you gain invaluable experience in management, strategy and governance, enabling you to expand your leadership skills, network and make a difference.

The EIC is also seeking volunteer EIC Charity Ambassadors, connecting with industry peers, enhancing professional development and making a meaningful impact in the community. Find out more at www.electricalcharity.org

FORUM PUTS NCD UNDER THE MICROSCOPE

Neutral current diversion (NCD) was top of the agenda when SELECT hosted a Local Authority & Client Forum meeting at its HQ last month.

Chaired by Andy Graham from Fife Council, the event at The Walled Garden on 24 September saw presentations on Firehawk products by Associate Member

FireBlitz, plus a talk on automated emergency light compliance testing by Jayshree Mitchell of Coughtrie.

It was attended by representatives from councils including Fife, West Lothian, Midlothian, Falkirk, Clackmannanshire, Edinburgh and North Lanarkshire, as well as Curb Property Maintenance.



↑ Guests line up at the meeting

Our second session on 5 September was held in partnership with the Building Safety Group (BSG) and covered the health effects of exposure to asbestos, legal requirements and the risks for electricians.



Watch our CORGI Technical Services webinar on gas safety by scanning the QR code or going to bit.ly/corgi-watch



Watch our webinar on asbestos safety with BSG by scanning the QR code or going to bit.ly/bsg-watch





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trial now
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SCAN THE CODE OR GO TO [SELECTCERTS.CO.UK](https://selectcerts.co.uk)



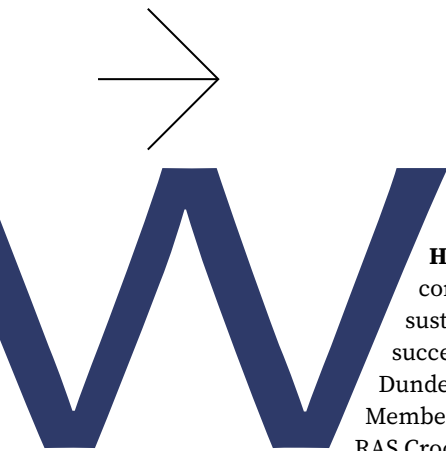
Still on the ball

Sixty years after being founded by a football referee in 1964, the winning team at RAS Crockett and Partners in Dundee continues to go from strength to strength as it embarks on its seventh decade as a SELECT Member firm

WORDS
STEWART McROBERT



↑ Back row, l-r: Paul Carson, electrician, Davie Syme, electrician, Mike Donaldson, electrician, Liam Forsyth, 1st year adult trainee, Ashley McMahon, secretary. Front row, l-r: Kieran Crockett, 1st year apprentice, Gill Crockett, Darren Crockett, Liam Crockett, electrician



WHEN it comes to sustained success, Dundee-based Member firm RAS Crockett

has a winning team. The thriving family business was started by Grade One referee Bert Crockett and this year celebrates its 60th anniversary.

Everything began with a footballer who had itchy feet. Darren Crockett, the third generation of the family to have run the business, explained how his grandfather Bert started the ball rolling.

He said: "In 1964 he was an electrician with a big Dundee contractor. But he was impatient to go on his own. As a result, he got together with joiner Gordon Sturrock and business partner Jim Rennie to set up Robert AS Crockett and Partners."

Things moved quickly and the company, which initially concentrated on commercial/industrial work, soon employed eight or nine men.

Its clients ranged from a large linoleum factory to a well-known local dairy and a baker's firm.

Payment wasn't always traditional. As Darren, who is also the current Vice President of SELECT, explained: "On some occasions, the baker settled its bills by handing over rolls and cakes!"

According to Darren, grandfather Bert was a real character. He said: "He was a useful footballer



and had a trial with Aston Villa who wanted to sign him. However, my gran wouldn't move to England, so he signed for Forfar instead.

"He subsequently became a Grade One referee and took charge of big games in the old First Division."

While Bert was officiating on the pitch his business was getting stronger. Darren said: "We'd started doing domestic work, but in those days, we had no vans.

In fact, the women in the office used to take our guys to and from jobs and sometimes our apprentices made their way to a job on the bus, carrying all their tools."

One of the firm's first trainees was Darren's father (and Bert's son), Sinclair. He joined as a 16-year-old apprentice in 1964 and eventually took over the firm ten years later when Bert retired.

"Grandad left, but was always active," said Darren. "Among other things, he became manager of Dundee indoor bowling club. And he couldn't abandon the business altogether - he used to pop into our offices in his boiler suit, then head for our store where he'd tidy up."

The business was ticking along when Sinclair assumed control and by that time, things had also progressed as far

"AT 17 I HAD THREE JOBS AND WAS EARNING £45 A WEEK. OF COURSE AS PART OF MY APPRENTICESHIP I HAD TO ATTEND COLLEGE TOO"



Mike Donaldson is one of the SELECT Member firm's five electricians

QUICK FACTS

RAS CROCKETT & PARTNERS LTD

RAS CROCKETT & PARTNERS LTD

BRANCH:
Tayside

BASED:
Dundee

WEBSITE:
www.rascrockett.com





↑ Darren has built a strong team with a focus on excellent customer service

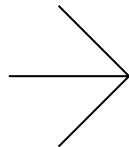
"THE WIDE RANGE OF CLIENTELE AND WORK MY FATHER INTRODUCED HAS CARRIED ON. WE HAVE LOTS OF SECOND AND THIRD GENERATION CUSTOMERS"



↑ Darren with sons Kieran and Liam and a photo of his father and grandfather

as transport was concerned. "We had one van for our nine-strong workforce," said Darren. "Unfortunately, that meant when someone finished a job they could be waiting two hours or more before being picked up.

"There were no mobile phones, but my father had invested in pagers. The only downside was that once you'd been paged you had to find a phone box to call the office and that wasn't always easy. Eventually, when mobiles were introduced my father was one of the



↑ The original certificate is a source of pride

IT'S BEEN ECAS/SELECT FROM THE START

As soon as it was set up, RAS Crockett & Partners joined the Electrical Contractors' Association of Scotland. "We've still got the original hand-written certificate confirming our membership," said Darren. They've been strong supporters of the organisation ever since.

"I started going to branch meetings around 2000," he added. "Back then there was

no internet or social media and the meetings were the best way to find out what was going on in the sector. We'd share news and help each other out."

Darren became Branch Chair at Tayside in 2013 and was eventually made Depute Vice President of SELECT in 2020.

"I've just been appointed Vice President, and in two years' time, if I am voted in by Members, I'll take over as President," he said. "We're lucky to have won a couple of SELECT awards along the way. In 2014, we were awarded 'Best Delivery of Customer Service' and in

2015 our apprentice, Connor Scott won the EMAC competition run by SECTT."

He believes SELECT provides many top-notch services: "We've got helplines specialising in health and safety, and employment affairs.

"When COVID-19 kicked in and firms were struggling, SELECT provided great help. The training is invaluable and it's easy to attend courses. What's more, the fact that SELECT is a Scottish organisation means it's clued up on Scottish law and regulations. That's really useful."

first to get one. It was huge and he used to go around with the aerial sticking out of his jacket.”

Sinclair’s early adoption of mobile phones was one sign of his business acumen and when he took over the company, activity ramped up.

He secured contracts with all types of organisations from solicitors to brewers. “We were much more profitable,” noted Darren, “and the wide range of clientele and type of work he introduced has carried on. We have lots of second and third generation customers.”

Like his father, Darren joined the company when he left school in 1986 and brought with him a well developed work ethic.

At first, the apprenticeship wasn’t his only role. He decided to keep a job he had delivering papers and also continue shelf stacking in a supermarket two nights a week. “At 17 I had three jobs and earned £45 a week,” Darren said. “As part of my apprenticeship, I had to

A FAMILY UNITED

As a football family, the Crocketts are big fans of Dundee United.

“I’ve been going to games since I was eight and my dad went when the club was in the old Second Division,” said Darren. “We’ve seen the glory days in Europe as well as relegation.”

The firm has even had the chance to carry out work at United’s Tannadice ground when it completed an electrical refurbishment in hospitality lounges in the George Fox a couple of years ago. These days, their football interests are not limited to Dundee, Darren explained: “My sons Liam and Kieran have been regular visitors to Manchester City for several years and I recently attended a couple of matches too.”

↓ Darren and his sons share a love of football, especially Dundee United



attend college too.” It had never been in doubt that he would join the firm. “Ours has always been a strong family business,” he explained. “As well as Bert, I had a Polish grandad who was in the business. He came to the UK during the war and changed his name from Bruno Kowalewski to Robert Carson.

“My sons, Liam and Kieran are also in the business and my wife Gill and Uncle Paul work with us. What’s more, my gran, mum, brother Bradley and cousin Trevor have all been in the business at some point as well.

“I think it’s reassuring for customers to know that they can call us and ask for ‘Mr Crockett’.”

After getting the firm into a good place, Sinclair did not live to see the fruits of his labours. Sadly, he developed cancer and died in 2005. That’s when Darren took over and he’s noticed some big changes over the years.

“It’s harder to keep customers these days,” he said. “There used to be a lot of loyalty, but the modern world is more cut-throat.

“In terms of work, we do a lot of electrical installation condition reports (EICRs) for private landlords. We do refurbishment, domestic work and have carried out sub-contracting for major

↓ The firm’s Fraser Stewart heads out on another job



“I THINK IT’S REASSURING FOR CUSTOMERS TO KNOW THAT THEY CAN CALL US AND ASK FOR ‘MR CROCKETT’”



↑ Darren's uncle, electrician Paul Carson, is part of the family team

"WE DO A LOT OF ELECTRICAL INSTALLATION CONDITION REPORTS FOR PRIVATE LANDLORDS. WE DO REFURBISHMENT, DOMESTIC WORK AND HAVE CARRIED OUT SUB-CONTRACTING FOR MAJOR CLIENTS SUCH AS SSE"

Images: Mark Jackson Photography



↑ Liam Forsyth is one of the trainees learning their trade at RAS Crockett

clients such as SSE. There's been a rise in modern, electric-based heating systems and recently we've done wiring for heat pumps.

"It's clear how the future is evolving and in recognition of that, one of our guys recently attended SELECT's EV training course."

The current RAS Crockett workforce is made up of five electricians, two apprentices and two office staff. Darren estimated that over the years the company has trained 30 to 40 apprentices.

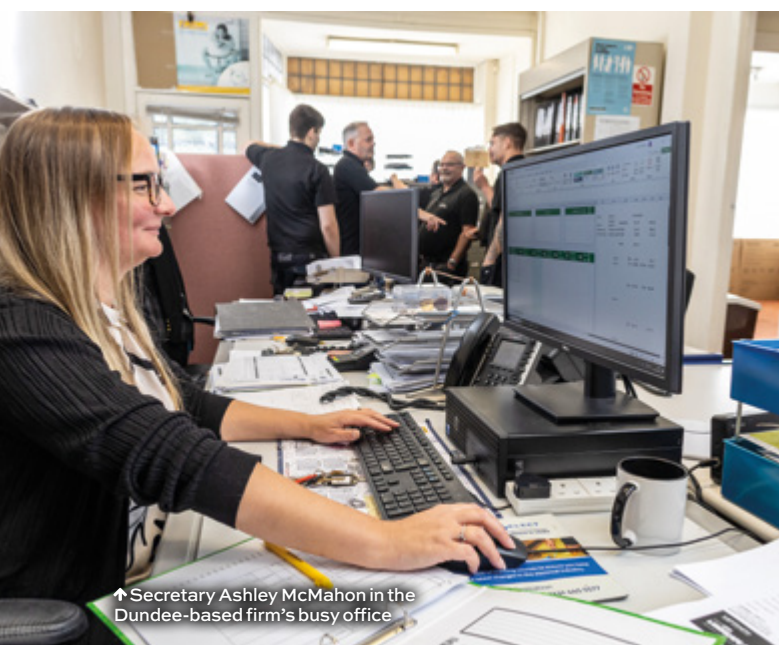
He said: "We've had help from SELECT and SECTT and we've earned a good reputation

for bringing through apprentices." Today, the emerging talents include Darren's own sons – Liam completed his apprenticeship around 18 months ago and Kieran is in his second year.

The continuing success of the firm is a source of pride for Darren. He said: "In Dundee, electrical companies have emerged, become massive and then disappeared. Biggest isn't always best.

"I think the ability to provide a great service has helped us become the oldest family-run electrical contractor in the city."

Still at the top of their game after 60 years – it's an impressive record. ■



↑ Secretary Ashley McMahon in the Dundee-based firm's busy office

NUN ON THE RUN

A brush with religion saw Darren's Polish grandad, Bobby Carson, fall by the wayside. Darren explained: "We did work for a nursing home run by nuns. Bobby was sent to do a job and met Sister Mary who was in charge.

"She was showing him to the chapel where a new socket-outlet was needed, however, she was scurrying quickly and he was rushing to keep up. When Sister Mary reached the end of the chapel, she bent down to bless herself. Poor Bobby was right behind her and couldn't stop. He fell over the top of the nun and ended up sprawled across the floor! Luckily, it was only his pride that was damaged."



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↓ MCS CEO Ian
Rippin with SELECT's
Director of Technical
Services Bob Cairney

WHEREVER YOU ARE, WE'RE THERE



Sharing expert opinion, ideas & insights

Our third Professionals' Day once again saw industry decision-makers come together to learn more about topical technical matters – with plenty of discussion and questions asked

E

LECTRIC heating was among the hot topics as SELECT held Professionals' Day No3 for senior professionals

from across the construction industry last month.

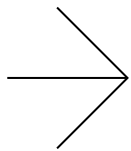
Associate Members Dimplex and Flexel were on hand to deliver insights into the technology as we gathered at the home of Built Environment – Smarter Transformation (BE-ST) on Thursday 19 September.

Microgeneration Certification Scheme (MCS) Chief Executive Ian Rippin was also among the special guests as we hosted our third face-to-face networking event for experts from across the industry.

Architects, surveyors, specifiers and construction project managers were all among those invited to the get-together, which is designed to help professionals network,

WORDS
YVONNE WILSON
Skills & Client
Relations Manager





exchange ideas and receive insights into the latest electrical developments.

First up on the day were Trevor Redmore, Colleen Grant and Scott Lackie from Dimplex, who updated delegates on the various technology available and how it ties into the Scottish Government's Heat in Buildings Strategy.

Ian then led a lively discussion on the range of positive changes being introduced to MCS to help installers, with plenty of interesting debate and questions afterwards.

He was followed by Craig Herriott from Flexel, who outlined the pros and cons of electric heating and discussed options for various types of housing stock. Craig was joined on stage by SELECT Vice President Darren Crockett, who discussed his own experience of installing far infrared heating on projects in the Tayside Branch area.

Representatives from East Ayrshire, Fife, North and South Lanarkshire Councils all attended the event, including Fife Council Project Manager Andy Graham, who chairs the Local Authority & Client Forum hosted by SELECT.

The day also featured exhibitions by two other Associate Members, with Aico's Russell Virtue and Will Hamilton of Aurora Lighting both showing off their latest product innovation.

The event followed a successful get-together at the Falkirk Wheel last September, during which delegates learned about the latest developments in solar PV, battery storage and heat pumps.

