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# cabletalk

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125  
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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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WIN  
£200 OF  
**Megger**  
TEST EQUIPMENT  
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## OUR 125TH ANNIVERSARY PARTNERS





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# After 125 years, why won't politicians take regulation seriously?

“**W**HOEVER wishes to foresee the future must consult the past; for human events ever resemble those of preceding times.” It’s not often I quote a 16th century philosopher, but the words written by Niccolò

Machiavelli more than five centuries ago seem particularly poignant as we embark on this momentous year.

As you will know, 2025 marks the 125th anniversary of the founding of the Electrical Contractors’ Association of Scotland – the world’s first trade body for the electrical industry.

Such an auspicious occasion deserves to be celebrated, and our team has worked hard to produce the history of the association that accompanies this issue of *cabletalk*.

Looking through it, I was struck by how many of the issues raised by our forebears in the early 1900s are still just as relevant today – lack of skilled workers and late payments among them.

I’m not sure whether to be surprised or depressed that these problems still exist, or to just put them down to human nature and an unwillingness to change if no one forces us to.

However, there is one issue identified by the association more than a century ago that still goes unanswered and rankles more than any other: the need for regulation of the industry.

As you will read, in 1917 the association joined forces with its southern counterpart, the ECA, to ask the UK Government to introduce registration of electrical businesses to ensure quality and the highest safety standards. The request was declined.

Undeterred, the body formed a Propaganda Committee to ensure Members’ voices were heard in the corridors of power and, in 1939, returned to Parliament to plead the issue of compulsory registration. Once again, the appeal was dismissed – and so it has continued. It is bewildering

to me that the issue of rogue operators was raised by our founders more than 100 years ago, but despite numerous pleas ever since, nothing has been done.

Are there no unqualified tradespeople out there any more? No dangerous installations putting the people of Scotland at risk? I think we all know the answers to that.

Our ancestors clearly had the wisdom to know that electrical miscreants were a danger to the industry and the wider public. It’s just a shame that generations of politicians haven’t shared that sentiment or had the foresight to tackle a problem that’s only grown worse with the rise of renewable technology and untrained ‘six-week wonders’ cashing in on the unwary public.

Now, more than ever, it’s vital that we continue the crusade started by our founders and keep fighting for regulation and protection of title for the profession of electrician.

As another philosopher, George Santayana, so eloquently put it: “Those who cannot learn from history are doomed to repeat it.”

Surely we – and by we, I include politicians – must learn our lesson and not repeat the mistakes of those who have previously rebuffed the genuine case for regulation. To do so would mean another black mark in history. ■



WORDS  
ALAN WILSON  
Managing Director, SELECT

KEY INDUSTRY NEWS AND THE LATEST ON SELECT STRATEGY, CAMPAIGNS AND COLLABORATIONS

**+ PAGE 8 /**  
Win great prizes at this year's Branch Updates thanks to our generous Associates

**+ PAGE 10 /**  
Digital certification system SELECTcerts is being rebranded as SCO-CERTS

**+ PAGE 9 /**  
The latest Member webinars cover subjects including health and safety and getting paid

# News

## The best advice on staying safe

New video explains the potential dangers of neutral current diversion and how to deal with any problems that may arise

**S** ELECT has continued its awareness campaign on the issue of neutral current diversion (NCD) by releasing an in-depth guidance video to help keep Members and their customers safe.

Produced in partnership with the Institution of Engineering and Technology (IET), *Safety Checks for Neutral Current Diversion* delivers a step-by-step guide to the potential dangers of NCD, how to test for it and how to deal with it if discovered.

The 20-minute resource is now available to view on the SELECT YouTube channel and is the latest step in our campaign to raise awareness of the issue as we celebrate our 125th anniversary as the world's oldest electrical trade association.

Bob Cairney, Director of Technical Services, said: "NCD constitutes an unknown risk that has

huge safety implications, so we are keen to equip electrical contractors with the necessary knowledge to identify it and take action where necessary.

"This video is designed to give an easy-to-follow overview of the issue, combined with practical steps to dealing with it safely and swiftly.

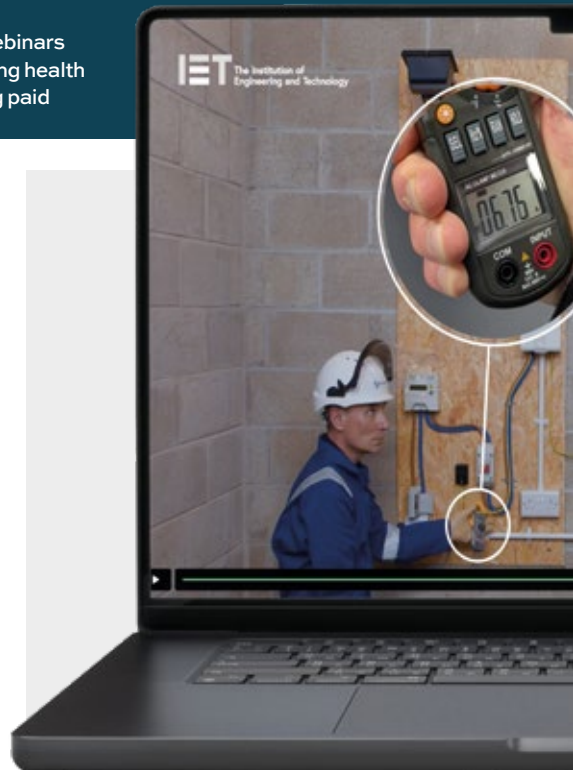
"We are grateful to the IET for their assistance in making this resource and hope it will be shared widely to help raise awareness further throughout the industry."

Presented by Steven Devine and former SELECT Technical Adviser Darren Sweeney, the video demonstrates a range of tests for NCD and highlights the many factors contractors should be aware of, along with an animated walkthrough, adapted from SELECT's flowchart.

Bob added: "As well as our colleagues at the IET, we would also like to thank all the other senior figures from across the industry who have contributed feedback and technical insights during the video's creation.

"As Scotland's largest construction trade body, we are committed to the safety of electricians and their customers and

**"WE ARE GRATEFUL TO THE IET FOR THEIR ASSISTANCE IN MAKING THIS RESOURCE AND HOPE IT WILL BE SHARED WIDELY TO HELP RAISE AWARENESS FURTHER THROUGHOUT THE INDUSTRY"**



Bob Cairney





## + PAGE 10 /

New SJIB Handbook has the latest guidance for Members and it's free to download



## 2 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 DECEMBER 2024

1. Ace Glasgow Limited, Glasgow
2. Jorro Ltd, Glasgow



↓ The video gives a step-by-step guide to what you need to know about NCD



## SUPPORT THAT YOU CAN TRUST

Instrument Repairs and Calibration (IRC) has become the latest name to join leading manufacturers and service providers in our Associate Member scheme.

Offering a complete instrumentation service, IRC has skilled technicians with more than a century of combined experience and who are manufacturer trained and UKAS accredited.

As an approved service centre and authorised distributor for many major manufacturers, IRC ensures access to genuine spares and technical support without the need to sub-contract.

Trading for more than 30 years, the company operates from East Kilbride and Belfast, both with custom-built UKAS accredited laboratories fully equipped with high accuracy, traceable standards and run by an experienced team of engineers.

Iain Mason, Director of Membership, Events & Communications, said: "We are delighted to welcome IRC to SELECT as our first new Associate of 2025. Our Associate Members are already playing a key role in our 125th anniversary and we look forward to introducing IRC to Members at our Toolbox Talks in May and June."

➔ Associate Member news: **Pages 40-45**



## WATCH NOW!

To watch the video, scan the QR code or go to [bit.ly/NCD-Safety](https://bit.ly/NCD-Safety)



will continue to lead the way with further resources and information to raise awareness about the issue of NCD."

The video follows a suite of NCD resources produced by SELECT, including posters, a digital flowchart and a pocket-sized foldout designed to be kept in toolboxes. NCD was also one of the key topics at our 2024 Toolbox Talks, with briefings delivered to hundreds of contractors across Scotland.

## Pupils have got talent

SELECT has once again helped inspire the talent of tomorrow with another practical electrical demonstration for schoolchildren.

Consultant Technical Adviser Billy McRobert visited Kelso High School on Wednesday 22 January, where he helped S2 and S3 pupils get hands-on with electrical equipment as they discussed pathways into the built environment.

The event came as part of Build Your Future practical learning experience, organised by Developing the Young Workforce – Borders.

Billy said: "It was excellent to meet so many enthusiastic youngsters and there was a genuine appetite for electrical knowledge among the pupils. Hopefully it gave them food for thought as they begin to consider a career in the coming years."

Build your Future is a one-day practical learning experience in which students are given the opportunity to try out a number of different construction skills.

Led by skilled tradespeople and lecturers, it aims to widen their knowledge of careers and the skills needed in the built environment with a focus on the journey to net zero, sustainability and the diversity of the future workforce.

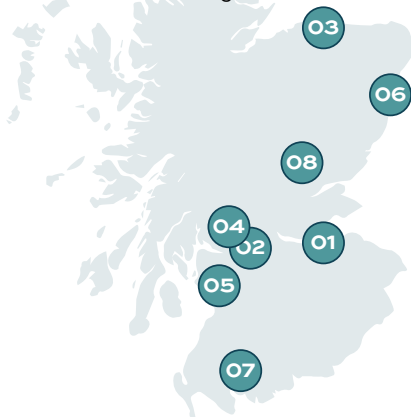


↑ Billy with pupils at Kelso High School



## Branch Updates & AGMs March 2025

- 01 **Tue 4 March** – Edinburgh & South East of Scotland Branch, The Walled Garden
- 02 **Thu 6 March** – Lanarkshire Branch, New Lanarkshire College, Motherwell Campus
- 03 **Tue 11 March** – Inverness & North of Scotland Branch, The Alexander Graham Bell Centre, Elgin
- 04 **Thu 13 March** – Glasgow & West of Scotland Branch, Glasgow Clyde College, Cardonald Campus
- 05 **Tue 18 March** – Ayrshire Branch, Ayrshire College, Ayr Campus
- 06 **Thu 20 March** – Aberdeen & North East of Scotland Branch, Tullis Training
- 07 **Tue 25 March** – Dumfries & Galloway Branch, Dumfries & Galloway College
- 08 **Thu 27 March** – Tayside Branch, Perth College



# Your chance to meet up and win top prizes

Updates are an opportunity to learn about latest industry developments

**G**ET-TOGETHERS and giveaways will be the order of the day at our upcoming Branch Updates

as Members gather for their first local meeting of 2025.

For the first time, the meetings will be sponsored by Associate Member Aico, who will deliver a presentation at each on home safety products, including damp and mould, indoor air quality, multi-sensor technology and how the industry is changing.

There will also be a prize draw at every update, with the chance to win a VF5 voltage stick and MST220 socket tester worth £50, kindly donated by Associate Member Megger.

In addition, updates on activity will also be 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).

Members will also have the chance to ask questions, after which a short Branch AGM will be held to elect Branch Officers for 2025.

Members are encouraged to gather from 5.30pm onwards, with the meeting itself starting at 6pm and refreshments served at each event.

To book a place at your upcoming Branch Update and AGM, speak to your Member Representative, email [memberservices@select.org.uk](mailto:memberservices@select.org.uk) or call **0131 445 5577**.

## Accreditation is the right reward for SELECT

As SELECT began celebrating its 125th anniversary year, our Technical team was also celebrating after its inspection activities received accreditation with the United Kingdom Accreditation Service (UKAS) for the 26th year in a row.

Accreditation against the internationally recognised standard for inspection bodies ISO/IEC 17020:2012 means SELECT continues to be officially recognised for the quality of its electrical installation

inspection service. In order for accreditation to be maintained, SELECT has been subject to rigorous annual assessment by UKAS since first attaining

accredited status in 1998.

Bob Cairney, Director of Technical Services, said: "Being UKAS accredited is extremely important to the association, its Members and the wider public, so I would like to congratulate all the



Technical Services team on the hard work that has resulted in yet again achieving a successful outcome from our UKAS audit at the end of 2024.

"Holding UKAS accredited status is another example of our commitment to quality in our 125th year and brings great confidence to consumers and the wider industry. It



## UPDATE No21: OCT-DEC 2024



## Infographic's packed full of facts

The final SELECT infographic of 2024 has been released, showing the activity carried out by the association between October and December last year. The quarterly update reveals our achievements in technical, training, membership, communications, employment and skills.

also demonstrates that our Technical Advisers have proved their competence to carry out installation inspections safely, impartially and to the highest standard.”

The latest UKAS accreditation comes as SELECT



Susie Liddle

embarks on a year of activity to mark its 125th year anniversary.

The assessment was once again coordinated by SELECT Technical Administrator Susie Liddle.

Bob said: “Susie has worked hard and should be proud of

this achievement. I would also like to thank our independent adviser, Haig Hamilton, for his continued assistance.”

UKAS is the only national accreditation body in the UK that is recognised by the government to assess, against internationally agreed standards, organisations that provide certification, testing, inspection and calibration services.

## Catch up on Member webinars



### Health and safety advice

SELECT and the Building Safety Group (BSG) have teamed up for another free health and safety webinar, this time discussing working at height. Falls from height are the biggest cause of fatal accidents at work as well as one of the largest causes of non-fatal injuries. The free one-hour webinar at 1pm on Wednesday 26 February will therefore cover:

- Brief overview of The Working at Height Regulations
- The hazards likely to be encountered when working at height
- The hierarchy of control when planning working at height
- Safety equipment used to ensure safety when working at height
- The selection of the correct work equipment to facilitate safe working at height.

You'll also have the opportunity to ask questions about working at height, based around scenarios you might have experienced.



Sign up for the free webinar by scanning the QR code or going to [bit.ly/bsg-height](https://bit.ly/bsg-height)

Health and safety update: Pages 28 & 29

### The facts on fire safety

If you missed our recent webinar with Associate Member Hispec, you can still watch the session and find out more about connected fire detection and carbon monoxide (CO).

