

Representing the Scottish  
electrotechnical industry

# cabletalk

APRIL/MAY 2025 | £4.50



## Playing the generation game

Meet the sporting family that's continuing more than a century of tradition at our longest-serving Member firm, James Stewart & Son

→ Roadshow's a winning ticket  
Discover presentations and plenty of prizes at this year's Toolbox Talks

On board for new challenges  
Reflecting on past, present and future at Central Board meeting

Switched on to meter changes  
Everything you need to know about the end of the Radio Teleswitch Service

**125**  
**SELECT**  
125 YEARS OF EXCELLENCE • 1900-2025

# #CEFLIVE25

## CONNECT WITH THE EXPERTS

### READY TO

# POWER UP?

Join 100+ leading brands  
at the UK's biggest electrical event

5<sup>th</sup> - 6<sup>th</sup> June

**NEC Birmingham**



#### **FREE CPD Accredited TechTalks**

Enrich your skills with **CPD accredited sessions** and hit the ground running



#### **FREE £50 Voucher\***

Expand your toolkit with our complimentary voucher for expert equipment



#### **FREE Test Equipment Calibration Services**

Up to 2 items for calibration at no cost



#### **PLUS Exclusive Deals**

Loads of giveaways – you don't want to miss out



Sign up for **FREE**  
at **ceflive.co.uk**







**SELECT**  
The Walled Garden,  
Bush Estate,  
Midlothian  
EH26 0SB  
t: 0131 445 5577  
e: admin@select.org.uk

**MANAGING EDITOR**  
Iain Mason  
iain.mason@select.org.uk

**cabletalk**  
Published on behalf of SELECT by  
Connect Publications (Scotland) Ltd,  
Studio 4015, Mile End,  
Paisley PA1 1JS  
t: 0141 561 0300  
e: info@connectcommunications.co.uk

**EDITOR**  
Sarah Wolstencroft  
sarah.w@connectcommunications.co.uk

**DESIGN & PRODUCTION**  
Ryan Swinney

**ADVERTISING**  
David Hughes  
davidh@connectcommunications.co.uk  
07767 407 402

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.



## Contents

APRIL/MAY 2025

### Regulars

- |    |         |    |       |
|----|---------|----|-------|
| 05 | OPINION | 06 | NEWS  |
| 54 | PROZONE | 62 | DIARY |

### Features

- 12 Our Toolbox Talks are ready to head out to a venue near you
- 22 New videos are launched for Scottish Apprenticeship Week
- 28 The benefits of switching your business to electric vehicles
- 31 We meet our oldest Member firm who's been with us for 87 years

### Technical

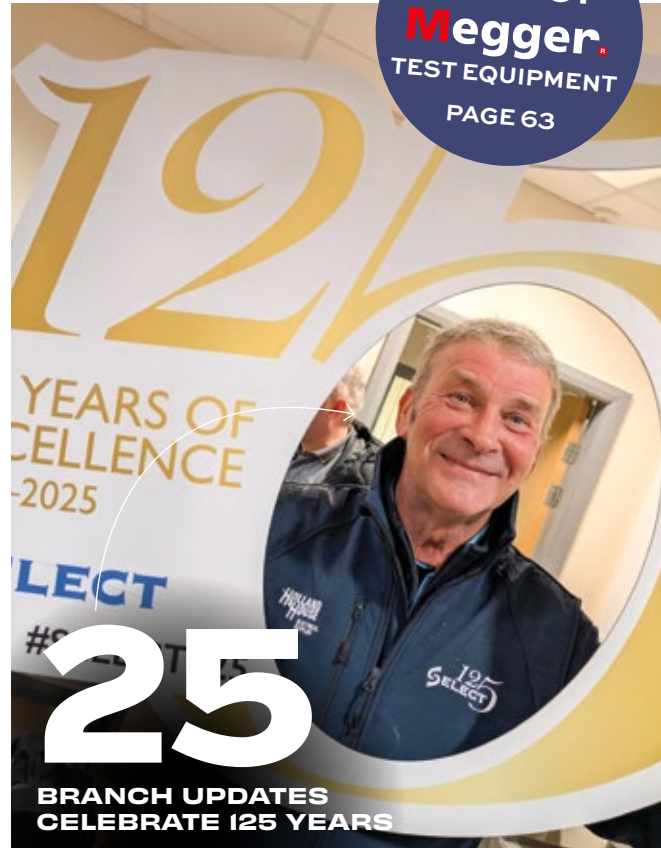
- 36 Essential information about the Radio Teleswitch Service axe
- 38 Electrical Safety First releases two invaluable new advice guides

### Training

- 40 New one-day course with Ubbink focuses on domestic ventilation

**"WE'RE BEYOND STATEMENTS SUCH AS 'THE FUTURE IS ELECTRIC' – THE NOW IS ELECTRIC"**  
// PAGE 5

WIN  
£200 OF  
**Megger**  
TEST EQUIPMENT  
PAGE 63



### Health and Safety

- 42 Tackling the dangers faced by construction industry workers

### Industry Insight

- 44 Know the rules around lodging and the related allowances
- 46 Our legal experts explore the opportunities of net zero plans
- 47 New CICV guides published to help management of projects
- 48 Why staff motivation is vital for performance and productivity

### SECTT Update

- 50 MSP visits Member firm to find out about apprenticeships

### SJIB Bulletin

- 53 CSCS Smart Check service can help spot card fraudsters

OUR  
125TH  
ANNIVERSARY PARTNERS



UP TO  
**150**  
lm/W

**75 000h**  
LIFETIME

**C4**  
CORROSION  
RESISTANCE



**LEDVANCE**

**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)



# I've had enough of let-downs, U-turns and dithering. Haven't you?

**W**RITING this editorial is sometimes difficult as I've had a habit of repeating myself over the years. However, on this occasion it's been quite easy to vent my spleen. Deep breath and here we go...

I don't know how many times this has happened, but yet again the Scottish Government has – surprise, surprise – changed its mind on the installation of renewable technology in our homes.

Acting Cabinet Secretary for Net Zero, Gillian Martin, recently told MSPs that the draft Heat in Buildings Bill would no longer be put forward in its current form. This means another setback in Scotland's drive to become a net zero country – whatever that actually means.

While there is some logic in a delay given the high costs of implementation, yet again the industry had been told to prepare for future workload demands and have trained and upskilled operatives to install these technologies – only to be let down **AGAIN**.

I don't know how many times governments can ask the sector to prepare for such work and then do a U-turn, but I suspect many contractors won't listen the next time they're asked, and who would blame them?

From a trade association perspective, it's not a good look if we continually encourage Members to prepare for work opportunities and then a change of policy means it's no longer a priority for government. Please get your house in order!

Next grumble – apprentice training. Preparing the next generation of workers is a vital part of our industry and while I'm a little biased, I think the training programme delivered by SECTT on behalf of the SJIB is the best around. Indeed, it's referred to by others as “the gold standard”.

However, despite this universal praise, the scheme appears to be under threat because we have a few organisations who can't lift their heads and look at the big picture. Wake up and smell the coffee, guys. We're beyond statements such as ‘the future is

electric' – the **NOW** is electric and if you don't see that and work collectively with our industry then I despair that your actions will lead to a decrease in apprentice numbers, not the increase we need.

Our Members create jobs, pay taxes and keep us safe and warm, yet I struggle to think what those who are keen to tell us how to run our industry ever achieve in generating wealth for our economy.

And finally, the subject of regulation has been discussed at our recent Branch Updates, and again every Member is unwaveringly behind what we're aiming to do.

Everyone we speak to – including most politicians – are aghast when we tell them that anyone can call themselves an electrician and carry out electrical work with no training or qualifications.

As you'll read in this issue, the co-leader of the Scottish Greens, Lorna Slater, was in full agreement at our recent meeting, adding her name to our Wall of Support in the ongoing battle to make electrician a protected title.

So let's make it happen. Governments of all kinds will find hundreds of ways to not do something, but we need to act and need to do it **NOW**.

(Of course, if you don't agree with our campaign you're also welcome to write in and let me know, but I'm not sure I'll get many letters.)

Right, rant over. I'm off to lie down in a darkened room. ■



WORDS  
ALAN WILSON  
Managing Director, SELECT

# News

## Provost helps celebrate our 125th birthday

Debbi McCall honours the great work done by everyone at SELECT during a special lunch and also voices her support for our campaign to bring better regulation to the electrical industry

**M** IDLOTHIAN Council Provost Debbi McCall was the guest of honour at a recent lunch to mark the 125th anniversary of SELECT.

The civic leader was invited to speak at a special occasion attended by board members and senior staff at the association's HQ at The Bush Estate in her Penicuik ward.

And as she congratulated SELECT on representing the electrotechnical industry since 1900, Provost McCall told guests that the association should be proud of its ongoing work training the workforce of the future. She said: "I am delighted to be here and would like to thank SELECT for inviting me along. It's an honour to congratulate you all on the 125th anniversary of Scotland's largest construction trade association – what a wonderful achievement and one of which you are no doubt very proud.

"It's always a pleasure to attend events at The Bush Estate, which is internationally known for a number of business enterprises and has helped to put Midlothian on the map.

"Small and medium business enterprises account for more than 95% of Scottish business and I am delighted to hear the large number of employees and apprentices SELECT have helped, and continue to help, as well as training our very much-needed electricians.

"As Midlothian Volunteer Champion and – I'm always delighted to say this – the first woman to be voted Provost of Midlothian Council, it is an honour to be here celebrating with you and I wish SELECT all the very best for many, many more years to come."

Ms McCall, who was elected to Midlothian Council in 2017 and became Provost in May 2022, also voiced her support for SELECT's ongoing campaign for regulation of the electrical industry.

She told assembled guests: "I'm horrified to hear that anyone can call themselves an electrician – I did not know that was the case and am absolutely shocked. This should be a cross-party issue in every party's manifesto for the 2026 elections because it just seems a no-brainer."

Provost McCall was among 30 guests who attended the lunch on Wednesday 26 March, including President Mike Stark, Vice President Darren

Crockett, ECA Past President Sean Smyth, former Managing Director Newell McGuinness and a number of Past Presidents.

Among the local Members who attended were John and Alasdair Noble from Bonnyrigg-based John Noble Electrical Contractors Ltd, and Paul Erasmuson from Techni-Call Electrics in Gorebridge. SELECT



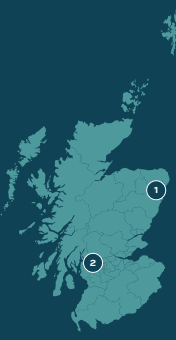
Provost McCall said she backed the call for regulation



SELECT MD Alan Wilson, Provost Debbi McCall, President Mike Stark and Vice President Darren Crockett







# 2 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 FEBRUARY 2024

- 1. SWC Electrical, Inverurie
- 2. Energy Control Analysis Limited, Clydebank



↑ Stewart Anderson with ECA Past President Sean Smyth



↑ Eric Rae catches up with Yvonne Wilson and Catherine Gillon



↑ Jim Cooper, left, with Paul Erasmuson

Managing Director Alan Wilson said: “We are extremely grateful to Provost McCall for finding the time to attend our special lunch as part of our 125th anniversary celebrations.

“Since moving here from Edinburgh in July 1989, SELECT has been extremely proud of its Midlothian HQ, which has seen us train thousands of electricians to work safely in homes and businesses.”

↓ Newell McGuiness and our Past Presidents

➡ Central Board predictions for the future: **Pages 14-21**



↑ The lunch was attended by current and former Office Bearers

# Holyrood pays tribute to SELECT

Special motion tabled by Labour MSP Monica Lennon marks our 125th anniversary and hails the work we do in ensuring that electrical work in Scotland is carried out to the highest standards

**T**HE 125th anniversary of SELECT has been marked with the tabling of a special motion in the Scottish Parliament.

The association was singled out for congratulations in a declaration lodged by Monica Lennon, the Scottish Labour MSP. The motion notes that the Parliament “congratulates Scotland’s largest construction trade association, SELECT, on its 125th anniversary, and welcomes its ongoing work to help make the electrotechnical industry safer for qualified electricians and their customers.

“The Parliament understands that SELECT is the world’s oldest trade body for the electrical industry and has spent the past 125 years helping small and large

businesses to prosper across Scotland, ensuring electrical work is carried out safely and to the highest standards. It also believes that SELECT currently supports more than 1,200 businesses and 15,000 electricians with essential technical, business and health and safety

assistance; acknowledges SELECT has also helped to train more than 20,000 people in the last 10 years, equipping Scotland’s electricians with the skills they need to make the transition to net zero.”

Ms Lennon also singled out the ongoing contribution of SELECT and its Members to renewable technology and apprenticeships and training.

Her motion states that the Parliament “believes that SELECT has helped to nurture more than 16,500 new electrical apprentices since 2000, who will help to power homes and businesses in the years

Monica Lennon



to come, and understands SELECT is a vital partner in supporting the ongoing roll-out of renewable technology such as solar panels, battery storage, electric heating, heat pumps, smart homes and electric vehicles, and is at the forefront of promoting training, technical and safety procedures to help ensure a greener future for Scotland for generations to come.”

The motion has been backed by 26 MSPs from across the political divide, including the SNP’s Karen Adam, Clare Adamson, Colin Beattie, Stephanie Callaghan, Kenneth Gibson, Bill Kidd, Gordon MacDonald, Fulton MacGregor, Ruth Maguire, Stuart McMillan, Kevin Stewart, Michelle Thomson and David Torrance. Conservatives Jeremy Balfour, Miles Briggs, Murdo Fraser, Craig Hoy, Edward Mountain, Annie Wells and Brian Whittle have also added their support, along with Labour’s Jackie Baillie, Foyso Choudhury, Alex Rowley, Paul Sweeney, Mercedes Villalba, Independent John Mason and Scottish Green Party co-leader Lorna Slater.

Alan Wilson, SELECT Managing Director, said: “We are most grateful to Ms Lennon for bringing the important work of SELECT to the attention of her fellow parliamentarians and putting its achievements on the official record.

“We are also very grateful to the MSPs who have backed the motion highlighting just how much SELECT has done to promote the cause of public safety and the contribution the electrical sector makes to it.”

## FLUKE AND SIGNATURE LED LIGHTING SIGN UP AS LATEST SELECT ASSOCIATE MEMBERS

Fluke and Signature LED Lighting have become the latest leading industry manufacturers to join the SELECT Associate Member scheme.

Fluke is a leader in compact, professional electronic test tools, with its products used by technicians and engineers in service, installation, maintenance, manufacturing test and quality functions in a variety of industries throughout the world. Founded in 1948,

the company has offices in 13 European countries, employs more than 2,500 people internationally and distributes its products to over 100 countries around the globe. Its European revenues contribute approximately 40% of worldwide sales and its European HQ is in Eindhoven, The Netherlands.

As a premium lighting supplier, Signature LED Lighting offers an extensive

range of high-quality luminaires, tailored to meet the needs of diverse environments and including everything from stylish domestic fittings to robust industrial solutions. Its products are not only designed to illuminate spaces but also to enhance them with elegance, efficiency and safety.

Marc Sherwood, Fluke’s Senior Technical Sales Manager, recently visited The Walled Garden, where he was



↑ Bob Cairney with Marc Sherwood from Fluke



## UPDATE No22: JAN-MAR 2025

MEMBERSHIP & COMMUNICATIONS



TRAINING



TECHNICAL



EMPLOYMENT AFFAIRS



### The numbers add up to success

The first SELECT infographic of 2025 has been released, showing the activity carried out by the association between January and March. The quarterly update shows our achievements in technical, training, membership, communications, employment and skills.



↑ Alan Wilson appears in the video

## MD's call for training to be a top priority

Training the electrical talent of tomorrow is essential if Scotland is to address the current skills shortage and meet its net zero targets, SELECT's Alan Wilson has warned.

Speaking in a video as part of a new UK-wide digital campaign, our Managing Director said plenty of apprentices join the industry each year – but it is still not enough to counter an ageing workforce and a rising number of retirements.

He said: “We have a skills shortage of qualified electricians, with the average age of an electrician now 34 and a number of people coming to the end of their career.