Once again, we were pleased with the day and are already planning next year's event, which we hope will have a few surprises. Watch this space! ■

"ARCHITECTS, SURVEYORS, SPECIFIERS AND CONSTRUCTION PROJECT MANAGERS WERE ALL AMONG THOSE INVITED TO THE GET-TOGETHER"



↑ Flexel's Craig Herriott, right, discusses far infrared heating with delegates



↑ Will Hamilton and Aurora were among the exhibitors



↑ The event was a good opportunity to network



↑ Trevor Redmore, Colleen Grant and Scott Lackie flew the flag for Dimplex



↑ Ian Rippin outlines the upcoming changes to MCS



↑ Vice President Darren Crockett addresses the crowd



↑ The Dimplex team gave a three-handed presentation on electric heating



↑ Russell Virtue answered questions about Aico's products



↑ Yvonne Wilson hosted proceedings



↑ An overview of BE-ST and its work was also delivered



↓ A range of construction professionals attended the event



↑ Guests included Andy Graham from Fife Council, left



Helping you solve the pay puzzle

Our teams receive regular queries about current SJIB pay rates and the National Working Rules, so here's a handy guide to some of the most frequently asked questions

WORDS
ERIKA FERGUSON
Employment
& HR Manager



WHEN DO SJIB RATES OF PAY APPLY?

All operatives employed by Member companies who apply the terms and conditions of the collective agreement between SELECT and Unite the Union – i.e. the SJIB National Working Rules (NWRs) – should receive SJIB rates of pay. SJIB rates of pay also apply to **ALL** apprentices and adult trainees taking part in the SJIB Electrical Installation Apprentice and Adult Training schemes.

DO THE SJIB RATES OF PAY APPLY IF A COMPANY IS NOT PART OF THE COLLECTIVE AGREEMENT?

Member companies who employ an apprentice or adult trainee are bound to follow the NWRs for that apprentice or adult trainee even if they are not part of the collective agreement. Members **MUST** pay the SJIB rates of pay, mileage allowance and mileage rate, and meet the provisions offered as part of the NWRs for

that trainee for the duration of their training. Operatives employed by Member companies who are not part of the collective agreement are **NOT** guaranteed SJIB rates of pay, mileage allowance and mileage rate, or any of the provisions offered under the NWRs.

HOW DOES AN OPERATIVE KNOW IF THEIR COMPANY IS PART OF THE COLLECTIVE AGREEMENT?

Member company participation in a collective

agreement should always be included in an operative's terms and conditions of employment.

HOW ARE SJIB PAY RATES DETERMINED?

All SJIB rates and allowances are negotiated ahead of time by the SJIB signatory parties, i.e. SELECT and Unite the Union. Confirmation of rate changes is communicated to members of SELECT and the SJIB ahead of time through SJIB circulars. SELECT Members receive these in their monthly e-newsletter, *Switched On*, while SJIB members receive them by email.

WILL THE SJIB EVER CHANGE ITS RATES OUTSIDE OF NEGOTIATIONS?

Yes, on occasion the SJIB rates may change outside of negotiations.

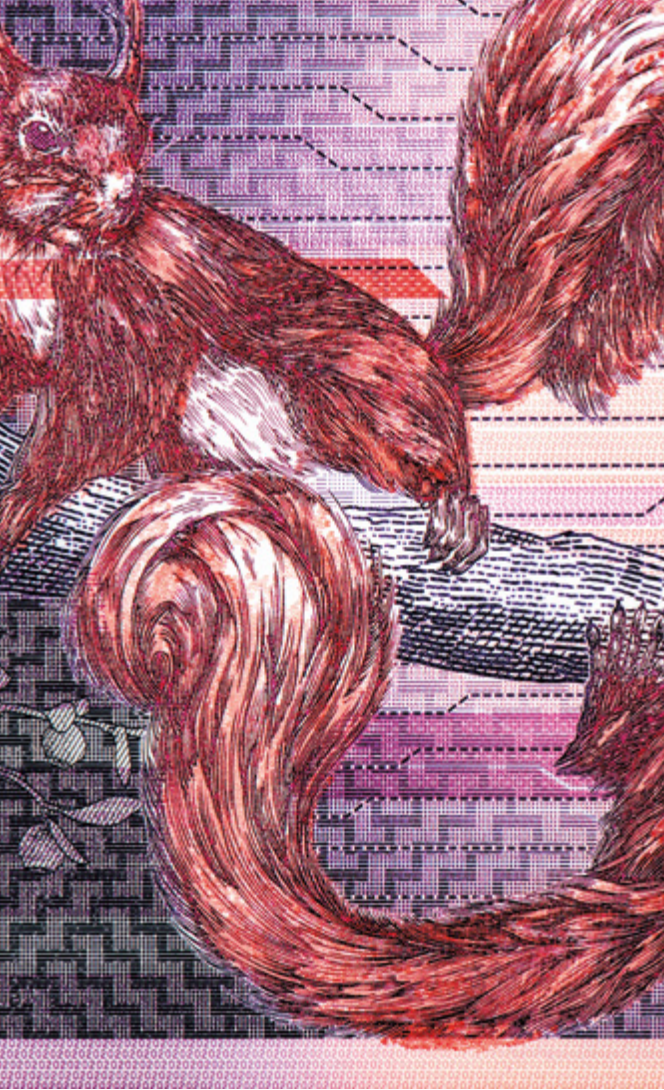
HOW ARE OPERATIVE RATES OF PAY DEFINED?

The SJIB has four separate operative grade rates of pay – electrical labourer, electrician, approved electrician and technician. The SJIB will issue ECS Cards based on the level of training an operative has. For each operative grade, the SJIB provides a shop rate and travel rate.

WHAT ARE SHOP AND TRAVEL RATES?

The rate an operative receives is based on where they start and finish their working day. If an operative is required to report to the shop, i.e. their place of employment, at the beginning and end of the working day, they shall receive shop rate. If an operative is required to start and end their working day at site, they shall receive travel rate.





Operatives who receive travel rate will travel to and from site outside of their working hours and in their own time. Travel rate is higher than shop rate in recognition of this. Further information on shop and travel rates are covered in sections B.16 and B.17 of the SJIB Handbook.

HOW ABOUT RESPONSIBILITY PAYMENTS?

Responsibility payments apply to approved electricians responsible for supervising electrical operatives, but not for the supervision of apprentices and other trainees. This is covered in section B.23 of the SJIB Handbook.

USEFUL LINKS

01



👉 SJIB circulars

02



👉 SJIB Handbook, Section B

03



👉 SJIB rates and allowances



SELECT promotes the SJIB Handbook and NWRs as best practice for all Members. Further information on both can be found in the 'Handbooks and SJIB Documents' section at www.sjib.org.uk

"APPRENTICE AND ADULT TRAINEE RATES OF PAY ARE LINKED TO THEIR STAGE OF TRAINING"

HOW DO APPRENTICE AND ADULT TRAINEE RATES OF PAY WORK?

Apprentice and adult trainee rates of pay are linked to their stage of training. Apprentices have three stages of training, and for each they have an at work rate and at college rate. Adult trainees progress through three stages during their training. The Stage 1 rate of pay is the same as the electrical labourer rate of pay. Stage 2 is 85% of the electrician's rate of pay, and Stage 3 is 95% of an electrician's rate of pay. For each stage, adult trainees have a shop and travel rate, defined as above.

HOW DO I KNOW WHEN A TRAINEE'S RATE OF PAY SHOULD CHANGE?

The SJIB will write to the employer of an apprentice or adult trainee to confirm progression to the next stage of training and when the new rate of pay will apply. This will be done once the training scheme's managing agent, the Scottish Electrical Charitable Training Trust (SECTT) confirms that all college work, coursework, assessments and e-portfolio submissions evidencing site experiences are complete.

WHAT ARE THE CONSIDERATIONS FOR APPRENTICE RATES?

After the initial 12 months of training, and at any point throughout the rest of their training, if the age of an apprentice entitles them to a statutory rate of pay higher than the published SJIB stage rate of pay, the company is required to pay the statutory rate.

WHERE CAN I FIND THE CURRENT SJIB RATES OF PAY?

The SJIB publishes rates and allowances on its website, which are kept current and up to date. Historical SJIB rates of pay are also available at the same place. Changes to SJIB rates and allowances are usually effective from the first working day each calendar year.

WHAT IF I HAVE MORE QUESTIONS?

The SJIB is always here to help, so if you have any questions regarding rates of pay, please email the team at generalenquiries@sjib.org.uk ■





↑ A heat pump van was among the attractions



↑ The event was extremely well attended all week

S **ELECT** Member firm DMH Electrical Services was the power behind this year's Green Home Festival

in Edinburgh in mid-August when it provided the cabling for its first outdoor event.

The Green Home Festival is organised by the Construction Industry Collective Voice (CICV) – made up of 29 trade associations, professional services bodies and companies, including SELECT – and is part of the Edinburgh Festival Fringe. It provides a week of shows highlighting renewables, sustainability and low-carbon living, which combine advice with hands-on demonstrations of products and technology.

This year's event ran from 12-16 August and attracted a record audience.

More than 500 people attended the discussions on a wide range of topical subjects, including heat pump myth-busting, renewables funding, the future of retrofit, an introduction to

Powering the green tech focus

SELECT Member reveals how they helped bring this year's Green Home Festival to life by working on the cabling for the outdoor event highlighting renewables and low-carbon living

WORDS
TIM POWER

Passivhaus and the future of community heat networks. A mobile heat pump van was also one of the star attractions of the week, with experts on hand to answer consumer questions about the technology.

The past two Green Home Festivals had been held in the offices of the Royal Institution of Chartered Surveyors in Charlotte Square, but this year's event was moved to a marquee over the road in the



↑ David Harris

↑ Grant and Fraser from DMH Electrical helped set up the power for the Green Home Festival



↑ Gordon Nelson, Dr Alasdair Allan MSP and Justin Sullivan at the launch

ENJOY THE HIGHLIGHTS

Details of all the shows from this year's event are now available on the Green Home Festival website at www.greenhomefestival.co.uk, where you can also find presentations from selected events, which are free to download.



Charlotte Square Gardens to accommodate the increased demand for tickets.

David Harris, MD of DMH Electrical Services and Chair of SELECT's Glasgow branch – and current Depute Vice President of SELECT – volunteered to help get the CICV's marquee connected to mains electricity to power the audio visual equipment for the shows.

David said: "It was a relatively straightforward job as the gardens had an existing power supply pillar

"That meant it was a case of running two cables from

the existing power point and then breaking that down to some 13A sockets, one cable for the marquee for laptops and the projector and the other for the mobile heat pump van.

"Health and safety issues were the main concern so we had to make sure that cables were routed away from public footpaths and put through areas that the public didn't have access to. The armoured cables were marked off so that they clearly were visible to everyone. As it was summer, there was no need

for lighting in the evening, and as it was just a single-phase power supply, it was basically a plug-and-play arrangement.

"We have wide experience in the hire, installation, maintenance and repair of temporary power and lighting systems to the construction industry, so we were happy to provide our services for free to CICV as the issues they were covering were of great interest to us and our industry."

The festival was officially launched on Monday 12 August by Acting Minister for Climate Action, Dr Alasdair Allan MSP.

He said: "The climate crisis is among the greatest global challenges of our time. We know that our homes and workplaces account for around a fifth of Scotland's emissions. Our building stock is relatively old, and the legacy of poor energy efficiency contributes both to emissions and fuel poverty.

"We are at a pivotal point right now in the heat transition. We must improve the efficiency of existing buildings and switch to clean heating systems, such as heat pumps and heat networks, and do so in a way that is in line with a just transition." ■



↑ Sustainable materials were on show in one event

500+ DELEGATES

attended the five-day celebration of sustainability

Power up your profits

In this guest article, we look at eight ways to harness educational insights and problem-solving approaches to boost your business and give profitability a push

ELECTRICIANS, let's talk about something that's on everyone's mind – making more money. We all know that being an electrician isn't just about running wires and installing lights, it's also about running a profitable business. While technical skills and quality workmanship are essential, understanding and implementing effective business strategies can significantly enhance your

bottom line – so here are eight ways to power up your profits.

WORDS
DAN POLLARD
Founder, Fergus



 Fergus

01 KNOW YOUR COSTS INSIDE OUT First things first, you've got to know where your money is going. This means keeping track of every penny you spend on materials, labour and overheads. It might sound tedious but it's worth it.

Regularly reviewing your expenses can also help you identify any unnecessary expenditures, e.g. spending too much on certain materials that could be sourced more cheaply elsewhere.

Additionally, understanding your costs can help you set more accurate pricing for your services, ensuring that you're not undercharging and leaving money on the table.

TIP: Use a job management app to log expenses, track money and cut costs without cutting corners.

02 GET SMART WITH JOB MANAGEMENT

Efficient job management is a game-changer when it comes to maximising profitability and is all about planning and scheduling your jobs so you're not wasting time or resources.

Investing in a good job management system will help you schedule jobs, track progress and allocate resources efficiently, meaning less downtime and more productivity.

A good job management system can also help you manage your team more effectively. By having a clear overview of who is working on what, you can ensure that everyone is being used to their full potential, identify bottlenecks in your workflow and address them promptly.

03 UPSELL AND CROSS-SELL LIKE A PRO

Upselling and cross-selling aren't just for car salesmen. They're great ways to increase your revenue from each job.

For example, if you're installing new lighting, suggest energy-efficient options. They might cost more upfront, but they save money in the long run, plus it shows that you're looking out for your customers' best interests.

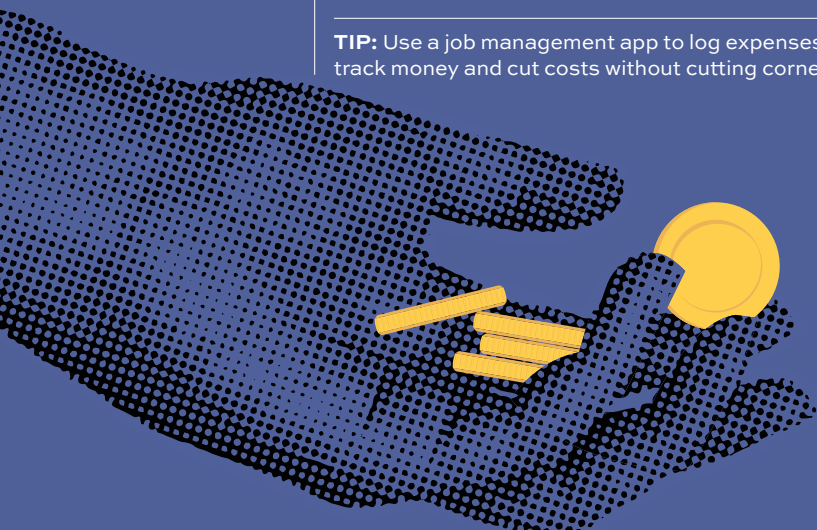
Another effective upselling strategy is to offer extended warranties or maintenance packages. This not only provides additional revenue but also gives your customers peace of mind, knowing that their investment is protected.

04 EMBRACE TECHNOLOGY

Don't be afraid! Technology isn't just for tech geeks. Embrace it and technology can make your life a lot easier and your business more profitable.

Many electricians get bogged down with admin tasks. By using software for invoicing, scheduling and customer management, you can save time, reduce errors and spend more time on billable work than paperwork.

Technology can also enhance your customer service. For example, using a customer



relationship management (CRM) system can help you keep track of customer interactions and preferences, allowing you to provide a more personalised service.

05 KEEP LEARNING AND GET CERTIFIED

Staying up to date with the latest industry trends and technologies can set you apart from the competition and opens up new revenue streams.

Continuous learning also helps you stay compliant with industry regulations and standards, plus being knowledgeable about the latest technologies can make you a go-to expert in your field, attracting clients looking for cutting-edge solutions.

TIP: Attend workshops, webinars and conferences and encourage your team to get certified in new areas like smart home technology to boost skills and charge more for specialised services.

06 BUILD STRONG CUSTOMER RELATIONSHIPS

Happy customers are repeat customers – and repeat customers are great for business. Building strong relationships can lead to more jobs and positive word-of-mouth.