The free session on Friday 24 January covered commercial and domestic fire detection and how both can be seamlessly integrated into a full-life safety and housing solution.



Watch the webinar again by scanning the QR code or going to [bit.ly/hispec-watch](https://bit.ly/hispec-watch)

### Top tips on getting paid

Need advice on how to get paid? The recent webinar with our legal partners Morton Fraser MacRoberts is now available to watch again.

The firm, which runs our Legal Helpline, hosted the online session on Wednesday 29 January, discussing the basics of payment in construction contracts and other payment tips.



Watch the webinar again by scanning the QR code or going to [bit.ly/mfm-watch](https://bit.ly/mfm-watch)

## CERTIFICATION SERVICE GETS A NEW LOOK

SELECTcerts digital certification is being rebranded as SCO-CERTS from 1 March 2025 as its operator, Computer Scene, takes over sole responsibility for the service as a third-party supplier.

Existing users don't need to do anything as the transition will be seamless and SCO-CERTS will work in exactly the same way, with all existing content remaining. As part of the rebrand,

Computer Scene has made a number of test sheet improvements and will be introducing a number of other updates, including:

- Fill-down functionality on desktop and mobile app versions, enabling users to populate entire columns at once.
- Custom dropdowns on both desktop and mobile app, enabling users to save new entries to the top and delete any entry.
- Certificate template feature added to the mobile app to make it consistent with the desktop version.
- New circuit template feature on both desktop and mobile app, enabling users to add a circuit as a template and save it for future use.

Bob Cairney, Director of Technical Services, said: "SELECT will continue to recommend SCO-CERTS as the software of choice for Members and the SELECT logo will continue to be used on all certificates. In addition, Computer Scene will continue to offer the same level of support through its dedicated helpline on **01638 563 442.**"

If you have any comments or queries about the change, please contact SELECT's Technical team by emailing [technical@select.org.uk](mailto:technical@select.org.uk) or calling **0131 445 5577.**



↑ The book has advice on a wide range of important subjects

# Members urged to review changes in updated SJIB Handbook

Publication is a must-have for electricians and the 2025 issue features the very latest guidance on our industry

**S** **ELECT** Members are being advised to get up to speed with the updated SJIB Handbook, which is now available for free download.

The essential employment tool has been revised for 2025, with 13 sections delivering up-to-date guidance on everything from wages and travel to welfare benefits and redundancy.

Contractors are now being urged to familiarise themselves with the most significant changes – in particular Section D, which deals with holidays

and holiday pay. Catherine Gillon, Secretary of the SJIB, said: "A great deal of hard work has gone into the revised SJIB Handbook and we would urge all Members to download it and become familiar with the updates.

"Although the content and layout will still feel familiar, its contents include many changes made in recent years to the National Working Rules (NWRs) and statutory legislation.



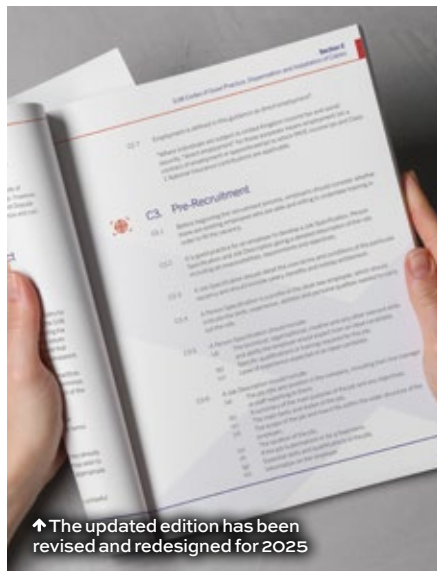
↓ Catherine Gillon



“In particular, the SJIB and Unite the Union have worked together to complete an updated Section D: Holidays and Holiday Pay and I would all Members to pay particular attention to this part when they have time.”

Available for download on the SJIB website, the SJIB Handbook covers 13 main areas, each of which can be downloaded separately:

- Section A: The Rules and Constitution of the SJIB for the Electrical Contracting Industry
- Section B: National Working Rules – Hours, Wages and Travel
- Section C: SJIB Codes of Good Practice, Dispensation and Installation of Cables
- Section D: Holidays and Holiday Pay
- Section E: SJIB Welfare Benefits and Pensions
- Section F: Private Medical Insurance
- Section G: Resolving Issues at work – Guidance in the Use of Procedures
- Section H: Guide to Managing Collective Redundancies



↑ The updated edition has been revised and redesigned for 2025

## IT'S FREE

The updated SJIB Handbook and individual section can be downloaded for free at [www.sjib.org.uk/handbooks/sjib-handbook](http://www.sjib.org.uk/handbooks/sjib-handbook)

## “A GREAT DEAL OF HARD WORK HAS GONE INTO THE REVISED SJIB HANDBOOK AND WE WOULD URGE ALL MEMBERS TO DOWNLOAD IT AND BECOME FAMILIAR WITH THE UPDATES”

- Section J: SJIB Apprentice and Adult Training Schemes Guide
- Section K: Grading
- Section L: Crediting Electrotechnical Competence (CEC) Scheme
- Section M: Guidance for the Appointment and of Tenure of Office by Shop Stewards and Senior Shop Stewards
- Section N: Guidance for Safety Representatives and Safety Committees.

Catherine, who is also Director of Employment Affairs at SELECT, added: “These sections cover a wealth of important information and are designed to help the modern contractor in all aspects of their business.

“As always, the SJIB and Unite have collaborated closely on the updated book and we are grateful to them for their invaluable input and cooperation.”

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# A day of celebration and pride

Electrical safety, a review of the year's achievements and some rather unusual currency were all on the menu when the association's Past Presidents met for their annual festive get-together

WORDS  
**LINDA ROLFE**  
Events Manager



**S** **ELECT** was joined by three special guests as staff and office bearers gathered in Edinburgh to celebrate another successful year at our Past Presidents' Christmas Lunch.

ECA President Stuart Smith, ECA Past President Martin Bailey and Electrical Safety First CEO Lesley Rudd travelled north to attend the event as we reviewed the past 12 months and looked forward to our 125th anniversary in 2025.

The trio were among 30 guests who gathered at The Balmoral hotel in the heart of the capital on Thursday 5 December for the annual festive get-together.



↑ Martin was presented with his certificate of merit



↓ Martin was also given a special £5 note



↑ Lesley gave a presentation on ESF's work





↑ Lunch was preceded by the Central Board meeting



↑ Mike Stark welcomed lunch guests



↓ David Smith responded on behalf of the Past Presidents



↓ Stuart and Lesley were our special guests

As well as lunch, there was a special presentation to Martin, who was awarded our Certificate of Meritorious Service in recognition of his years as an Observer on Central Board. He was also presented with a special 'Bank of Bailey' £5 note in return for the £1 he originally donated to SELECT when he joined.

In addition to current SELECT President Mike Stark, seven Past Presidents attended the event at the historic railway hotel – Alistair Grant, Kevin Griffin, John Noble, Donald W Orr, Eric Rae, Alick Smith and David Smith.

Also in attendance were Central Board members Graeme Anderson, Stewart Anderson, Jim Cooper, Darren Crockett, Paul Erasmuson, Sean Harkin, David Harris, Alasdair Noble, Gordon Paterson, Keith Smith and John Wilson, along with SECTT CEO Fiona Harper and Honorary Member and former SELECT Managing Director, Newell McGuinness.

SELECT was represented by Managing Director Alan Wilson, Directors of Function Bob Cairney, Catherine Gillon, John McGhee and Iain Mason, and Events Manager Linda Rolfe.

The lunch was preceded by a meeting of SELECT's Central Board, which reviewed the association's achievements over the past 12 months and outlined our priorities for our anniversary year.

During the meeting, Stuart gave an overview of ECA activities before Lesley delivered an update on ESF's work.

Alan said: "The Past Presidents' Lunch is an excellent opportunity to meet up with current and former Members and show our gratitude for their dedication.

"It was also fitting that we should recognise the significant contribution of Martin, who has provided invaluable insight during his time as an Observer on Central Board." ■



# A business with strong family values

To help celebrate our 125th anniversary, we'll be going behind the scenes with the Members and Member firms who hold a significant place in our history. In this issue, we meet the team from P Blackhall Ltd and find out how the association has helped them move with the times



↑ Ian Blackhall was SELECT President between 1971 and 1973

**A**s a company that's nearly as old as SELECT, P Blackhall Ltd has seen plenty of changes down

the decades – and, like the association, it's continuing to diversify to keep pace with modern trends.

The history of the longstanding Member firm is closely intertwined with our own, with its former Managing Director Ian Blackhall serving as President in the early 1970s and being honoured with an MBE in 1990 for his services to the electrical industry.

Today, the Edinburgh-based outfit is run by Ian's grandson Stuart Blackhall,

who is also the great, great grandson of Peter Blackhall, who founded the company back in 1913.

Stuart told us: "We're very proud that the company is now in the hands of the fifth generation of our family. Since we began as a one-man business, we've grown into a respected multi-trade firm doing electrical, plumbing and heating work.

"As a child, I spent my school holidays washing vans and helping out. I soon realised that a career as a tradesman wasn't for me, so I went to university and got a BA Hons in Business and Marketing, which led to my current role as Managing Director. My expertise is in making the phone ring – or these days, getting the emails in."

The company currently has separate plumbing and heating, renewables and electrical teams, with 15 staff in total.

It employs five electricians and two electrical apprentices and carries out a variety of electrical work, including domestic and commercial testing and inspecting, fault finding and upgrades.

In recent years it has also diversified into the renewables sector and now installs electric vehicle (EV) charge points, heat pumps and solar PV and battery storage systems.

Stuart said: "My own passion is renewables and I understand the pressing need to decarbonise and save energy in our homes. From learning about it at school to seeing it in real life, I feel that the world desperately needs to get on with decarbonisation.

"We've branched out into a growing and competitive market but it has gone well. So far, we've installed more than 200 EV charge points and around 20 solar PV and battery systems, including a large PV installation on a listed building that we're particularly proud of.

"SELECT has always been key to our upskilling and we did all our renewables training via the



↑ Stuart and Alison with their children

WORDS  
**FIONA SMITH**  
Membership  
Representative



↑ The company has continued to grow and diversify since the 80s



↑ The team did a large solar PV install on a listed building

Stuart said: “The business has changed considerably in the past few years, so we now drive electric vans, use cloud-based customer software and issue digital certificates.

association’s partner, GTEC, including the solar PV and battery storage courses.”

### CREATING THE RIGHT BALANCE

As you’d expect from a fifth-generation firm, family values run deeply throughout P Blackhall, with Stuart’s wife Alison working as the company’s Financial Director.

She told us: “Working with immediate family often involves a balance of professionalism and maintaining a healthy personal relationship.

“We strive to set a clear boundary between work and personal life and both have clearly defined roles, which helps us not step on each other’s toes!

“We’re fortunate to share in the business’s successes together and can lean on one another when facing challenges.”

Stuart agreed, adding: “We look after our staff like family and respect that we all have families and respect our non-work commitments.”

Alison went on: “I think we take advantage of the inherent trust of working with family. The shared values, history and commitment are powerful drivers when working towards a common goal.”

That common goal includes training the talent of tomorrow, as Stuart explained: “We’ve always had apprentices and we’re strong believers in training the next generation. With the growing reliance on electrical technology, apprentices are more vital than ever.”

### FIRM MOVES WITH THE TIMES

Away from the work itself, and inspired by its growing focus on green technology, P Blackhall Ltd has also made changes to its day-to-day operations.

### QUICK FACTS



P BLACKHALL LTD

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Scotland

BASED:  
Edinburgh

WEBSITE:  
[www.pblackhall.co.uk](http://www.pblackhall.co.uk)



“Capping the gas at our head office and installing our first heat pump also proved to all our employees that renewable technology is a viable option for the future.

“We also recently gained MCS certification in solar PV, battery storage and air source heat pumps, which shows our commitment to industry standards.”

Looking ahead, Stuart believes renewables are key to both electrical contractors and their customers – as is regulation of the industry itself.

He said: “I want to prove that energy-saving and clean and renewable energy is the future and want to help people reduce or eliminate carbon emissions in their homes and businesses.

“I would also like tighter regulation of the electrical industry to stop rogue traders and recognise time-served, qualified tradesmen like the ones who have helped make the company what it is today.” ■



↑ The electrical team is just one small part of the business, which also has renewables and plumbing and heating teams



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125 SELECT 125 YEARS OF EXCELLENCE - 1900-2025

Empowering the electrical industry

CAROLYNN SHAW  
ICT Project Manager, 25 years

STUART MCKELVIE  
Training Development Adviser, 14 years

JENNY CRYANS  
Training Manager, 18 years

# The sum of our parts

Hard work and dedication have been key to the success and longevity of SELECT, so we went behind the scenes for a chat with some of our most long-serving staff, whose time at the association just happens to add up to 125 years...





**MICHELLE COURTNEY**

Benefits Manager,  
25 years

**ANITA HORECKVI**

Membership  
Administrator,  
14 years

**SUE ROSS**

Training  
Administrator,  
19 years

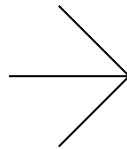
**GILLIAN HOGARTH**

Employment  
& Skills  
Administrator,  
10 years



**WORDS**  
**IAN MASON**

Director of Membership, Events & Communications and six years at SELECT



**WHEN DID YOU START AT SELECT? WHAT WAS YOUR FIRST**

**JOB ROLE?**

**GILIAN HOGARTH:** I'm the relative newbie here as I only started in 2014, as an administrator with the SJIB.

**ANITA HORECKYJ:** I also started with the SJIB in early 2011.

**STUART McKELVIE:** I was the year before, becoming a Technical Adviser in April 2010.

**JENNY CRYANS:** I started on 1 April 2006 – April Fool's Day! I originally came in as a temporary

Technical Services Administrator, covering maternity leave.

**SUE ROSS:** I'd arrived in the same department

a year earlier, October 2005, also working as a Technical Services Administrator.