“As fossil fuels run out, changes to government policy mean you can't install gas products or must change to an electric vehicle, but how are we going to actually maintain that? If we don't get the skilled workforce we need, how are we going to make sure there are enough people around to install these products?

“We have to focus on training young people and adult trainees on the fundamentals of electrical installation work, doing it competently, safely and then, if necessary, we can upskill them on the new technologies that are required.”

Alan's warning came in a video for Electrifying Our Future, a new digital campaign from the ECA in which SELECT is a strategic partner. In the film – called *The Status of Electrical Engineering Talent* – Alan said: “When I was born, you had 100,000 people potentially to recruit, but you're now looking at a pool of 50,000.

“And if we look at the elephant in the room, which is the gender problem in the sector where we're only recruiting 2% or 3% of women, that means predominantly businesses are fishing in a pond of 25,000 compared to 50,000 or 60,000 a few years ago.”

Scan the code to watch the video or go to [bit.ly/CT-alanfuture](http://bit.ly/CT-alanfuture)



officially welcomed to the Associate Member scheme by Bob Cairney, Director of Technical Services.

Signature's UK Sales Director Dylan Mansfield also dropped into SELECT HQ to receive the company's membership certificate from Iain Mason, Director of Membership, Events & Communications.

Iain said: “We are delighted to welcome Fluke and Signature LED Lighting as our latest Associates, who will be playing a key role in our 125th anniversary celebrations.”



↑ Iain Mason with Dylan Mansfield from Signature LED Lighting

**FORUM PUTS TECHNOLOGY IN THE FRAME**

More than 30 people attended the latest meeting of the Local Authority and Client Forum (LACF), which was once again hosted by SELECT.

Representatives from 14 councils and three housing associations logged on to the online meeting on 6 March, which saw Joanne Jones and Rob Aitken from Associate Member Europa deliver a technical presentation on smart technologies.

Other discussion points included gateways and smoke detectors, EICR procedures and access issues and inverter placements and burnouts on PV installations.

Isolator removals and associated issues during smart meter installations were also discussed, along with SELECT Toolbox Talks and training.

# Green MSP Lorna shows her support

Party co-leader and former Holyrood Minister adds her name to our Wall of Support as she backs the campaign for proper regulation of electricians in Scotland

**S** **ELECT** continues to draw cross-party support for its activities in its 125th year, with another prominent MSP publicly supporting our campaign for protection of title for electricians.

Scottish Green Party co-leader and former Minister for Green Skills, the Circular Economy and Biodiversity Lorna Slater is the latest politician to add her name to our digital Wall of Support.

The MSP for Lothian Region – who was born in Canada and worked in Scotland as an engineer in the renewables sector before being elected to Holyrood – showed her support for the campaign with a virtual ‘brick’.

On it she said: “Currently within Scotland, due to a lack of regulation anyone can claim to be an electrician



**elucian**

## INNOVATION IN EVERY CONNECTION

Three Phase distribution boards and protective devices.



Trunking Entry & Ventilation Slots



Versatile Configuration (Interchangeable RCCB, 125A or 250A Isolator)



SPD Installation (Housed within Main Board)



Easy Device & Front Cover Alignment



Quick Release Doors



Stacked Boards



**CLICK**  
ScolmoreGROUP



01827 63454 | sales@elucianuk.com | www.elucianuk.com





and carry out electrical work without proper qualification or oversight.

“The installation of electrical work by unqualified or inadequately trained individuals is a major safety concern and risks potential harm to people and businesses.

“I therefore welcome SELECT’s campaign for the regulation of the electrical industry and to make electrician a protected title to aid the protection of people and the profession.”

Ms Slater’s support came after she met SELECT Managing Director Alan Wilson at the Scottish Parliament in February.

Alan said: “As we celebrate our 125th anniversary, we very much welcome Ms Slater’s expression of solidarity for our campaign for regulation of the electrical industry.

“It has been a long, hard road but we will continue to focus all our efforts in bringing it to a successful conclusion.”



↑ Alan with MSP Lorna in February

## EXHIBITION IS A SMART DECISION

Members are being invited to find out more about the future of smart home technology at an upcoming exhibition at Scottish Gas Murrayfield in Edinburgh.

Running from 9.30am to 4pm on Wednesday 30 April, the CEDIA Tech + Business Summit will offer demos of innovative new technologies as well as insights from industry leaders and face time with manufacturers and key decision makers.

Sign up and find out more at [bit.ly/cedia-edin](http://bit.ly/cedia-edin)



# POWER QUALITY EXPERT

• POWER QUALITY SURVEYS • HARMONIC SURVEYS • HARMOGRAPHIC ANALYSIS •

## EXPERT IN THE MEASUREMENT AND ANALYSIS OF POWER QUALITY



- Specialist in Power Quality and Energy Surveys with Test Equipment products and solutions from Sonel and Electrex
- Complete range of Power Quality and Harmonic Surveys, EN50160 Compliance Reports and Energy Load Profiling Surveys
- Developer of Harmographic Analysis. The harmonic frequency visualisation technique for current and voltage assessment
- Power Quality Clinic for remote power quality consultancy and harmonic analysis with our Power Quality Health Check reports
- Renewable Energy test equipment specialists for Solar PV and transformer fault loop impedance meters for 690V and 800V

POWER QUALITY EXPERT is the specialist provider of Power Quality and Harmonic Surveys, EN50160 Compliance Reports, Load Profiling, Power Quality Training and the developer of Harmographic Analysis.

T. 0333 733 1337  
E. [info@powerqualityexpert.com](mailto:info@powerqualityexpert.com)  
W. [powerqualityexpert.com](http://powerqualityexpert.com)

W. [powerqualityclinic.com](http://powerqualityclinic.com)  
W. [powerqualitytraining.com](http://powerqualitytraining.com)  
W. [harmographicanalysis.com](http://harmographicanalysis.com)



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

• ENERGY LOAD PROFILE SURVEYS • EN50160 COMPLIANCE REPORTS • POWER QUALITY CLINIC • POWER QUALITY TRAINING • ENERGY MANAGEMENT SYSTEMS •



↑ The events are always popular



# Time to get our show on the road

From RCDs to renewables, there's something for everyone at the upcoming 2025 Toolbox Talks, sponsored by Aico, with even more technical topics, a sackful of prizes – and bookings now open!

**WORDS**  
**LINDA ROLFE**  
Events Manager



**T**HIS year's Toolbox Talks promise to be bigger and better than ever as our popular free roadshows prepare to visit a venue near **YOU**.

Sponsored by Associate Member Aico, our technical updates will be hitting the road in May and June, giving Members the chance to discuss important industry matters face-to-face with SELECT.

In a change from previous events, we'll be delivering **FOUR** technical updates this year, each lasting around 25 minutes:

- **Residual Current Devices (RCDs)** – an overview of where RCDs are required to provide safety in line with the latest version of BS 7671, as well as the suitability of the different types available to the installer and the harmful effects of direct current leakage on their operation.
- **Earth fault loop impedance (EFLI)** – the importance of EFLI as a key part of the automatic disconnection of supply (ADS) fault protection measure and why obtained results may exceed industry values. The presentation will look at why these values may be exceeded and methods that may help to reduce the value or make the installation safer.
- **BS 5839 Part 1** – an overview of the industry standard and code of practice relevant to the design, installation, commissioning and maintenance of fire detection and fire alarm

systems in non-domestic premises, including key changes in the revised 2025 version.

- **Protection for renewable technology** – delivered by our sponsor Aico, the final presentation of the day will cover the recommendations and devices that should be used to ensure the protection and safe operation of modern renewable technology in a domestic dwelling.

As always, SELECT staff will be on hand to answer Member queries, along with representatives from the Scottish Electrical Charitable Training Trust (SECTT).

And our Associates will be exhibiting the latest in electrical technology too, so you'll have plenty of chance to get your hands on the latest gadgets and gizmos.

Bob Cairney, Director of Technical Services, said: "We're looking forward to welcoming Members at every venue in Scotland and catching up with our industry colleagues."

"With four technical presentations this year, we're aiming to cover a number of topics that reflect the wide area of knowledge required of today's electrotechnical contractor."

Each day kicks off at around 9am with coffee and rolls, with lunch also provided. The event is usually finished by 2pm.

And of course, Toolbox Talks are free to attend for all SELECT Members – so check the map, book your place and we'll see you there! ■

## BOOK TODAY!

To book your **FREE** place at the 2025 Toolbox Talks, sponsored by Aico, scan the QR code or go to the 'Events' section at [www.select.org.uk](http://www.select.org.uk)







↑ TIS safe isolation kit

↑ Xpelair Simply Silent™ C4SR Axial Extract Fan Standard

↑ Inceptor Milli downlight

↓ EcoFloor 2m<sup>2</sup> underfloor heating mat

↑ VF5 voltage sticks and MST220 socket testers

← TPT420 voltage tester

## WHERE YOU CAN MEET OUR EXPERTS

To book your **FREE** place at the 2025 Toolbox Talks, sponsored by Aico, scan the QR code or go to the 'Events' section at [www.select.org.uk](http://www.select.org.uk)

- 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 Pickaquoy Centre, Kirkwall, Orkney
- 12 **Tue 24 June** – Caladh Inn, Stornoway

# Don't miss your chance to win!

In addition to the technical updates, we'll also be giving away a host of prizes via our interactive quiz, Beat the Buzzer game and prize draws, courtesy of our Associate Members.

**Test Instrument Solutions** has donated a TIS 819SIKIT safe isolation kit to be won at each event, while **Dimplex** has donated an Xpelair Simply Silent™ C4SR Axial Extract Fan Standard for each Talk.

**Scolmore** has provided Inceptor Milli downlight prizes for ten of the roadshows,

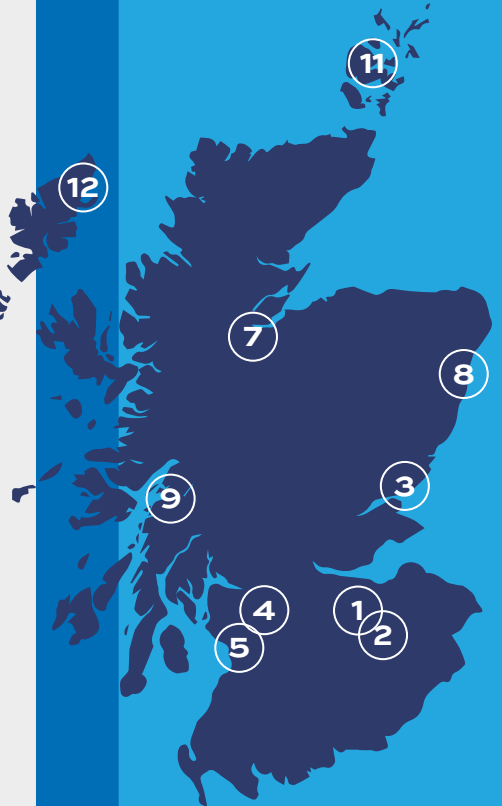
while **Megger** VF5 voltage sticks and MST220 socket testers will be up for grabs at eight events.

**Flexel** will be hosting a business card draw at our nine mainland events for a chance to win EcoFloor 2m<sup>2</sup> underfloor heating mats.

And **Instrument Repairs and Calibration** will be running a similar draw at sessions in Glasgow and Aberdeen, with Megger TPT420 voltage testers up for grabs at each of the get-togethers.



↑ MD Alan Wilson, right, catches up with representatives from Interlink Lighting & Electrical at last year's event





# 2025

# Looking back and looking forward

As part of our 125th anniversary celebrations, the first Central Board meeting of 2025 saw office bearers gather at The Walled Garden to view association images from down the years, discuss the current state of the industry – and give their predictions for the future



↓ The current Central Board met to share stories and take a step back in time



# 1950

↓ There have been many changes in the 75 years since this meeting





**WHAT ARE SOME OF THE BIGGEST CHALLENGES CURRENTLY IMPACTING YOUR BUSINESS?**

**SEAN HARKIN (Glasgow & West of Scotland Branch Chair):** Resources are having the biggest impact by far, coupled with inflation and cashflow, which only worsens as clients feel the same pressures as us.

**GRANT STEWART (Tayside Branch Vice Chair):** The biggest thing is the increasing cost of more or less everything, from waste disposal to taxes, insurance and materials. Day-to-day costs only seem to be going up, which makes things tough when you're a small business.

**MIKE CAMPBELL (Inverness & North of Scotland Branch Chair):** I'd agree with that. The rising cost of living is making it harder to attract and retain talent too. As an industry, we must find ways to support staff while maintaining a high standard of training.

**ALAN WATT (Glasgow & West of Scotland Branch Vice Chair):** The skills shortage is certainly making it difficult to find good electricians, particularly as it now seems easy for folk who've only just qualified to start their own business. High overheads don't help either.

**JIM COOPER (Ayrshire Branch Vice Chair):** There's definitely a need for more apprentices to be introduced due to our ageing workforce. More needs to be done to attract young people to our industry and secure properly trained operatives for the future.

**GRAEME ANDERSON (Edinburgh & South East of Scotland Branch Chair):** For me, the biggest challenge is the ubiquitous incompetence that

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



seems to be infiltrating the workplace due to a lack of education, plus the ability to obtain a job by having a qualification but no practical experience. Equality seems to be favoured above competence these days.

**SO WHAT ARE THE CURRENT PRIORITIES FOR YOU AND YOUR BUSINESS?**

**JC:** We're now working in a very technical and heavily regulated environment, so it's vital that we upskill our electrical operatives appropriately to ensure they have the necessary training to carry out their work safely.

**SH:** Keeping standards high is definitely important. I also believe that we should work hard to secure our place in the net zero landscape – electricians are playing a vital role in decarbonisation, from renewable technology to ventilation and even smart controls.

**GS:** Absolutely. Embracing new renewable energy solutions, keeping up with improving technologies and improving installation safety are all key as we continue to grow.

**AW:** It's also important to keep listening and evolving with our apprentices, and ensuring that we receive good support from all accreditation bodies.

**GA:** All these things are undoubtedly important, but for me we also need to look after our staff and ensure that financial stability, a healthy lifestyle and wellbeing are also prioritised.

**WHAT ISSUES DO YOU THINK WE NEED TO WATCH FOR GOING FORWARD?**

**SH:** Ever-increasing costs from business expenditure and operating costs, e.g. rising insurance premiums and supplier and wholesale inflation, etc. These increases may not be considered or realised in



↑ Sean Harkin



↑ Inverness Branch Chair Mike Campbell shares a joke with Past President Donald W Orr during the tour





↑ Depute Vice President David Harris spots himself in a photo from 2011

per kW is an issue and a barrier to the take-up of new electrical technology. However, hydrogen is coming through and hopefully electricians can be included in what's required for that, much like with heat pumps. Hopefully, the issue of rising prices and the high cost of living won't last forever as we don't want customers to stop spending!

**JC:** We also have the introduction of AI technology. I have no doubt it will play a major part in our industry

existing contractual arrangements and may need some negotiation.

**ALISTAIR GRANT (Inverness & North of Scotland Branch Vice Chair and Immediate Past President):**

The increase in National Insurance and wages will also be a challenge for companies large and small, but hopefully common sense will prevail.

**MC:** For me, skills shortages, changing regulations and the rapid pace of technological advancements remain the key challenges. Only by addressing them proactively can we build a resilient, forward-thinking industry.

**JC:** As I mentioned earlier, I think it's vital to ensure that we have a sufficient number of suitably trained, skilled operatives to take us into the future and the ever-changing world in which we now live.

**AW:** I would agree with that, particularly as the scourge of inexperienced and unqualified electricians only seem to be getting worse – particularly with the rise of short courses in renewable installations.

**GS:** The growing ease of access to electrical equipment with no proof of qualification is concerning. As day-to-day costs increase, I think DIY electrical work will become more frequent as people try to cut corners, leading to safety concerns and significant risks for the industry and consumers.

**GORDON PATERSON (Dumfries & Galloway Branch Chair):** Thirty years ago I thought electricity was the fuel of the future, but the current price



↑ Graeme Anderson



↑ Alan Watt

in the future, although at the moment I'm a bit unsure of exactly where it will take us.