Consider implementing a customer loyalty programme to reward repeat business, which could include discounts on future services, referral bonuses or exclusive offers. Actively seeking customer feedback and acting on it can also show your clients that you value their opinions.

TIP: Follow up with customers after a job to make sure they're happy. Offer maintenance services or annual check-ups to stay connected and provide ongoing value.

07 MARKET YOURSELF EFFECTIVELY

Good marketing can help you attract new customers and build your reputation, so a strong online presence is key.

Invest in a professional website that showcases your services, customer testimonials and case studies and use social media to share tips, showcase completed projects and engage with your audience. This not only attracts new customers but also reinforces your brand's credibility.

Also, don't underestimate the power of local SEO. Ensure your business is listed on Google



"BY HAVING A CLEAR OVERVIEW OF WHO IS WORKING ON WHAT, YOU CAN ENSURE THAT EVERYONE IS BEING USED TO THEIR FULL POTENTIAL"

My Business and other local directories and encourage your satisfied customers to leave positive reviews.

08 MANAGE YOUR FINANCES WISELY

Good financial management is crucial for profitability, which means budgeting, forecasting and managing cashflow effectively.

Regularly review your financial statements to identify trends and areas for improvement and consider working with a financial advisor to develop strategies for managing cashflow, reducing debt and planning for future growth.

Implementing accounting software can streamline your financial management processes. These tools can automate invoicing, track expenses and generate financial reports, giving you a clear picture of your business's financial health.

Additionally, setting aside a portion of your profits for reinvestment can help you fund future growth initiatives.

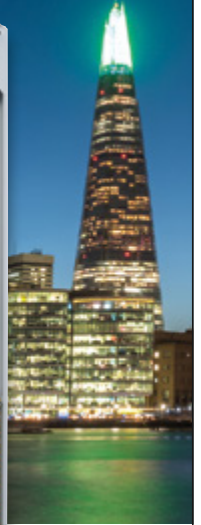
In conclusion, boosting your profitability isn't rocket science, but it **DOES** require putting some strategy in place to ensure you're leveraging technology and being smart with your costs. ■

TAKE A FREE TRIAL TODAY

Want to learn more about how to boost your profitability? SELECT Members can enjoy a free 14-day trial of Fergus job management software by visiting signup.fergus.com

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AUTHORISED REPRESENTATIVES AND APPROVED IMPORT AGENTS FOR SONEL S.A AND ELECTREX AKSE SRL

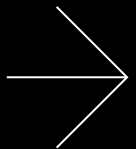
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10-PAGE SPECIAL

2024 PRESIDENT'S LUNCH

SELECT through and through

The third President's Lunch saw our Central Board and senior industry figures gather to celebrate the association and see our Lifetime Achievement Award presented to Member John Noble, who was described as 'having SELECT running through him like a stick of rock'



→ Mike Stark presents John Noble with his Lifetime Achievement Award



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WORDS
IAIN MASON

Director of
Membership &
Communications

ETWORKING

and net zero were top of the agenda as SELECT once again welcomed distinguished guests to the third President's Lunch, sponsored by Electrium.

The importance of renewables was the main talking point as our annual high-profile event saw around 80 specially invited colleagues gather at Glasgow's voco® Grand Central Hotel.

Headline speaker Professor Sean Smith told guests at the bash on Friday 27 September that electrical contractors would be the "keystone" to the nation's successful transition to net zero.

And the event also saw our Lifetime Achievement Award presented to a Member who's committed to training the talent of tomorrow – with winner John Noble described as "having the word SELECT running through him like a stick of rock".

As well as members of the SELECT Central Board, delegates included Scottish Government and industry figures, along with other senior representatives from the UK's leading electrical and construction organisations.

Also in attendance were Lynsey Gray, Grant McCormick and Gary Shirkey from Associate Member Electrium, who were the event's official headline sponsor. And

"ELECTRICAL BUSINESSES ARE AT THE FOREFRONT OF THIS ELECTRICAL REVOLUTION, REAPING SIGNIFICANT BENEFITS AS THEY BECOME INCREASINGLY VITAL TO OUR ECONOMY"



↑ SELECT Director John McGhee with Haig Hamilton of Manserve



↑ Ian Honeyman and Paul Mitchell of the SBF



↑ Natalie Scott, Erika Ferguson and Catherine Gillon from SELECT's Employment team



↑ Certsure CEO Richard Orton, right, with ECA President Stuart Smith



↑ President Mike Stark welcomes his counterpart from SNIPEF, John Doherty



↑ Darren Crockett with SNIPEF's Richard Campbell



↑ Alan Wilson chats with Ron Fraser from Construction Scotland



↑ ECA President Stuart Smith shares a joke with SELECT Past President Donald W Orr



↑ SELECT Training Manager Jenny Cryans with Theresa McGowan of the SQA



↑ John McKinney of the NFRC with SELECT's Yvonne Wilson



↑ The event once again offered an excellent opportunity to network



↑ Members Sean Harkin and Stewart Anderson enjoyed the day



↑ Helen Yeulet of BESA with ESF's Luke Osborne



↑ Lynsey Gray from Electrium with the EIC's Marcella McArthur



↓ JIB CEO Jay Parmar with S.JIB Chair Jock Simpson and SELECT Past President Kevin Griffin



↑ Maya Allen, Neil Kelly and Kyle Dillon from sponsor Morton Fraser MacRoberts

FEATURE // PRESIDENT'S LUNCH



↑ SECTT CEO Fiona Harper in discussion with PR guru Euan Robson



↑ Members Chris Liddell and Graeme Anderson were among the guests



↑ Gary Mees of CIAT with the CIOB's Jocelyne Fleming



↓ The ECA's Steve Bratt and Stuart Smith with SELECT Director Catherine Gillon and Past President Donald W Orr



↑ Members Gordon Paterson and John Wilson with Technical Director Bob Cairney



↑ SECTT's Barrie McKay in conversation with Inverness Branch Chair Mike Campbell



↑ Alan Wilson and Marcella McArthur



↓ Office Bearers Mike Stark, Darren Crockett and Stewart Anderson





↑ Chic Dobbie, George Doherty, Kevin Griffin, John McGhee and Alastair Grant

→ fellow Associate Morton Fraser MacRoberts LLP once again kept guests refreshed as the official drinks sponsor and were represented on the day by Neil Kelly, Maya Allen and Kyle Dillon.

THE GREEN REVOLUTION

After an hour of reception drinks, the lunch itself began with a welcome speech from SELECT Managing Director Alan Wilson, who outlined the vital role that the electrical sector is playing in the ongoing move to green energy.

Alan said: "Electrical businesses are at the forefront of this electrical revolution, reaping significant benefits as they become increasingly vital to our economy.

"The growth in microgeneration, prosumers' electrical installations, battery storage and vehicle-to-grid are just some examples of the growing technologies that will contribute to the work carried out by our Members."



↑ Members Alasdair Noble, John Noble and Paul Erasmussen

↑ Dr Stephen Garvin from BSD in discussion with industry colleagues

"I AM ALWAYS PLEASED TO BE INVITED TO EVENTS HOSTED BY OTHER PROFESSIONAL BODIES, SO THIS IS AN EXCELLENT OPPORTUNITY TO REPAY THE GENEROUS HOSPITALITY"



↑ Past President Alick Smith with SELECT Events Manager Linda Rolfe and Member Rep Emma McKelvie

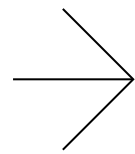
Taking to the stage next, SELECT President Mike Stark used his speech to thank members of fellow trade organisations for attending, including Stuart Smith, Steve Bratt, Andrew Eldred and Gary Parker from the ECA.

He also welcomed Richard Orton and Eddie Arrowsmith from Certsure, Luke Osborne from ESF, Jay Parmar from the JIB and Alan McLean from the EDA.

Mike said: "I am always pleased to be invited to events which are hosted by other trade and professional bodies, so this is an excellent opportunity to repay the generous



↑ The event was a great chance to network with leading industry figures





↑ Guests continue to network as the day's main event begins



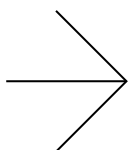
↑ Managing Director Alan Wilson welcomes guests



↑ Guests were called to order by our MC, Paul Buckley



↑ SELECT Vice President Darren Crockett prepares to take his seat, along with guest speaker Professor Sean Smith and President Mike Stark



hospitality we receive from so many others.”

Others welcomed to the event by the President included SJIB

Chair Jock Simpson, John Doherty and Richard Campbell from SNIPEF and Helen Yeulet from BESA, as well as SECTT CEO Fiona Harper and colleague Barrie McKay.

Mike's final greetings went to Gordon Nelson from the FMB, Jocelyn Fleming of the CIOB, Tamsie Thomson from the RIAS, the NFRC's John McKinney, Paul Mitchell and Ian

Honeyman from the SBF and Gary Mees from CIAT.

He also gave special mention to Ron Fraser, the outgoing Chair of Construction Scotland, and presented him with a small gift in recognition of his work over the decades and valuable contribution during the COVID-19 pandemic.

Mike then introduced Marcella McArthur, Case Manager at the Electrical Industries Charity, who outlined the importance of the organisation's work and urged the assembled guests to dig deep and

“THE CHANGE IS UNPRECEDENTED. THERE ARE GREAT OPPORTUNITIES AHEAD FOR OUR FUTURE WORKFORCE AND THE IMPORTANCE OF SCHOOLS AND THE EDUCATION SECTOR TO HELP THE PATHWAY INTO WORKING IN THIS SECTOR CANNOT BE UNDERSTATED”



↑ Guests listened to a fascinating range of speakers at the event



↑ Professor Smith gave an excellent speech as he outlined his vision for the industry's future



↓ Marcella McArthur makes an impassioned plea on behalf of the EIC



donate to those who need it most. She also gave special mention to SECTT Training and Development Manager Barrie McKay in recognition of his recent fund-raising zipline across the River Clyde in aid of the charity.

FOCUS ON THE FUTURE

Next up was our guest speaker Professor Smith, who is Professor of Future Construction and Director of the Centre for Future Infrastructure at the University of Edinburgh.

In a fascinating speech, Professor Smith described the electrical sector as

the “keystone” to the ongoing transition to net zero and said that it would play “a significant role” in the step change towards renewables.

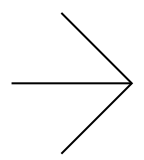
He told guests: “The change in the generation of primary energy towards renewables by so many countries at the same time is unprecedented.

“There are great opportunities ahead for our future workforce and the importance of schools and the education sector to help the pathway into working in this sector cannot be understated.

“This applies to both large- and small-scale electrical works, from

major electrical infrastructure to the installation of low carbon heating systems and EV charging points.”

Professor Smith, who has won a number of key awards for the positive impact of applied research for industry, society and the environment, went on: “The critical and ‘keystone’ role of the electrical sector will support the net zero transition across both transport and buildings – our two largest emissions sectors, accounting for 47% of all emissions.





↑ Linda presents triumphant Scottish Futures Trust CEO Peter Reekie with his prize



↑ SNIPEF's Richard Campbell and Tim Power from Connect receive the prize for the highest table score in the quiz, alongside SELECT's Iain Mason



↑ Judith Wilson and Linda Rolfe were our quiz masters for the day

“Electricians will have a major responsibility in underpinning proactive health and safety approaches and certified work, which supports trust and engagement for the wide range of clients they will work for and with, in the net zero journey and transition.”

A LIFE OF LEARNING

It was then on to our grand finale, as Mike returned to the podium to reveal the recipient of the 2024 SELECT Lifetime Achievement

“SOMEONE ONCE SAID THAT IF YOU CUT OUR WINNER IN HALF HE WOULD HAVE THE WORD SELECT RUNNING THROUGH HIM LIKE A STICK OF ROCK, WHICH I FULLY BELIEVE”

Award. Announcing the honour, he said: “Throughout his business life, our winner has always sought

to increase his knowledge of the electrical industry and has never sat back and rested on his laurels.

“He has always embraced change and improvements, both to his own individual performance and for those who he employs.

“It’s testament to his skills and devotion to his trade that he now works for second or even third generations of his original customers, which gives him and his long-serving team great satisfaction.”

Mike went on: “While some of his apprentices still work with the



↑ John Noble being congratulated by Mike Stark as he collects his award



↑ More than 80 guests attended this year's President's Lunch



↑ John Noble thanks guests after being presented with his award



↑ Darren Crockett closed the 2024 event and thanked guests for attending



↑ Linda announces the winners of the day's fun interactive quiz

business, many others now own their own firms and recruit their own apprentices, carrying on the great example set by their first employer.

"Someone once said that if you cut our winner in half he would have the word SELECT running through him like a stick of rock, something which I fully believe."

To thunderous applause, Mike then revealed that the recipient of this year's award was former SELECT President John Noble, who made a short speech thanking his family

for their support and his belief that "without apprentices, our industry can't exist".

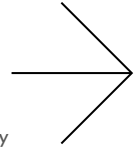
There was still time for more surprises, with Events Manager Linda Rolfe and co-host Judith Wilson taking centre stage to ask the questions in a fun interactive quiz for guests.

After some frantic fastest-finger-first action, the CIOB's Jocelyne Fleming and SFT CEO Peter Reekie scooped the top prizes for their electrical and construction knowledge. The day's final words

went to SELECT Vice President Darren Crockett, who delivered the closing remarks to the room.

Darren told our guests: "I would like thank everyone for attending today. We really appreciate you taking the time to support our event.

"Professor Smith also gave us a lot to think about and it's great to know that we have such a keen advocate of our sector." ■



Images: Mark Jackson Photography

Nurturing the next generation

Award-winner John Noble has always been dedicated to supporting new talent, whether through his firm's apprentices or his family joining the business

IFETIME Achievement Award winner John Noble grew up on a sheep farm in the Pentland Hills, but was always more at home with the farm machinery than the livestock.

This love of technology saw him set up his own business in the 1970s having served a three-year apprenticeship between 1972 and 1975 due to a skills shortage.

From the very start, he made it clear that he wanted to "grow his own" workforce and in 1982 John Noble Electrical Contractors employed its first apprentice.

Since then, the firm has recruited at least one apprentice every year and has trained more than 50 in total – a remarkable achievement for a small electrical firm.

Based in Bonnyrigg, Midlothian, the business has always been a family affair, with many close relatives playing a role down the decades and his son Alasdair now carrying on the good work as the firm's Operational Director.

John became Chair of SELECT's Edinburgh and South East of Scotland Branch in his late 20s and in 2011, was elected President of SELECT.

Since stepping down as an office bearer in 2016, he has continued to serve the industry including as a board member of the Scottish Joint Industry Board (SJIB) and Trustee of the Scottish Electrical Charitable Training Trust (SECTT).

John said: "I feel that proper training is essential to the future of the industry, and to the future of a society which will depend so heavily on the skills and experience of electricians.

"It is a great honour for me to be recognised by my peers with this award, and I would like to thank my family for their support as without them I wouldn't be here today.

"I would also like to thank everyone at SELECT for their support and guidance over the years and I still feel that it is great to be a Member of the association." ■



"IT IS A GREAT HONOUR FOR ME TO BE RECOGNISED BY MY PEERS WITH THIS AWARD, AND I WOULD LIKE TO THANK MY FAMILY FOR THEIR SUPPORT AS WITHOUT THEM I WOULDN'T BE HERE TODAY"

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Technical

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It's important to have the right support

Our guest columnist casts an expert eye over some of the ways to avoid undue strain on cables, as well as delving deeper into the requirements of BS 7671

WORDS JAKE GREEN

Head of Technical Engagement,
Scolmore Group



Scolmore
GROUP

THOSE of you familiar with BS 7671 will know that it says that wiring systems must be selected and erected to avoid during installation, use and maintenance, damage to the sheath or insulation of cables and their terminations (Regulation 522.8.1).