**CAROLYNN SHAW:** I feel old now! I joined as Membership Coordinator in October 1999.

**MICHELLE COURTNEY:** I can beat that – I started as a Benefits Administrator in April 1999. I was only 19.

**SMcK:** OK Michelle, you win!

**WHAT WERE YOUR FIRST IMPRESSIONS OF THE ASSOCIATION?**

**CS:** I was interviewed in the Members' lounge in Bush House which reminded me of an old people's

home without the old people! We still had the equivalent of a typing pool and other staff were scattered about in random offices on staircases and along corridors. I needed a trail of breadcrumbs to find my way back to my office.

**MC:** I started at Bush House too and it really was another world – each department had their own room and there was no communal area. We didn't even have PCs – everything was written out by hand or

**"MEMBERSHIP NUMBERS HAVE MORE THAN DOUBLED AND THE SERVICES WE OFFER HAVE DONE THE SAME, MUCH OF IT DRIVEN BY TECHNOLOGY. SO MUCH IS NOW AVAILABLE DIGITALLY AND INSTANTLY"**



↑ Our talented people have a wealth of experience and skills that they can share

↑ Jenny in the mid-noughties

on a typewriter.

**SR:** By the time I arrived the association had moved to The Walled Garden, which I thought was very modern. I did think things were a bit formal, as most people were suited and booted and all the men wore ties.

**GH:** That's strange, because I'd come from a corporate banking background so I found everything quite laid back by comparison.

**JC:** I was struck by how professional it all was – there was a lot to take in and it took time to understand how everything tied together.

**SMcK:** I just remember feeling like an apprentice. My new colleagues clearly had a vast amount of knowledge and it was a totally new world.

**HAS YOUR JOB CHANGED DURING YOUR TIME AT SELECT?**

**JC:** I've been very fortunate to climb the ladder, from temping to full-time, then Training Coordinator and now Training Manager.

**CS:** My job has changed too. I started taking responsibility for the website and digital communications when they became a thing and then developed the on-site IT systems. Eventually I passed on the membership baton and now





Images: Mark Jackson Photography

concentrate on streamlining and improving efficiency. It's meant my role has always been interesting.

**AH:** I switched roles as well, becoming a Membership Coordinator in 2014.

**MC:** I actually left in 2004 so I could take another role in the police force.

**SMcK:** Boo! Traitor!

**MC:** But after a few months, I was asked to come back as Benefits Manager and that was the end of my police career.

**SMcK:** I've stayed in the Technical team but had several roles, moving to Training Development Adviser in 2022 to reflect the rise in popularity of our training.

**GH:** I'm the only one whose role has never changed!

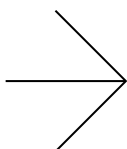


↑ Carolyn soon after joining SELECT

#### AND WHAT'S CHANGED AT THE ASSOCIATION ITSELF DURING YOUR TIME HERE?

**CS:** Oh my goodness, everything! Membership numbers have more than doubled and the services we offer have done the same, much of it driven by technology. So much is now available digitally and instantly.

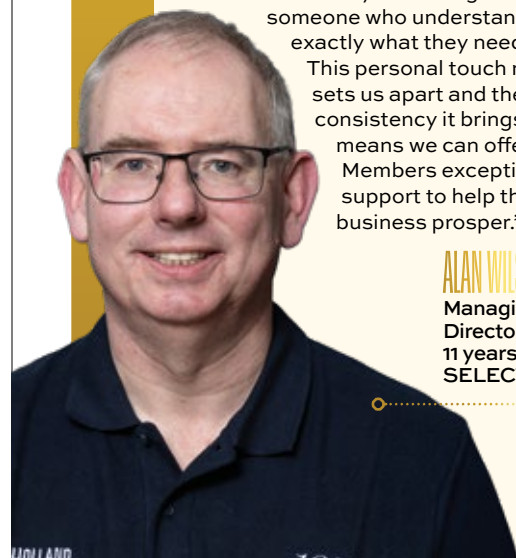
**GH:** We've definitely moved into the 21st century and our social media presence has



## THE SELECT VIEW

“Staff retention is key to any business, and we're very lucky to have so many longstanding colleagues at SELECT. Experience is also essential to any organisation and we're fortunate to have extremely knowledgeable people in every department. It means Members can always speak to a familiar face and know they're dealing with someone who understands exactly what they need.

This personal touch really sets us apart and the consistency it brings means we can offer Members exceptional support to help their business prosper.”



**ALAN WILSON**  
Managing Director and 11 years at SELECT



helped make SELECT more visible.  
**CS:** Saying that, I like to think that when Members do need to speak to a person they still get the friendly, family feel from our team.

**MC:** Absolutely. It's amazing to see how many Members we have now and the amount of training and advice we provide, along with the brilliant support from staff. We really do strive to give Members an excellent service.

**JC:** As well as delivering a lot more training courses, we also have a wider range of topics so there's something for every Member. COVID-19 also changed the way we delivered training, with a mix of in-person and online options.

**SMcK:** We've definitely become less paper orientated...

**SR:** ...which is good news for the trees! We use a lot less paper and technology is always advancing, with new things to learn and platforms like Teams making a real difference.

**SMcK:** The virtual classrooms also mean that Members don't need to travel for training.

**AH:** I kind of miss seeing crowds of electricians in The Walled Garden for training. It was good to see the place full.

**HOW DO YOU THINK THE INDUSTRY HAS CHANGED TOO?**

**CS:** I've seen huge changes, always technology driven. When I joined SELECT, we didn't have a website and Members who had their own email address were few and far between. In 2005, when the Building Standards Scheme was set up, an email address and online access became a requirement – and challenge – for many of our Members. What a difference 20 years makes!

**SMcK:** Technology has definitely moved forward at a lightning pace and electricians' underpinning knowledge has had to advance with things like EV, PV, EESS, ASHP...

**"TECHNOLOGY HAS DEFINITELY MOVED FORWARD AT A LIGHTNING PACE AND ELECTRICIANS' UNDERPINNING KNOWLEDGE HAS HAD TO ADVANCE WITH THINGS LIKE EV, PV, EESS, ASHP..."**

**JC:** ...and all the other acronyms we need to remember!

**SMcK:** Exactly! Ensuring our Members are trained to the highest standard, work safely and look after themselves and others around them is more important than ever.

**JC:** Renewable technology has definitely become a big part of everyday life for Members as well now, so it's important we can offer them the relevant training.

**MC:** It's also important for electricians themselves to stay up to date with that training.

**SR:** Absolutely. Electricians definitely need to be responsible, especially when their training expires.

**GH:** It's also good that the industry has tightened up on qualifications but we still need to go further – SELECT's campaign for regulation is key

to making sure that the public are properly protected.

**SO WHAT'S THE BEST PART OF YOUR ROLE? WHAT DO YOU ENJOY MOST?**

**AH:** That's easy – speaking to Members on the phone or in person at Toolbox Talks. You can't beat it.

**GH:** I agree. I love getting an interesting question – I don't give up until I solve it!

**SR:** I agree with Anita and Gilian. Taking a training enquiry, talking to our Members and making a booking is extremely satisfying.

**MC:** It's definitely the people part for me too. I'm very proud of the relationships I've built up with our Members over the years. It's also satisfying to know that they have cover in place when they need it most.

**SMcK:** I also enjoy interacting with Members, mainly through training. Learning together is key and it's a great feeling when a Member leaves a course with more knowledge that they arrived – even if it's only one thing.

**CS:** I'm not public-facing any more, so for me satisfaction is improving efficiency for Members or staff, mainly through our online services. We're always learning.

**HOW YOU THINK SELECT HELPS MEMBERS MOST?**

**JC:** Communication is key. We provide Members with up-to-date information by phone, email, website, social media, e-newsletter and *cabletalk*.



**OUR OTHER LONG SERVERS**

**SCOTT WHITE**  
 Resources Assistant,  
 36 years

**LYNNE MACDONALD**  
 Benefits Administrator,  
 22 years

**Laurie Burns**  
 Training Administrator,  
 21 years



Visits from our Technical Advisers and Member Reps are also essential and the Technical Helpline is something I know Members really value.

**AH:** What Jenny said! I also think that getting a friendly and familiar voice when you need it is what we do best. You don't get a computer when you call SELECT.

**GH:** It's also good for Members to know that they'll undergo rigorous technical assessments to ensure their work is up to standard. It's a mark of quality and a great selling point for a business to potential clients.

**MC:** For me, SELECT is always on top of any changes to training and regulations, so we're able to keep our Members compliant. COVID-19 was a great example of that.

**SMcK:** Absolutely. We offer such a wide scope of support and information, and it's all dedicated to helping our Members work more effectively and flourish in their career.

#### AND WHAT SORT OF FEEDBACK DO YOU GET FROM MEMBERS?

**AH:** I would say it's overwhelmingly positive; it's obvious that Members are extremely proud of the association.

**"AS LONG AS WE CONTINUE TO ENGAGE WITH MEMBERS, LISTEN TO THEIR WANTS AND DELIVER WHAT THEY NEED, WE'LL BE HERE FOR ANOTHER 125 YEARS"**

**JC:** I always encourage Members to supply feedback and we regularly review what we receive. Any feedback, negative or positive, helps us improve what we do.



**MC:** I frequently get messages of thanks when we help with a certain situation, for example if someone has been off ill and receives our additional sick pay.

**SMcK:** It's always pleasing to get feedback like that.

For me, on courses where the material can seem quite dry and daunting, it's great to know you've put someone's mind at ease and got your message across.

**SR:** One Member recently commented that he "loved my can-do attitude". That really made my day!

#### WHAT DO YOU THINK THE ELECTRICAL INDUSTRY'S FUTURE HOLDS?

**CS:** There's no doubt our industry is fast-changing and fascinating. The push for renewables will increase demand for electrical technology and energy storage, which is good news for our Members.



**MC:** Electric vehicles and smart homes will be more commonplace too, so electricians can't afford to miss out.

**JC:** Artificial intelligence (AI) is another big growth area, although I'm not sure if our infrastructure is ready just yet.

**SR:** With the demise of fossil fuels, hopefully there will be a cleaner environment to work in too.

**GH:** I think it's also good that more people are encouraging youngsters to take up an electrical apprenticeship, because we're going to need more qualified experts.

**JC:** Whatever the future brings, we all need to be ahead of the curve and have the right training available.

**SMcK:** Absolutely. With electricity at the forefront of everything, electricians will need to keep their skill levels at the highest possible standards to install and maintain all the tech that's coming down the track.

#### AND FINALLY, WHAT DO YOU THINK THE FUTURE HOLDS FOR SELECT?

**SR:** We've already started more modern working practices, such as working from home and remote events,

which haven't impacted our service.

**JC:** As we always say, the future is electric, so demand for electricians will only increase which will hopefully ensure that membership of the association remains healthy. We also have to ensure all those electricians are properly trained too.

**CS:** I agree with Jenny – one of our most important roles is to continue expanding our training provision. It's crucial for Members to be able to develop their skills and to adapt to the changing environment.

**SMcK:** The future of SELECT looks promising, but one of my biggest wishes is for regulation and protection of title. For me, that's essential.

**AH:** As long as we continue to engage with Members, listen to their wants and deliver what they need, I think we'll be here for another 125 years. ■





# Smart ideas to heat the future

SELECT is playing a key role in the new Smart Direct Electric Heating Forum as it once again brings together key industry figures to share ideas and discuss net zero solutions

**A**s part of the Scottish Government's drive for cleaner energy, the Smart Direct Electric Heating Forum (SDEHF) is adding its voice to the net zero conversation.

Hosted by the association, the recently-formed group represents Scottish manufacturers of electric heating solutions like infrared panels, electric boilers and hot water solutions.

Members include SELECT Associates Flexel and the Electric Heating Company (EHC), along with Connected Response, McDonald Water Storage, Sunamp and Thermaflow.

Funded entirely by its members, SDEHF aims to capitalise on the growing demand for clean heating options as Scotland pushes towards net zero emissions.

Craig Herriott, Regional Manager at Flexel, said: "We are grateful to SELECT for playing a key role in the creation of the SDEHF and hosting us at The Walled Garden. With 300

**"THE FOCUS ON DIRECT ELECTRIC HEATING ALIGNS WITH SCOTLAND'S DRIVE TOWARDS NET ZERO AND OFFERS A CLEANER AND MORE SUSTAINABLE ALTERNATIVE TO FOSSIL FUELS"**

employees and a combined turnover of £35 million, our companies already contribute significantly to the Scottish economy and the potential for growth is substantial, both for the industry and for Scotland's clean energy ambitions.

"The focus on direct electric heating aligns with Scotland's drive towards net zero and offers a cleaner and more sustainable alternative to fossil fuels.

"Additionally, it empowers skilled electricians to play a key role in the transition."

The group's latest hybrid meeting took place at The Walled Garden on Tuesday 3 December and was chaired by Chris Allan from the EHC. Delegates received

a presentation from Rachel Comrie of the Energy Saving Trust, who discussed direct electric heating technologies and their role in decarbonising Scotland's buildings.

Other attendees included SELECT Skills & Client Relations Manager Yvonne Wilson, Neil Kitching of Scottish Enterprise, Mike Smith and Mark Strachan from McDonald Water Storage, Kenny Cameron of Connected Response and the EHC's Garry Cowan.

Yvonne said: "As part of our ongoing commitment to the drive towards net zero, SELECT is proud to host the SDEHF and bring together leading figures from the direct electric heating industry.

"Its success follows on from other groups hosted by SELECT, including the Local Authority and Client Forum, and gives professionals a regular forum to discuss best practice and new ideas." ■

For more information on the SDEHF, email Yvonne at [yvonne.wilson@select.org.uk](mailto:yvonne.wilson@select.org.uk)



↑ Rachel Comrie, right, was the guest speaker at the last meeting of the SDEHF



# There's so much to talk about!

We're currently busy preparing for our 2025 Toolbox Talks, sponsored by Aico. As always, there'll be plenty of prizes and surprises alongside essential technical updates, so save the date now

**S** PONSORED for the first time by Associate Member Aico, our popular Toolbox Talks will return in 2025 to discuss a range of topical trends from the electrotechnical industry.