**KEITH SMITH (Tayside Branch Chair):**

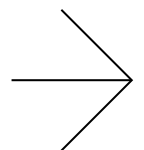
Personally, I'm not overly concerned by the growth of AI – I think the future is safe for our industry in that respect and don't think it will ever replace a person.

**AG:** I'm the same. Whatever happens with new technology, the day-to-day working electrician shouldn't be forgotten about. The old adage has never been more true: "You'll always need a sparky!"

**STEWART ANDERSON (Aberdeen & North East of Scotland Branch Chair):**

For me, in this ever-demanding economic climate, and with costs increasing in every area, it's essential for everyone to ensure that they can remain sustainable and yet still make sure they build for the future.

**GP:** Whatever happens, there are definitely some interesting times ahead!



**"EMBRACING NEW RENEWABLE ENERGY SOLUTIONS, KEEPING UP WITH IMPROVING TECHNOLOGIES AND IMPROVING INSTALLATION SAFETY ARE ALL KEY AS WE CONTINUE TO GROW"**



↑ Former MD Newell McGuiness studies the vintage images





SO HOW DO YOU SEE THE FUTURE OF THE ELECTROTECHNICAL INDUSTRY

PROGRESSING?

**JC:** I'm optimistic and think there are exciting times ahead, with plenty of opportunities for existing and new technologies for those who want to take them.

**GA:** There is no doubt there will be a continued transition towards energy efficiency and renewable energies, with electrical technology assisting with decarbonisation.

**GS:** The industry is constantly evolving with new regulations and emerging technologies, so it will be more important than ever to keep flexible and stay ahead of any changes to ensure you're compliant, competitive and safe.

**SH:** Technology is undoubtedly the future and we need to embrace every facet of an exciting new era. Battery storage, renewables and smart technology

**"I HOPE THAT WE ALL HAVE A PROSPEROUS FUTURE IN OUR INDUSTRY, WORKING TOGETHER AND SHARING INFORMATION TO THE BENEFIT OF US ALL"**



↑ Craig McGowan



↑ Mike Campbell

are going to become the norm, so as an industry we should be aspiring to develop our workforce accordingly.

**AW:** New technologies **DO** make it an exciting future ahead for the industry, however employing electricians is still very difficult and needs to be addressed.

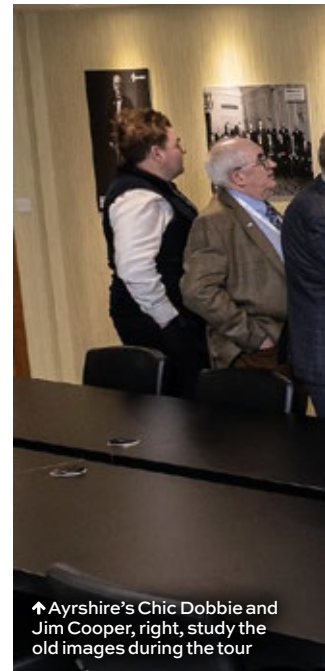
**AG:** I see a thriving future too but I also fear that there may be a shortage of good, experienced labour. Recent figures show colleges enjoying a higher intake of apprentices but the government must continue to fund the apprenticeship scheme accordingly.

**MC:** Increased automation and digital integration and a stronger focus on sustainable energy means it's never been more important to invest in apprenticeships. Supporting the next generation of electricians through structured training and mentorship is key to ensuring a skilled and adaptable workforce.

**JOHN CHAMBERS (Lanarkshire Branch Chair):** For me, it's also vitally important that we get protection of title for the profession of electrician. As the history of the association shows, the industry has been crying out for regulation for more than century, yet still nothing is being done. Why? What will it take for the government to wake up?

**CRAIG MCGOWAN (Lanarkshire Branch Vice Chair):** I agree – regulation is long overdue and

↑ Central Board's first meeting of the year



↑ Ayrshire's Chic Dobbie and Jim Cooper, right, study the old images during the tour



something that every contractor I speak to says we need. Surely if you need to be regulated to shoe a horse or sweep a street, there should be regulation for the people carrying out incredibly complex and potentially dangerous electrical work? It doesn't seem right.



↑ Alistair Grant

**ERIC RAE (Aberdeen & North East of Scotland Branch Vice Chair):**

Getting protection of title will ensure that people who do electrical work have the proper training and qualifications, which will help protect the public from unqualified tradesmen and ensure the quality of work is kept to the highest standards, ensuring safe environments to live and work in.



↑ Gordon Paterson

**KS:** I'm with John, Craig and Eric – I just hope that the Scottish Government sees sense, takes forward SELECT's campaign for regulation and grants us protection of title. We don't want to still be having this same conversation in another 125 years!

**"GETTING PROTECTION OF TITLE WILL ENSURE THAT PEOPLE WHO DO ELECTRICAL WORK HAVE THE PROPER TRAINING AND QUALIFICATIONS"**

**AND FINALLY, WHAT ARE YOUR OWN HOPES FOR THE YEARS AHEAD?**

**JC:** I hope that we all have a prosperous future in our industry, working together and sharing information to the benefit of us all.

**GA:** Less bureaucracy from top-heavy companies and public bodies would be my hope, along

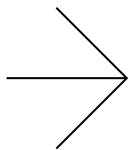


↑ Past President John Noble beside his pic from 2011

with the simplification of processes, reduction of red tape, omission of unnecessary programmes and a drive for efficiency by reducing staff numbers, departments and procedures that focus on ancillary procedures unrelated to productive activity. I'd also like there to be a new focus on health and safety concerns that exist in the real world, not just on a desktop, plus a focus on upskilling the workforce in matters of technical excellence and productivity.

**SH:** I'd like to see an end to college strikes, hopefully followed by an upturn in the amount of fresh blood coming in to the industry, through both apprentices and adult trainees.

**AG:** Training has certainly never



# #CEFLIVE25

CONNECT WITH THE EXPERTS

## READY TO POWER UP?

Join 100+ leading brands  
at the UK's biggest  
electrical event

5<sup>th</sup> - 6<sup>th</sup> June  
NEC Birmingham



Sign up for **FREE**  
at [ceflive.co.uk](http://ceflive.co.uk)



# Mfmac

## INFRASTRUCTURE & CAPITAL PROJECTS

[www.mfmac.com](http://www.mfmac.com)

One of Scotland's *leading specialist*  
infrastructure and capital projects  
teams, advising on:

- Construction law
- Commercial contracts
- Health & safety
- Employment law
- Dispute resolution
- Restructuring & insolvency

**SELECT Legal Helpline: 0141 303 1111**



 **espire**<sup>®</sup>

# Your safety, our priority.

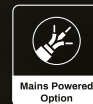
- Smoke • Heat • Carbon Monoxide
- Carbon Monoxide & Heat • Smoke & Heat



Auto-Dimming  
Power LED  
(Mains Only)



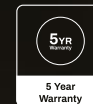
RF-Link  
(Optional)



Mains Powered  
Option



Battery Powered  
Option



5Yr  
Warranty

Esquire<sup>®</sup> offers a comprehensive range of fire safety products, which enables you to complete the project no matter how big or small.

**ESP**<sup>®</sup>  
ScolmoreGROUP

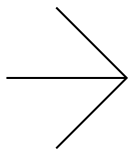
[espuk.com](http://espuk.com)

email: [sales@espuk.com](mailto:sales@espuk.com)

call: 01527 515150







been more important than it is today. After 50 years in the industry, I now see more reliance on and a greater need for trained electricians as the industry expands into renewables. Scotland has always had a wealth of talent and the new age of technology will bring with it more opportunities, if we can harness it correctly.

**ER:** Stability will assist with apprentice recruitment and help build the workforce that the future requires, with more reliance on electricity from heating systems to electric vehicles. The future is certainly electric and we as an industry need more people in it, as well as a more diverse workforce.

**GP:** I think electricians have adapted well as the industry has changed and have taken on board more knowledge and training. As others have said, training apprentices to meet the demands of new technology is key and we must ensure that they're equipped with sufficient skills in all areas of electrical installation.

**SA:** As we celebrate 125 years of our association, it's important to keep the status and standards of the electrotechnical industry in Scotland as high as possible to encourage the next generation of electricians to join our Member businesses. Through their learning, these new recruits will help to cement the future expertise we all need and continue

**"I'D LIKE TO SEE THE SCOTTISH GOVERNMENT AND RELEVANT BODIES WORKING TO ENSURE THAT WE ALWAYS HAVE A GOOD LEVEL OF APPRENTICES COMING THROUGH AS THEY ARE THE FUTURE OF OUR INDUSTRY"**



↑ MD Alan Wilson points out some familiar faces to Past President David Smith

the hard work that has been started by their predecessors.

**AW:** Electricians need to engage more with this training too, offering our advice and feedback to ensure the workforce can keep pace with emerging new technologies.

**GS:** From a personal point of view, and as a small company, the goal is to grow steadily, embrace new technologies and explore innovative ways to better serve our customers. We're also aiming to expand our services into renewables and build up a competitive and trustworthy reputation. As we grow, one of my priorities is trying to build a talented and dedicated team that shares the same vision and values, ensuring longevity.

**CM:** I'd like to see the Scottish Government and relevant bodies working to ensure that we always have a good level of apprentices coming through as they are the future of our industry.

**KS:** I'd echo that, Craig. Looking forward, I hope that we can continue to maintain a good intake of apprentices and ensure a good pipeline of talent to replace those who retire. ■



↑ Stewart Anderson



↑ John Chambers



↑ Jim Cooper



↑ Eric Rae



↑ Dumfries & Galloway Chair Gordon Paterson takes a trip down memory lane



# Career stories are in the frame

This year’s videos for Scottish Apprenticeship Week saw SELECT interview two electricians at opposite ends of their career journey – including a catch-up with Scotland’s first-ever female electrical apprentice

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



**A**N award-winning young spark and Scotland’s first female electrical apprentice have both discussed their roles as women in the electrical industry in two inspiring new SELECT videos.

Released as part of last month’s Scottish Apprenticeship Week, the first film sees Heather Fleming reveal why she insisted on being treated as an equal to her male counterparts when she got her big break 37 years ago.

The second film follows young Ellis Stevenson, who says she was “chuffed to bits” to be crowned joint winner of both the UHI Moray College Apprentice of the Year Award in 2024 and SECTT 2nd Stage Apprentice of the Year Award in 2023.

Produced in partnership with the Scottish Electrical Charitable Training Trust (SECTT), the videos were also released ahead of International Women’s Day on 8 March.

## MAKING A CHANGE FOR GOOD

In our first film, entitled *Blazing a Trail*, Heather reveals how she switched careers when she joined SELECT Member firm HF Electrical in Glasgow in 1988.

She says: “I was working as a sewing machinist in a factory and went to the local careers office and found a leaflet called *Would You Like to be an Electrician?* It piqued my interest and I thought, ‘I’ll go for it’”

Heather duly became Scotland’s first female electrical apprentice but insists she was never given any special treatment, telling the film: “HF looked after me but there was never any, ‘Wow, you’re the first’. I’d gone from a very female-oriented job to a very male-oriented one, but it was just a job and I didn’t think it was any big deal.”

## QUICK FACTS



UNIVERSITY OF EDINBURGH

**BRANCH:**  
Edinburgh & South East Scotland

**BASED:**  
Edinburgh

**WEBSITE:**  
ed.ac.uk







↑ The original *cabletalk* interview with Heather from 1988

## "LIFE IS ABOUT EARNING MONEY AND HAVING A GOOD LIFESTYLE AND AN APPRENTICESHIP WILL GET YOU TO THE STAGE OF HAVING A GOOD JOB AND BEING ABLE TO GO UP THE TREE"

Heather eventually gained a degree in Building Services and now works as an engineer with the Estates Department at SELECT Member the University of Edinburgh.

She said: "Life is about earning money and having a good lifestyle and an apprenticeship will get you to the stage of having a good job and being able to go up the tree."

The video also comes more than three decades after Heather discussed her apprenticeship in *cabletalk* and she said: "The attitude to women in the workplace in general has changed since then and I've been accepted in every job I've been to."

### A LEARNING EXPERIENCE

Our second film is entitled *Made for Business*, which was the theme of this year's Scottish Apprenticeship Week, which ran from 3-7 March.

In it, 21-year-old Ellis explains how she enjoys the "hands-on learning experience" of working for Member firm Campbell & McHardy Ltd in her home town of Elgin, Morayshire, revealing: "I was practical growing up and my mum says I was always ripping

## NOW ENJOY THE TWO VIDEOS

Scan the code to follow Heather's journey or go to [bit.ly/saw-heather](http://bit.ly/saw-heather)



Scan the code to watch Ellis's story or go to [bit.ly/saw-ellis](http://bit.ly/saw-ellis)



## QUICK FACTS



CAMPBELL & McHARDY LTD

BRANCH: Inverness & North of Scotland

BASED: Elgin

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



toys apart and putting them back together, so I enjoy problem solving. It's really satisfying seeing a job from start to finish for each stage of the process and I enjoy that no two days are the same and that you're earning at the same time.

"Being a woman in a male-dominant job is a challenge and you do get the odd comment. But I don't let it get to me and I'd say there's definitely been a shift in the last four years."

Ellis – who took part in the SECTT heats for the UK SkilleLECTRIC finals last summer and is now in her fourth year of training and working towards her FICA – also pays tribute to the help she receives, telling viewers: "I get great support from my SECTT Training Officer Craig Johnston. Any issues or questions I have, I can just message him and he answers very swiftly.

"My lecturer at UHI Moray College, Iain McBean, is also very supportive. If I have any issues about anything I can just pop him a question and he's very quick to help."

### INDUSTRY INSPIRATION

SELECT Director of Employment Affairs Catherine Gillon said: "As we celebrate achievements of electricians everywhere as part of our 125th anniversary, we are grateful to Heather and Ellis for discussing their journeys in the industry.

"They show that with a solid apprenticeship and the ongoing support of bodies such as SELECT and SECTT, anything is achievable."

SECTT CEO Fiona Harper added: "Both these videos are inspiring and show the rewards and opportunities that are available to young learners starting out on their own career path.

"They also show that there are no barriers in our industry and we should celebrate the achievements of the many women who currently enjoy successful careers at all levels." ■

➔ SECTT Scottish Apprenticeship Week round-up: [Pages 46-48](#)

↓ Ellis is enjoying her job as she learns the trade



# 3000 SERIES

## FULL CIRCLE PROTECTION

Simple and intelligent, the 3000 Series provides whole property coverage.



The technologically advanced 3000 Series includes both **Multi-Sensor** and **Single-Sensor** alarms, detecting **Fire** and **Carbon Monoxide** from just one range, while maintaining the simplicity that installers love.



Add the Ei3000MRF for wireless interconnection and data extraction via the Ei1000G Gateway

**Smart, connected and future-proof.**







↑ Alan Smith from CS McKerrlie Electrical Services and Matt Burton from Matt Burton Electrical at Dumfries



↑ Gordon Paterson and John Wilson were re-elected in Dumfries



↑ Dumfries prize winner Chris McMillan from DG Project Solutions Ltd



↑ Ayrshire Members got into the 125th spirit



↑ There was a full house at The Walled Garden for the first update of 2025

WORDS  
**SANDRA BENNETT**  
Membership Manager



**P**ROTECTION of title, presentations and prize-giving were all on the agenda at our spring Branch Updates as Members across the country gathered for their first local meetings of 2025.

For the first time, the get-togethers were sponsored by Associate Member Aico, who delivered an update on home safety products at each, including damp and mould, indoor air quality, multi-sensor technology and how the industry is changing.

There was also a prize draw at every update, with Members walking away with a VF5 voltage stick and MST220 socket tester worth £50, donated by Associate Member Megger.

In addition, updates on activity were delivered by SELECT Directors of Function and members of the Presidential Team, with Training Officers providing the latest apprentice and adult trainee news from the Scottish Electrical Charitable Training Trust (SECTT).

Members also had chance to ask questions, with plenty of lively debate about regulation, training, rates of pay and the current skills shortage.