To ensure the requirements of this regulation are met, cables not installed in conduit or trunking are typically supported using a range of clips, saddles, band, glands and ties.

REQUIREMENTS

All cables and conductors must be supported in such a way that the level of mechanical strain which naturally exists will not cause either the cable/conductor or the terminations to be compromised (522.8.5).

Furthermore, all cable supports and enclosures shall not have sharp edges liable to damage the wiring system, and cable/conductors are not to be damaged by the means of fixing (522.8.11 and 522.8.12).

It is important, therefore, that care is taken when selecting for use supports that are appropriate for the cable/conductors.

TYPES OF SUPPORT

There is a wide range of options available for the contractor when selecting cable supports. These include among other things:

- Cable ties
- Cable cleats
- Cable clips
- Cable tie accessories
- Cable glands.

The type of fixing will depend on the nature of the surface to which the support is fixed. For example, cable ties would be suitable for fixing cables installed on basket tray or cable tray, whereas cable clips would be suitable for wooden surfaces. Similarly, the type of support will depend on the type of cable being installed. For example, cable cleats will be suitable for steel-wire armoured cables.

GUIDANCE

The guidance issued within the On-Site Guide (OSG) published by the IET is helpful in deciding



↑ Cable glands are an option for electricians

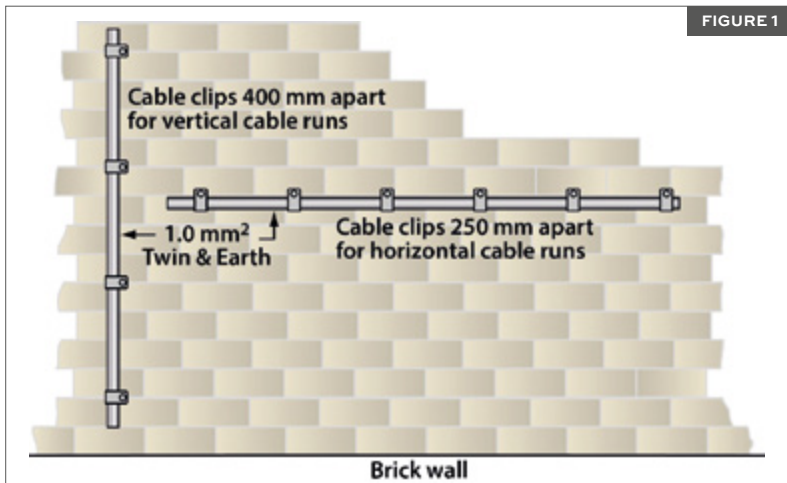
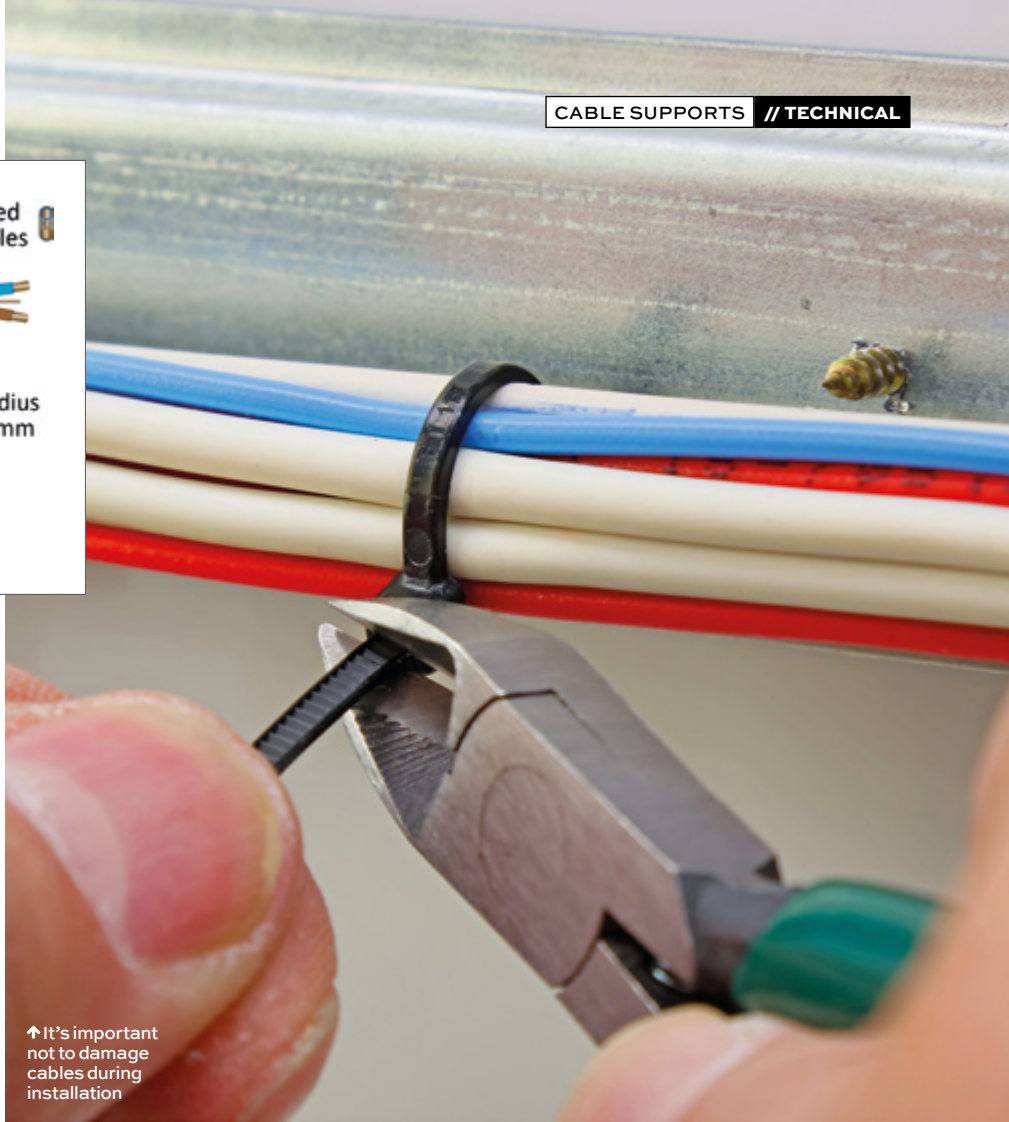
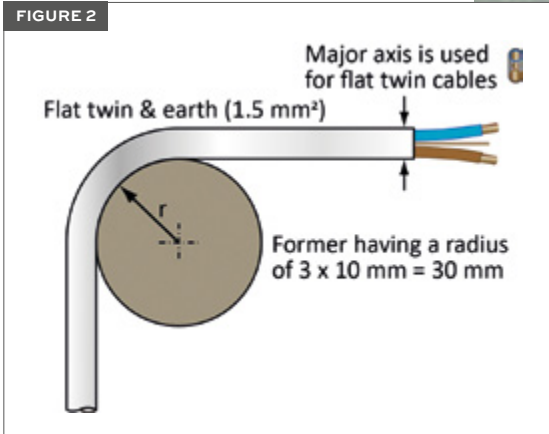


FIGURE 1

FIGURE 2



↑ It's important not to damage cables during installation

on the nature of cable support and the distances recommended between clips.

Appendix D covers cables generally, specific applications such as caravans and the like, overhead wiring as well as conduit and trunking support.

Table D1 details spacings of supports for cables in accessible positions.

Figure 1 on the opposite page gives an example of the recommended distance between clips for a cable having a diameter not exceeding 9mm based on Table D1. As the cable diameter increases, the distance between clips is permitted to grow.

While the support distances are important, it remains the case that the purpose of cable supports is to ensure there is no undue strain on the cable or its terminations.

Similarly, when cables are bent it is important there is no undue strain on the internal conductors caused when the bend is too tight (522.8.3).

Figure 2, pictured above, shows an example of the recommended bending radius for 1.5mm² insulated and sheathed twin and earth (Table D5 OSG).

CABLE ENTRY

Two issues must be addressed when cables enter an accessory – the risk of damage to the sheath or insulation at the point of entry, and any potential strain on connections.

Where a cable enters a metallic accessory box having no protection from sharp edges, there is a risk that the insulation surrounding conductors may become damaged leading to arc and shock risk. Where cables enter a metallic accessory box, it is important that protection is provided, such as with rubber grommets or similar.

Even where cables entering an accessory box or other metallic enclosure are protected from damage,

terminations may still be impacted by strain as cables are left unsupported. In such circumstances it is necessary for suitable support to be provided and compression glands provided to ensure the electrical and mechanical strength of terminations (522.8.5 and Note).

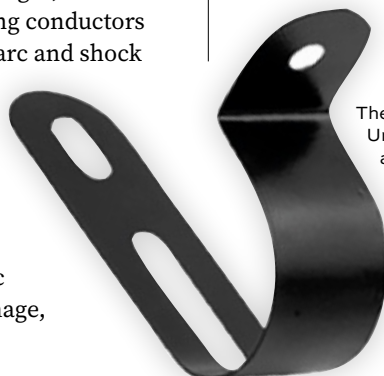
CONCLUSION

All cables and conductors must be suitably supported to ensure that no undue strain exists on the cable or the terminations (522.8). Care should be taken to select appropriate support – e.g. clips, glands and the like – for cables. Unicrimp has a range of such products to help the contractor in carrying out their duties. Find out more at www.unicrimp.com ■



↑ The On-Site Guide provides valuable advice

Figures 1 and 2 courtesy of TJ Bratley



The Scolmore Group incorporates Click, OVIA, ESP, Sangamo and Unicrimp. As one of the UK's leading manufacturers of products and solutions for the electrical industry, it has been designing, developing and manufacturing an ever-expanding product range for more than 30 years, including electrical accessories, lighting, home automation, security and cable accessory solutions. Find out more at www.scolmore.com

← Metal cable cleats are available

Get the facts on installing fire alarms

In this article, our Associate Member takes us through considerations for contractors when designing, installing, commissioning and maintaining domestic fire detection and fire alarm systems

WORDS
CALUM MANSELL MIET
Electrical Technical
Safety Manager,
CORGI Technical
Services



SINCE February 2022, following an extension to the Tolerable Standard by the Housing (Scotland) Act 1987 (Tolerable Standard) (Extension of Criteria) Order 2019, all homes in Scotland, regardless of tenure, are required to have:

- One smoke alarm in every circulation space on each storey, e.g. halls, landings, etc
- One smoke alarm in the room most used during the daytime
- One heat alarm in the kitchen
- All alarms interlinked, either through a wired or wireless system
- Alarms to be mains-powered or have a tamper-proof lifetime battery
- All alarms ceiling mounted, unless indicated as suitable for wall mounting by the manufacturer
- All alarms regularly maintained and tested.

British standards are not legislation and compliance with a British standard does not provide legal immunity. Nonetheless, for any competent person, adhering to the most recent standard is unquestionably the best defence in any legal proceeding.

It is common for organisations to refer to compliance with BS 5839-6: *The Code of Practice for the design, installation, commissioning, and maintenance of domestic fire detection and fire alarm systems in domestic premises.*

Its current version was published in 2019 and was subject to an amendment in 2020. BS 5839-6 is recognised as providing guidance and recommendations to support those implementing fire precautions, such as architects, enforcing

authorities, installers and designers. It should not be cited as a specification; claims of compliance should be accurate and any deviations from the standard should be justified.

DESIGN

Table 1 of BS 5839-6 recommends minimum grades and categories of fire detection and fire alarm systems in typical premises.

While the Tolerable Standard permits battery-powered detectors via a tamper-proof battery, i.e. Grade F1 system as per BS 5839-6, this would not meet the minimum recommendations of Table 1 for all classes of premises.

For example, a minimum of a Grade D1, Category LD2 system is recommended for any rented, existing, new, or materially altered single-family dwelling, where no floor exceeds 200m² and the dwelling is no more than three storeys:

- **Grade D1:** A system of one or more mains-powered detectors with an integral standby supply consisting of a tamper-proof battery or batteries.



SMOKE ALARM
Do not Switch off.

↑ Example label, to be affixed by any device that isolates the power to the smoke alarm(s)

CAUTION. SMOKE ALARMS CONNECTED TO THIS CIRCUIT.
Do not switch off.

↑ Example label, to be affixed by any device that isolates the power to the smoke alarm(s) when connected to a lighting circuit

• **Category LD2 system:** Includes detectors in high-risk areas, such as any kitchen and principal habitable room, along with circulation spaces that form part of escape routes, e.g. hallways and landings. Furthermore, the standard takes account of the increasing amount of electrical equipment installed within the loft space, such as solar photovoltaic (PV) inverters or boilers.

The mix of electrical equipment in a location, which may include exposed timber, felt roof covers and storage of combustible materials such as cardboard boxes, increases the risk of fire.

Designers are advised, as per Clause 11.1, that where this is the case, any Category LD2 system needs to incorporate a detector within the loft.

Recognising there is a risk of unwanted alarms due to dirt or dust, Clause 11.2 also recommends the use of an ionisation chamber smoke detector or a multi-sensor detector with compensation for drift.

INSTALLATION

Clause 15.4 recommends all Grade D power supplies to be connected to an independent circuit or connected to a local lighting circuit. However, the recommendations for labelling within the clause can be overlooked. The examples above show the different recommendations for labelling based on the power supply.

Clause 16.4 recommends that “conductors used for interconnection of smoke or heat alarms should be readily distinguishable from those supplying power, e.g. by colour coding”. However, it is still common to find the interlinking conductor covered with sleeving or insulation tape. To avoid confusion, any interlinking conductors



↑ Make sure you're familiar with the requirements

that operate at extra-low voltage should be readily identifiable from those operating at low voltage.

COMMISSIONING

Clause 23.3 recommends a design, installation and commissioning certificate to be issued following the completion of a fire detection and fire alarm system.

Annex E contains a model form for Grade C, D and F systems. The certificate has a section where any variations from the standard should be recorded.

A variation is defined as an “intentional departure from a specific recommendation of BS 5839”.

A common variation is where certain tests are performed in accordance with manufacturer instructions as opposed to the recommendations of Clause 23.3, e.g. pushing the test button as opposed to undertaking a smoke or heat test. It is important to note that a variation is not intended to account for errors in design, installation or commissioning and may need the prior agreement of third parties, such as those charged with fire safety enforcement.

MAINTENANCE

Clause 25.2 recognises that in Grade C and D systems, manual test switches can be installed to aid accessibility when undertaking routine testing.

Detectors installed in loft spaces or on high ceilings make access problematic for those testing the fire detection and fire alarm systems. Therefore, as a competent designer, consideration for those undertaking the maintenance and regular testing of the system is essential. Table 3 of BS 5839-6 offers recommendations on testing and battery replacement, and for Grade D systems, this includes:

- The user carrying out a monthly test by pushing the test button
- Internal batteries should be replaced in line with manufacturer requirements or at low battery levels, whichever is earliest. ■

CORGI Technical Services has been synonymous with safety for more than 50 years. Offering a range of safety services and expertise including auditing, consultancy and training, it works with housing associations, local authorities and facilities management companies, with extensive experience of electrical auditing across thousands of properties. Find out more at www.corgitechnical.com

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Training

MORE INFORMATION

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Shining a light on work safety

Ahead of our upcoming training course on emergency lighting, we take a look at the updates contained in a new code of practice and explain why it's essential reading for contractors

WORDS
JENNY CRYANS
Training Manager



↓ The new publication replaces the 2004 version



A NEW publication of BS EN 50172:2024 code of practice for emergency escape lighting systems came into effect on 31 July, superseding the previous 2004 version which will be withdrawn on 27 May 2027.