The free roadshows will tour 12 venues across Scotland in May and June, delivering technical updates and giving Members the chance to ask questions and discuss matters face-to-face with our Technical Advisers.

SELECT staff will also be on hand to answer any other queries, along with representatives from the Scottish Joint Industry Board (SJIB) and Scottish Electrical Charitable Training Trust (SECTT).

Our ever-popular Beat the Buzzer game and interactive quiz will also play a starring role, with prizes to be won courtesy of Associate Member Megger.

And exhibitors from a range of leading manufacturers and service providers will be there on the day too, so you'll have plenty of opportunity to get your hands on the latest electrotechnical technology.

Bob Cairney, Director of Technical Services, said: "Last year's Toolbox Talks were another huge success and we're looking forward to meeting Members once again in 2025.

"We have a number of potential technical topics lined up and, as ever, they will be developed in line with Member demand to reflect current industry issues.

"Representatives from Aico will also deliver a presentation on fire safety and renewables, which will give an overview of what should be installed to protect zero carbon technology."

Each event kicks off at around 9am with coffee and morning rolls, and lunch is provided at the end of each session. Because we appreciate that Members have busy schedules, all talks are concise and to the point, with the day finished by 2pm.

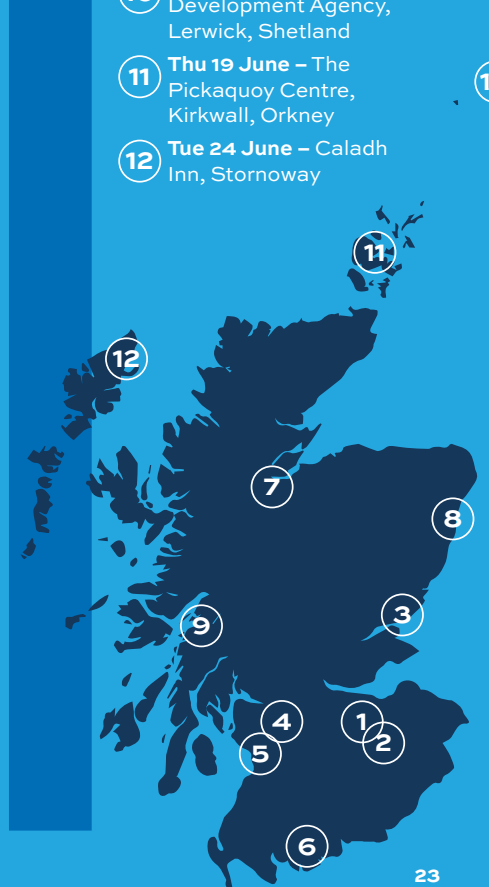
And of course, Toolbox Talks are free to attend for all SELECT Members. So check the map, save the date and keep an eye on our website and social media for updates – your Membership Representative will also have the inside track on exactly what's happening! ■



## Where you can meet our experts

Our team will be visiting 12 locations across Scotland. This handy map will help you find the one nearest to you.

- 1 **Wed 7 May** – The Walled Garden, Edinburgh
- 2 **Thu 8 May** – Macdonald Cardrona Hotel, Peebles
- 3 **Tue 13 May** – The Apex Hotel, Dundee
- 4 **Wed 14 May** – Hampden Park, Glasgow
- 5 **Wed 21 May** – The Fenwick Hotel, Ayrshire
- 6 **Thu 22 May** – Easterbrook Hall, Dumfries
- 7 **Wed 28 May** – Kingsmills Hotel, Inverness
- 8 **Thu 29 May** – Pittodrie Stadium, Aberdeen
- 9 **Tue 10 June** – The Corran Halls, Oban
- 10 **Tue 17 June** – Shetland Arts Development Agency, Lerwick, Shetland
- 11 **Thu 19 June** – The Pickaquooy Centre, Kirkwall, Orkney
- 12 **Tue 24 June** – Caladh Inn, Stornoway



# Technical

**MORE INFORMATION**  
For further information on our  
technical support and advice,  
please call 0131 445 9218 or email  
technicalhelp@select.org.uk

# Why PIV is a breath of fresh air

During the colder months, homes become more susceptible to condensation, dampness, mould and poor indoor air quality. Installers can play a key role in addressing these issues by embracing high-quality solutions like Positive Input Ventilation, which can deliver fresher and healthier indoor environments

**WORDS  
LEE STONES**  
Senior Category  
Manager – Ventilation,  
Xpelair by Dimplex



**I****NDOOR** air quality (IAQ) has become a critical focus, particularly in the face of growing environmental challenges. Public Health England highlights that poor IAQ can contribute to various health issues, such as respiratory infections, heart disease and even lung cancer.

BEAMA's My Health My Home survey revealed that 65% of UK homes experience indoor air pollution due to an estimated 900 chemicals and particles circulating within the indoor environment. Outdoor pollution infiltrating indoor spaces further intensifies the problem and BEAMA calculated that there's up to 50 times more indoor air pollution vs outdoor air.

The issue of mould is ever increasing too and data collected by the Warm this Winter campaign predicts that almost a third (29%) of the UK population experiences mould in their homes frequently or occasionally. Furthermore, the COVID-19 pandemic has underscored the

importance of robust ventilation systems in reducing the transmission of airborne pathogens.

With these figures in mind, maintaining clean air indoors has become essential, as people spend most of their time at home, work or school. This

highlights the pivotal role ventilation solutions play in tackling these ongoing challenges, especially as the latest and upcoming building regulations increasingly place emphasis on airtightness.

While airtightness and energy efficiency measures reduce heat loss, achieving these standards can also restrict natural ventilation, potentially leading to poor IAQ.

## EMERGING SOLUTIONS

The UK's regulatory landscape for IAQ and ventilation is evolving rapidly, with stricter standards being implemented to safeguard public health.

Regulations such as the UK's Building Regulations Part F and the Energy Performance of Buildings Directive mandate specific ventilation requirements to ensure adequate air exchange and energy efficiency. Ventilation products must comply with these stringent regulations for peace of mind and high performance.

The industry continues to innovate to meet the growing demand for improved IAQ, focusing on energy-efficient and environmentally sustainable solutions which also operate quietly.

One high-performance solution is Positive Input Ventilation (PIV). These systems provide controlled, efficient mechanical ventilation to reduce excess humidity, which is a primary cause of condensation and mould growth, without

↑ It's important to get the right solutions to maintain good air quality in the home

**"PIV SYSTEMS ARE ALSO DESIGNED TO BE USER-FRIENDLY AND REQUIRE MINIMAL INTERACTION FROM THE OCCUPANT, AS THEY TYPICALLY OPERATE AUTOMATICALLY AND REQUIRE NO MANUAL INTERVENTION"**





occupant, as they typically operate automatically and require no manual intervention, so a 'set and forget' approach can be taken. They can be programmed to maintain optimal air quality without constant adjustments from the user.

Thanks to unobtrusive designs and installation, as well as quiet running, these systems remain virtually unnoticed while operating from the loft spaces. They seamlessly blend into daily living environments and require minimal maintenance. Cost-effective to run, they also consume very little electricity, with many units needing only a few Watts to operate.

### A MODERN, HEALTHY CHOICE

One standout solution is Xpelair's Everdri, a PIV system designed for houses with loft spaces. Installed centrally on the landing or in a hallway, the Everdri transforms stale, stagnant air into a fresh, healthy, condensation-free environment.

The Everdri PIV unit reduces surface condensation and mould, improving overall air quality. It also significantly lowers radon levels by gently introducing fresh, filtered air and expelling contaminated air.

Everdri redistributes warmer air from ceiling level, which can be up to 7°C higher than ground level, potentially reducing heating costs. For ease of use and maintenance, it includes an easily replaceable, long-lasting, washable G4 filter to capture dust, pollen and other airborne particles.

The Everdri XELH model offers extra features to ensure comfortable temperatures and prevent cold draughts during colder months. These include a pre-heater that tempers the incoming air and a temperature probe that monitors air conditions. This enables the system to adjust airflow for optimal energy efficiency.

The ever-growing emphasis on energy conservation alongside air quality demand

represents a significant opportunity for installers to provide knowledge and professional installations of advanced ventilation products. By offering PIV systems, installers can deliver a modern solution that meets growing demands for healthier, energy-efficient indoor environments while also creating a professional point of difference and expertise in a competitive market. ■

compromising a property's energy efficiency.

Straightforward to install in most properties, PIV systems deliver fresh, filtered air into a property from a central location – usually the loft in houses or a central hallway in flats. By providing a steady, clean air supply, they improve ventilation and dilute airborne pollutants.

To achieve this, the PIV unit typically draws in external air through intake vents (in loft installations) or directly from outside for inline systems. The air collected is passed through a filter, ensuring the removal of pollutants, allergens and particulates.

This fresh, filtered air is then introduced into the property, usually through a diffuser in the ceiling, creating positive air pressure within the building. This positive pressure pushes stale, moist air out through natural escape points like trickle vents, door gaps, and window gaps, effectively lowering indoor humidity and enhancing overall air quality.

The ventilation provided is delivered gently through diffusers, ensuring comfort even in winter. Some PIV units also feature heating elements to temper the incoming air to ensure comfort during colder months.

PIV systems are also designed to be user-friendly and require minimal interaction from the

↓ Keeping properties ventilated and warm is achieved through PIV systems



For more information on Xpelair by Dimplex, visit [www.xpelair.co.uk](http://www.xpelair.co.uk)

THE LATEST IN-PERSON AND E-LEARNING COURSES TO BOOST YOUR SKILLS AND KEEP YOUR KNOWLEDGE UP TO DATE

# Training

## MORE INFORMATION

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

# Helping you learn the skills to lead

Becoming a successful site supervisor requires a specific skillset – but luckily our new online course can help equip you with the tools you need for effective management

WORDS  
**JENNY CRYANS**  
Training Manager



**O**UR new two-day online Site Supervisory Management Training course – AKA module No215 – is a standalone practical session that introduces the key non-technical skills required by site supervisors.

Designed for junior managers, supervisors and team leaders who've had no formal management training, the course will explore the role and responsibilities of the supervisor and examine the key principles of managing teams and resources and maximising results.

This course meets one of the requirements set out by the Scottish Joint Industry Board (SJIB) for those electricians interested in becoming graded as a Technician Electrician.



## AIMS AND OBJECTIVES

This course focuses on developing the fundamental skills and qualities possessed by excellent supervisors and team leaders and also acknowledges the real pressures faced by supervisors, e.g. when they've been promoted within their own team, as often happens.

Although originally developed for supervisors with a background in the electrical trades, this course is relevant for anyone taking on a supervisory role in any field and may be adapted accordingly.

Day one of the module covers the following:

- **Role of the site supervisor** – establishing how a site supervisor's role differs from a frontline role
- **Self-awareness** – we can't know the impact we'll have on others as their supervisor until we know our own strengths, needs and preferences
- **Communicating** – examining the fundamental need for clarity in communication
- **Different styles** – what to use and when
- **Team building** – how teams develop over time, the different roles needed for teams to work well and the tools to help when teams aren't functioning properly





## The voice of experience

The course presenter is Diane Ashton from Ashton Training, who has extensive experience in developing individuals and groups at all organisational levels and in multiple sectors.

Drawing on a strong background of 20 years' experience in industry, her expertise includes training, assessing, coaching, diagnosis, design and delivery.

Diane said: "I've been training, coaching and facilitating for more than 30 years and am an experienced lead assessor and assessor trainer in assessment/development centres for managers, frontline workers, trainers and graduates. I have also carried out facilitation, training and development work for a wide variety

of clients in the public, private and third sectors."

Diane has an honours degree in psychology and Graduate Membership of the British Psychological Society.

She also has a strong track record of delivering ILM accredited programmes for multiple clients over 15 years, mostly Level 3 and Level 5.

She added: "My approach is consistently geared around the needs of the client, using my industry experience to gain insight into the clients' needs.

"I use my relationship-building skills to build trust and dialogue with clients and colleagues, allowing me to draw on my analytical skills and extensive experience of different sectors and organisational levels to generate imaginative, realistic, cost-effective solutions, clearly linked to business objectives and providing added value."

Diane Ashton



**"THIS COURSE IS RELEVANT FOR ANYONE TAKING ON A SUPERVISORY ROLE IN ANY FIELD AND MAY BE ADAPTED ACCORDINGLY"**

- **Leading others on site** – different leadership styles and how different styles are effective in different circumstances
- **Delegation** – learn hands-off vs hands-on approaches and why delegation is important
- **Motivation** – sharing your own experiences of being motivated and demotivated and suggesting how to motivate others
- **Action planning** – putting practical steps in place to address individual needs regarding supervisory skills.

On the second day of the course, you'll cover the following areas:

- **Managing conflict on site** – discover why our favourite methods of dealing with site conflict sometimes work well and sometimes don't!

### THE SELECT VERDICT

BRUCE FINDLAY  
Technical Adviser



"Having worked in several supervisory and management positions during my own career I would certainly recommend this two-day online course. The module is ideal for any young up-and-coming junior manager or business owner alike. Group discussions are actively encouraged and Diane relates examples and scenarios to typical issues you could encounter on site or with clients."

- **Project management** – the key elements of making sure a project runs to plan
- **Delegation, time and workload management** – the benefits of delegation and recognising importance vs urgency
- **Problem solving** – practical tools for ideas generation, decision making and clarifying
- **Putting it into practice** – how you can apply the tools discussed during the course to real-life situations.

The course is delivered online via Zoom and delegates will receive digital copies of all course materials a week or two in advance, as well as an invitation to join on the day.

Participants should have access to a laptop or PC with webcam functionality and sound as the course will include full group and small group discussion, all via the Zoom platform.

Participants will also have the opportunity for a short, confidential one-to-one with the trainer after the morning session, which will also take place via Zoom.