**NEW OFFICERS NAMED**

A short Branch AGM was held after each meeting to elect the SELECT Branch Officers for 2025-26, with a number of changes of personnel happening around the country.

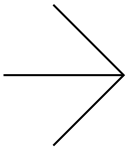
In Lanarkshire, John Chambers of Member firm ECG Building Maintenance Ltd was



# Staying up to date with prizes and presentations

Our spring regional meetings, sponsored by Aico, were extremely well attended, with Members gathering to discuss industry issues, receive technical and training updates and elect Branch Officers for our 125th anniversary year





voted in as Chair on 6 March, with Craig McGowan of Macform Ltd becoming Vice Chair after six years

in the hotseat.

At the Glasgow & West of Scotland Branch Update on 13 March, Valley Group's Sean Harkin became the new Chair, with Allan Watt of A Watt Electrical stepping up as Vice Chair.

And Keith Smith of Davie Electrical Services Ltd was elected Chair of the Tayside Branch at its meeting on 27 March, with Grant Stewart from Stewart Electrical Services becoming the new Vice Chair. The Tayside meeting was also treated to a box of special 125th anniversary cupcakes, courtesy of John McLean of JSM Electrical Services.

The positions of Chair and Vice Chair remained the same for the Branches in Aberdeen & North East of Scotland, Ayrshire, Dumfries & Galloway, Edinburgh & South East of Scotland and Inverness & North of Scotland.

In line with a move agreed by Members at the 2024 AGM, the positions of 3rd and 4th Representative are now retired, meaning that each Branch now has a Chair and Vice Chair, with 16 representatives on Central Board.

**JOINING THE DEBATE**

Iain Mason, Director of Membership, Events & Communications, said: "It was heartening to see so many of our Members at the first Branch Updates of 2025, particularly those who hadn't attended before.

"We'd like to thank everyone who attended and added their voice to the many lively industry debates, particularly given Members' extremely busy work commitments.

"We'd also like to thank Aico for sponsoring the meetings and for delivering eight excellent technical presentations, which earned plenty of interest and questions.

"In addition, Megger should be applauded for their generosity in donating test equipment, which again was extremely well received by our lucky winners." ■



↑ Members take a selfie at the Glasgow meeting



↓ Past President Donald W Orr celebrates our 125th anniversary at the Lanarkshire Update



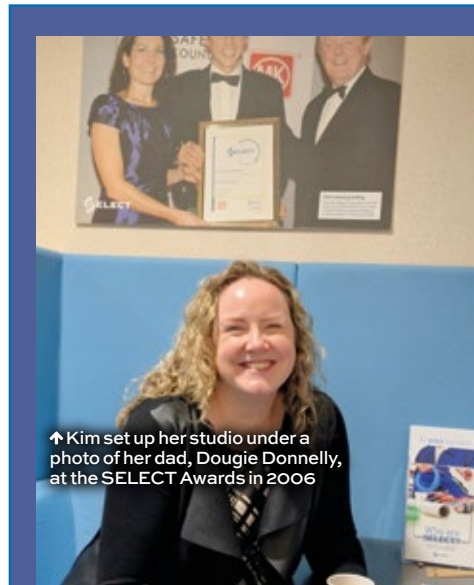
↑ The prize-winners in Ayrshire



↑ John Chambers, right, is the new Chair of Lanarkshire, with Craig McGowan, left, becoming Vice Chair



↑ The Aberdeen prize winners



↑ Kim set up her studio under a photo of her dad, Dougie Donnelly, at the SELECT Awards in 2006



↑ Kim McAllister interviews Graeme Anderson for the Sparks' Remarks podcast in Edinburgh





↑ Dumfries prize winner David Faulds from David K Faulds Ltd



↑ Prize winners Paul Erasmus and Alisdair Noble with Chair Graeme Anderson at the Edinburgh Update



↑ Eric Rae, Catherine Gillon, Stewart Anderson and Alick Smith at the Aberdeen meeting



↑ Mike Campbell was re-elected Inverness Branch Chair



↑ Outgoing Office Bearer David Harris presents new Chair Sean Harkin with his medal in Glasgow



↑ Tayside prize winners Kevin Park and David Peebles



↑ John McLean, pictured right with SELECT's Iain Mason, brought amazing 125th cakes to the Tayside meeting



↑ Paul McLean, left, and Paul Smith won Megger prizes at Lanarkshire



## Hearing from our Members

Host Kim McAllister joined SELECT at the Edinburgh & South East of Scotland Branch Update as she interviewed Members for the latest episode of our popular *Sparks' Remarks* podcast.

The award-winning journalist dropped into The Walled Garden to record the seventh episode in our series, entitled *Can you smell fish? Bypassed boards, cable calamities and other electrical horror stories*.

Branch Chair Graeme Anderson of Member firm Powertec Electrotechnical Services Limited and Vice Chair Paul Erasmus of Techni-Call Electrics were both interviewed

for the programme, along with Chris Micheau from S & C Electrical and Plumbing Limited.

Chris told the podcast about the jobs he remembered for all the wrong reasons, including the time he was told he couldn't have "posh coffee".

Paul and Graeme also revealed some of the awful workmanship they'd been called to put right and why the tell-tale smell of burning fish was always a bad sign.

And Kim found the perfect spot to record – underneath a picture of her dad, Dougie Donnelly, at the first SELECT Awards in 2006!



LISTEN NOW!

To listen to the podcast, scan the QR code or go to [bit.ly/sparks-fish](http://bit.ly/sparks-fish)





# The drive towards electrification

## WORDS

JACK CAMERON

Content Manager,  
Pike + Bambridge

P+B

Our guest columnist explores the benefits of a fully electric business fleet – and why it could pay to start thinking about the future now as we near the end of the road for traditional gas-guzzlers

**I**N RECENT years, the conversation surrounding business fleet vehicles has shifted dramatically. Gone are the days when diesel-powered vans and petrol-run saloons dominated corporate fleets. Today, we stand on the brink of a transportation revolution, with electric vehicles (EVs) charging ahead.

EVs still come with the groans and shrugs you'd expect from the hardy petrolheads, but combine rapid advancements in technology with looming zero emission vehicle (ZEV) mandate pressure, and a fully electric future for fleets looks an inevitability. Now, it's up to business leaders and fleet managers to jump on board or risk being left behind.

## THE MODERN FLEET LANDSCAPE

Ask any supplier and they'll tell you almost every fleet vehicle they've sold recently was either plug-in hybrid or fully electric. There are numerous reasons for this: lower tax rates, sustainability goals and growing environmental awareness to name a few. While most fleet vehicles you'll see currently are petrol and diesel, it won't be long before electric knocks them off their pedestal.

The UK Government is certainly helping in this, setting ambitious targets to end the sale of new petrol and diesel cars by 2035. This legislative push has turned the electric switch from suggestive to compulsory for many business owners.

Additionally, initiatives such as the EV Salary Sacrifice Scheme have made it easier than ever for employees to make significant tax savings by acquiring a new car through their company.

If your business has any carbon footprint commitments, then EVs are really a no-brainer. According to the Energy Saving Trust, switching to an EV can reduce a vehicle's greenhouse gas emissions by up to 50% compared to petrol or diesel counterparts.

EVs themselves are steadily climbing in sales for both business and personal use. While they still only account for roughly 4% of vehicles on UK roads, this number will undoubtedly increase in the coming years. For now, petrol and diesel continue to dominate but are increasingly under pressure.

↓ Switching to electric charging makes sense for businesses



## Current electric options

### Ford E-Transit

The electrified version of the famous Transit doesn't differ much from the diesel model and offers up to 249 miles of range. As an excellent entry point to zero-emission vans, it's enjoyable to drive and quick off the mark, particularly if you choose the 265bhp motor. Prices from: £48,000, exc. VAT



### Mercedes eSprinter

The unmistakable panel van has been prepped for the new age and sits at the higher end of the commercial van spectrum, with 273 miles of battery range. This impressive range and space-age interior come at a price but if you can afford it, we say go for it. Prices from: £60,000, exc. VAT



### Citroën e-Berlingo

Citroën launched the electric variant of its famous van-based car in 2021 and it's safe to say it met expectations. Practical, swift and extremely spacious, it costs more than its internal combustion equivalents but is still worth considering. Prices from: £31,000, exc. VAT



### THE CLEAR BENEFITS OF THE ELECTRIC SWITCH

The biggest benefit of electric fleets is cost. While the upfront cost of EVs can be higher, their total cost of ownership is often lower. Reduced fuel costs, lower maintenance requirements and government incentives for EV purchases contribute to substantial long-term savings. For example, EVs have fewer moving parts than internal combustion engine (ICE) vehicles, meaning fewer breakdowns and lower repair costs.

Additionally, with benefit-in-kind (BIK) tax rates for EVs remaining highly attractive, companies can offer employees electric company cars that are both appealing and tax-efficient. This is now more relevant than ever after the change in classification to double-cab pick-ups in last year's Budget.

Moreover, advancements in EV technology have addressed many of the early concerns businesses had. The fabled 'range anxiety' is slowly being alleviated by models boasting ranges of more than 300–400 miles on a single charge.

Not to mention, the number of public charge points in the UK surpassed 72,000 at the turn of the year, so those longer drives become a little more convenient.

### WHAT'S ON THE MARKET?

We've established that EVs aren't going away, so now it's time for the top automakers to rejig their assembly lines and begin the mass phase-out of ICE vehicles to stay on top.

Fortunately, fleet owners will still be looking in the same places and buying the same badges

**"INITIATIVES SUCH AS THE EV SALARY SACRIFICE SCHEME HAVE MADE IT EASIER THAN EVER FOR EMPLOYEES TO MAKE SIGNIFICANT TAX SAVINGS BY ACQUIRING A NEW CAR THROUGH THEIR COMPANY"**

### EXPERT HELP IS AT HAND

As our official fleet partner, Pike + Bambridge offers practical advice to all SELECT Members about new vehicles, vehicle finance and vehicle management. To find out more, email [office@pikeandbambridge.co.uk](mailto:office@pikeandbambridge.co.uk) or call 0131 563 7493.

when it comes to bolstering their fleet.

A snapshot of some incoming fleet vehicles and their approximate costs are above. Don't get me wrong, they **ARE** expensive, but sometimes it costs a little to save a lot. Think of it as an investment rather than mere compliance. After all, what isn't expensive nowadays?

And let's not forget, you don't

have to buy new to make the switch.

### THE ROAD AHEAD FOR BUSINESS FLEETS

The electrification of business fleets is no longer a matter of "if" but "when". Combine rapid advancements in technology with the undeniable cost benefits and strap in for a complete shift in the way businesses operate. While challenges remain, progress is undeniable and the opportunities far outweigh the hurdles.

Suppliers are stepping up too, offering a wider range of options as well as shorter lead times, thanks to expanding networks. Businesses that embrace the shift to electric now position themselves as forward-thinking and sustainable leaders in industries growing in eco-consciousness and efficiency.

The UK is firmly on track to accommodate this electrification revolution, and the concept of old-school, gas-guzzling fleets may soon be reduced to a fleeting memory. ■

# YOU ASKED WE LISTENED

**FType**  
**Elite**  
FLAWLESS FUNCTIONALITY

Designed with Contractors, for Contractors

### Simpler Options, Larger Choice

Available with **4 Colour CCT** or **Dim2Warm**  
in **Flat, Regressed** or **Adjustable**  
with interchangeable bezels.

**Built for Professionals**  
**Fire-rated** and **Part L compliant**.

**QuickView™ window**  
For easy cable inspection with  
removable **NELNEL terminal block**,  
suitable for 500V testing.

**Faster Installations**  
**PushFit NELNEL terminal block** and  
**1st/2nd fix ClipFit connector**,  
streamline wiring and cable fastening.



For more information on our  
full range of **FType Downlights**  
scan the QR code



UK Patent GB2628796



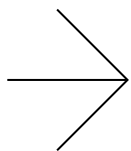
↓ David, left, and brother Ian outside the original shop in Kelso

# Brothers in ohms

As part of our 125th anniversary, we meet David and Ian Stewart, who run SELECT's longest-standing Member firm, James Stewart & Son – a fifth generation family business in the Borders that's seen plenty of changes since it joined the association 87 years ago...







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



### HI DAVID. WHAT'S THE HISTORY OF YOUR BUSINESS?

The business was started in 1886 by my great-great-grandfather James Stewart, who was a tinsmith. He originally made things like pails, pitchers and milk churns, then expanded into selling domestic hardware, cycles and ironmongery. He and his son Thomas ran the shop in the centre of Kelso and the business is basically still in the same place. In the 1930s my grandfather, also called James, went to Edinburgh to train in

ironmongery, plumbing and electrical installations, then came back in 1933 and expanded the business to include electrical contracting and the sale of electrical appliances. With the introduction of electricity to Kelso, the firm was involved in the electrification of houses, farms, estates and industrial premises. My father Kenneth then did a degree in electrical engineering and worked in Edinburgh for a couple of years before coming back to take over the business in 1968, after which his father semi-retired, becoming Provost of Kelso in 1971 and being awarded the MBE for services to local government in 1975.

### AND HOW DID YOU GET INVOLVED?

As a boy, I was sent out to work with the electricians during the holidays and the school strikes of the 1980s, which I enjoyed. Initially I was labouring



↑ As well as running the business, David and Ian's grandfather James was Provost of Kelso and awarded an MBE

and watching, but gradually I got more to do, just like an apprentice. I also worked in the shop after school every night and Saturday morning for a few years, then my dad got me into the office to help with basic costing and estimating. After that, I did a degree in building services engineering at Heriot-Watt University, then worked as an electrical design engineer for three years before coming back to help my father in 1995. I always had it in my head that I'd work in the business and

I've been here ever since. Whether I would have done it if I'd known all the hassle is another matter!

### WHAT DOES THE BUSINESS DO NOW?

We have a hardware shop in Kelso and another in Hawick, which are both busy, and we're a member of Euronics so sell a lot of electrical appliances, plus we have contracts with insurance companies for appliance repairs. On the electrical contracting side, we do anything from domestic repairs, small installations and farm work right up to large electrical contacts in commercial premises, plus we've been working for Scottish Borders Council and NHS Borders for around 50 years. We stick to the Borders region – we've always kept ourselves busy and seem to cope with most things.

### AND WHAT DOES YOUR TEAM LOOK LIKE?

We have a team of around 40 staff, including appliance engineers, shop and office staff. On the electrical contracting side we have 11 electricians and an apprentice, plus me and two foremen, one of whom is semi-retired. My older brother Ian used to work for Baillie Gifford but came back to Kelso in 2000 and now runs the retail and appliance repair side of things while I look after the electrical work.

### HAVE YOU ALWAYS HAD APPRENTICES?

Yes, we try to take on one every two years – I think that's the only way we've kept going. All but one of our current electricians have served their time with us and stayed, which is very satisfying. In fact, six of



↑ SELECT Member shield from the 1950s

↓ The original shop front







↑ The shop front today



↑ David Stewart in his office

our current electricians have been here more than 30 years – I can remember them starting their apprenticeships when I was helping out as a schoolboy. We do find getting apprentices more difficult these days, which is perhaps down to the schools encouraging everybody to go to college or university. But being involved in the local rugby and cricket clubs helps – there’s always word of mouth if someone’s looking to get started.

**HOW HAS YOUR WORK CHANGED OVER THE YEARS?**

Solar PV was probably the first big thing, which we started in 2011. We became MCS accredited in the same year and now do around 10 to 12 installations a year, plus new-builds, mainly sticking to domestic. There was a lot of PV work when we first started due to the feed-in tariffs, but when they stopped the demand almost disappeared. However, with electricity bills now rising, demand has increased again. People are quite keen to use us as we’ve been here for so long, whereas some newer start-ups tend to disappear when something goes wrong. People know where we are and where to get us – and also know we’re not going anywhere.