Self-contained and centrally powered emergency escape systems are installed to safeguard building occupants and provide emergency lighting when the normal mains lighting fails.

To ensure that this happens, BS EN 50172:2024 details operational requirements for emergency escape lighting in non-residential buildings and is intended to be read in conjunction with BS EN 1838:2013.

The entirely revised European document covers:

- Installation requirements
- Verification, operation and maintenance documentation
- Test requirements.

As well as architects, building facilities staff and the fire services, BS EN 50172:2024 is particularly useful for electrical designers and inspectors.

The reasons for using it are numerous and include:

- **Safety** – emergency escape lighting is a key element of building safety and critical to preventing harm and saving lives in emergencies.
- **Performance** – BS EN 50172:2024 includes requirements for initial verification and continuous system monitoring and maintenance, ensuring long-term performance, which is just as essential as initial proper installation.
- **Compliance** – BS EN 50172:2024 helps users and suppliers of systems demonstrate their adherence to fire safety legislation and to comply with legal requirements throughout Europe in relation to installation and monitoring of emergency lighting.
- **Flexibility** – as systems and how they operate become more complicated, BS EN 50172:2024 defines safety controls in a way that ensures system variants can be configured and will still give safe illumination in an emergency. It also identifies which standards should be used to ensure a suitable quality of equipment is incorporated in the systems and provides information for them to be used correctly.

↑ Emergency escape lighting can save lives



SIGN UP FOR PV AND BATTERY TRAINING

Following their successful rollout in 2023, SELECT is now offering further training courses in the installation of solar PV and electrical energy storage systems.

Held in partnership with leading training provider GTEC, the three-day

solar PV course will be held at The Walled Garden from 17-19 March 2025.

The two-day battery storage course will also be hosted at our dedicated Training Centre outside Edinburgh and will run on 20 and 21 March 2025.

Both courses are booked directly

with GTEC Training and Members will need a booking code, which is 'Select23'.

For further information, pre-course requirements and costs, go to bit.ly/select-train-25 or scan the QR code on the right.



Upcoming SELECT training courses

Course	Duration	Venue/Format	Date(s)
BS 7671 Training			
209* Initial Verification	1 day	Cambuslang	29 October
		Edinburgh	19 November
214* Inspection & Testing (including periodic inspections)	2 days	Cambuslang	29 & 30 October
		Edinburgh	19 & 20 November
218* Requirements for Electrical Installations	1 day	Edinburgh	28 October
		Glasgow	13 November
Health & Safety Training			
102 ECS Health, Safety & Environmental	1 day	Online	5 November
222 The Electrotechnical Site Safety Assessment (TESSA)	1 day	Online	24 October 7, 26 November
Technical Training			
205 Electrical Awareness	1 day	Edinburgh	6 November
207 In-service Inspection & Testing of Electrical Equipment	1 day	Edinburgh	20 November
221 Emergency Lighting	1 day	Online	20 November
324 Electric Vehicle Charging Equipment Installation	1 day	Cambuslang	14 November
		Edinburgh	16 October 18 November
		Online	29 October 28 November
Management Training			
215 Site Supervisory	2 days	Online	6 & 13 November

*All of our BS 7671 Training Courses are now SQA Customised Awards. The dates shown above refer to the day-training course element. Full programme information can be seen on our website www.select.org.uk



- **Relevance** – BS EN 50172:2024 has been completely revised to reflect current technology and practice; commissioning, testing and recording procedures have been expanded to cover a wider range of types of system and application, plus the layout has been updated to align it with current equipment and operational practices.

- **User friendly** – BS EN 50172:2024 also details procedures that should be avoided. For example, plug and socket joints in the supply system should not be used within arm's reach as this would not provide any protection against accidental disconnection.

Other key changes introduced in the publication include new requirements for system 'handover' and documentation and new requirements for automatic test systems.

Informative annexes for rated duration and activation times have also been added, along with on-site luminance and illuminance measurements and references to newer battery technologies.

SIGN UP FOR OUR TRAINING COURSE

If you're looking to update your emergency lighting training, SELECT is offering a virtual classroom course on 20 November, costing just £163 plus VAT per delegate for SELECT Members.

To find out more and to book, please contact our dedicated Training team by emailing training@select.org.uk or calling **0131 445 5577**. ■

Training is vital to make sure that everyone can work safely



Health & Safety

The pursuit of core competency

Our Associate Member explains the importance of competency within hazardous area sectors and the key pathways to becoming CompEx certified

WORDS
ALAN MONTGOMERY
Head of Qualifications,
CompEx



THROUGH a network of independent approved training providers, CompEx qualifications have set the global standard for occupational competency in industrial sectors including oil and gas, pharmaceuticals, food manufacturing and utilities.

CompEx qualifications are based on international technical standards, directives and regulations – predominantly IEC 60079 – which establish a consistent, global standard for core knowledge, skills and behaviours.

We typically see practitioners start their competency journey through two pathways:

- Foundation (ExF) / Foundation+ (ExF+) – suitable for those who have little or no experience working in hazardous areas but are looking to obtain a basic understanding of Ex principles
- EC&I installation and inspection (Ex01-Ex04) – a common entry point for industrial electricians and instrumentation technicians.

These qualifications cover the minimum requirements for safe working practices and ensure technicians have the vital knowledge and skills needed to be aware of their surroundings and are able to identify risks and apply safety measures, thereby protecting both personnel and assets from potential dangers.

Many first-time candidates find courses like Ex01-Ex04 challenging. We always recommend that individuals arrive on Day 1 well prepared and suggest they undertake pre-learning, such as the Foundation+ qualification which includes a practical skills assessment.

SKILLS TO PROPEL FUTURE SUCCESS

We're often asked about the transferability of CompEx qualifications, and they're designed with flexibility at their core.

We've responded to macro trends such as energy transition, COVID-19, Brexit and rapidly changing technology and recognise that individuals are increasingly looking for opportunities to upskill and reskill.

However, in the energy industry for instance, only one third of workers feel they have the skills needed for future changes such as net zero, and a further 26% don't know how to access the training that will allow them to adapt to these changes.*

CompEx qualifications offer broad applicability across many sectors and regions. The skills and knowledge acquired can be transferred across industries which not only boosts the employability of practitioners but also supports businesses



↑ New qualifications will help you boost your career



↑ Your skills can be updated to suit your requirements

Incidents are a cause for concern

The Building Safety Group (BSG) has reported a 33% increase in major traffic management breaches on construction sites. The report was based on 7,000 site inspections carried out during the first half of 2024, which compared Q1 with Q2.

The analysis is a cause for concern when, according to the HSE, an average of seven workers die annually as a result of accidents involving vehicles or mobile plant on construction sites, with a further 93 seriously injured.

Some of the more common types of traffic management violations include:

- Inadequate signage and road markings
- Improper traffic control measures
- Lack of trained traffic marshals
- Failure to maintain safe access and egress
- Inadequate lighting and visibility
- Non-compliance with traffic management plans.

The law says that companies must organise a construction site so that vehicles and pedestrians using site routes can move around safely.

The routes need to be suitable for the persons or vehicles using them, in suitable positions and sufficient in number and size.

The term 'vehicles' includes cars, vans, lorries, low-loaders and mobile plant such as excavators, lift trucks and site dumpers, etc.

A BSG source said: "Construction site vehicle incidents can and should be prevented by the effective management of transport operations throughout the construction process."

Members can access a wealth of traffic management documents on the free BSG Hub, as well as viewing videos and podcasts on BSG's YouTube channel.

GOOD ADVICE IS FREE!

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.



"COMPETENCY IS AN ONGOING JOURNEY, SO IT'S IMPORTANT TO REFRESH YOUR EXISTING KNOWLEDGE"

which are diversifying or operating across multiple sectors and into green energy.

For example, an Ex01-Ex04 certification is recognised in new and emerging sectors such as hydrogen and battery storage.

The CompEx Knowledge

Hub also offers a wealth of additional learning resources including video content, a reference library and regularly updated materials, which are free to access even for non-CompEx practitioners.

CONTINUOUS LEARNING JOURNEY

Competency is an ongoing journey, so it's important to refresh your existing knowledge and understand any updates to best practice or technical standards.

In hazardous environments, it's imperative that practitioners maintain current certifications in core competencies throughout the five-year validation period, which is defined within the international standards. ■

CompEx is the recognised qualifications framework for hazardous area personnel, enabling organisations to embed competent people at the heart of their operations. To start your competency journey, visit www.compexcertification.com where you'll find valuable resources and insights to help you enhance your skills and grow professionally.

*Bright Futures: Decarbonising the UK's Energy Workforce, July 2023



↑ Good traffic management on site is essential

Industry insight

Family values at work



As well as offering health benefits to your immediate staff, extending the level of support to help them look after their own families can help drive further business success

WORDS
ROB LOW
Business Development
Executive, EC Insurance
Services Limited



RUNNING an electrical contracting business is demanding. You're managing deadlines, keeping clients happy and juggling the challenges of leading your team.

One of the main reasons we work so hard is to give our loved ones a sense of security – because, at the end of the day, family is at the heart of everything we do.

Your employees share those same values. And while pay is important, there are ways your business can support what matters most to them that go beyond just a wage. But does making room for your employees' family values really pay off?

THE BUSINESS CASE FOR FAMILY VALUES

Supporting families isn't just a nice gesture – it makes good business sense. According to the Institute for Employment Studies (IES), an independent research organisation

specialising in workplace issues, companies prioritising family values see real benefits.

The IES has studied employment practices for decades, showing that businesses with family-friendly policies have fewer sick days, attract top talent more easily and see better productivity.

For electrical contractors trying to manage heavy workloads and retain skilled workers, building a family-friendly culture isn't just the right thing to do – it's a smart business move.

REDUCING ABSENTEEISM THROUGH FAMILY SUPPORT

One of the most immediate benefits of embracing family values is reducing casual sick days.

Employees who feel supported in balancing work and family life are less likely to take unscheduled time off due to stress or personal issues.

In an industry where reliable team members are crucial, even small improvements in attendance can significantly impact productivity.

ATTRACTING AND RETAINING TOP TALENT

The challenges of finding and retaining staff in the electrical contracting sector are well



"BUSINESSES CAN EFFECTIVELY SUPPORT FAMILY VALUES BY OFFERING BENEFITS BEYOND THE BASIC WAGE – LIKE FLEXIBLE WORKING ARRANGEMENTS OR EMPLOYEE-PAID PRIVATE MEDICAL INSURANCE FOR DEPENDANTS"



documented, but companies with a family-friendly culture can stand out to top talent.

When potential employees see that your business genuinely cares about their wellbeing and values what's important to them, they're likelier to choose and stay with you over competitors.

This loyalty reduces staff turnover and cuts the costs and disruption of frequently hiring and training new staff.

BOOSTING PRODUCTIVITY AND PERFORMANCE

Productivity is another area where family-friendly policies can have a significant impact.

Employees who feel that their family commitments are respected and supported are less distracted and more focused at work. The result? Higher-quality output and fewer mistakes.

In electrical contracting, where margins for error are slim, increased focus can be the difference between a smooth project and one that overruns.

PRACTICAL STEPS: SUPPORTING FAMILY VALUES IN YOUR BUSINESS

Businesses can effectively support family values by offering benefits beyond the basic wage – like flexible working arrangements or employee-paid private medical insurance (PMI) for dependants.

These initiatives show a genuine commitment to employee wellbeing and help ease the stress that often comes with balancing work and family life.

When employees know their employer actively supports what matters most to them, it strengthens loyalty and can lead to a more engaged, committed workforce.

ADDRESSING COST AND IMPLEMENTATION CONCERNS

Of course, cost and complexity are often the first concerns when considering new employee benefits.

However, options like employee-paid PMI for dependants are structured so that the financial burden isn't on your business. Employees opt-in based on their needs, while your company still reaps the benefits of reduced absenteeism and higher morale.

Additionally, implementing these benefits doesn't have to be complicated. With the proper support and clear communication, rolling out family-friendly initiatives can be straightforward.

HOW TO ADD FAMILY MEMBERS TO A PMI SCHEME

One of the most tangible ways to align your business with family values is by offering employees the option to extend their PMI coverage to their family members.

This shows your commitment to what matters most to them and provides peace of mind that their loved ones have quick access to healthcare when needed.

Here's how the process typically works:

- **Eligibility:** Employees can usually add a spouse, partner and dependent children to their existing PMI plan.
- **Enrolment process:** This can be done during the policy renewal period; mid-term additions are also allowed. Employees provide the details and coverage is extended.
- **Cost and payment:** The additional cost is typically covered by employees themselves through payroll, allowing your business to offer a valuable benefit without bearing the

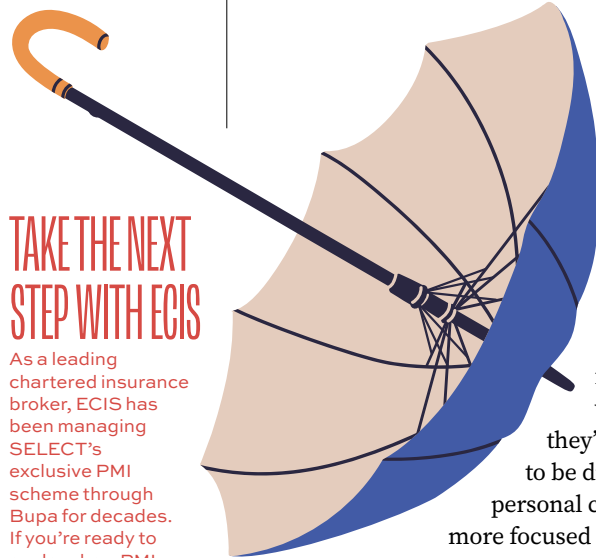
financial burden.

Offering this flexibility supports your employees' family values while building loyalty and trust. When workers know their families are well-protected,

they're less likely to be distracted by personal concerns and more focused on the job.

Whether you're looking to introduce PMI or want to offer your team the option to include their loved ones in their coverage, ECIS can guide you through the process.

Supporting family values isn't just good for your employees – it's a strategic investment in the future of your business. ■



TAKE THE NEXT STEP WITH ECIS

As a leading chartered insurance broker, ECIS has been managing SELECT's exclusive PMI scheme through Bupa for decades. If you're ready to explore how PMI can benefit your employees and their families, contact the ECIS Benefits Team at ecis@ecins.co.uk or call 0330 221 0241. You can also visit ECIS at www.ecins.co.uk

Watch out for changes to insurance work

WORDS
MIKE HEPBURN
Senior Manager –
Employment Taxes,
BDO



If you carry out any kind of insurance work, you could well be impacted by a new HMRC initiative that focuses on the Construction Industry Scheme

HMRC is currently involved in a major education of insurance companies, insurance brokers and loss adjusters which may impact the electrical trade in a big way.

This campaign involves a ‘One to Many’ letter sent electronically to relevant insurance businesses in July which served a dual purpose:

- To encourage businesses to consider, and adhere to, their Construction Industry Scheme (CIS) obligations
- To increase the number of compliant large business insurance sector entities registered for CIS as “deemed contractors”, thereby enhancing overall tax compliance within the construction sector.

The focus of the letter is on insurance sector entities that

may engage in “construction operations”, either directly with sub-contractors or through a loss adjuster or broker acting on their behalf. This applies to groups irrespective of their current CIS registration status.

The crux of the letter is to ensure that insurance sector groups which incur construction operations expenses exceeding £3 million in any rolling one-year period are duly registered for CIS as “deemed contractors”.

It explains that it is imperative that they verify sub-contractors paid, make deductions where applicable from all sub-contractors, including loss adjusters, and accurately report these deductions in their monthly CIS returns.