### COSTS AND HOW TO BOOK

The Site Supervisory Course (215) costs £335 + VAT per Member, which includes a CPD certificate, with the next scheduled Zoom sessions due to take place on 30 April and 7 May 2025. To book, call the Training team on **0131 445 5577**, email **training@select.org.uk** or visit the Training section of the SELECT website at **www.select.org.uk** and look for 'Management training'. ■

# Health & Safety

**L**ET'S call it a wake-up call around incompetence. My daughter – who passed her driving test a couple of years ago – recently had to correct my claim about a particular aspect of the Highway Code, and suddenly my 20 years of experience behind the wheel didn't seem to count for quite so much.

We all suffer from it. The better-than-average-effect (BTAE) has us perceiving our abilities, attributes and personality traits as superior to those of our peers. Research related to BTAE shows when comparing skills, people typically rate themselves in the top 50%, which is clearly impossible.

Most of us consider ourselves good drivers, however despite a steady decline in casualties over the past 30 years, the Department for Transport reports almost 30,000 people killed or seriously injured on Britain's roads every year.

## THE FOUR STAGES OF COMPETENCE

This brings to mind the concept of unconscious competence – a term coined by management trainer Martin M Broadwell in 1960.

This is the final stage we reach after progressing through unconscious incompetence (we don't know what we don't know), conscious incompetence (we know what we don't know) and conscious competence (we know how to do it, but it takes a huge amount of

# Mind the skills gap!

Our guest columnist explains why experience alone isn't enough, and why ensuring a competent and adaptable workforce in constantly evolving industries is as critical as ever

## WORDS HUW BEMENT

Managing Director,  
CompEx



CompEx

concentration). Unconscious competence is when a new skill becomes second nature.

But this stage may not be the holy grail it seems.

As a colleague once pointed out, unconscious competence can still lead to bad outcomes through complacency – in other words, auto-pilot.

## COMPETENCE TO ADAPT

Just as driving tests have evolved over the past 20 years, so has the workplace, where change remains a constant.

**"DOING SOMETHING REGULARLY DOESN'T PREVENT US FROM MAKING MISTAKES. IN SOME CASES, IT CAN MAKE THEM MORE LIKELY"**

Factors such as advancing technology, updates to standards and regulations and shifting investment priorities will continue to reshape the jobs that exist and the skills needed to perform them effectively.



↑ We can often overestimate our skills in areas such as driving





↑ An educated workforce will benefit your business

Our understanding of occupational competency must evolve in response, with both employers and individuals sharing the responsibility for developing and evaluating these competencies.

**STRONGER TOGETHER**  
Competency is not a one-time achievement or a simple box to tick; it's a continual commitment to developing and maintaining skills in an ever-changing landscape. Unlike tasks that can be

completed and forgotten, true competency requires regular practice, reflection, learning and adaptation.

It's essential for employers and training providers to invest in up-to-date resources and adaptable

training to help keep skills sharp and relevant. It's equally important, however, for individuals to maximise how they use these resources to stay ahead in evolving, complex or safety-critical industries.

According to YouGov, in the UK around one in four of us drive every day, but doing something regularly doesn't prevent us from making mistakes. In some cases, it can make them more likely.

True competence is not achieved through experience or recent training, but a continually refreshed combination of both. ■

CompEx is the recognised global solution for validating the competency of staff working in all industries with potentially hazardous and explosive atmospheres. Find out more at [www.compexcertification.com](http://www.compexcertification.com)

## Noise issues are a cause for concern

The Building Safety Group (BSG) has reported a 34% increase in the number of noise infringements recorded on construction sites.

The statistic – which compared noise breaches in 2023 and 2024 – is concerning as some 17,000 people in the UK suffer from deafness, ringing in the ears or other ear conditions caused by excessive noise at work.

Exposure to high noise levels can cause tinnitus and permanent hearing damage for construction workers, without the sufferer becoming aware of the problem until it's too late.

It can also be a serious safety hazard at work, interfering with communication and making warnings harder to hear.

Two recent court cases saw construction companies heavily penalised for noise violations, with Soldi Investments Ltd fined £12,835 for failing to control

noise during the construction of a store and Westway Construction ordered to pay £5,000 following reports that builders had been carrying out noisy and heavy-duty building works at a site.

Andy Harper, Head of Technical and CDM Support for BSG, said: "Exposure to many different sources of noise on a construction site has a cumulative effect and can cause irreparable damage, even if a worker is only exposed to a single source for short periods of time."

"Workers are also at risk if they have muffled hearing at the end of the day, even if it's better by the next morning."

"There is no need for hearing to be damaged – under the Control of Noise at Work Regulations 2005, employers have a duty to protect workers and take steps to reduce the risk."

For further advice, go to the BSG Hub or see [hse.gov.uk/noise/keyfacts.htm](http://hse.gov.uk/noise/keyfacts.htm)



↑ It's important to protect workers against noise on construction sites



## 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.



# Industry insight

## New year revolution

Now is a good time to start thinking about how you can use staff wellbeing to boost your business in 2025, as our expert reveals five steps to strengthen your workforce

WORDS  
ROB LOW

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Services Limited



**T**HE start of the year is a natural time to reflect and plan for the future and one resolution could have a significant impact in 2025 – prioritising your workforce’s wellbeing.

Construction is a demanding industry, both physically and mentally, but when employees feel supported, they’re more productive, make fewer mistakes and are more likely to stay with your company for the long haul.

Improving wellbeing doesn’t have to mean spending a fortune or overhauling your processes. Small, practical changes can make a big difference – benefiting your team and your business alike.

### WHY WELLBEING MATTERS

Your workforce is at the heart of everything you do, and the health of your employees is under constant strain.

Heavy lifting, repetitive tasks and awkward positions lead to a high risk of injuries, with musculoskeletal disorders accounting for nearly two-thirds of all construction-related ill health, according to the HSE.

Mental pressures, stress and anxiety are also common in construction as tight deadlines and long hours take their toll, with one in four

workers reporting mental health challenges, according to Building Mental Health.

These issues aren’t just bad for your team, they also hurt your business. According to the HSE, each musculoskeletal injury costs around £1,100 in lost productivity. When injuries or burnout go

unaddressed, these costs quickly add up.

### THE RISKS OF IGNORING WELLBEING

Overlooking workforce wellbeing can lead to problems that are hard to recover from, such as:

- **Losing top talent** – in a competitive market, skilled workers will leave for businesses that offer better support.
- **Higher expenses** – absences, delays and injuries are expensive – and preventable.
- **Reputation damage** – a struggling workforce reflects poorly on you as a leader and impacts client confidence.

These risks aren’t always obvious but affect your business at every level.

### HOW WELLBEING SUPPORTS SAFETY

Looking after your team’s health doesn’t just make them happier – it makes them safer and more productive. For example:

- **Fewer mistakes** – a focused, rested worker is less likely to make errors that lead to accidents.
- **Better performance** – pain-free workers can focus on the job, not their discomfort.
- **Improved morale** – Employees who feel valued are more motivated to deliver their best work.

Small, consistent changes can turn wellbeing into a competitive advantage.

So what can you do to make a difference? Here are five steps to strengthen your workforce in 2025...

**"OVERLOOKING WORKFORCE WELLBEING CAN LEAD TO PROBLEMS THAT ARE HARD TO RECOVER FROM"**





↓ It's much harder for workers to do their job if they are in pain

## Why PMI makes sense

- **Faster care** – workers get treated quickly, avoiding long NHS wait times.
- **Comprehensive support** – PMI covers both mental and physical health, from stress counselling to physiotherapy.
- **Better outcomes** – Quick treatment means fewer absences, faster recovery and stronger teams.

Picture this: One of your best workers starts struggling with back pain. Without support, they may take weeks off – or leave altogether. With PMI, they could see a specialist within days, get treatment and return to work feeling stronger than ever.

EAPs are confidential services employees can use for various issues, including managing stress, dealing with financial or legal worries, or accessing mental health counselling. They provide a practical and accessible way to help your workforce manage pressures that might otherwise affect their performance or safety on-site.

The SELECT PMI scheme managed by ECIS includes access to an EAP, ensuring your team has support for these challenges whenever needed.

### 3. Build a reputation that attracts talent

In today's market, strong employee benefits can set you apart from competitors:

- Show your team you care about their health and future.
- Retain experienced workers by investing in their wellbeing.
- Attract skilled recruits who value benefits such as PMI.

### 4. Keep it simple

You don't need to overhaul your business overnight. Focus on small, meaningful changes:

- Survey your team to understand their needs.
- Adjust workspaces to reduce physical strain.
- Explore affordable PMI options to give employees quick access to care.

### 5. Get expert help

Finally, employee wellbeing doesn't have to be a solo effort, so partner with trusted providers such as ECIS to implement solutions that suit your team and your budget.

As you plan for the year ahead, prioritising your team's health shows you value their contribution – and it pays off. Healthy, supported employees work more efficiently, stay safe on the job and help keep projects on track. ■

### 1. Prevent injuries before they happen

Musculoskeletal injuries are common, but often preventable. Start with simple measures:

- Train workers in safe manual handling techniques to reduce the risk of musculoskeletal injuries during lifting or repetitive tasks.
- Use lifting aids and equipment designed to minimise strain on the body.
- Offer access to physiotherapy through private medical insurance (PMI) to address minor issues before they escalate.

### 2. Prioritise mental health

Mental health is just as important as physical health, but it's often overlooked in the construction sector:

- Foster an environment where workers can raise concerns without stigma.
- Train managers to recognise early signs of stress or burnout.
- Provide access to counselling and support through employee assistance programmes (EAPs) or PMI.

## START YOUR WELLBEING JOURNEY

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

If you're ready to explore how PMI could benefit your business, contact the ECIS Benefits Team at [ecis@ecins.co.uk](mailto:ecis@ecins.co.uk) or call 0330 221 0241.

You can also visit ECIS at [www.ecins.co.uk](http://www.ecins.co.uk) for more information.

Meet  
our new

# CONSUMER UNIT

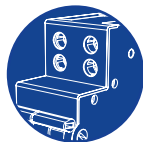
EXCITING  
NEW  
PRODUCT!



The NEW Proteus metalclad range of consumer units has been designed and manufactured in-house in conjunction with electrical contractors across the UK. The result, a modern style board, compliant to the latest wiring regulations and packed with features to ease the installation.



FLUSH DESIGN,  
ROUNDED CORNERS



PATENTED DUAL  
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[cons@proteusswitchgear.co.uk](mailto:cons@proteusswitchgear.co.uk)





# New opportunities, fresh challenges

Our legal expert looks back on the key developments of 2024 and makes some predictions about the year ahead

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**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.

## A 2024 RECAP

- 1. JCT 2024 suite launched:** The updated JCT contract suite addressed modern industry risks, including insolvency and building safety changes, alongside improving dispute resolution processes.
- 2. Repairing Standard Scotland 2024:** As of 1 March 2024, Scotland's private landlords must ensure all electrical installations in rental properties have one or more residual current devices (RCD) in the consumer unit, per updated Repairing Standard regulations. RCDs protect against electric shocks and fires by disconnecting power quickly when a fault is detected. This update complements the existing requirement for five-year electrical safety inspections. For electricians, regular testing and ensuring compliance with these requirements is critical to maintaining safety standards.
- 3. Providence Building Services Ltd v Hexagon Housing Association Ltd [2024]:** Important lessons were learned from Providence, where a contractor can terminate the contract after repeated payment defaults, even without prior notice of termination. This decision strengthens contractors' rights, and sub-contractors' rights in similar situations, while placing more risk on employers.

## 4. New government initiatives:

Labour's election success resulted in several sector-shaping policies, including ambitious housing targets, renewable energy projects and reforms to streamline planning frameworks.

## 5. Rising insolvencies:

Economic instability led to 4,264 construction business failures in the 12 months to September 2024, disrupting supply chains and delaying major projects. This highlights the need to address insolvency in construction contracts, ensuring definitions are clear and outlining

appropriate steps, which can vary depending on the contract.

## PREDICTIONS FOR 2025

The upcoming year offers cautious optimism, with opportunities balanced by persistent challenges:

- 1. Public procurement and its private sector impacts:** The Procurement Act comes into force in February 2025, which intends to enhance procurement transparency and prioritise supplier performance for higher-value contracts. While the Act extends to Scotland, its application is limited, and there will effectively be dual regulation of public procurements. Hence, Scottish bodies follow Scotland's rules; UK-wide bodies follow the Procurement Act 2023.
- 2. SMEs may benefit from housing targets:** "Get Britain building again" was a central promise in Labour's general election manifesto. Labour's aim of providing 1.5 million new homes across the UK could provide opportunities for small-scale builders, driving growth in the sector.
- 3. Productivity recovery:** After an output decline of 2.9% in 2024, the Construction Products Association anticipates a 2.5% productivity increase in output in 2025. This is expected to coincide with falling inflation, lower interest rates and government investments, which should support sector growth.
- 4. Skill shortages:** The construction sector faces a persistent skills shortage, with the Construction Industry Training Board estimating a deficit of 250,000 workers by 2030. The aforementioned government ambition to build 1.5 million homes over the next five years is estimated to add a further 150,000 jobs, raising the total skills shortfall to 430,000 – nearly a 15% workforce increase. ■



**LEGAL  
HELPLINE**  
0141 303 1111



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

# How to stay on top in the year ahead

After a rough year for the construction sector, 2025 will be equally challenging. Here, our expert outlines five of the biggest obstacles facing SMEs in the months ahead

**T**HE passing of 2024 will not be mourned, with 4,208 construction businesses entering administration up to October – more than one in six insolvencies. As we enter 2025, the UK construction industry faces further significant challenges and business owners will need to navigate a complex landscape of obstacles to remain competitive and sustainable...