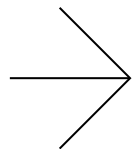
**“PEOPLE ARE QUITE KEEN TO USE US AS WE’VE BEEN HERE SO LONG, WHEREAS SOME NEWER START-UPS TEND TO DISAPPEAR WHEN SOMETHING GOES WRONG”**

**HAVE YOU BRANCHED OUT INTO OTHER RENEWABLES?**

EV charge points are ticking along and we now do a good number of installations per year. Battery storage is also taking off in conjunction with PV and we’ve had a few jobs in the past few years. We’ve also wired up some heat pumps on new build sites. We just try to keep up to date as much as we can – if something new comes along you’ve got to embrace it and learn about it so you can serve your customers.

**SO WHEN DID YOU JOIN THE ASSOCIATION?**

I know the exact date because it’s on our membership certificate – 6 October 1938. It’s amazing how long ago that is and how much things have



↓ (L-R) Foreman Pete Lang, electrician Greg Ponton, and Approved Electrician Derek Scott







↑ David with son Chris, 14, and Ian with son Matthew, 17 - both help out at the company after school

changed, even from when I started. Fax machines were the height of technology back then! Everything is much quicker now and the whole world seems to have speeded up, but that's progress – you just need to adapt.

#### HOW HAS THE ASSOCIATION HELPED YOUR BUSINESS OVER THE YEARS?

We use the Technical Helpline regularly and the training is very handy – in fact we're just putting all our electricians through the 18th Edition course, which we've been doing online. That's been really good as the team can do it from here in sections without having to travel up to The Walled Garden, which works well for us. We also use SELECT for employment advice and I've spoken to the staff a few times about the various things about the business.

#### HAVE YOU DONE ANY OTHER TRAINING WITH SELECT?

One of our electricians went on the battery storage course with G-TEC last June, which got him up to speed. Our Foreman Pete Lang has also done the Scottish Building Standards course as we're an Approved Certifier of Construction. Training has its place when there are major changes, such as the IET Wiring Regulations, and you do need to keep up to date. Saying that, it seems like there a lot more hoops to jump through these days, particularly when it comes to health and safety.

#### HOW WERE THINGS DURING COVID-19?

We shut down initially but because we do a lot of work for NHS Borders we were immediately asked to continue projects at the local hospitals, plus we

### "CUSTOMER SERVICE IS VERY IMPORTANT, ESPECIALLY IN A TOWN LIKE KELSO – WORD WILL SOON GET AROUND IF YOU'RE NOT HELPING PEOPLE"

↓ David and Ian in the shop, which dates back more than 100 years



were doing repairs for Scottish Borders Council. As soon as we could get going again we got everybody back to work because there was plenty to do.

#### WHAT DO YOU ENJOY MOST ABOUT YOUR JOB?

I'm not sure – maybe 5.30pm on a Friday! Being your own boss gives you a certain

flexibility, but also comes with more responsibility. Seeing the apprentices develop is quite satisfying. Most lads are 15 or 16 years old when they come in for an interview and you struggle to get two words out of them. Yet as they go through their apprenticeship they become more vocal, their confidence increases and they turn into good tradesmen who you can rely on. That's pretty amazing to see.





↑ David in the upstairs stockroom



↑ David with the appliances in the shop – the company offers sales, servicing and repairs

### AND WHAT ARE THE CHALLENGES?

Payments have always been a problem. It's like anything, most people are fine but it's the 1% you struggle with. Retentions are a big bugbear and it's unbelievable the amount of times you have to chase – you can wait three or four years to get money released. Sadly, I don't think it will ever change.

### WHAT DO YOU THINK IS THE SECRET OF YOUR LONGEVITY?

Being an established local business means you're well known, so the local building companies and architects know us and we get a lot of work that way. However, you still have to provide a good service and to do that you need good staff. We've been very fortunate to have conscientious tradesman and helpful retail staff down the years, for which we're very grateful. Of course we'll never get everything 100% right but if something does go wrong we make an effort to sort it. In the end, it's OK having a good name but it's easily lost if

you don't provide a good local service. Customer service is very important, especially in a town like Kelso – word will soon get around if you're not helping people.

### SO WILL YOUR CHILDREN FOLLOW IN YOUR FOOTSTEPS?

I have two sons, Jamie aged 16 and Chris who's 14, who already come in after school to tidy up and do odd jobs. Jamie did work experience with the electricians and seemed to enjoy it, so who knows. I also have an 11-year-old daughter Lara, who says definitely not! Ian's son Matthew is 17 and has also been helping out after school, doing appliance deliveries and being the shop laddie. Ian also has a daughter who's doing business studies at the University of Stirling. We'll leave it up to them – we wouldn't force anybody to come and do it.

### AWAY FROM WORK, WHAT DO YOU ENJOY DOING?

I play cricket for Kelso, although I'm probably far too old for it. But the season starts at the end of April and I'll be ready to go again. I also played rugby for Kelso High school and for Edinburgh Wanderers when I was there, then was centre for Kelso RFC 2nd XV when I came back. I now watch Kelso most Saturdays and also coach the U15s.

### AND FINALLY...WHAT DOES THE FUTURE HOLD FOR THE BUSINESS?

We'll continue what we're doing and try to get involved with any new technology. A lot will depend on what Jamie, Chris and Matthew decide to do, but hopefully one of them will keep it going. In the meantime, we'll embrace the challenges and keep providing a good service. After 139 years we must be doing something right! ■

### QUICK FACTS

#### JAMES STEWART & SON

**BRANCH:**  
Edinburgh & South East Scotland

**BASED:**  
Kelso

**PHONE:** 01573 224 411

**WEBSITE:**  
stewarts-kelso.co.uk



↑ SELECT's Iain Mason and Fiona Smith hand over goodie bags during their visit to the business

# Technical

## MORE INFORMATION

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



**L**AUNCHED in the 1980s, the Radio Teleswitch Service (RTS) used a radio signal to tell some older electricity meters when to switch between peak and off-peak rates.

RTS was used for traditional multi-rate meters and was designed to support consumers who use electricity for their heating and/or hot water via devices such as electric storage systems, panel heaters or immersion heaters in water tanks.

RTS is now reaching the end of its operational life, with the equipment that produces the signal no longer able to be maintained. The service will therefore be switched off on 30 June.

There are around 650,000 RTS meters in homes and businesses across Britain, who should have been notified and given the option to have a smart meter to be installed instead of RTS.

Although responsibility for the changeover is between the consumer and their energy supplier, Members may still come across customers who are unsure of the implications, so here are a few FAQs that could help, plus links to find out more.

## HOW DO I KNOW IF THE RTS SWITCH-OFF WILL AFFECT ME?

Customers with an RTS meter should have been contacted by their electricity supplier by the end of 2024 to arrange a meter upgrade. Customers who are still unsure should contact their electricity network operator – a list can be found by scanning the code on the page opposite.

# Helping your customers prepare for switch-off

After recent Member feedback, here's a guide to what's happening when the Radio Teleswitch Service is discontinued in June – and what you can tell customers who may have questions or concerns

WORDS  
**ROBERT MCGOOGAN**  
Technical Adviser



↓ The old meters have reached the end of their operational life

## WHY ARE RTS METERS BEING REPLACED BY SMART METERS?

A smart meter offers a similar service to an RTS meter and can be programmed to switch between peak and off-peak times, which makes them the only available replacement.

## IS THIS JUST SCAM TO GET ME TO ACCEPT A SMART METER?

No. RTS is being replaced because the equipment that runs it can no longer be

maintained. The programme is being overseen by the energy regulator Ofgem, supported by a range of partners to ensure customers aren't left without heating or hot water.

## DOES MY RTS METER HAVE TO BE REPLACED BY A SMART METER?

RTS replacements should be a smart meter unless there is a good reason not to install one.

Smart meters are like-for-like replacements and are



Richard Harvey, Public domain, via Wikimedia Commons



the best option for the vast majority of consumers.

Without one, a consumer's supplier may be unable to support the cheaper off-peak charging for their heating and hot water. There will be a very small number of properties where smart meters aren't the optimum option, but suppliers are best placed to advise on the possible alternatives. Either way, it's key for consumers to contact their supplier.

#### WILL I NEED TO CHANGE MY TARIFF?

The consumer's supplier will offer a similar smart meter tariff that allows them to maintain off-peak heating and hot water if it's still required. This may be slightly different for each supplier, so they should contact their supplier to understand all the options.

#### WILL I BE WORSE OFF ON A SMART METER?

It's not possible to guarantee that all RTS consumers will pay the same, or less, for their electricity when they have a smart meter. An RTS consumer's existing tariff will be unique to their current RTS meter. When they have their smart meter installed, their supplier will do their best to



↑ The new smart meters offer a more efficient energy solution

### "RTS IS BEING REPLACED BECAUSE THE EQUIPMENT THAT RUNS IT CAN NO LONGER BE MAINTAINED"

keep them on the same tariff, or a very near equivalent that suits their needs.

#### WHAT HAPPENS IF I DON'T UPGRADE MY RTS METER BEFORE THE SWITCH-OFF?

Customers who don't upgrade in time could be left without heating or hot water or find their heating is constantly on or charges up at the wrong time of the day. This could lead to higher electricity costs as providers won't be able to confirm how much electricity they've used during peak and off-peak times.

#### CAN I GET A NEW METER IF I RENT?

If your energy bill is in your name, you can choose to get a new meter installed, but it's recommended that you get permission. Smart Energy GB has handy templates you can share with your landlord – just scan the code below.

#### HOW DO I BOOK A METER UPGRADE?

Most RTS meter upgrades are straightforward. Contact your electricity network operator to book – a list can be found by scanning the code on this page.

#### I'VE TRIED TO GET MY SUPPLIER TO UPGRADE MY METER BUT THEY CAN'T BOOK ME IN. WHAT SHOULD I DO?

All affected consumers will be offered a replacement meter in time for the switch-off. Consumers are encouraged to keep engaging with their supplier to understand when an upgrade is available.

#### I'VE BEEN TOLD I'M IN A LOAD MANAGED AREA (LMA). WHAT DOES THAT MEAN?

There are some areas within a LMA where suppliers and Ofgem are still working on a solution to ensure all consumers can receive an RTS meter upgrade. If the consumer is in a LMA, they may already be eligible for an RTS meter upgrade.

#### I'M IN AN AREA WHERE SMART METERS MAY NOT WORK. WHAT ARE MY OPTIONS?

Such consumers should speak to their supplier. For areas with poor connectivity for smart meters, the solution is likely to be a smart meter which is pre-programmed with the right time-of-use tariff before it is installed. ■

## FURTHER INFORMATION



➔ Scottish Power



➔ Ofgem



➔ Energy UK



➔ Citizens Advice Scotland



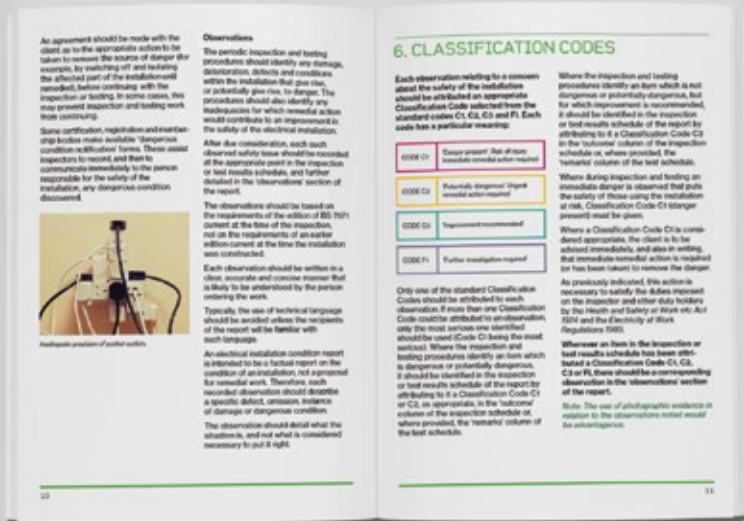
➔ Energy Networks Association



➔ Smart Energy GB



➔ Find your electricity network operator



↑ The new documents highlight best practice in electrical safety issues

# Guides lead the way on safety

Members should be aware of two new publications from Electrical Safety First that offer invaluable advice on classification codes and landlords' responsibilities

**A**LONG with its fellow industry bodies, SELECT has been closely involved in the production of two important new guidance reports from Electrical Safety First (ESF).

The revised version of Best Practice Guide No.4 (BPG 4) aims to provide practical guidance on the classification codes that need to be attributed to each observation recorded during the periodic inspection and testing (PI&T) of an electrical installation.

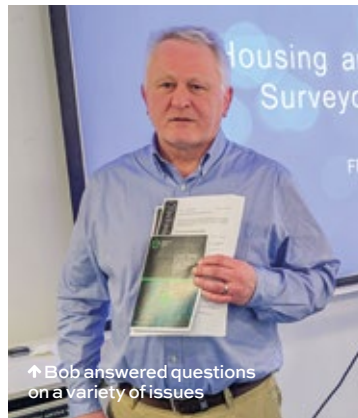
Taking into account the publication of BS 7671:2018 incorporating Amendment 3:2024, the revised guide reinforces the need for the report summary section to adequately describe the general condition of the installation in terms of electrical safety, taking into account the specific observations made.

It outlines why it is essential to provide a clear summary of the condition of the installation and why minimal descriptions such as 'poor' and superficial statements such as

'recommend rewire' are considered unacceptable as they don't indicate the true condition.

It also explains why wherever an item in the inspection or test results schedule has been attributed a code C1, C2, C3 or FI, there should be a corresponding observation in the 'observations' section of the report.

The guide emphasises that should any observations be classified as C1, C2 or FI, the overall assessment of the condition of the installation in terms of suitability for continued use must be recorded 'unsatisfactory' on the electrical installation condition report (EICR). It also provides examples



↑ Bob answered questions on a variety of issues

## BOB DELIVERS TECHNICAL UPDATE

Director of Technical Services Bob Cairney was guest speaker at a recent meeting of the First-tier Tribunal for Scotland (Housing and Property Chamber).

Bob delivered an update on a range of relevant technical issues as part of an HPC member surveyor training day at the Glasgow Tribunal Centre on Friday 7 March.

After giving an overview of SELECT and its work, he outlined the requirements of the current IET Wiring Regulations and other guidance, including protective devices such as RCDs and MCBs.

Bob also discussed the importance of periodic inspection and testing, before answering questions on EICRs and coding.



## DEADLINE IS EXTENDED TO REPORT NCD INCIDENTS

Members are being reminded to report any incidences of neutral current diversion (NCD) to an industry research project after the deadline was extended.

Contractors who come across NCD now have until the end of the summer to post their experiences to help shape a

UK-wide picture of the scale of the issue.

Organisers are particularly keen to hear from Members in the Central Belt, Fife, Clackmannanshire, the Borders and the north to ensure the whole of Scotland is represented in the findings.

To take part, scan the QR code below or go to [bit.ly/NCD-SURVEY](https://bit.ly/NCD-SURVEY). You'll then be asked to answer a short poll, including questions on the postcode of the installation, the voltage/current measured and if the incident was reported by calling 105. The survey is a joint

exercise between SELECT and sector partners the IET, ECA, Electrical Safety First, NICEIC and NAPIT to establish the extent of the issue.



of observations classified as C1 (danger present, risk of injury), C2 (potentially dangerous), C3 (improvement recommended) and FI (further investigation required). Examples of the use of such codes can be found in the table below.

Director of Technical Services Bob Cairney said: "SELECT considers BPG 4 to be essential reading to assist those Members who carry out PI&T, particularly those associated with domestic and similar premises."

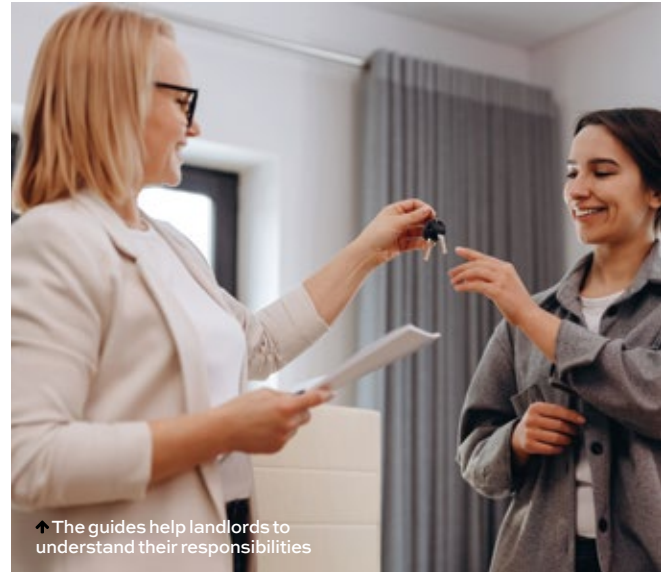
Along with the Scottish Government, SELECT has also been closely involved with another free downloadable ESF guidance document, *Landlords' Guide to Electrical Safety: Scotland*.