You might well say: “This shouldn’t affect me as I only do insurance work for some small loss adjusters.” However, do you know who ultimately owns that

“IF THE CONTRACT TO REPAIR INCLUDES ANY MAKING GOOD TO THE BUILDING OR STRUCTURE, THEN THE SCHEME WILL APPLY TO ANY PAYMENT UNDER THAT CONTRACT”



business? Because if it's part of a larger group, they could easily breach the £3 million test and could start asking you to produce all your CIS registration documents or risk 30% withholding tax on your invoice.

So what operations are within scope of the CIS? Well, FA04/S74(2)(c) states: "Installation in any building or structure of systems of heating, lighting, air-conditioning, ventilation, power supply, drainage, sanitation, water supply or fire protection."

This provision is straightforward enough, but you should note that:

- Only systems of a type listed in the subsection above are included and it doesn't include other systems that may be found in a building or structure, e.g. public address, security, IT etc.
- It only applies to installation of these systems, not their repair, maintenance, alteration or extension.
- Replacement of a system, e.g. complete electrical rewiring, amounts to installation – this can be as a result of an insurance claim.
- Installation of such systems in locations other than a building or structure is normally caught by the other provisions of FA04/S74 (2). For example, external illumination of a building often involves running power lines to lights located at some distance from the walls. These lines are "works forming part of the land" (FA04/S74 (2)(b)) and as such are also caught.

So now let's look at some general considerations and special cases...

'SYSTEMS' GENERALLY

This provision refers only to the installation in a building or structure of the following service systems:

- **Heating** – including central heating systems, hot air convection systems and storage heating systems.
- **Lighting** – including electrical lighting systems that provide illumination to the interior of a building or structure but does not include street lighting.
- **Air conditioning** – normally these are systems that use refrigerant, compressors and fans to cool the internal temperature of buildings and structures.

↑ It's important to keep up to date with rules on insurance

GETTING EXPERT HELP

BDO offers a comprehensive range of financial services to help support your business, from VAT compliance and health checks to training and resolving disputes with HMRC. The team is committed to providing clear, practical advice that adds real value to your business. Find out more at www.bdo.co.uk



↑ Educating yourself and your staff is a good idea

- **Ventilation** – normally these are systems that allow clean/fresh air to flow in a building/structure, or the removal of stale air, dust or fumes, and can also be used to tackle condensation or humidity.
- **Power supply** – systems that supply power such as electricity, e.g. electrical wiring and cabling in buildings and structures.
- **Drainage** – any system that takes waste water away from a building, e.g. guttering, downpipes, waste pipes, overflows and external drainage, up to the point that they join the main sewer system.
- **Sanitation** – toilets, urinals, hospital sluices and associated pipe-work.
- **Water supply** – can include water mains pipework to property, stopcock, water meters, hot and cold water pipework to taps, baths, showers, water tanks and so on, when carried out as part of the installation of the water supply system.

Although repairs to building service systems are not in isolation caught by the scheme, if the contract to repair includes any making good to the building or structure, then the scheme will apply to any payment under that contract.

REPAIR OF SYSTEMS

The legislation regarding building service systems only refers to their installation. Therefore, repairs to any of these systems are outside the scope of CIS.

Rewiring a single defective circuit or replacing a burned-out ventilation fan are both plainly repairs to a part of the overall building system.

Even where the repaired or replaced item may represent a significant component part of the overall system, e.g. a central heating boiler, its replacement does not constitute "the installation of a system of heating" and therefore won't fall within CIS.

Repairs or replacements to building service systems will be caught if they're carried out as part

of a mixed contract of works, e.g. a payment under a single contract to repair both a broken gutter (normally excluded) and replace broken roof tiles will all be caught under the scheme.

A full list of all types of work falling within the CIS can be found in the appendices of HMRC's booklet 340, which can be found at www.gov.uk.

Insurance companies may well be educating themselves for future contracts with you – so now is the time to refresh yourself. ■

Keep clear of collateral damage

Our legal experts explain how to make sure you understand an essential part of a project's paperwork with their latest construction case study

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.

IN THE UK construction industry, collateral warranties are an essential part of project documentation required to be put in place for construction projects. They are contracts which are collateral to (i.e. sit alongside) an underlying contract. These are usually seen as collateral to building contracts, sub-contracts or consultant appointments.

The warranty creates a contractual link where there would otherwise not be one, thereby enabling a third party, such as a purchaser or tenant occupying or buying recently completed buildings, to have a direct contractual relationship with an employer or contractor. That third party can then rely upon the undertakings or covenants contained in the warranty in order to bring an action in contract against the warranting party if there has been a breach.

Without this contractual relationship, the third party would be unable to successfully sue in contract and would have to rely upon a claim in delict.

However, the courts have shown a reluctance to allow third parties to successfully claim in delict against contractors or consultants as most actions

relate to financial consequences of defects at a property and this is considered to be pure economic loss and therefore not recoverable.

When the Housing Grants, Construction and Regeneration Act 1996 came into force, commentators took the view that collateral warranties were not construction contracts for the purposes of Section 104 of the 1996 Act. This legislation states that a "construction contract" means an agreement with a person for any of the following – the carrying out of construction operations (s.104(1)(a)) and/or arranging for the carrying out of construction operations by others (s.104(1)(b)).

However, the decision by the Supreme Court in *Abbey Healthcare (Mill Hill) Ltd v Augusta 2008 LLP* has shed some light on this confusion.

Put briefly, the Supreme Court held that a collateral warranty will not be a construction contract if it merely promises to perform obligations owed to someone else under the building contract. There has to be clear wording suggesting construction operations.

The consequence of this means that most collateral warranties will not be construction contracts, and so there will not be a statutory right to adjudicate disputes arising under them. However, it should be noted that this decision will not preclude parties from providing for a contractual right to adjudicate in collateral warranties if they wish to. It will be a question of choice instead of statutory right. ■

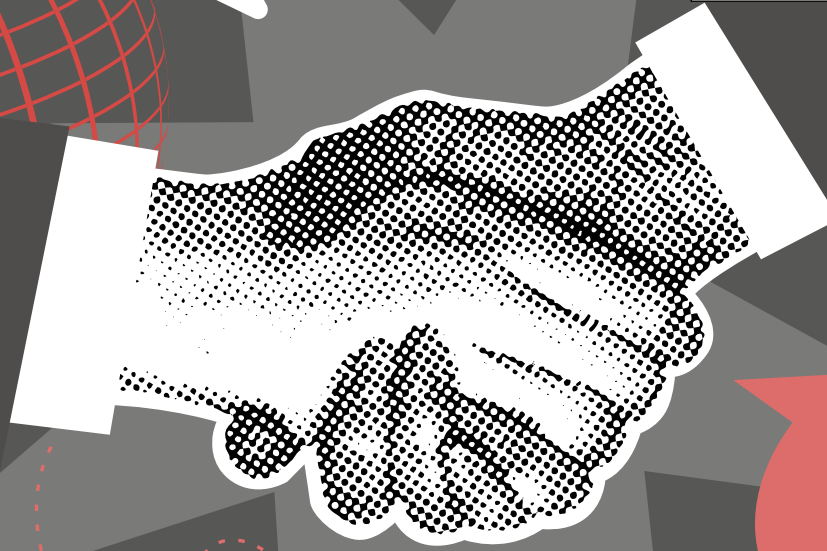


↑ Contractual relationships are an important part of building projects

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Firms have clause for concern

Contractual issues are a major problem for businesses, so it's important to know what you're signing up to

WORDS
LEN BUNTON
FRICS FCIArb,
HON FRIAS
Contract Expert



SIGN UP NOW

If you haven't already done so, remember to sign the Conflict Avoidance Pledge and show your commitment to a fairer industry. For more information, and to see who's already signed, go to www.rics.org/capledge



Conflict Avoidance Pledge

DON'T think I've ever dealt with as many commercial and contractual issues as I'm dealing with now, but it's a sign of the times as financial pressures continue to mount in our industry.

A consistent problem is the price contractors are paying for entering into unfair contracts some time ago, with many now having to fight their way out of significant amendments and provisions.

So how can you secure lucrative work without getting into a contractual mess? Well firstly, when a contract comes in for tendering, read the contractual provisions to establish if they're too onerous to even consider putting a bid in. You need to understand from the outset what you're getting into to ensure you don't sign your company away.

In recent podcasts, I've also said that commercial managers and organisations themselves really need to get up to speed with the range of various contracts and understand the provisions of JCT 2024 and NEC 4. JCT are currently publishing amendments to previous contracts and there is plenty of information at www.jctltd.co.uk to help you understand them and their implications.

NEC4 takes a lot of study, but CECA has published an excellent set of bulletins that take you through everything – go to www.ceca.co.uk to find out more.

Amendments to standard contracts are another common problem, and one which I've been speaking

out against vociferously for more than 15 years.

These amendments aren't there to help – they're an attempt to transfer greater risk than is necessary to you and the contracting supply chain. Some common ones are amending payment terms, extending the notice period for suspension for non-payment to 14 days and linking retention release to the date of completion of the main contract rather than the sub-contractor's work. I also see attempts to impose liquidated and ascertain damages on sub-contractors.

Difficult though it may be – particularly in the current financial climate – on occasions like these you simply have to say: "This isn't for me."

Sub-contractors also need to be aware that many contractors have developed their own terms and conditions which again need to be read very carefully to identify the high-risk clauses.

We're definitely seeing termination provisions that allow the client or contractor to terminate for any reason with the dreaded phrase: "Failure to proceed regularly and diligently."

It's highly unlikely you'll ever be able to persuade a client or contractor to remove that particular provision, so to protect your company, ensure you communicate with them regularly, notifying them of any delays, disruption or any other circumstances.

So in summary:

- Review contracts closely to identify any potential issues
- Keep up to speed with the latest contract developments
- Maintain clear lines of communication at all times
- Don't be afraid to walk away completely.

Sadly, I advised one client to do the last point recently and he replied: "Len, I hear what you're saying, but we badly need the work so I'm going to take a chance and will worry about any issues in six months' time". My fingers are crossed that I don't get a call from him next March... ■

How to keep your people engaged

Improving staff engagement is crucial for enhancing productivity, safety and project success, so here are some key strategies to create a more switched-on workforce

WORDS
PAUL McDEVITT
Managing Director,
McDevitt & Co



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

THE state of employee engagement in the UK remains low, with only around a third of workers reported as being

highly engaged and productivity lagging at nearly 20% behind other G7 countries.

Increased economic uncertainty means improving engagement and associated productivity gains is vital to support the wellbeing of our people, industry and economy.

However, according to the Office of National Statistics (ONS), productivity in the construction sector has changed little in the last 50 years, despite the advances in working practices and technology. A recent ONS report on productivity in UK construction highlighted that:

- Direct costs of avoidable errors are estimated to be around 5% of project value, equating to approximately £5 billion per year
- When including unmeasured and indirect costs, estimates of the total cost of poor quality and errors rises to 10-25% of project costs, potentially exceeding £20 billion annually
- While output per hour worked across the whole UK economy rose by 28.8% between 1997 and 2020, it fell by 7.3% in construction over the same period.

Such poor productivity has significant economic cost at both the micro and

macro level and is particularly frustrating when we all know that employee engagement in construction goes beyond the typical 9-to-5 work schedule.

Engaged workers are emotionally invested in the success of their projects, the wellbeing of their team members and the overall safety of the site.

This emotional involvement leads to a more productive and cohesive work environment, contributing significantly to project success.

So what are some of the key factors that can influence employee engagement? Well, for starters:

- **Leadership styles:** Strong leadership is fundamental to improving engagement. The best managers aren't just supervisors, they inspire and lead by example, take an active interest in employee development and make them feel valued.

"BY FOCUSING ON STRONG LEADERSHIP, EFFECTIVE COMMUNICATION, SAFETY AWARENESS AND EMPLOYEE DEVELOPMENT, YOU CAN CREATE A MORE ENGAGED, PRODUCTIVE AND SATISFIED WORKFORCE"





STEPS TO IMPROVE ENGAGEMENT

- **Leadership commitment** – support and engage with workplace initiatives like training and mentoring schemes and make yourself visible to the workforce.
- **Regular feedback meetings** – implement catch-ups between managers and team members on a monthly or quarterly basis to keep employees engaged.
- **Effective communication channels** – utilise things like mobile news feeds, SMS alerts and push notifications to give employees equal access to corporate messages.
- **Clear objectives and key results** – implement clear, cascading goals from the company level down to individual objectives.
- **Work-life balance** – encourage and organise activities for employees outside work, e.g. social events, golf, bowling, cycling days.
- **Recognition and rewards** – celebrate and reward great pieces of work to show appreciation for employees' efforts.
- **Training and development opportunities** – provide ample opportunities and clear paths for skill development and career progression.
- **Empower employees** – encourage distributed leadership models, especially in SMEs, and learn to delegate core business planning responsibilities.

• **Effective communication:** This is equally crucial, so it's essential to go beyond regular team meetings and toolbox talks and ensure that important messages consistently reach all employees to make them feel they belong.

• **Safety and risk perception:** Engaged construction employees demonstrate heightened alertness and keen risk perception on job sites, which acts as a shield against potential hazards. By fostering a culture of engagement and vigilance, companies can significantly enhance safety.

• **Proactive participation:** When employees are engaged, they take ownership of their responsibilities in maintaining a secure environment. This proactive involvement includes reporting near-misses and suggesting safety improvements – a critical factor in accident prevention.

As well as understanding the factors that can influence engagement, it's equally important to implement successful strategies to overcome challenges such as:

• **Resistance to change** – resistance is common, but can be helped by comprehensive training programmes

and transparent communication about the benefits of a safety-focused, engaged culture.

• **An undynamic environment** – our industry is constantly evolving, so it's vital to seek feedback from frontline workers to adapt safety strategies and policies to ever-changing needs.

• **Resource allocation** – strategic investment in engagement and safety programmes can improve productivity and morale and reduce employee turnover, which is a massive issue for us all.

• **No measurement of success** – to gauge the effectiveness of engagement initiatives, implement regular surveys or feedback mechanisms. Monitor key performance indicators such as employee turnover

rates, safety incident reports and productivity metrics. Additionally, track the participation rates in training programmes and company events as indicators of engagement levels.

As you can see, improving staff engagement in our industry is a multi-faceted endeavour that requires commitment from all levels of an organisation.

As the sector continues to face challenges such as skills shortages and technological advancements, fostering a culture of engagement will be crucial if you want to thrive in an increasingly competitive landscape.

By focusing on strong leadership, effective communication, safety awareness and the development of employees, you **CAN** create a more engaged, productive and satisfied workforce.

The benefits of such a team extend beyond individual job satisfaction and can contribute to safer work environments, higher quality outputs and more successful project delivery.

So start engaging with staff happiness and begin building a foundation for long-term success – one engaged employee at a time. ■

SECTT Update

Support for the talent of tomorrow

Initiative again gives young people the chance to find out more about choosing a career as an electrician

SECTT once again was honoured to support the Prince's Trust Get Into Electrical Installation

Programme, which ran over the summer in the west of Scotland.

SECTT Vice-Chair Scott Foley and Training Officer Frankie Greig joined the young people to mark the culmination of their six-week programme in the Institute of Construction & Engineering (ICE) teaching block at West College Scotland (WCS) Paisley Campus on 2 August.

Now in its 12th year, this initiative enables young people from disadvantaged backgrounds to make

an informed choice about becoming an electrician and has proved to be a successful route into the Modern Apprenticeship programme for many youngsters.

Fiona Harper, CEO of SECTT, said: "I was greatly impressed by the enthusiasm and determination shown by this year's Prince's Trust learners.

"Scott and Frankie both found the celebration event extremely uplifting and emotional and they both felt it was a fitting way to mark all the hard work that each of the learners had put into the programme."