## SKILLED LABOUR SHORTAGE

The UK construction industry is grappling with a severe shortage of skilled workers. It needs an estimated 937,000 new recruits over the next decade to meet growth projections and bridge the shortfall. Implications for SMEs include:

- **Wage inflation:** The scarcity of skilled workers is likely to drive up wages, putting financial pressure on smaller firms with tighter budgets.
- **Reduced productivity:** The lack of skilled workers may lead to project delays and reduced efficiency, potentially undermining SMEs' ability to compete with larger firms.
- **Limited growth:** Without access to the necessary talent, SMEs may struggle to take on new projects or expand their operations.

To address this challenge, SMEs will need to invest in training and development, collaborate with educational institutions and explore innovative strategies to attract and retain skilled workers.

As shortages intensify so will the challenge of hanging on to the talent you have. Ensuring you have a culture that supports recruitment and retention will become more important, as your competitors are all “fishing in the same pond”.

## TECHNOLOGY ADOPTION GAP

The construction industry is undergoing rapid technological transformation, but many SMEs are struggling to keep pace. By 2025, the pressure to adopt advanced technologies will be even more

pronounced, creating a potential divide between tech-savvy firms and those lagging behind. Key challenges for SMEs include:

- **Building Information Modelling (BIM):** While BIM has been available since the 1990s, its adoption remains inconsistent. SMEs often struggle with lack of training, integration costs and limited resources.
- **Digital twins:** This offers immense potential for improving project efficiency and sustainability, but high implementation costs and the need for extensive IoT infrastructure make it difficult for smaller firms.
- **AI and smart sensors:** The integration of artificial intelligence and smart sensors in construction processes is becoming increasingly important, but SMEs may lack the expertise and resources.

To overcome this challenge, SMEs will need to



WORDS  
**PAUL McDEVITT**  
Managing Director,  
McDevitt & Co





prioritise digital transformation, seek partnerships or collaborations to share technology costs and invest in upskilling their workforce. Collaborating with trade bodies, funding bodies, universities and private sector training providers may help mitigate some costs.

### FINANCIAL PRESSURES AND CASHFLOW MANAGEMENT

The construction sector has long faced challenges with cashflow management and insolvencies, and this is likely to persist. SMEs are particularly vulnerable due to smaller capital reserves and limited access to credit. Key financial challenges include:

- **Tight profit margins:** The combination of wage inflation and existing financial pressures is likely to compress profit margins further, leading to financial strain for many SMEs.
- **High interest rates:** Continued high interest rates may make borrowing more expensive, limiting SMEs' ability to invest in growth or manage cashflow.
- **Late payments:** This issue disproportionately affects SMEs, causing cashflow problems and potentially leading to insolvencies.

To address these financial challenges, SMEs will need to focus on improving their financial management practices and potentially diversify their services to create more stable revenue streams.

### REGULATORY COMPLIANCE AND PLANNING REFORMS

The UK construction industry is facing increasingly stringent regulations, particularly around safety, environmental impact and energy efficiency. SMEs

will need to navigate a complex regulatory landscape while also adapting to potential planning reforms. Key challenges include:

- **Building Safety Act:** Compliance with new regulations, especially around fire safety and structural integrity, will require additional investment in materials and labour.
- **Energy efficiency standards:** Higher standards for energy efficiency in new buildings will most likely increase design and construction costs.
- **Planning reforms:** While proposed reforms aim to streamline processes, SMEs may face challenges in navigating new systems and competing for projects.

SMEs will need to stay informed about regulatory changes and potentially seek expert advice to ensure they meet all necessary standards. There will be challenges, but there will also be opportunities for those businesses that anticipate and adapt effectively.

### SUSTAINABILITY AND NET ZERO TARGETS

The push towards sustainability and net-zero emissions is reshaping the construction industry. In 2025, SMEs will face increasing pressure to adopt sustainable practices and contribute to the UK's net-zero goals. Key sustainability challenges include:

- **Green building practices:** The demand for sustainable construction methods and materials is likely to intensify, requiring SMEs to adapt processes and potentially invest in new equipment or training.
- **Renewable energy systems:** Integrating renewable solutions into projects may become standard practice, requiring new expertise.
- **Circular construction:** The industry is moving towards more circular practices, emphasising waste reduction and material reuse. SMEs will have to adapt their processes to align with these principles.

SMEs will need to invest in sustainable practices and technologies, develop expertise in green building techniques and potentially seek certifications in sustainable construction methods. With foresight and investment in the new technologies, businesses in the electrical sector, can be well placed to take advantage of the many opportunities that will come from the transition to net zero.

In conclusion, while the UK construction industry is poised for growth in 2025, SMEs face a complex set of challenges that will require better strategic planning, investment and adaptation to prosper.

By addressing the skilled labour shortage through recruitment and retention, bridging the technology adoption gap, managing financial pressures, navigating regulatory changes and embracing sustainability, SMEs can position themselves for success in a changing landscape. The ability to adapt quickly, innovate and collaborate will be crucial for SMEs looking to thrive in the construction industry of 2025 and beyond. ■

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



# SECTT Update

## Red hot Currie

The talented pupils from Currie Community High School were certainly on fire as they emerged triumphant at this year's CABEC contest, with youngsters once again gathering to solve a range of fiendish engineering challenges

**WORDS**  
**FIONA HARPER**  
Chief Executive,  
SECTT



**IT** WAS a privilege to be part of this year's Construction and Built Environment Challenge (CABEC) and to meet so many talented school pupils, lecturers and training providers.

This annual contest sees groups of youngsters aged 13 and 14 take on a series of tasks to help raise their awareness about the wide range of exciting careers in the construction and built environment sectors.

All schools across Edinburgh and the Lothians are invited to put forward a team of ten S2 pupils to compete in the contest, with the top 100 pupils out of 300 competitors making it through to the final at the O2 Academy in Edinburgh on 16 January.



Staff from local colleges and universities, together with SECTT and SNIPEF, devised a series of construction, engineering and building services challenges, with each team marked on criteria including teamwork, understanding, carrying out instructions and working safely.

After an exciting day of extremely close competition, the pupils from Currie Community High School were crowned CABEC champions for 2025, with Bathgate Academy hot on their heels as runners-up and Dunbar Grammar taking third spot.

Each team was awarded Amazon gift cards with the schools themselves receiving a prize for their craft, design and technology departments. As the overall winner, Currie High School was also presented with a trophy.

### A GREAT EVENT

Afterwards, Phil Lee, a teacher at Currie High School, said: "The CABEC final was a fantastic event for all who attended. The range of engaging challenges not only showcased real-world applications of STEM but also







## CHALLENGE PROVIDERS



highlighted the diverse opportunities within the construction industry.

“We were particularly impressed by the gender balance at the event, which reflects the inclusive future we want to encourage in these fields.

“The event was incredibly well-organised, offering pupils the chance to meet and network with industry professionals, learn about modern apprenticeships and gain exposure to different career paths.

“It aligned beautifully with our subject area in CDT, inspiring our pupils to see the practical and exciting ways their skills can make an impact in the world.

“Our pupils enjoyed every single challenge, and we look forward to attending again and continuing to inspire the next generation of construction professionals.”

**“THE RANGE OF ENGAGING CHALLENGES NOT ONLY SHOWCASED REAL-WORLD APPLICATIONS OF STEM BUT ALSO HIGHLIGHTED THE DIVERSE OPPORTUNITIES WITHIN THE CONSTRUCTION INDUSTRY”**

## EVENT SPONSORS



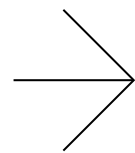
## LOOKING TO THE FUTURE

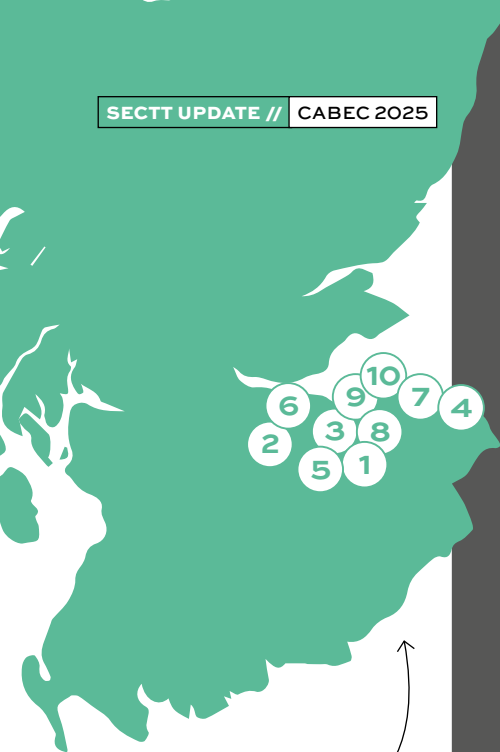
As part of the event, Graeme Dey, Minister for Higher and Further Education, also sent the pupils a special video message, telling them: “I’m sorry I can’t be with you today, but having attended previously, I know how much enthusiasm, expertise and energy will be on display.

“The Scottish Government is committed to ensuring that all of our young people build core STEM skills and knowledge, which is why initiatives such as CABEC are so important.

“The skills that you’re developing by taking part in this challenge will not only help you grasp the opportunities of a future career in construction, engineering and a range of other things, but will also help you navigate all that life throws your way.

“Expert skills in communication, problem solving and teamwork are just as valuable when you’re working on a site or dealing with demanding clients as they are to building and sustaining friendships or managing adversity in your daily lives. Indeed, they’re





## COMPETING SCHOOLS

- ① Balerno High School
- ② Bathgate Academy
- ③ Currie Community High School
- ④ Dunbar Grammar
- ⑤ Firrhill High School
- ⑥ Linlithgow High School
- ⑦ Preston Lodge High School
- ⑧ St David's RC High School
- ⑨ The Royal High School
- ⑩ Trinity Academy

### ABOUT SECTT

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



↑ The CABEC challenge providers

also quite useful when it comes to managing the demands of life as an MSP, so if anyone in the room is considering a life in politics, you'll be well equipped!"

Mr Dey added: "Well done to all of you for reaching the final of this year's competition and thank you to SECTT, the college, universities and partner organisations for your work in developing this challenge.

"Your endeavours in making this challenge happen each year provide a special opportunity for the young people involved to learn, be inspired and run with their creativity."

### PUPILS ARE AN INSPIRATION

CABEC has been running since 1999, with SECTT playing a key role in managing the challenge and sourcing sponsorship to ensure it continues to inspire future generations of pupils.

As with every competition, there was a feeling of real excitement at

this year's final, with all ten teams very enthusiastic when they arrived for the challenge and their eagerness continuing throughout the day.

The pupils all performed exceptionally well and the feedback from the challenge providers and teachers was overwhelmingly positive, with the excellent teamwork on show given particular mention.

I was particularly impressed by the way the young people enthusiastically engaged in the tasks and worked so well together.

The practical hands-on nature of the competition gave them a valuable insight into the world of work and showed how engineering and building services can be rewarding, creative and challenging.

I'd also like to pay particular tribute to the SECTT team, who did a magnificent job, and I'm already looking forward to the heats for the 2025/2026 challenge later this year! ■

## Top honour for talented Kalum after final display

Talented young learner Kalum Low has been presented with this year's Rab Sherry Award for Excellence after his excellent performance in the recent SkilleLECTRIC final.

The 3rd Stage apprentice was among four competitors from Scotland who took part in the annual three-day event at Oldham College last November.

Despite just narrowly missing out on a medal position, Kalum was highly commended for his efforts and achieved the highest score of the Scottish quartet.

Kalum was presented with his award by SECTT Senior Training Officer

Craig Johnston, along with UHI Moray lecturer Iain McBean and Michael Smith, director of his employer, MS Electrical & Renewables in Lossiemouth.

Barrie McKay, SECTT Training & Development Officer, said: "This trophy is a fitting reward for Kalum, who performed extremely well at SkilleLECTRIC and was unlucky not to come away with a medal."

The award is presented each year in memory of SECTT and SJIB Trustee Rab, who was a Unite the Union official and a huge supporter of electrical apprenticeships until his death in 2022.



↑ Kalum receives his award from Craig, Iain and Michael



# SJIB Bulletin

## Good practices will pay off

As an employer, it's vital that your trainees pay the correct income tax and National Insurance

IN accordance with Section J of the SJIB Handbook, the SJIB is supporting SECTT in its effort to ensure that all apprentices and adult trainees have employee status and pay income tax and National Insurance through PAYE.

In response to directed action from the UK and Scottish Governments, and a subsequent reconciliation exercise between Skills Development Scotland (SDS) and HMRC, training providers and managing agents must now provide proof that all learners registered in their training programmes have employee status and are paid on a PAYE basis.

As part of SECTT's due diligence, over the coming months all apprentices and adult trainees will be required to provide a current payslip with their name, National Insurance number and any tax and National Insurance deductions via OneFile as evidence to support that they are directly employed by their employers and are paid on a PAYE basis.

Apprentices and adult trainees who are unable to provide this evidence may unfortunately be removed from their

respective training programmes. The Secretary of the SJIB, Catherine Gillon, said: "SECTT will be rolling out these checks across all training stages from January 2025 and all employers will receive notification from SECTT CEO Fiona Harper when checks are due to take place.

"SECTT Training Officers will also continue to work directly with learners to ensure they are correctly informed and employed and paid accordingly.

"Please note that this is not a one-off exercise and that these checks will become regular practice. The onus is on everyone to ensure correct employment and pay practices." ■



### REMEMBER!

Our small team is still extremely busy and receiving a high volume of calls. The best way to get in touch with us is the 'Contact Us' form at [www.sjib.org.uk](http://www.sjib.org.uk) which ensures your query goes directly to the team member responsible. Our team is here to help you, and aggression or foul language is unacceptable and won't be tolerated. Please treat our staff with the respect they deserve!