As the name suggests, this publication aims to help Scottish landlords understand their responsibilities for electrical safety in their rental properties and to provide practical advice on what is required to ensure the safety of tenants.

The guide is detailed in ten sections, including sections on residual current devices (RCDs), PI&T and certification of electrical installation work. It also provides advice on fire detection and fire alarms – including selecting and testing systems – as well the safe use of electrical appliances and the requirements for emergency lighting. ■

### DOWNLOAD THE GUIDES

Electronic versions of the new *Landlords' Guide* and revised BPG 4 are available to download for free from the SELECT and ESF websites, along with other up to date ESF Best Practice Guides. Simply scan the QR codes, visit the 'Shop' section at [www.select.org.uk](http://www.select.org.uk) or go to [www.electricalsafetyfirst.org.uk](http://www.electricalsafetyfirst.org.uk)



↑ The guides help landlords to understand their responsibilities

Category	Code	Description
Access to Live Parts	C1	A circuit protective device is missing from a consumer unit and a suitable and securely fitted blanking piece is not in its place – exposed live parts accessible to touch.
Access to Live Parts	C1	An accessory is badly damaged – exposed live parts accessible to touch.
Access to Live Parts	C1	Live conductors (line and/or neutral) have no (or damaged) insulation – exposed live parts accessible to touch.
Access to Live Parts	C1	Terminations or connections have no (or damaged) barriers or enclosures – exposed live parts accessible to touch.
Access to Live Parts	C1	Conductive parts have become live as the result of a fault.
Polarity	C1	Incorrect polarity at the origin of the installation.
Earthing	C2	Absence of a reliable and effective means of earthing for the installation.
Earthing	C2	A metallic gas or oil pipe being used as the means of earthing for the installation.

## THE BLUE BOOK IS BACK!

The Energy Institute (EI) has published a revised version of its *Design, construction, modification, maintenance and decommissioning of filling stations*, AKA 'the blue book'.

Officially launched in November 2024 to replace the previous 2018 edition, the revisions reflect changes in technology and legislation, including:

- An updated Section 9, Electrical Installations, to take account of BS 7671: 2018 as amended
- Guidance on the installation of electric vehicle supply equipment
- Revised model forms for statutory enforcement purposes and certification and reporting, given in designated annexes.

The long-established guide is used by those involved in filling station installations and maintenance and is also relevant to the enforcement of relevant regulations.

The publication (ISBN 978 1 78725 449 7) can be obtained at [www.energyinst.org](http://www.energyinst.org) or via the Association for Petroleum and Explosives Administration (APEA) at [www.apea.org.uk](http://www.apea.org.uk) and costs £150 plus postage for non APEA and EI members.



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)



# Course is a breath of fresh air

Hot on the heels of our new fire alarm training, SELECT has launched its first new course of 2025, partnering with Associate Member Ubbink to deliver a one-day session on domestic ventilation

WORDS  
**JENNY CRYANS**  
Training Manager



**S** ELECT has continued to expand its training offering by partnering with Associate Member Ubbink to deliver a one-day course in domestic ventilation.

The new session is suitable for anyone who wants to expand their knowledge on ventilation and is specifically focused on mechanical ventilation with heat recovery (MVHR).

Open to anyone who has limited experience with ventilation products, the course aims to give delegates an increased awareness of all ventilation types and help them understand the relevant regulations. The course will also deliver an in-depth understanding of modern MVHR systems,

from the fundamentals of operation to the complexities of commissioning.

Other topics covered include:

- The importance of ventilation
- SAP Appendix Q Product Database
- Passivhaus
- Ducting types
- Airflow calculations
- Commissioning, testing and requirements.

The course will be presented by Craig Cundey, UK Ventilation Lead Expert at Ubbink, which became an Associate Member of SELECT at the end of 2024.

A SELECT Certificate for Domestic Ventilation training will be awarded on satisfactory completion

↑ Domestic ventilation is the subject of a one-day course

## We shine a light on regulation changes

SELECT is offering a virtual course to Members who may want to update their emergency lighting training following an update to the current code of practice.

A new publication of BS EN 1838:2024 *Lighting*

*applications – Emergency lighting for buildings* came into effect on 31 December 2024, superseding BS EN 1838:2013.

This document specifies the luminous requirements for emergency lighting systems, including adaptive lighting systems and electric emergency lighting, installed in premises or locations where such systems are required or needed and which are principally applicable to locations where the public or workers have access. To ensure

that emergency lighting operates when it is required it shall be installed, tested and maintained in accordance with BS EN 50172:2024 and if automatic test facilities are installed, they shall be in accordance with BS EN 62034:2012

BS EN 1838:2024 now includes the following significant technical changes with respect to BS EN 1838:2013:

- Requirements for emergency escape route







## New training helps you to take the lead

Places are still available for our new Site Supervisory Management Training course, AKA module No215, which will be held online via Zoom on 30 April and 7 May.

Designed for junior managers, supervisors and team leaders who've had no formal management training, this standalone practical session introduces the key non-technical skills required by site supervisors.

The two-day course also explores the roles and responsibilities of the

supervisor and examines the key principles of managing teams and resources and maximising results.

The course costs £335 + VAT (£402) per Member, which includes a CPD certificate.

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'.

knowledge and experience with Members.

of the course, which includes a short open book multi-choice assessment. There will also be a practical assignment which will not be assessed.

We are delighted to be launching this first new training course of 2025, which follows hot on the heels of our new fire detection and fire alarm systems module.

Ubbink is an established expert in the field of ventilation and is the perfect partner to share its

**"THE COURSE AIMS TO GIVE DELEGATES AN INCREASED AWARENESS OF ALL VENTILATION TYPES AND HELP THEM UNDERSTAND THE RELEVANT REGULATIONS"**

### DATES, COSTS AND HOW TO BOOK

The cost of the course for SELECT Members is £185 + VAT (£222) per person.

The first course is due to take place on Wednesday 14 May at The Walled Garden in Edinburgh, with other courses planned for later in the year.

For further information and to book your place, please visit the 'Technical Training' section on the SELECT website, email us on **training@select.org.uk** or you can also call the Training team on **0131 445 5577**. ■

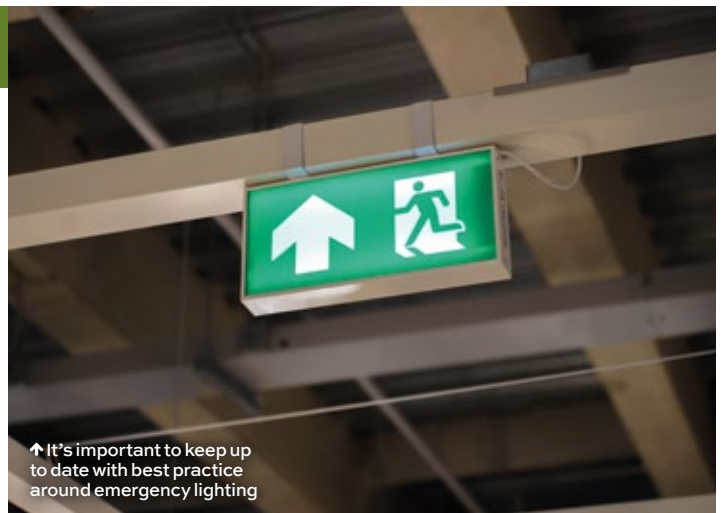
lighting have been amended to cover the width of the escape route.

- Greater detail has been included for the requirements for emergency lighting of points of emphasis and specific areas of hazard.
- Considerations for emergency lighting systems during and after a premises lockdown or prolonged periods where power is disconnected have been added as Annex C.

### DATES, COSTS AND HOW BOOK

For anyone looking to update their emergency lighting training, SELECT has a virtual classroom course scheduled on 6 May. The cost for SELECT Members is £170 + VAT (£204) per delegate.

For further information and to book, please email the Training team at **training@select.org.uk** or call us on **0131 445 5577**.



↑ It's important to keep up to date with best practice around emergency lighting

# Health & Safety

**T**HE rate of construction workers suffering from work-related

lung and musculoskeletal disorders is significantly higher than among workers from other industries, the latest Health and Safety Executive (HSE) data shows.

They also indicate that the rates of fatal (1.96%) and non-fatal injuries (2.4%) in the sector are significantly higher than across all other sectors, where the average rates per 100,000 workers are 0.4% and 1.7%, respectively.

These figures were obtained by identifying the number of self-reported work-related cases for every 100,000 workers from 2017/18 to 2023/24.

Although before the COVID-19 pandemic the percentage of fatal injuries in construction showed a downward trend, with signs of flattening out in more recent years, the average in the past two years is significantly higher than the pre-pandemic period.

Fifty-one construction workers died at work in the year to 31 March 2024 – a figure 70% higher than in 2018/19.

Additionally, around 40,000 construction workers are suffering from a work-related musculoskeletal disorder, either new or longstanding, which translates to 52% of all ill health in the industry. This is higher than for workers across all industries, where the rate is 1.2%.

The figures also show that construction was the second



↑ Some health disorders are higher among construction workers

## Dealing with the dangers of working

A new report shows that lung and musculoskeletal disorders are significantly higher in the construction industry, underlining the importance of working correctly and protecting you and your staff

**WORDS**  
**ANDY HARPER**  
Head of Technical and CDM Support, BSG




**BSG** The Building Safety Group

industry with the highest self-reported workplace injuries in Great Britain over the last 12 months.

According to HSE, self-reports from the Labour Force Survey are the best indicator of the overall scale of work-related ill health in Great Britain.

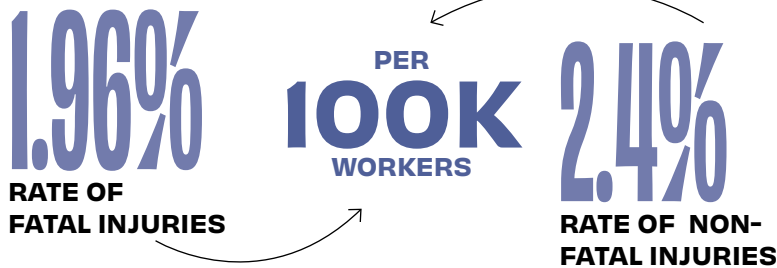
With a rate of 2,388 self-reported injuries for every 100,000 workers,

**51**   
**CONSTRUCTION WORKERS DIED AT WORK IN THE YEAR TO 31 MARCH 2024 – A FIGURE 70% HIGHER THAN 2018/19**



# 40,000

**CONSTRUCTION WORKERS ARE SUFFERING FROM A WORK-RELATED MUSCULOSKELETAL DISORDER**



**"THE RATES OF FATAL AND NON-FATAL INJURIES IN CONSTRUCTION ARE SIGNIFICANTLY HIGHER THAN ACROSS ALL OTHER SECTORS"**

construction comes second to accommodation and food services, where the figure was 2,818 per 100,000 workers for the past year.

The report said these are significantly higher numbers compared to the average rate across all industries, which is 1,668 reports for every 100,000 workers.

For guidance and advice on how to prevent lung and musculoskeletal disorders, we recommend viewing the relevant health and safety documentation on the BSG Hub.

These include 706: *Exposure to Silica Dust* and

708: *Manual Handling*, which can both be found under 'Risk Assessments', and the HSE *Construction Dust* factsheet, which is in the 'Industry Guidance' section.

BSG also offers a number of helpful information videos as outlined right – just scan the QR code to watch them. ■

Sources: BSG, HSE and Construction Management

## SIGN UP FOR FREE HEALTH AND SAFETY ADVICE

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.



## VIDEOS & WEBINARS

☛ **Silica dust:** What it is, the hazards it presents and the precautions needed on-site.



☛ **Construction dust:** Which tasks produce high levels of dust and how you can prevent and control the risks.



☛ **Working at height:** Know the hazards involved and how to choose the right safety equipment.



☛ **Directors' roles and responsibilities:** What are the legal duties and how do you lead health and safety.



☛ **Asbestos:** What are the health effects, legal requirements and potential risks to electricians.



Information is available that outlines how to tackle dangers in the workplace

## Free webinars put safety first

SELECT and BSG have teamed up for a series of free health and safety webinars that are now available to watch again.

### 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.

Recorded on 26 February 2025, this free one-hour webinar covered the Working

at Height Regulations, the hazards likely to be encountered when working at height and the hierarchy of control when planning working at height

Co-presented with SELECT Technical Adviser Robert McGoogan, it also covered which safety equipment you should use when working at height and the selection of the correct work equipment. Watch the webinar again by scanning the QR code above

or going to [bit.ly/height-watch](http://bit.ly/height-watch)

### DIRECTORS' ROLES AND RESPONSIBILITIES

This one-hour session with BSG on 27 November outlined some of the legal duties when it comes to health and safety, including the Health & Safety at Work etc Act 1974.

The webinar also discussed your own health and safety policy and available HSE guidance on leading health and safety at work. Watch

by scanning the QR code above or going to [bit.ly/watch-director](http://bit.ly/watch-director)

### ASBESTOS

Recorded on 5 September 2024, this webinar explored one of the biggest threats to worker safety. The session covered the health effects of exposure to asbestos, legal requirements and the risks for electricians. Watch it by scanning the QR code above or going to [bit.ly/bsg-watch](http://bit.ly/bsg-watch)



# Industry insight

## Stay on the right side of the rules

Our team receives regular queries about lodging and the various allowances that go with it, so here's a handy guide to help you keep everything above board

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



### WHAT IS SJIB LODGE?

SJIB Lodge is when an employer provides temporary accommodation to operatives who are required to work on site away from their normal work location.

### WHAT SHOULD BE PROVIDED AS PART OF LODGE?

The employer should provide suitable board and lodge at no cost to the operative, i.e. accommodation of a reasonable standard, plus breakfast and an evening meal.

### WHO DETERMINES WHEN LODGE SHOULD BE PROVIDED?

An employer should consider if daily travel to and from the new work site is onerous. If an operative has concerns about such travel, they may also approach their employer, who shall not unreasonably refuse a request for Lodge.

### DOES MILEAGE ALLOWANCE OR MILEAGE RATE APPLY WHEN AN OPERATIVE IS AT LODGE?

Mileage Allowance or Mileage Rate applies for the first journey to site, calculated from the employer's shop, and for the last return journey from site to the employer's shop. While at Lodge, if the temporary accommodation – treated as 'shop' – is 15 miles or more from the work site, Mileage Allowance or Mileage Rate will apply.

### IS AN OPERATIVE PAID TRAVEL TIME TO AND FROM LODGE?

Actual fares and time spent travelling should be paid for the **first journey** from the employer's shop to the job. This will be made at basic Travel Rate. Unless the operative leaves the job of their own volition within one month of arrival, or is dismissed by the employer, the actual fare and time spent travelling shall be paid for the **last return journey**.

### WHEN SHOULD AN OPERATIVE RECEIVE LODGING ALLOWANCE?

An operative should receive Lodging Allowance when suitable board, an evening meal and breakfast is not provided cost-free by their employer. Eligible operatives should receive it for every night spent away from home. On occasions of illness, an operative will continue to receive Lodging Allowance if a statement of fitness for work is provided. A retention fee will apply if the operative is required to pay to retain the property while they're on annual leave or at home for the weekend.



↑ You must look after staff who are required to work away from home





↑ The accommodation should be of a decent standard



### IS LODGING ALLOWANCE TAX-FREE?

Lodging Allowance provided as part of the SJIB National Working Rules (NWRs) may be exempt from income tax. In order for them to claim this tax-free allowance, the operative must:

- Be employed or contracted by a company working under the terms and conditions laid out by the NWRs.
- Live within 50 miles from their permanent work location.
- Be required to work at a temporary work location over 50 miles away from their permanent work location.