The course sees the Prince's Trust pre-select applicants and invite them to a taster day of practical skills and team building, with 14 candidates subsequently offered a place on the programme.

The young people spent their first four weeks in the college workshop, learning the fundamentals of electrical

installation, from manual handling, to safe isolation to understanding the Electricity at Work Regulations, with some additional maths tuition before the SECTT pre-employment assessment.

The fifth and sixth weeks were spent on site and the final few days involved writing CVs, culminating in the event attended by employers, friends and family, the Prince's Trust, college staff and SECTT. Fiona said: "For some, this

"WE ARE PROUD OF WHAT OUR PARTNERSHIP HAS ALREADY ACHIEVED AND ARE EXCITED TO BE ABLE TO SUPPORT YOUNG PEOPLE GAIN VALUABLE SKILLS WITH THIS LATEST PROGRAMME"

↓ The class learned the fundamentals of electrical installation in the college workshop





↑ Youngsters showed off what they'd learned in the college booths

is the first time that they've been able to commit to a course and turning up every day is an achievement in itself. The college lecturers were excellent and gave all the candidates tremendous support."

This year's intake saw four of the candidates offered a Modern Apprenticeship, with three others taking up pre-apprenticeship places at WCS.

William Burgoyne Jnr, Curriculum Quality Leader at WCS, said: "We are excited to continue our valued partnership with the Prince's Trust and SECTT, providing young people in our community with the opportunity to develop vital skills and explore career options in the electrical industry.

"By working together, we are helping to shape a skilled and motivated workforce, ready to meet the industry's needs of the future."

Kara Mearns, Partnership Development Manager at the Prince's Trust, said: "The Prince's Trust is delighted to be able to continue our partnership with West College Scotland and SECTT, which has provided skills development opportunities for young people in the region for 11 years now.

"We are proud of what our partnership has already achieved and are excited to be able to support young people

gain valuable skills with this latest programme."

Fiona added: "I'd like to thank all the employers who offered a work placement, as without their commitment the programme wouldn't be possible.

"Over the years that we've been supporting the programme, we've enjoyed great success and it continues to be an excellent route into employment for people.

"However, its success only works with the commitment of the college team, the encouragement and support of the Prince's Trust and the dedication of the SECTT staff who bring it all together." ■



↑ ABOUT SECTT

SECTT manages high-quality training on behalf of the S.J.I.B. To find out more about SECTT and its work, call 0131 445 5659, email admin@sectt.org.uk or visit www.sectt.org.uk

TRIBUTES TO WORLD SKILLS STAR DANNY

SECTT has congratulated former apprentice Danny McBean, who came within a whisker of winning a medal at the recent WorldSkills Competition in Lyon.

The 21-year-old from Dufftown, Morayshire, missed out on bronze by just 20 points as he represented his country as part of the Team UK Skills squad at the global contest.

Danny took on the world's best in the new Renewable Energy category at the 47th annual competition, which ran from 10-15 September.

The young electrician, who is employed by SELECT Member firm Grants (Dufftown) Ltd, finished fourth on 680 points, just behind India's Amaresh Kumar Sahu.

SECTT CEO Fiona Harper said: "We are all exceptionally proud of Danny, Making the final of WorldSkills is a fantastic achievement in itself and he was up against the very best young talent from around the globe."

Training & Development Manager Barrie McKay, who was among the SECTT delegates cheering on the youngster in Lyon, added: "Danny did a lot of hard work and preparation, which including training in Canada put in place by UK Skills.

"Everyone from SECTT was supporting him and he approached the competition with the same enthusiasm and determination he showed throughout his apprenticeship. Although he didn't win, he did himself and Scotland proud."

Danny – who attended UHI Moray College, where his father Iain is a lecturer – reached the world finals after scooping gold in the 2023 SkillELECTRIC contest last November.

He joined 1,500 competitors who showcased 59 different skillsets in front of 1,400 business experts and more than 250,000 visitors.



↓ Danny McBean



↑ Scott Foley spoke at the celebration day



SJIB Bulletin

Delivering changes for the better

The SJIB was at the forefront of the recent review and relaunch of the Advanced Competence Assessment, which included an impressive upgrade of the assessment centre. Here, we outline what's new and what you can expect going forward...

INTRODUCED in 1999, the Advanced Competence Assessment (ACA) is the mandatory pathway for graded electricians who have gained the required level of site experience to upgrade to Approved Electrician.

The ACA has now undergone a comprehensive review through a collaborative effort led by the SJIB, which also involved SELECT, the Scottish Electrical Charitable Training Trust (SECTT), Unite the Union and other industry partners.

This review has resulted in the ACA being modernised to align with current industry standards and regulations, including Amendment 3 of BS 7671, with one of the main additions being the inclusion of periodic inspection and testing.

Launched on Monday 9 September, here's everything you need to know about the revised ACA...

THE FIRST ATTEMPT IS FREE

The first attempt at the ACA is offered free of charge to all candidates who were funded for the apprenticeship. The SJIB National Board has agreed that the industry will absorb these costs, although any resit fees will be covered by the candidates.

THE FAMOUS FIVE

The ACA now consists of five sections:

- **A** – Assessment of Safe Working Practices (Risk Assessments)
- **B** – Safe Isolation of Supplies
- **C** – Inspection and Testing, made up of C1: Initial Verification and C2: Periodic Inspection and Testing
- **D** – Supervision (Operatives and Installation Work)
- **E** – Underpinning Knowledge Assessment.

TIME LIMITS

Each section has a target completion time over the course of one working day.

COMPLIANCE

All work must comply with the current requirements of BS 7671 (IET Wiring Regulations) and health and safety legislation.

ASSESSMENT CENTRE

With the help of industry partners, there's been a facelift for the SECTT Assessment Centre in Cambuslang, which is licensed annually by the SJIB to deliver and administer the ACA.

The main switch room booth now has new equipment generously supplied by SELECT Associate Member Electrium, including surge protection devices (SPDs) and Residual Current Breakers with Over-Current (RCBOs). Electrium has also supplied new equipment for the industrial booth, including SPDs and RCBOs and with SECTT purchasing new Crompton Star/Delta motor starters.

And finally, the domestic installation booth has been fully redesigned and now boasts set-ups for a kitchen, living room, bathroom and internal garage, with USB sockets, LED lighting, EV charging and photovoltaic charging all being incorporated.



↑ The main switch room booth has been upgraded



↑ The domestic installation booth now boasts an array of modern features



RESOURCES FOR EMPLOYERS AND CANDIDATES

Updated information and guidance for employers and candidates can be found on the SJIB website by scanning the QR code on this page or going to www.sjib.org.uk/assessments-of-competence/aca

This online resource includes:

- Information on ACA eligibility and the booking process
- A checklist for both employers and candidates that should be used to determine if the candidate is ready to sit the ACA
- Candidate guidance on each section of the ACA, including mock underpinning knowledge questions
- ACA policies and procedures. ■



HONOURING OUR WINNER

As *cabletalk* went to press, the SJIB was preparing to host the final of the 2024 SJIB Apprentice of the Year competition, held in conjunction with Edmundson Electrical.

The winner was due to be announced at an award ceremony on 9 October at the Edinburgh Marriott Hotel Holyrood.

A full report and photos will appear in the next edition of *cabletalk*.

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

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)

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Where innovation meets simplicity

INTRODUCING the new KEWEVA testing adapter from Kewtech, the market's innovative new EV charge point adapter that couldn't be simpler to use.

The KEWEVA is perfect for electricians looking to install and test EV charging points with minimal fuss – and here's why:

- **Single rotary dial – the Kewtech way.** The KEWEVA couldn't be easier to use. With just a single rotary dial to control the CP status simulation – standby, ready and charging – there are no added or unnecessary extras.
- **CP auto check.** The in-built CP automatic communication check means one less thing to worry about and a lower resistance design ensures the highest quality loop measurements.

• No more awkward cable.

Kewtech has developed an innovative and compact new design that has done away with the awkward cable to make your life easier, just plug it straight into the charging unit.

• **£££.** There's a significant price advantage to most other EV charge point adapters on the market too.

It works with any MFT with EV charging point testing capabilities, uses standard 4mm connectors and is suitable for single and three-phase charging equipment.

➔ To find out more about the new KEWEVA testing adapter visit www.kewtechcorp.com



↑ The device is really easy to use

MEET OUR ASSOCIATE MEMBERS



CONTACT OUR TEAM TO SHOWCASE YOUR GREAT NEW PRODUCTS HERE

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



RADIATOR WILL RECEIVE A WARM WELCOME FROM CUSTOMERS

The AluRad Wi-Fi from Dimplex is a slimline, affordable electric radiator designed to match the aesthetic of traditional wet radiators.

Made from 100% recycled aluminium, it sits just 13cm off the wall and uses oil-based technology to provide radiant and convected heat for gentle, long-lasting warmth.

With built-in Wi-Fi, AluRad can be controlled remotely via the Dimplex CapaConnect app and is compatible with Amazon Alexa.

It's also Lot 20 compliant and features an accurate electronic thermostat, seven-

day timer profiles, open window detection and easy-to-use onboard controls.

Available in five output options, it's especially suitable for smaller rooms or areas where wall space is limited, plus the robust aluminium welded finned construction is great for high-footfall commercial locations.

Installation is straightforward thanks to the H-frame wall bracket and a five-year guarantee is available with online registration.

Find out more at bit.ly/dimplex-rad



↑ The radiator has built-in Wi-Fi connectivity

CATALOGUE'S PACKED WITH POSSIBILITIES

Aurora Lighting, part of the Galaed Group and global leader in lighting solutions, is proud to announce the launch of its new product catalogue.

For the first time, this comprehensive edition brings together all four of Aurora's brands – Aurora, Europole, Enlite, and Seren EV – into one unified collection, providing customers with a complete overview of Aurora's portfolio.

It is a milestone for Aurora Lighting, reflecting the company's dedication to providing innovative, high-quality lighting products across all sectors. With a key focus on the rapidly expanding commercial lighting market, the catalogue showcases Aurora's growing expertise in delivering lighting solutions for retail, hospitality, industrial, commercial, education and residential to name a few.

This new product catalogue is available now in both print and digital format. To view a copy, visit www.auroralighting.com or contact Aurora's Customer Service team on 01707 228 700 to request a printed copy.



↑ Versatility is a key quality of the luminaire

Inceptor U-Lite – the slimline LED luminaire from Ovia

THE Inceptor U-Lite from Ovia is a highly successful U-Lite luminaire and is designed to bring even more benefits to the installer. Inceptor U-Lite is a slimline, non-corrosive utility LED luminaire, designed to offer protection against the elements. With a removeable diffuser and gear tray, the Inceptor U-Lite ensures a hassle-free installation.

This Inceptor model includes switchable CCT – 4000K, 5000K and 6500K – and improved assembly. The gear tray and diffuser assembly can be disconnected and removed by disconnecting the suspension clips and Molex connector for lighter/simple installation of the base. Offering multiple positions for the

terminal block allows greater flexibility for retrofit installations. The luminaire also offers emergency self-test as standard.

With 60 variants in the Inceptor U-Lite range, Ovia is offering a product that is suitable for every market and for numerous applications, for example warehouses, manufacturing facilities and car parks. The Inceptor U-Lite is offered in dimmable and addressable variants in the form of SwitchDim, Corridor Function and DALI which can cater for every application

The full range can be seen in the new Ovia Issue 5 catalogue which can be downloaded from the Ovia website – www.oviauk.com. Watch the video at bit.ly/CTInceptorMurus



BROCHURE WILL HELP YOU GET THE RIGHT TOOLS

Test instrument specialist Acutest has launched its new Socket & See product brochure to help you equip yourself with trusted tools.

Perfect for domestic and commercial electricians, the range includes single and multifunction testers, socket testers, circuit/fuse finders, safe isolation tools and lockout/tagout kits. The brochure also includes industrial socket testers, white goods manufacturing tools and TB118 test tools for gas engineers.

Acutest is inviting Members to drop into its calibration, service and test equipment supply centre in Glasgow. Visitors can discover more about its repair and calibration offering and range of training courses by visiting Unit 2, Jubilee Court, Hillington Park, Glasgow G52 4LB.

➔ For more information, call 01782 563 030 or go to www.acutestdirect.co.uk



↑ The brochure has plenty to offer

Snickers Workwear's new softshell windproof trousers for the autumn

LONG-LASTING, innovative fabrics for comfort, sustainability

and longevity are the hallmark of Snickers Workwear work trousers – it's what sets them apart from other brands.

The new AllRoundWork Trousers combine four-way stretch and Sorona®* fabrics to deliver functionality and a street-smart, slim-fit look.

They have integral windproof softshell material and thin, elastic panels working together to provide wind protection, freedom of movement and efficient ventilation.

What's more, the patented Snickers Workwear KneeGuard® system plus stretchable CORDURA® reinforcements at the knees and the leg endings deliver extra durability and prevent moisture absorption.

Ideal for active work outside in the autumn, they're just the ticket for the fast-paced professional who's always on the go and delivering top class work on site.



➔ For more information on Snickers Workwear's work trouser range and its sustainability philosophy you can call the Helpline on 01484 854788; check out www.snickersworkwear.co.uk or email sales@hultaforsgroup.co.uk

*Sorona is a type of bio-based polymer made from renewable resources. It's designed for high-performance applications and is often used as a sustainable alternative to traditional synthetic fibres. (Hultafors Group, Sustainability Report 2023, bit.ly/CTSnickersSustainability, page 42).

LUCECO'S TITAN IS A BRIGHT CHOICE

Luceco has launched the Titan All-in-One, a commercial highbay LED which is flexible and easy to install.

Offering colour and wattage choice, as well as beam angle change all in one unit without the need for added accessories, Titan All-in-One is perfect for industrial or commercial settings.

Its unique and easy to use rotating lens beam angle adjustment also means installers can purchase one fitting and adjust it to suit the end user's needs on site. Sensor-ready for easy plug-and-

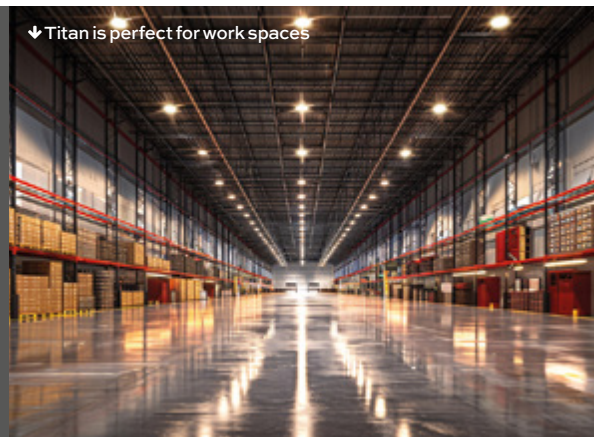
play adjustability, Titan delivers uniquely adaptable lighting solutions, precise control, high efficiency, significant energy savings and lower operational costs.

With an IK08 rating, it's suitable for industrial, commercial and high-traffic areas where durability is crucial and has an IP65 rating to ensure suitability in a wide range of environments.

Titan All-in-One is also backed by a robust five-year warranty.

➔ Find out more at bit.ly/CTLucecoTitan

↓ Titan is perfect for work spaces





↑ The new products are designed with safety in mind

Click's new wiring accessory additions

CLICK Scolmore has introduced a variety of new products to its comprehensive wiring accessories portfolio. This includes the Deco and Deco Plus decorative unswitched socket outlets, the 50A Definity control switch inserts and the Mode in-wall toothbrush chargers.

The new Deco and Deco Plus 2 gang unswitched socket-outlets have been added to Click's extensive decorative wiring accessories range. Designed with the consumer in mind, the socket-outlets come offered with a safety shutter feature to increase security and overall reassurance.