### WE'VE GOT THE X FACTOR

Get the latest SJIB news and updates on X – formerly Twitter – by following [@The\\_SJIB](https://twitter.com/The_SJIB)

### ABOUT THE SJIB

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

### NEW WAGE RATES FOR APPRENTICES

New apprentice rates of pay for 2025 have been issued following collaboration between SELECT, the JIB, the ECA and Unite the Union. All 2025 rates of pay can be found on the SJIB website at [www.sjib.org.uk/rates-and-allowances/sjib-national-rates-allowances-2025](http://www.sjib.org.uk/rates-and-allowances/sjib-national-rates-allowances-2025)

### DID YOU KNOW?

When you sign in to the ECS Portal, you can view an image of your ECS Cards as well as their expiry dates. Just click on 'ECS Cards', then 'My Cards'. Find out more at [www.select.org.uk/SJIB](http://www.select.org.uk/SJIB)

### Update to ECS Grade Card costs

The cost of your ECS Grade Card will increase by £1 from April 2025, with apprentice cards rising by 10p. The SJIB never wants costs to be an issue for operatives, but after eight years of static pricing, this small increase has become necessary.



# ProZone

## TUB'S A TOP SUPPORT FOR FIRE SAFETY

Unicrimp has extended its comprehensive range of Q-Crimp accessories to now include a new Tradesman Tub. The new tub is a specialised Fire Alarm Installation Kit, designed for fire safety applications.

The kit contains 200 x red LSF 32 P clips, 200 x red LSF 34 P clips, and 100 x red LSF 342 saddle clips. Made from robust copper and coated with LSF powder, they meet the requirements of the BS 5839-1:2027 standard, ensuring safety and compliance.

In line with Unicrimp's commitment to sustainability, these robust new tradesman tubs feature a resealable plastic lid and carry handle, and the tub itself is manufactured from recycled material.

Unicrimp's Tradesman Tub range also includes the 'First Fix Kit' and the 'Multipurpose Q-Fire Tub,' offering even more versatile options for those working in fire safety and electrical installations.

➔ The Unicrimp catalogue which showcases the entire range of Q-Crimp accessories can be downloaded from the Unicrimp website, [www.unicrimp.com](http://www.unicrimp.com), as well as from the Scolmore Group app



↑ The tub is designed for fire safety applications



↑ Europa is committed to excellent outcomes for its customers

## Our new partner Europa is driven to deliver quality

**E**UROPA is delighted to have become one of SELECT's latest Associate Members, with the partnership reflecting its commitment to excellence and collaboration within the sector.

As a leading supplier of high-quality electrical components, Europa has proudly supported the wholesale market for more than 50 years. With a strong commitment to innovation and customer-focused solutions, it offers an extensive range of products designed to meet the evolving needs of its clients. Specialising

in bespoke build services, Europa provides tailored solutions to suit specific project requirements, ensuring flexibility and precision in delivery.

From customised assemblies to specialist enclosures, its expertise allows businesses to streamline operations and achieve optimal results.

Complementing its product offering is Europa's technical advice service. With a dedicated team of experienced professionals, it provides expert guidance on product selection, installation and compliance, helping clients navigate complex projects with confidence and ease.

➔ Find out more at [www.europa-plc.com](http://www.europa-plc.com)

### MEET OUR ASSOCIATE MEMBERS

Associate Membership of SELECT gives your organisation the opportunity to play a key role in Scotland's largest construction trade body. Further details are available in our brochure, *Associate Membership*.







## BECOME AN ASSOCIATE MEMBER

To inquire about becoming an Associate Member, email [memberservices@select.org.uk](mailto:memberservices@select.org.uk)



## CONTACT OUR TEAM TO SHOWCASE YOUR GREAT NEW PRODUCTS HERE

David Hughes: 07767 407 402  
[davidh@connectcommunications.co.uk](mailto:davidh@connectcommunications.co.uk)

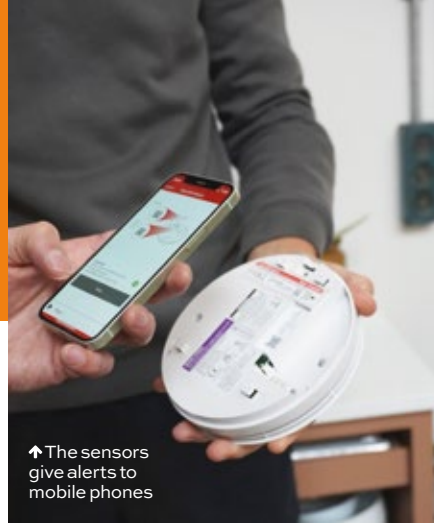
# Sensors put couple in control

AICO recently revisited a property that featured in TV's *Grand Designs* to catch up with the owner and walk him through the installation of Aico's Ei1000G Gateway and Environmental Sensors.

The programme featured electrician Jonny Scott, who faced a life-altering event when his wife Kara unexpectedly fell ill in 2019, resulting in paralysis from the waist down.

This caused them to decide that their townhouse was unsuitable for their growing family's needs and inspired them to build a new, accessible home.

Jonny obtained planning permission in August 2021 and managed the build, with their journey documented on *Grand Designs*. Safety was paramount, and Jonny



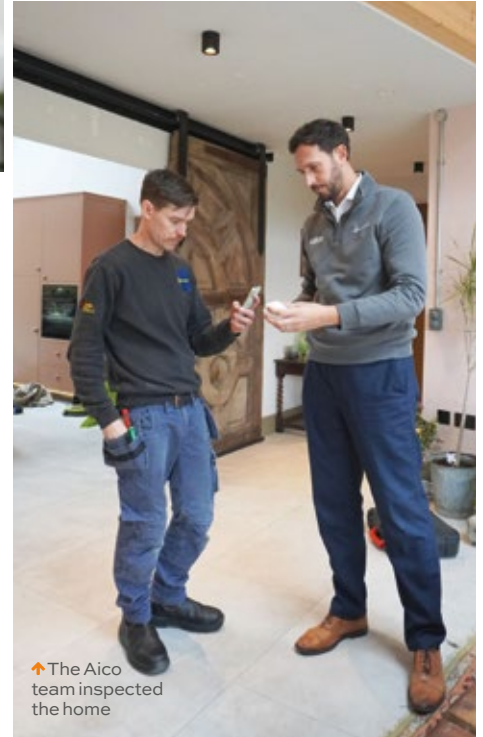
↑ The sensors give alerts to mobile phones

– familiar with Aico through his firm JS Electrical – chose its Grade D1 LD2 fire alarm system with Ei3024 Multi-Sensor Fire Alarms for comprehensive protection.

To enhance Kara's independence, the system also included an Ei450 RadioLINK Alarm Controller for easy testing and silencing.

Aico also donated the Ei1000G SmartLINK Gateway and HomeLINK Environmental Sensors, providing real-time alerts to Jonny's phone, enabling remote monitoring and contributing to Kara's safety.

➔ Read the full story at [bit.ly/3BTGVM6](http://bit.ly/3BTGVM6)



↑ The Aico team inspected the home

## OPENING THE DOOR TO BETTER SECURITY

ESP's Aperta IP PoE access control range brings to market high-spec door entry solutions that are quick and easy to install and suitable for a wide range of projects.

From domestic dwellings to commercial properties and large apartment blocks, the range has been designed to offer more flexible installation and improved performance.

The perfect solution for private dwellings and commercial projects is the Aperta IP Single Way Outdoor Station, which offers a range of features and benefits, including an HD camera and full duplex audio. The simple PoE installation and IP65 ingress protection makes this small and compact outdoor station the ideal solution for domestic and commercial applications.

The Aperta IP system is powered by the ClickSmart+ app, which gives full



↓ The range is designed to keep properties safe

control of the whole Aperta IP range. The single way door station can be viewed on the Aperta IP HD 7" monitors.

They offer Wi-Fi and LAN connection to support the various functions of the ClickSmart+ app, including the 'Call Divert' feature, which transfers calls to the app when a visitor calls from the outdoor station. Monitors also include a record

function stored internally (microSD card required), with no additional subscription charges required.

Unlike other options on the market, the Aperta IP door entry system does not require programming software to configure the system.

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



## LIGHTING IS MADE EASY AND EFFICIENT

V-TAC's latest innovation, the All-in-One Highbay, sets a new standard in commercial lighting, combining energy efficiency with powerful performance.

Ideal for environments such as warehouses, factories, toll stations, shopping centres and stadiums, this versatile fixture delivers exceptional brightness, longevity and energy efficiency.

With an A-Class energy rating, the All-in-One Highbay offers switchable wattage options of 150W, 120W and 80W, achieving up to 185 lumens per watt for top-tier energy efficiency.

Equipped with the reliable SOSEN driver, the All-in-One Highbay ensures consistent performance and offers a range of optional accessories, including:

- Plug-and-play PIR and microwave sensors for motion detection up to 18m.
- Additional 60° and 110° beam angle lenses for optimised light distribution.
- Emergency kit for lighting during power outages with easy installation.
- Remote control for effortless operation for high-mounted fixtures.
- Adjustable bracket installation kit for secure and flexible mounting.

➔ Find out more at [bit.ly/ct-vtachighbay](http://bit.ly/ct-vtachighbay)

↓ The lighting is perfect for commercial properties



↑ The solution helps keep the footpath safe after dark

# Footpath lanterns shine in awards

**T**HORN Lighting's Dark Sky-approved Urba NightTune lanterns have enhanced the safety and usability of the Aykley Heads footpath, a nature trail near Durham Police Headquarters.

This innovative lighting solution recently won Lighting Project of the Year at the HEA Awards, recognising its outstanding contribution to active travel and environmental sensitivity.

Active travel – promoting greener and healthier transport – thrives on safe and accessible routes.

The Aykley Heads footpath required effective lighting to encourage night-time use while

protecting its nocturnal wildlife. Thorn's NightTune technology delivered, combining safety and ecological harmony.

Durham County Council installed 31 Urba NightTune lanterns, featuring adjustable colour temperatures, dimming regimes and precise light control. These lanterns emit a warm 2200K light to minimise ecological impact and maintain safety.

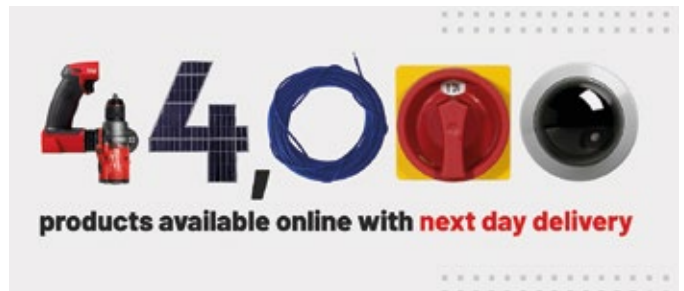
Finished in Light Moss Green to blend with the environment, the luminaires' NR optics and internal louvres focused light precisely on the footpath, reducing overspill and meeting stringent Dark Sky standards.

➔ Find out more at [bit.ly/ct-thornurba](http://bit.ly/ct-thornurba)

## EVERYTHING YOU NEED IS JUST A CLICK AWAY

With more than 44,000 products, from cabling and power tools to renewables and test equipment, CEF has got everything you need and more. Need it fast? Its next-day delivery and click and collect options ensure you're never left waiting.

Backed by 3,500+ skilled experts across more than 400 UK and Ireland branches, CEF is there to give you the advice



and guidance you need. Its team knows their products and the industry inside out, so whether it's navigating the latest regulations, choosing the right tool or tackling a tricky job, CEF can help with delivery and click and collect

options, to ensure you're never left waiting.

➔ It's also easy to search, order and find products, as well as the latest deals with the quarterly CEF Catalogue, the CEF app and [www.cef.co.uk](http://www.cef.co.uk)



# Safe isolation kit takes the top prize

TEST Instrument Solutions (TIS) was celebrating recently after its TIS 819SIKIT won top prize at a prestigious industry awards ceremony.

Its safe isolation kit won the Tools/ Testing Product of the Year 2024 at the annual ECN Awards in December, which recognises the cream of the electrical sector.

Steve Hayes of TIS said: “We’re over the moon to have received this award. It’s really humbling and, more importantly, will help stop more unnecessary deaths in the industry.”

The kit now joins other award-winning products from the TIS range, including the TIS MFT-Pro multi-function tester.

➔ The full range of TIS products can be found at [www.testinstrumentsolutions.co.uk](http://www.testinstrumentsolutions.co.uk) and a free safe isolation CPD can be accessed by scanning the QR code.



## FLEXIBILITY AT THE TOUCH OF A BUTTON

Ovia, part of the Scolmore Group of companies, introduces the Berula, a new Linear Batten Multicurrent LED luminaire that is designed to deliver superior performance, flexibility and ease of installation.

A high-performing luminaire, the Berula is available in microwave sensor, emergency and emergency versions, and also comes in three different lengths and wattages. This luminaire is built for convenience and durability and offers a range of features and benefits to enhance the installation process and its performance:

- Full plastic diffuser makes it light and easy to install.
- Polycarbonate end caps with 20mm conduit knockouts provide added versatility.
- Programmable microwave sensor allows the customisation of sensor settings.
- Concealed motion detection technology enables energy-saving functionality without the need for an additional sensor.
- Multicurrent driver – the constant current driver allows the installer to change the wattage to suit the environment.
- CCT – allows colour switching between warm white, cool white and daylight.
- Emergency battery and driver ensures visibility and safety in case of power failure.
- Push fit terminals allow for fast and simple installation.

With its advanced features and high efficiency, Ovia’s new linear batten is ideal for a variety of environments and also comes with a five-year warranty.

➔ More information can be found on [www.oviauk.com](http://www.oviauk.com) and the Scolmore Group app.

➔ The luminaire delivers a high-quality performance



## Training in a climate of change

The global concern over climate change presents a unique opportunity for electricians to get involved in the rapidly expanding sustainable heating sector.

As both individuals and governments look to reduce carbon footprints, there is a growing demand for trained installers of low-carbon heating systems.

However, there is a shortage of skilled professionals in this field, creating a perfect moment for electricians to invest in training and meet this demand.

Daikin offers free, comprehensive training courses designed to equip

installers with the skills needed for this growing market.

With no-cost training, including a free lunch, you can access a range of learning opportunities at Daikin’s Glasgow facility.

Whether you’re looking for installation training or diagnostic and fault-finding skills, Daikin provides tailored courses to suit all needs.