If these conditions aren't met, the allowance will be subject to tax.

### WHAT IS PERIODIC TRAVEL ALLOWANCE?

Periodic Travel Allowance is paid return fares/travel time an operative will receive every two weeks. The amount received is dependent on the distance from the job to the employer's shop as follows:

- Up to and including 100 miles from job to employer's shop – operative will be paid for their return fares.
- More than 100 miles up to and including 200 miles from job to employer's shop – operative will be paid for their return fares, and for four hours of time spent travelling, at basic rate.
- More than 200 miles from job to

employer's shop – operative will be paid for their return fares, and for seven-and-a-half hours of time spent travelling, at basic rate.

- Operatives that choose to return home outside of these times shall do so at their own expense.

### WHAT ABOUT APPRENTICES AND ADULT TRAINEES?

For the duration of their training, apprentices and adult trainees are employed under the terms and conditions of the NWRs. As SJIB Lodge, Lodging Allowance and Periodic Travel are part of the provisions of the NWRs, apprentices and adult trainees are eligible for this.

### WHERE CAN I FIND THE CURRENT SJIB RATES OF PAY?

The SJIB publishes the latest rates and

**"IF AN OPERATIVE HAS CONCERNS ABOUT SUCH TRAVEL, THEY MAY ALSO APPROACH THEIR EMPLOYER, WHO SHALL NOT UNREASONABLY REFUSE A REQUEST FOR LODGE"**

allowances on its website, along with historical rates of pay. Changes are usually effective from the first working day each calendar year.

### HOW DO I FIND OUT MORE?

Please consult sections B30 to B32 of the SJIB Handbook or email the team at [generalenquiries@sjib.org.uk](mailto:generalenquiries@sjib.org.uk) ■

### USEFUL LINKS

For more useful information, scan the QR codes

SJIB Rates & Allowances



SJIB Handbook, Section B



# Scotland's energy future

The move to net zero will provide challenges, but there are many opportunities for our industry to prosper as we guide customers to the best energy-efficient devices and solutions

**T**HE UK is legally bound to be a net zero emitter by 2050, and electrical contractors have a huge part to play in achieving this goal. In 2023, 113% of Scotland's electricity consumption was generated from renewables, which is one of many significant achievements in progressing towards a greener future. This also highlighted the demand for future technologies to accommodate such change.

Customers of electrical contractors require expert advice in low-carbon options and progressive technologies.

The Climate Change (Scotland) Act 2009 places a legal obligation on relevant public bodies in Scotland to meet climate change duties. Public bodies must act in the best way calculated to contribute to emissions reductions, climate change adaptation and to act sustainably.

As public bodies are legally subject to these duties, it is important for electrical contractors to have awareness of such duties when instructed so that they can make recommendations to ensure compliance.

In order to meet our green obligations, here are some of the ways electricians can assist

customers in the transition to a net zero future:

- **Knowledge:** The ability to provide expert advice regarding energy-efficient devices such as upgrading gas central heating to electrical heating.
- **Smart LED lighting and fixtures:** Smart light bulbs use roughly 90% less energy in comparison to conventional light bulbs as well as lasting 25 times longer. LEDs are also 100% recyclable and free from harmful materials and toxic chemicals. Perhaps one of the biggest incentives for customers is that they can control the function and often the colour of the light through their mobiles.
- **Upgrading smart panels, smart plugs and updated wiring:** These energy-efficient changes may require updating an electrical panel. This option is becoming popular with homeowners as they can turn appliances on and off remotely while monitoring energy consumption. A common cause of energy waste is leaving electrical appliances plugged in when they are not in use. Smart plugs in this sense are a sustainable energy-saving option.

The current and future demand for progressive electricians with green knowledge and expertise is growing at a faster rate each day. Electricians will be at the forefront of facilitating our 2050 legal requirement as we move to a net zero future. ■

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.

WORDS  
**DAVID WILSON**  
Partner



**MFM**  
MORTON  
FRASER  
MACROBERTS  
LLP



Smart products will help reduce energy waste

**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.



and ensure compliance with contract provisions. As an example, Practice Note No1 covers notices, which play a crucial role in protecting entitlements to extensions of time, additional payments and other contractual rights.

Notices are typically required for a range of scenarios, including variations, i.e. changes to work scope, late receipt of information impacting progress, potential delay events and disruption affecting work schedules.

One of the most common pitfalls for contractors is failing to issue contractual notices at the required time. So to avoid disputes and safeguard contractual rights, you should:

- **Read the contract carefully** – identify when a notice must be issued, e.g. within 14 days, determine who it should be sent

to and understand how it must be issued, e.g. email, recorded delivery.

- **Maintain proof of service** – if sent by email, enable read and delivery receipts. If sent by post, keep recorded delivery proof.

- **Educate project teams** – ensure site management, contract management and commercial teams understand the notice requirements. Train supply chain partners on their responsibility to issue notices promptly.

Failure to issue a timely and compliant notice can invalidate a contractor's entitlement. A notable legal precedent is the Scottish Court of Session case, *FES Limited v HFD Construction Group* [2024] CSOH 20, where a claim for an extension of time was rejected because the contractor failed to provide a notice within the stipulated timeframe. The court ruled this requirement was a "condition precedent", meaning compliance was mandatory for any claim to be valid.

The new guidance primarily applies to JCT and SBCC contracts but is also relevant to NEC4 contracts, which contain a dedicated communications section outlining notification requirements. Almost every sub-contract will also contain condition precedents in relation to notices.

Contractors should not be concerned about issuing multiple notices. Doing so is simply complying with contractual obligations and protecting their legal and financial position. Employers, contract administrators and contractors should recognise the necessity of issuing notices and acknowledge them accordingly. ■

↑ A range of important topics are covered in the new publications

# Guiding how we operate

**WORDS**  
**LEN BUNTON**  
FRICS FCI Arb,  
HON FRIAS  
Contract Expert



**I**N THIS issue, I want to draw your attention to a new series of free guidance documents that have been developed specifically for contractors and sub-contractors.

Co-authored with my fellow construction consultants Sean Bradley and Mark Holden-Smith, the Practice Notes series aims to provide clear and concise advice to help improve the commercial management of construction projects.

The 14 notes highlight and reinforce key recommendations from the Best Practice Guide released by the Construction Industry Collective Voice (CICV), of which SELECT remains a key member.

Topics range from contract amendments and retentions to record keeping and low value adjudication schemes. By following them, contractors can improve commercial project management, avoid disputes

**"FAILURE TO ISSUE A TIMELY AND COMPLIANT NOTICE CAN INVALIDATE A CONTRACTOR'S ENTITLEMENT"**

GET ALL THE  
FACTS HERE

Download the  
Practice Notes series  
at [www.cicvforum.co.uk/downloads](http://www.cicvforum.co.uk/downloads)



# Make your people the priority

Motivating your staff requires clear communication, professional development and a positive work environment. The result is an engaged workforce that drives your company's success. So here's how to do it...

**W**ITH limited resources and tight budgets, small and medium-sized enterprises (SMEs) face unique challenges when it comes to motivating their workforce and must find creative ways to keep their employees engaged, productive and committed to the company's success.

If you or your management team see any of the following signs on a regular basis, you **MUST** take action to address them:

- Decreased productivity or quality of work
- Poor or mediocre performance
- Increased errors and mistakes
- Low morale and negativity
- High employee turnover and absenteeism
- Decline in customer satisfaction or revenues
- Missed opportunities for growth and development.

The above are clear signs that motivation levels are on the wane, so here are eight areas you should focus on if you want to improve morale.

## CREATE A POSITIVE WORK CULTURE

A positive work culture is the foundation of employee motivation. SMEs have the advantage of fostering a close-knit atmosphere that can significantly boost morale, sense of belonging and engagement.

- **Foster inclusivity and collaboration:** Encourage teamwork through cross-department projects and team-building exercises. This not only improves communication but also helps employees feel more connected to colleagues and the company's mission.
- **Address conflicts promptly:** In a small business environment, conflicts can quickly escalate and affect the entire team. Leaders should address issues promptly and maintain open communication channels to ensure harmony.

WORDS  
PAUL McDEVITT  
Managing Director,  
McDevitt & Co



- **Promote work-life balance:** Respect boundaries by minimising after-hours communications and avoiding excessive workloads. Offering flexible working hours or remote work opportunities can significantly improve employee satisfaction and motivation.

## SET CLEAR GOALS AND EXPECTATIONS

Employees are more motivated when they understand their role in the company's success and have clear objectives to work towards.

- **Involve employees in the vision:** Connect your employees' work to the overall company vision. Regularly communicate and discuss the company's mission, goals and values with your team.
- **Set meaningful individual goals:** Establish clear, achievable goals for each employee that align with the company's objectives. This gives team members a sense of direction and accomplishment.
- **Provide regular feedback:** Offer timely, constructive feedback on performance. This helps employees understand their progress and areas for improvement.

## RECOGNISE AND REWARD ACHIEVEMENTS

Recognition is one of the most effective motivators in business, especially in SMEs where individual contributions can have a significant impact on the company's success.

- **Implement recognition programs:** Introduce initiatives like Employee of the Month or celebrate team milestones to boost morale.
- **Tailor rewards to individual preferences:** Offer a variety of rewards, such as bonuses, additional leave days or public recognition, to cater to different preferences.
- **Use social recognition:** Leverage social media or internal communication channels to highlight achievements. Remember "success breeds success".

## FOSTER PROFESSIONAL DEVELOPMENT

Investing in employee growth not only improves skills but also demonstrates the company's commitment to its workforce.

- **Offer training and development opportunities:** Provide access to learning resources, workshops or





industry conferences. This satisfies employees' desire for growth and signals potential for advancement.

- **Encourage continuous learning:** In a rapidly changing business environment, encourage employees to keep learning and challenging themselves. This helps make your business more agile and competitive. It is not always the strongest who survive, it's the ones who adapt best.
- **Promote from within:** When new opportunities arise, always consider promoting existing employees first. This creates a clear path for career progression and motivates staff. Good people will leave if they can't see a clear career path.

#### ENHANCE COMMUNICATION AND TRANSPARENCY

Open and honest communication is crucial for building trust and keeping employees motivated.

- **Practise active listening:** Give employees your full

attention when they share ideas or concerns. This makes them feel valued and heard.

- **Share company updates:** Keep your team informed about the company's progress, challenges, and prospects. This transparency helps employees feel more connected to the business.
- **Encourage idea sharing:** Create an environment where employees feel comfortable sharing their ideas. This can lead to innovative solutions and an increased sense of ownership among staff.

#### PROVIDE AUTONOMY AND TRUST

Empowering employees with a sense of ownership over their workload can boost motivation.

- **Delegate responsibility:** Give employees the freedom to make decisions. This demonstrates trust and encourages initiative.
- **Encourage problem-solving:** Instead of micromanaging, allow employees to find solutions. This fosters creativity and builds confidence.
- **Support calculated risk-taking:** Create an environment where employees feel safe to take calculated risks. This can lead to innovation and personal growth.

Offer competitive compensation and benefits

While not the only factor, fair compensation is fundamental to employee motivation.

- **Ensure fair pay:** Regularly review and adjust salaries to ensure they remain competitive.
- **Consider performance-based incentives:** Implement bonuses or profit-sharing schemes to motivate employees further.
- **Provide comprehensive benefits:** Offer a range of benefits that cater to different employee needs, such as health insurance, retirement plans or wellness programmes. The financial package needs to be competitive, but other factors such as recognition, trust, meaningful work and autonomy can carry more weight.

#### CREATE A SUPPORTIVE ENVIRONMENT

A supportive workplace is essential for maintaining high levels of motivation and engagement.

- **Prioritise health and safety:** Ensure your workplace meets all safety standards and promotes employee wellbeing.
- **Offer emotional support:** Provide resources for mental health and stress management.
- **Foster strong relationships:** Encourage managers to build trusting relationships with their team members. Strong interpersonal connections can significantly enhance motivation.

By focusing on these key areas, SMEs can create a work environment where employees feel valued, challenged and motivated. This not only leads to increased productivity but also helps in attracting and retaining top talent. ■

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



↑ Clare Haughey MSP with (left to right) Dalkia's Jim Skivington, Training Officer Niall Russell, the apprentices at Dalkia and Training Officer Frankie Greig



**F**ORMER Scottish Government Minister Clare Haughey

was the special guest as SECTT arranged a tour of a SELECT Member firm as part of this year's Scottish Apprenticeship Week.

The SNP MSP for Rutherglen toured Dalkia's Glasgow premises and spoke to a range of apprentices to find out more about how the company is helping to nurture new talent.

She also had insightful conversations with SECTT Training Officers about the importance of the apprenticeship programme in shaping future careers and building a skilled workforce in Scotland and beyond.

During her tour, the former Minister for Children and Young People met Ethan Watt, a 3rd Year Apprentice Electrician who attends Glasgow Kelvin College.

He said: "Dalkia has been brilliant and really looks after all its apprentices - I've learned so much and am looking forward to learning

## The future looks bright

MSP Clare Haughey visits Member firm to discover how the business is nurturing new talent and hears an apprentice's own story about his career journey

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



more. I'm excited for what the future holds, with further opportunities to progress, which is something I'd really like to do."

Frankie Greig, SECTT Training Officer, added: "Dalkia has a desire to take on apprentices every year but also to nurture them throughout their training to make them the best they can be. After they qualify, there are also pathways for them to progress their knowledge and skills and climb the business ladder, so it's not just an apprenticeship, it's a career for the long-term."

Niall Russell, SECTT Training Officer for WCS Clydebank, was also impressed by the tour. He told *cabletalk*: "I thoroughly enjoyed the visit.

"It's great to see how Dalkia continues to support the apprenticeship scheme and its hunger to retain its apprentices long after they've served their time.

"The opportunities for career progression and working in other parts of the world due to Dalkia's global coverage must also be exciting for the apprentices." ■

**" I'M EXCITED FOR WHAT THE FUTURE HOLDS, WITH FURTHER OPPORTUNITIES TO PROGRESS, WHICH IS SOMETHING I'D REALLY LIKE TO DO"**



# Our stand is in demand for career advice

Crowds of young people flocked to the SECTT stand at the recent National Apprenticeship Show to learn more about a career in the electrical industry.

Held at Glasgow's SEC as part of Scottish Apprenticeship Week, the show was an ideal platform for SECTT to offer engaging insights into becoming a qualified electrician.

The team engaged with a diverse range of people, including secondary school and college students, parents, carers and teachers, as well as career changers who are considering a new path in the electrical field.

Each visitor to the stand received invaluable information about the Modern Apprenticeship in Electrical Installation, with SECTT Training Officers answering questions and offering advice on how to

apply. Visitors also got hands-on with a state-of-the-art smart home demonstration kit provided by SELECT Associate Member Scolmore, which allowed them to explore modern electrical products up close.

The ClickSmart+ display enabled visitors to experiment with features such as intelligent lighting controls, wireless security devices and app-based automation, and proved to be a major attraction, sparking discussions and drawing in curious onlookers.

Barrie McKay, SECTT Training &

Development Manager, said: "We received an overwhelmingly positive response, with many visitors remarking how beneficial it was to have industry experts explain the apprenticeship route and the skills learners acquire.

"The combination of engaging demonstrations and knowledgeable guidance made the SECTT booth one of the event's highlights and left a lasting impression on potential recruits."

SECTT CEO Fiona Harper added: "Events like the National Apprenticeship Show enhance awareness of apprentice training opportunities and the fulfilling career paths they provide.

"The enthusiastic turnout at the show demonstrated a rising interest in apprenticeships as a practical alternative to traditional educational routes, benefiting both young individuals eager to earn while they learn and employers seeking new talent."

## 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 SECTT stand offered a wealth of information



↓ Apprentices flocked to the SECTT stand



↑ L-R: SECTT Training & Development Manager Barrie McKay, Derek Allan and David Henderson at the handover

## TOP-QUALITY TOOLS FOR APPRENTICES

Edmundson Electrical has once again demonstrated its support for electrical installation apprentices by donating toolkits to SECTT for use in FICA Centres.