The safety shutters are designed to exceed BS 1363 requirements, where a standard BS 1363 shutter only requires an engaging earth pin to open the shutter. These are available in satin chrome or stainless steel finishes and

black or white inserts. Added to the Definity range, are the 50A control switch inserts which have been introduced in polar white and black to match the other Definity inserts in the decorative wiring range.

This allows for a non-ingot solution for polar white, metal white, matt black and metal black cover plate finishes.

New to the Click Mode range is the 1 gang and 2 gang in-wall toothbrush chargers. Compatible with most Oral-B toothbrush models, these products offer a wireless charging point for electric toothbrushes as well as additional space for a spare/replacement toothbrush head. The design allows them to be fitted directly onto the bathroom wall, offering easy access to charging without messy cables.

➔ The full range of wiring accessories can be found in the Click Issue 15 Catalogue and viewed on the Click website – www.scolmore.com – as well as on the Scolmore Group app.

WINTER HEAT SUPPORT FOR PENSIONERS

The Electric Heating Company (EHC) has launched a £25,000 initiative to support pensioners affected by changes to the Winter Fuel Payment scheme.

EHC is offering £25 off electric radiator purchases for the first 1,000 eligible pensioners who previously received automatic Winter Fuel Payments to help them transition.

EHC's electric radiators feature smart technology for room-specific heating control, allowing users to heat only the rooms they use, potentially saving energy.

These radiators can be controlled via smartphone apps or integrated into existing smart home systems, giving consumers greater control over their energy use. Family members can also adjust settings remotely.

➔ For more information, visit www.electric-heatingcompany.co.uk or call 01698 820 533.

↓ Discounts on electric radiators are available for pensioners



DETA'S LATEST BRAND TOWERS ABOVE THE REST

Deta Electrical has acquired the long-established Tower brand, which offers a vast choice of high-quality installation materials.

The highly acclaimed range includes the best-selling and original premium range of cable clips, portable power and low voltage cable.

All products are manufactured under the most stringent quality control systems in full accordance with the latest requirements,

satisfying the demands of the most progressive installations.

Gerry Barnett, Deta Managing Director, said: "Tower is a long-established, highly reputable and well respected brand within the electrical wholesale market and we are excited

to relaunch the Tower offer to our customers as the original and the best."

➔ Find out more at www.deta.co.uk/products/brand/tower





↑ The isolation kits have everything you need to work safely

KEWTECH'S SOLUTION FOR SAFE ISOLATION

By law, correct safe isolation procedure must be followed for safe working on electrical systems and equipment.

As well as injury and death, failure to safely isolate can result in substantial fines and prison sentences for employees, managers and directors.

You shouldn't assume that employees have the right equipment and regular inspections should be carried out.

It's also your responsibility to ensure correct supervision and procedures are in place

Beware of voltage indicators with removable tips, as these don't comply with GS38 once removed and pose significant danger to the user.

All Kewtech safe isolation kits come complete with everything you need, including:

- Two-pole voltage tester
- Proving unit
- Locking off device with warning labels.

All Kewtech two-pole testers are designed with permanent GS38 compliant tips and will indicate the presence of voltage even if the batteries go flat.

➔ Find out more at www.kewtechcorp.com/product-category/safe-isolation



Metal cable cleats available from Unicrimp

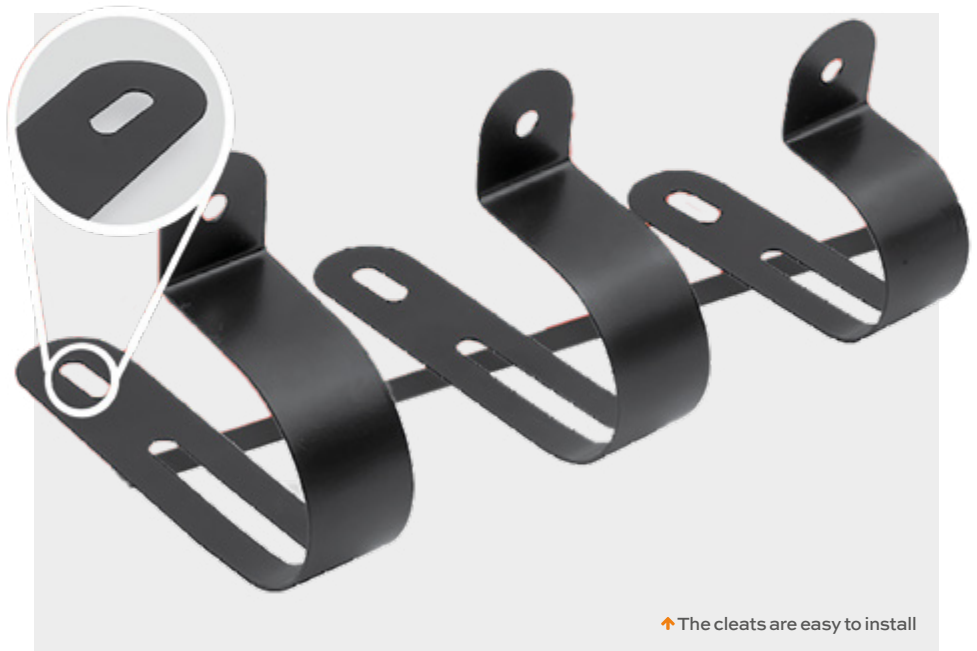
UNICRIMP'S growing Q-Fire portfolio of fire-rated cable accessory products includes a range of metal cable cleats. Meeting the BS 7671 (18th Edition) requirements, they are designed to prevent cables from premature collapse during a fire and in doing so, to keep emergency services and the public safe.

The 18th Edition Wiring Regulations stipulate that cable support systems must be constructed with materials that will withstand premature collapse caused by direct exposure to heat. There are no applications excluded –

trunking, conduit and cabling fixed to surfaces of the building or attached to cable support systems must all have fire-resistant supports in place.

Unicrimp's fire-rated black metal cable bleats are available in 14 different size options suitable for cable sizes from 5mm up to 50mm. The key feature of the product is an oval fixing hole which allows for cable diameter tolerances. To install the metal cable cleat, the electrician just needs to bend the cleat around the cable and fix in place to the designated wall.

➔ For more information visit www.unicrimp.com



↑ The cleats are easy to install

NEW HEATERS OFFER A CLEAN ALTERNATIVE

Stylish, and eco-friendly, Flexel's new EcoSun CR ceramic panel heaters are the perfect blend of modern design and efficient performance.

These infrared heaters use cutting-edge infrared technology to directly heat objects and surfaces, not just the air. This innovative approach ensures a cosy and consistent temperature while reducing energy consumption by up to 30% compared to traditional heating systems.

Designed with style and practicality in mind, the sleek, slimline panels seamlessly blend into any interior, offering discreet yet effective heating.

Easy to install on walls, and available in various sizes and finishes, EcoSun CR heaters are perfect for any room in the home, office or workshop. And

ESP adds new Duceri Circular Bulkhead models



RECENT additions to ESP's comprehensive range of Duceri emergency lighting products are the new Circular Bulkheads, which offer contractors independently tested products that combine high performance with ease of installation.

These new bulkheads are available in slimmer designs and offer selectable colour temperature (CCT) modes ranging from 3000K to 4000K and 6000K, which ultimately improve overall lumen outputs. They are IP65 rated and come with three 20mm surface knockouts that allow flexibility and convenience for the installer.

- The range now comprises:
- 14W LED emergency circular bulkhead
 - 14W LED emergency circular bulkhead with microwave sensor
 - 14W LED mains-only circular bulkhead
 - 14W LED mains-only circular bulkhead with microwave sensor.

The emergency models now include lithium batteries to complement the recent Duceri revamps and offer three-hour duration periods.

➔ The full Duceri Emergency Lighting brochure can be found on the ESP website – www.espu.com - as well as on the Scolmore Group app.

THE POWER IS IN YOUR HANDS

Elspec power quality solutions available from Power Quality Expert are true real-time reactive power compensation systems, compensating the reactive power within a quarter of a waveform cycle. This makes them one of the world's fastest power factor correction systems.

The Elspec Equalizer is a real-time high-performance power quality solution for power factor correction and dynamic load compensation, which can lead to substantial energy efficiency.

The all-in-one Equalizer is a highly accurate real-time power compensation system that compensates reactive power, eliminates voltage drops, filters harmonics, reduces voltage flickering and fluctuations, enhances machinery life time, and improves production quality.

The Elspec MV Equalizer is a power factor correction system for dynamic loads at medium voltage with extreme fast variations of reactive power demand. It also continuously provides real-time response for reactive power, harmonics, voltage drops, flickering and as a result supports grid's stability.

These solutions enable quick problem identification, power factor correction and standard regulations compliance and can be used any industry including data centres, hospitals, semi-conductors, plastic industry, rural and renewable energy applications.

➔ Visit powerqualityexpert.com

➔ Elspec is ideal for a wide range of different settings



↓ The lighting was installed at Gatwick Airport



THORN LIGHTING HELP BRITAIN'S SECOND BUSIEST AIRPORT ON ITS JOURNEY TO NET ZERO

In 2023, Thorn was pleased to assist London Gatwick Airport's journey to net zero by upgrading lighting throughout multi-storey car parks 1, 2, 3 and 5, as well as surrounding walkways and other areas of the airport.

Jamie Yates, Key Account Manager for the Zumtobel Group said: "In order to help Gatwick reduce energy and cost and improve the overall light quality, we installed Thorn's Aquaforce Pro in the main car parks. IP66 certified, the luminaire is resistant to water, dust and dirt and is housed in a tough shock-resistant IK08 body. As well as being easy to install, it also benefits from advanced connectivity. Through the use of basicDIM wireless controls, we've made it as easy as possible for Gatwick to enhance their energy saving potential."

➔ Read the full case study at bit.ly/CTThornGatwick

with maintenance-free operation and no noise, dust, or allergens, they're a clean and healthy heating solution.

➔ To find out more, email craig@flexel.co.uk or call 01592 760 928.

➔ The panel heaters are an ideal choice for saving energy



FIVE MINUTES WITH...

SUSAN CHUCHLA

TECHNICAL SERVICES ADMINISTRATOR



HELLO SUSAN. HOW LONG HAVE YOU BEEN AT SELECT?

I joined at the start of August. The staff have been so friendly and welcoming.

TELL US A BIT ABOUT YOUR CAREER TO DATE AND YOUR JOURNEY TO THE WALLED GARDEN

After school I started working as a telesales assistant in the circulation department at The Scotsman Publications, looking after newsagents and their supplies. I then had a career break to have a family and watch them grow up. When my children were at primary school, I started working part-time at Next as a sales assistant. When they were a bit older, I worked for a building consultancy for 10 years. I then got an opportunity to work for The Interactive Design Institute as an academic administrator. The company delivered online degrees for Aberdeen and Hertfordshire Universities and I worked there for more than 12 years. I was made redundant when the contract finished and then came across the job at SELECT and thought it suited my skillset.

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

I deliver administrative support for the Technical Advisors (TAs), which means arranging visits to Members, organising and processing TA reports and taking and processing stationery orders for Members. I also prepare the monthly statistics for technical assessments.

WHAT'S A TYPICAL DAY BEEN LIKE SO FAR?

So far, the days have been busy and varied, from meeting members of staff to covering reception and trying to learn the various processes.

HAVE YOU HAD CHANCE TO MEET ANY SELECT MEMBERS?

I've not had chance to meet any Members yet, but I'm hoping to.

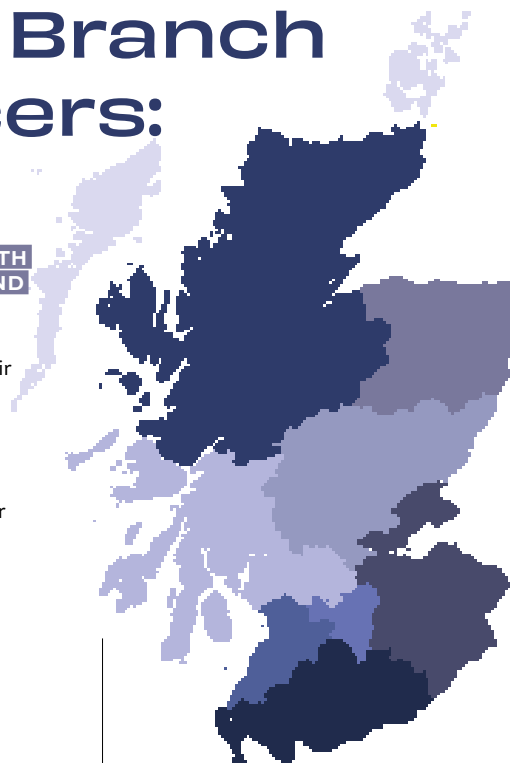
AND FINALLY... WHAT HAVE YOU ENJOYED ABOUT YOUR JOB SO FAR?

I like how organised it is and in particular I like that there are processes for every task which you can refer to. I also like the fact that it's been busy and varied so far. ■

Quickfire questions:

- Cheese or chocolate?** Chocolate
- First car owned?** Vauxhall Viva. Yes, I am that old!
- Favourite film?** *The Proposal*, although my favourite Christmas film is *The Holiday*
- Favourite TV show?** *Long Lost Family*
- Favourite holiday spot?** Tenerife
- Dream date?** Ryan Gosling
- Favourite colour?** Pink
- One thing people might not know about you?** I absolutely detest cheese

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
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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.



- Updates start at 6pm.
- Tue 22 October** – Tayside Branch, Dundee & Angus College, Kingsway Campus
- Thu 24 October** – Glasgow & West of Scotland Branch, Glasgow Clyde College, Cardonald Campus

Wed 30 October – Inverness & North of Scotland Branch, Inverness College

CENTRAL BOARD
Thu 5 December – Balmoral Hotel, Edinburgh

PAST PRESIDENTS' CHRISTMAS LUNCH
Thu 5 December – Balmoral Hotel, Edinburgh



Showing now on SELECT TV:

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

Competition

Autumn wordsearch



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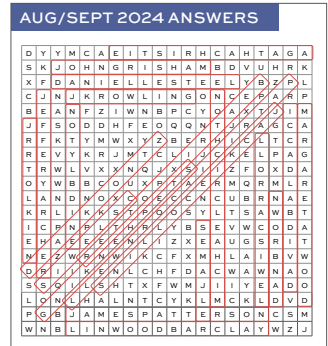
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selectawards.co.uk

D	T	C	C	P	S	T	Q	O	E	C	S	G	R	W	T	W	L	L	I
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- MONKEY NUTS
- HARVEST
- CONKERS
- LEAVES
- BEAVER MOON
- GUY FAWKES
- GOLDEN
- HIBERNATION
- HALLOWEEN
- REMEMBRANCE
- DAY
- COLOURFUL
- EQUINOX
- PUMPKIN
- AUTUMNAL
- FIREWORKS
- GHOSTS
- FALL
- CRISP
- TOFFEE APPLE

Here's your chance to win £50 of Amazon vouchers by completing our prize wordsearch about autumn.

Find the hidden words then take a photo of your completed puzzle and email it to **memberservices@select.org.uk** by 8 November. The winner will be drawn at random. Ts&Cs are online. Congratulations to August/September 2024 winner **Mark Cargill** from **H2O Plumbing and Heating**.



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** or submit an online enquiry.

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

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

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

BIDDING STRATEGIES

In this useful film, we offer exclusive guidance and practical advice on bidding strategies.

➔ Watch it now at 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

➔ Watch Part 2 at

bit.ly/STV-EICR2

➔ Watch Part 3 at

bit.ly/STV-EICR3

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& safety technical
support hotline



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