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

➔ There are opportunities in the sustainable heating sector



## POWER QUALITY METERS ARE AN INVESTMENT

Companies need to take control of their power quality and understand the importance of managing it to reduce the financial losses caused by disturbances. By monitoring and making simple analysis of power quality and harmonics, modern analysers can provide a detailed snapshot of your power quality status and track its evolution over time.

Electrex permanent power quality energy analysers and web data manager devices are designed to monitor and analyse power quality. The devices are Internet of Things (IoT) with an embedded web interface and communication that make it possible to display measurements and control the devices remotely.

Power quality analysers and fixed submeters allow for real time alerts that allow for immediate notifications so you are aware of power quality issues before they escalate. Embedded “energy PLC” functionality allows for the creation of energy automation applications within the same energy analyser.

These power quality meters can be used for the recording of PQ events, preventive maintenance, PQ measurement campaigns and for monitoring of the compliance with PQ standards such as BS:EN50160.

➔ For more information visit [www.powerqualityexpert.com](http://www.powerqualityexpert.com)

↓ The meters will alert you to any power issues



↓ The lighting is both durable and easy to install

# New lights offer solutions that are built to last

**L**UCECO is launching a new selection of solar lights and mains powered bulkheads designed to enhance the aesthetic, safety and functionality of outdoor spaces.

Each product in the new range combines exceptional durability, high-quality technology and hassle-free installation, making it the perfect choice for today’s market.

Whether solar or hard-wired, Luceco’s new range of exterior lighting solutions are designed to be easy to install. The wired bulkheads come with an easy-fix wall bracket for ease of installation while the solar products obviously do not require hard wiring.

The overall offer is ideal for selling to today’s consumer, now that enjoying

outdoor space, even year-round, is ever more important.

The whole Luceco outdoor decorative LED range is both durable and weatherproof with IP54+ ratings and tough materials to ensure year-round efficiency. The energy efficient solar-powered options have high-quality panels and PIR motion sensors to prolong battery life and provide reliable functionality.

Multiple modes and colour temperature options ensure the perfect ambiance – or security – for any outdoor setting. With styles ranging from decorative lanterns to sleek wall lights and powerful security floodlights, there is something suitable for every outdoor area.

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

## TIMERS ARE DESIGNED TO PUT YOU IN CONTROL

Timeguard, a trading division of Deta, has showcased its new FST24SL and FST77SL Slimline FST timers, a pair of innovative solutions designed for precise time

control across various applications.

Featuring a sleek, space-saving design and flexible programming, this latest generation of control systems

offers a user-friendly interface to help home-owners become more energy efficient.

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



# Data is used to deliver the best outcomes

TCW is redefining excellence in delivering data-driven insights and engineering solutions that inspire confidence and promote progress.

Its commitment to the thorough analysis of data ensures no detail is overlooked, empowering its clients to make informed decisions with absolute precision.

From vast datasets to the smallest metrics, it uncovers patterns, trends and opportunities that others might miss, delivering insights that transform challenges into actionable strategies.

TCW's expertise in engineering validation is unparalleled, combining rigorous technical scrutiny with innovative problem-solving to ensure every project meets and exceeds industry standards.

Whether evaluating complex systems or ensuring compliance with the latest regulations, its approach guarantees the operational integrity of your data.

Total assurance is more than a promise; it's the TCW ethos. It goes beyond compliance, delivering solutions that stand the test of time and inspire trust. By integrating state-of-the-art technologies with industry-leading expertise, it provides a comprehensive assurance framework that safeguards assets, enhances performance and delivers peace of mind.

Partner with TCW, where every decision is backed by data, every system is validated to perfection and every project reflects its unwavering commitment to excellence. With TCW, you don't just achieve compliance – you achieve confidence.

Find out more at [www.tcw.in.co.uk](http://www.tcw.in.co.uk) or by scanning the QR code.



## THE FUTURE OF EV CHARGING

Schneider Electric is thrilled to introduce the latest innovation in electric vehicle (EV) infrastructure – the new Canalis for EV.

Canalis for EV is a plug-and-play busway system, powered by Canalis KS.

Built using a prefabricated standard kit, it offers both flexibility and scalability.

Canalis for EV features a modular design for simpler installation and easy extension at any time, while also compatible with a wide range of chargers.

Charge into the future and discover how you can configure up to 400A to supply EV charging stations and revolutionise your EV infrastructure.

Find out more and get started today at [bit.ly/ct-canalisforev](http://bit.ly/ct-canalisforev)

## WIRING PRODUCTS ARE SAFE AND SOUND

Click Scolmore has enhanced its portfolio of wiring accessories with three new products - Type A and C GridPro modules, illuminated locator gaskets and new media combination plates.

The new USB Type A and C GridPro modules offer dual charging capabilities and are internally fused for added safety. Designed with an easy-to-use clipping feature, these modules allow for quick removal and assembly, making them a convenient choice for professional installers.

Scolmore's illuminated locator gaskets feature white LEDs, making the switch plate visible when in the 'off'

position for easy location in dark areas. Ideal for commercial and domestic spaces, they create a subtle halo effect which enhances both visibility and style.

The new media combination plates offer space for up to four 25x50mm Euro Modules, providing a versatile solution for satellite TV, DAB, telecoms and networking.

Featuring two-gang three-pin safety shutter outlets for added protection, the plates are available with or without integrated USB ports.

For more information, visit [www.scolmore.com](http://www.scolmore.com)



↑ Wiring is made easy

# SELECT EVENTS 2025

Catch up with colleagues at Branch Updates, Toolbox Talks and our other events.



## BRANCH UPDATES

**Tue 4 March** – Edinburgh & South East of Scotland, The Walled Garden

**Thu 6 March** – Lanarkshire, New Lanarkshire College, Motherwell Campus

**Tue 11 March** – Inverness & North of Scotland, The Alexander Graham Bell Centre, Elgin

**Thu 13 March** – Glasgow & West of Scotland, Glasgow Clyde College, Cardonald Campus

**Tue 18 March** – Ayrshire, Ayrshire College, Ayr Campus

**Thu 20 March** – Aberdeen & North East of Scotland, Tullos Training

**Tue 25 March** – Dumfries & Galloway, Dumfries & Galloway College

**Thu 27 March** – Tayside, Perth College

## CENTRAL BOARD

**Wed 26 March**,  
The Walled Garden

**Thu 5 June**, with AGM,  
DoubleTree by Hilton Edinburgh -  
Queensferry Crossing

**Wed 3 September**, online

**Thu 4 December**, Balmoral  
Hotel, Edinburgh



## TOOLBOX TALKS

**Wed 7 May** – Edinburgh,  
The Walled Garden

**Thur 8 May** – Borders,  
Macdonald Cardrona Hotel

**Tue 13 May** – Dundee,  
The Apex Hotel

**Wed 14 May** – Glasgow,  
Hampden Park

**Wed 21 May** – Ayrshire,  
Fenwick Hotel

**Thu 22 May** – Dumfries,  
Easterbrook Hall

**Wed 28 May** – Inverness,  
Kingsmills Hotel

**Thu 29 May** – Aberdeen,  
Pittodrie Stadium

**Tue 10 June** – Oban,  
The Corran Halls

**Tue 17 June** – Shetland,  
Shetland Arts Development  
Agency, Lerwick

**Thu 19 June** – Orkney,  
The Pickaquooy Centre

**Tue 24 June** – Stornoway,  
Caladh Inn



## PRESIDENT'S CUP

**Mon 28 July** – Dunblane  
New Golf Club



## PROFESSIONALS' DAY

**Thu 18 September** –  
V&A Dundee



## BRANCH UPDATES

w/c **Mon 6 October**, venues TBC



## 125TH ANNIVERSARY GRAND BALL

**Fri 14 November** –  
Marriott Hotel, Glasgow



## PAST PRESIDENTS' CHRISTMAS LUNCH

**Thu 4 December** – Balmoral  
Hotel, Edinburgh

# 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  
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**JOHN WILSON**,  
Vice-Chair

## EDINBURGH & SOUTH EAST OF SCOTLAND

**GRAEME  
ANDERSON**, Chair  
**PAUL ERASMUSON**,  
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## GLASGOW & WEST OF SCOTLAND

**DAVID HARRIS**, Chair  
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**ALAN WATT**,  
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## INVERNESS & NORTH OF SCOTLAND

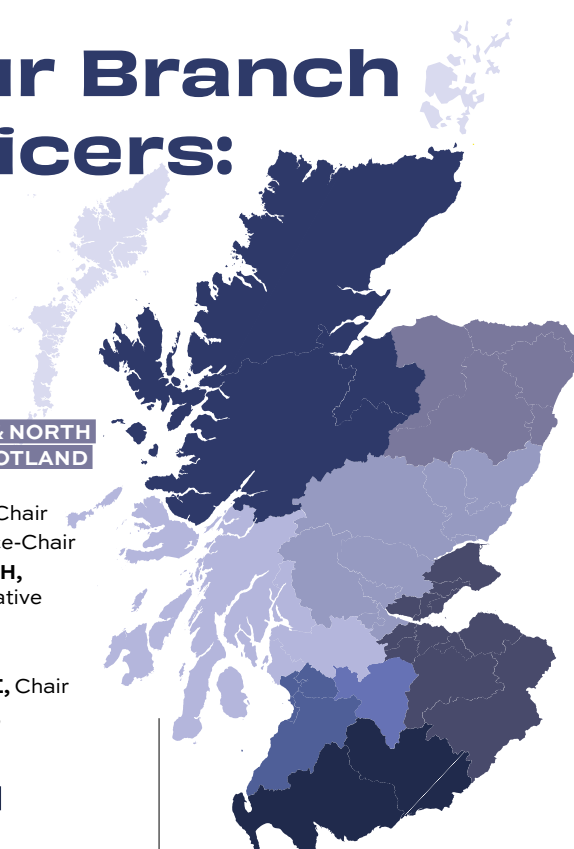
**MIKE CAMPBELL**, Chair  
**ALISTAIR GRANT**,  
Vice-Chair

## LANARKSHIRE

**CRAIG MCGOWAN**, Chair  
**CHRIS LIDDELL**,  
Vice-Chair

## TAYSIDE

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**GRAHAM LYALL**,  
3rd Representative



## 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](https://bit.ly/SELECT-TV)

## CABLE SIZING

This easy-to-follow session demonstrates a method of calculation in line with the requirements of BS 7671.

Watch at  
[bit.ly/STV-cable](https://bit.ly/STV-cable)



# WIN £200 OF Megger TEST EQUIPMENT



MEMBERS // DIARY

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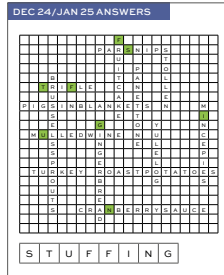
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- ANNIVERSARY
- APPRENTICES ASSOCIATION
- AWARDS
- BRANCH UPDATES
- BENEFITS
- CABLETALK
- CAMPAIGNS
- DROP IN SESSIONS
- ELECTRICIANS
- GRAND BALL
- MEMBERS
- PAST PRESIDENTS LUNCH
- PRESIDENTS CUP
- PROFESSIONALS DAY
- REGULATIONS
- STANDARDS
- STATIONERY
- TOOLBOX TALKS
- TRAINING
- WALLED GARDEN
- WHOLESALE

Here's your chance to win a top-of-the-range Megger voltage tester and proving unit worth more than £200 by completing our prize wordsearch about SELECT.

Find all the words listed above then take a picture of your completed wordsearch and email it to [memberservices@select.org.uk](mailto:memberservices@select.org.uk) by 14 March. The winner will be drawn at random. Ts&Cs are online. Congratulations to December/January winner Colin Girdwood from John Heaney (Electrical) Limited.



### Membership enquiries:

Please phone our membership team on **0131 445 5577** to apply to become a Member of SELECT or if you would like more information about joining. Alternatively you can email us on [memberservices@select.org.uk](mailto:memberservices@select.org.uk) or submit an online enquiry.

### READING THE SMALL PRINT

Expert Professor Rudi Klein explains why it's vital to always check a supplier's terms and conditions.  
 Watch now at [bit.ly/STV-TCs](http://bit.ly/STV-TCs)

### HOME OFFICES & HOT TUBS

This special online Toolbox Talk was held on 7 July 2021, and saw Bob Cairney discuss the rise of hot tubs and home offices during lockdown.

Watch now at [bit.ly/TTalk-3](http://bit.ly/TTalk-3)

### BIDDING STRATEGIES

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

Watch it now at [bit.ly/STV-matbid](http://bit.ly/STV-matbid)

### EICR CODING

Three-part tutorial on Electrical Inspection Condition Reports (EICRs), and use of classification codes in

accordance with BS 7671:2018.

- Watch Part 1 at [bit.ly/STV-EICR1](http://bit.ly/STV-EICR1)
- Watch Part 2 at [bit.ly/STV-EICR2](http://bit.ly/STV-EICR2)
- Watch Part 3 at [bit.ly/STV-EICR3](http://bit.ly/STV-EICR3)

UP TO  
**150**  
lm/W

**75 000h**  
LIFETIME

**C4**  
CORROSION  
RESISTANCE



**ENHANCED FEATURES, ENDURING PERFORMANCE: THE NEXT GENERATION OF FLOODLIGHTS**



BUILT TO LAST, LIGHTING THE WAY

## FLOODLIGHT GEN 4

THE NEW, ROBUST OUTDOOR FLOODLIGHTS FOR ANY WEATHER

The new standard for demanding outdoor applications: The FLOODLIGHT GEN 4 range is extremely efficient and very durable. Thanks to MULTI LUMEN, the brightness can be adapted to requirements. Sensor and Photocell versions add a further layer of versatility. Reliable even in the harshest conditions thanks to the waterproof cable gland, breather membrane, C4 corrosion resistance and up to IP66 and IK08. FLOODLIGHT GEN 4 are easy to install and come with a comprehensive 5-year guarantee.



Discover more! [www.ledvance.co.uk](http://www.ledvance.co.uk)