The wholesaler's gift of high-quality tools will be instrumental for learners and marks a crucial step in their journey to becoming skilled electricians.

SECTT Assessment Centre Manager David Henderson said: "The FICA is a demanding assessment and this kind donation from

Edmundson means candidates now have the same high-quality tools to use during the FICA that they were provided with in their 1st Stage."

Derek Allan, Regional Director at Edmundson, said: "We understand the challenges apprentices and adult trainees encounter during their training. Providing them with top-quality tools from the beginning through to their FICA is crucial, and we're proud to offer our support in this dynamic and ever-changing industry."



# BECOME AN AICO EXPERT INSTALLER

Aico's free, award-winning **Expert Installer** training scheme is FIA CPD accredited and is designed to make sure installers have all the information they need to correctly install domestic home life safety systems, including Fire and Carbon Monoxide alarms and Environmental Sensors.

Scan here and sign up today



Join our **connected community**  
built to support Expert Installers



- ✓ **Connect** with fellow professionals
- ✓ **Learn** new skills to earn points and receive prizes
- ✓ **Rewards** for members every month

Members of the community are eligible to participate in Aico's free-of-charge **City & Guilds Assured Training** - Domestic Fire & CO Alarm Systems.

Visit us at the **SELECT Toolbox Talks!**



# SJIB Bulletin

## Smart Check to stop fraud

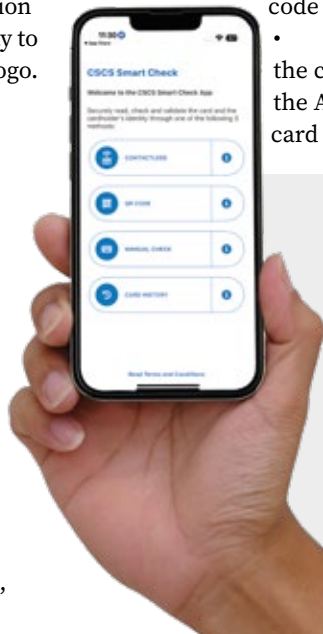
Service is an ideal way to verify that cards are genuine and it's available on your smartphone

**THE** Smart Check service from the Construction Skills Certification Scheme (CSCS) is a handy way to verify any card with a CSCS logo.

Designed to tackle card fraud and improve checking procedures, site safety and standards, employers can use CSCS Smart Check to quickly confirm the training, qualifications and competence of those working on site.

CSCS Smart Check can be integrated with existing site access systems, or used as a mobile app or via the CSCS website.

Available for Android and Apple devices, it's easy to use,



with three quick ways to check a card:

- Using the contactless function – simply select 'contactless' and hold the card on top of the checking device
- Using the QR code function – just scan the code on the CSCS Card
- Completing a manual check – select the card type, e.g., 'ECS (SJIB)', and enter the APL number found on the back of the card and the operative's surname. ■

### FIND OUT MORE

Scan the QR code right or go to [cscs.uk.com/checkcards/cscs-smart-check](https://www.cscs.uk.com/checkcards/cscs-smart-check)



### WATCH A VIDEO

Scan the QR code right or visit [youtube.com/@OfficialCSCS](https://www.youtube.com/@OfficialCSCS)



## RISE IN COST OF CARDS

The cost of ECS Grade Cards has now increased by £1, with apprentice cards rising by 10p. The SJIB never wants costs to be an issue for operatives, but this small rise is necessary after eight years of static pricing.

## REMEMBER!

As always, our small team is very busy and receives a high volume of calls. The best way to get in touch with us is the 'Contact Us' form at [sjib.org.uk](https://www.sjib.org.uk) which ensures your query goes directly to the team member responsible.

## SHOW RESPECT

Please remember that the SJIB is here to help you, so aggression or foul language is unacceptable and won't be tolerated. Our team works hard to answer all queries as quickly and efficiently as possible, so please treat them with the respect they deserve.

## 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](https://www.sjib.org.uk)

## MAKE SURE YOU'RE UP TO DATE WITH ASSESSMENTS

Please remember that you must have an up-to-date ECS Health, Safety and Environmental Assessment when qualifying for an ECS Grade Card.

This is used to set a minimum safety standard to ensure that all card holders have a foundation knowledge of essential health and safety.

When applying for a card, you must have either completed an assessment in the past 30 months or have evidence of an approved exemption recognised by the SJIB and JIB within the validity period, e.g. a copy of a certificate. ECS Health,

Safety and Environmental Assessments can be taken at:

- Your workplace, with the majority of assessments organised by individual companies who invigilate in-house.
- Unite the Union offices in Aberdeen, Glasgow and Dundee, where the union will facilitate and invigilate the assessment on behalf of union members.
- The SELECT offices outside Edinburgh, where the SJIB facilitates and invigilates a small number of individual assessments.

➔ Find out more at [sjib.org.uk/ecs-hse-assessment](https://www.sjib.org.uk/ecs-hse-assessment)

# ProZone

## BECOME AN ASSOCIATE MEMBER

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

### FLEXEL DEMISTA REFLECTS YEARS OF INNOVATION

Scottish innovator Flexel has been transforming bathroom experiences with its Demista heated mirror pads since 1992.

Born from its expertise in EcoFilm far infrared technology, Demista eliminates the frustration of foggy mirrors, ensuring a consistently clear reflection.

Discreetly adhering to the mirror's back, it prevents condensation, negating the need for constant wiping or harsh cleaning products.

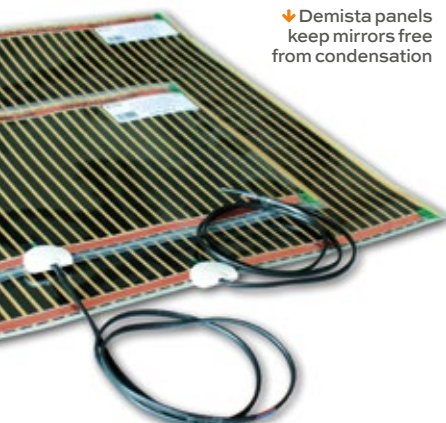
A comprehensive range of standard sizes caters to diverse mirror dimensions, with bespoke solutions also available to meet unique requirements.

Renowned for its reliability and impeccable track record, Demista now graces some of the world's most prestigious properties, including the Burj Al Arab in Dubai and Intercontinental O2 in London.

Countless other hotels and homes worldwide also rely on it to maintain pristine, fog-free surfaces, even in the most humid environments.

Find out more at [www.flexel.co.uk](http://www.flexel.co.uk) or email [craig@flexel.co.uk](mailto:craig@flexel.co.uk)

Demista panels keep mirrors free from condensation



### Monitor and manage with the HomeHub

**V**ERICON Systems has launched HomeHub, an intelligent in-property device designed to help housing associations and property managers better monitor and manage residential environments.

It provides real-time monitoring, assessing conditions such as humidity levels every five minutes. Using machine learning, HomeHub learns a property's heating characteristics to optimise temperature control and identify inefficient systems or insulation issues.

A key feature is the communication capability, enabling direct interaction between landlords and residents in multiple languages. The system sends proactive alerts about maintenance and repair updates through its Track My Repair feature, which provides a detailed audit log. HomeHub also assists with



The device provides real-time monitoring and helps to improve communication with residents

routine maintenance management, sending notifications about boiler issues and reminders for annual gas safety checks. The system's remote update capability ensures it can be enhanced and adapted to meet changing needs.

Bernard Cook, Vericon Systems Managing Director, said: "HomeHub proactively addresses environmental challenges while fostering seamless communication. It provides deeper insights, enabling informed decisions to improve resident comfort."

Find out more at [www.vericonsystems.com/introducing-homehub](http://www.vericonsystems.com/introducing-homehub)

### LEMAC HELPS TO POWER UP YOUR BUSINESS

Boost your business with Lemac Power EV chargers, engineered for electricians and installers.

The range delivers reliable, compliant and easy-to-install charging solutions for homes and businesses and you can benefit from competitive trade pricing and dedicated support.

Lemac Power chargers are designed to deliver efficiency and safety, meeting the growing demand for EV infrastructure. Expand your service offerings and capitalise on the EV revolution. Contact Lemac today for direct trade access, product details and to become a Lemac Power installer.

Visit [www.lemacpower.com](http://www.lemacpower.com) or call 01620 828 738 to power up your trade.

Lemac chargers are reliable and easy to install



### MEET OUR ASSOCIATE MEMBERS

Associate Membership gives your organisation the chance to play a key role in Scotland's largest construction trade association. Further details are available in the 'Join' section of our website at [select.org.uk](http://select.org.uk)





↓ The programme improves skills and boosts client trust



↑ CONTACT OUR TEAM TO SHOWCASE YOUR GREAT NEW PRODUCTS HERE  
David Hughes: 07767 407 402  
davidh@connectcommunications.co.uk

# Go for Gold as an Aico installer

**A**ICO'S Gold Standard Installer programme offers electrical professionals a structured path to enhance their business and demonstrate expertise in home life safety.

This initiative focuses on practical professional development, improving both skills and market visibility.

By engaging with Aico's complimentary FIA CPD accredited Expert Installer Training and City & Guilds Training, installers gain access to current industry knowledge and best practices. This ongoing learning enhances technical proficiency and strengthens credibility with clients and peers.

A key advantage of achieving Gold Standard status is prioritised placement within Aico's 'Find an Installer' website search. This significantly increases visibility, directing potential customers seeking reliable installation services to certified professionals. In a competitive market, this enhanced exposure translates to increased lead generation and business growth.

In conjunction with Aico training, being a member of a trade body such as SELECT

means undergoing technical assessment for work including fire detection and fire alarm systems in dwellings. This validates adherence to industry standards and regulatory compliance, reinforcing both client trust and professional reputation.

Beyond technical training and market visibility, the programme harbours a collaborative environment through Aico's installer network. This platform facilitates knowledge sharing, provides ongoing support and encourages collaboration among professionals. Access to this network offers a valuable resource for staying ahead of industry trends and addressing challenges effectively.

The combination of comprehensive training, enhanced visibility and community support makes the Aico Gold Standard Installer programme a practical and beneficial investment for electrical professionals, improving business prospects and contributing to homeowner safety.

This programme offers a clear, tangible advantage in the competitive electrical installation market, providing tools and recognition to help grow your business and reinforce your expertise.

→ To start your journey to Gold Standard, sign up to Expert Installer at [www.aico.co.uk](http://www.aico.co.uk)

## ESP'S CCTV PUTS YOU IN THE PICTURE

As more homeowners look to upgrade their security provision or install new systems, the demand for domestic CCTV continues to grow. With its 24/7 Colour IP POE CCTV range, ESP has the perfect solution for installers looking for a high-quality and reliable system for domestic applications.

Designed to offer a superior quality system that is straightforward to install, ESP's 24/7 Colour IP POE CCTV kits provide installers with all the elements required. They are available in two-camera and four-camera options and are supplied with a four-channel NVR, as well as cable, power supply and a pre-installed surveillance hard drive.

With their 24/7 colour function, the cameras have low-light image sensors that use background light to produce a colour image in reduced light environments. The cameras, which have an IP67 rating for external use, are equipped with infrared LEDs which are the default mode when the white LEDs are not in activation mode. This ensures the white LEDs are not on constantly.

The key feature of the NVRs is that they offer the capability of 8MP recording, which means they support high-resolution cameras in record, playback and live view modes.

→ Find out more at [www.espuke.com](http://www.espuke.com) and the Scolmore Group app.



↑ Low-light image sensors produce colour footage even in darker conditions



## METAL CLAD PRO IS BUILT TO LAST

Click Scolmore is proud to announce the launch of Metal Clad Pro, a robust new range of premium, durable wiring accessories. Designed with a curved profile and matching surface boxes, the range comprises switches, socket outlets, modular plates and fused connection units, as well as surface and blank boxes. It's available in Metal Clad Grey and Polar White.

The products are packed with features including LED indicators, ingot-style socket pins, new insert shapes, three-pin safety shutters and customisable configurations.

All Metal Clad Pro fused connection units contain all the features from Click's recent FCU redesign and now include a host of new features, such as a lockable fuse drawer, angled terminals and enhanced fuse ventilation.

The Metal Clad Pro socket outlets and fused connection units are tested and approved to BS 1363 and have been added to Click Scolmore's long-standing Kitemark Licence.

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



↑ The sockets come in Metal Clad Grey and Polar White colour options



↓ Acutest is celebrating 35 years as a trusted industry leader

# Acutest's birthday gifts for Members

**A**CUTEST is offering SELECT Members free merchandise as it continues to celebrate 35 years of excellence.

The company has been a trusted supplier for electricians, contractors and engineers for more than three decades, delivering test equipment supply, hire, calibration and repair, with reliable support and aftercare.

Opened a couple of years ago in Hillington Park, its Glasgow calibration and supply centre now takes care of professionals far and wide.

And if you book a calibration you'll receive a free beanie hat, notebook and stylus pen – just quote 'SELECT' when booking. Acutest's experts carry out

more than 11,000 repairs and 68,000 calibrations every year, with precision testing helping to keep equipment in peak condition. For larger companies with more than 100 annual calibrations, it also offers a free calibration dashboard, making maintenance easier and more efficient than ever.

➔ Call the Glasgow centre on 01782 563 030 to book or find out more by visiting [bit.ly/acutest-calibration](http://bit.ly/acutest-calibration)

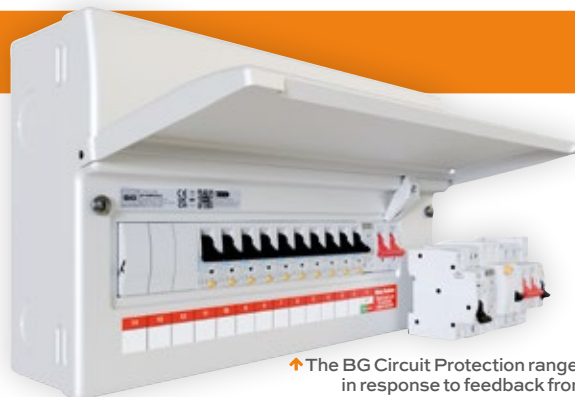


↑ Acutest provides test equipment supply, hire, calibration and repair

## BG's even better after upgrade

BG Circuit Protection has undergone a comprehensive evolution, with updates designed in direct response to contractor feedback.

The improved range reflects BG's ongoing commitment to innovation, safety and customer satisfaction, ensuring compliance with the latest IET Wiring Regulations



↑ The BG Circuit Protection range has evolved in response to feedback from customers

while addressing real-world installation challenges.

The latest enhancements streamline installation, improve functionality and provide a cleaner, more organised set-up. Whether for new builds, retrofit projects or futureproofing for renewable energy integrations,

the BG Circuit Protection range delivers flexibility and reliability professionals can trust. Key upgrades include optimised cable entry points, more space and greater efficiency, enhanced device engagement, neater installations and comprehensive accessories

and labelling. With rising demand for solar energy systems and EV charging integration, the BG Circuit Protection range is built for future adaptability. Readily available accessories and expansion options ensure seamless upgrades.

The range is CE-approved and independently third-party certified. Backed by an up to 10-year guarantee as well as a UK-based technical support team, BG Circuit Protection provides total peace of mind.

➔ Visit [www.bgelectrical.uk](http://www.bgelectrical.uk)



# ESP ready to ignite the fire and CO alarm market

**A** **LREADY** a long-established player in the UK fire protection and security industry, Scolmore Group company ESP is continually striving to improve its product offer. The result of its most significant development programme to date sees it enter the fire and safety alarm market and introduce a new name to the sector, with the launch of Espire.

Espire is a comprehensive range of high-performance fire and carbon monoxide (CO) products with quality, reliability and innovation at its core. Sitting as a separate brand under ESP's portfolio, Espire will benefit from the expertise the ESP team has garnered over more than 25 years in the fire protection and security sector. Espire is supported by Scolmore Group, distributed by ESP.

## COMPLIANCE AND SUSTAINABILITY

The range will help contractors meet the recommendations of BS 5839-6: Code of Practice for the Design, Installation, Commissioning and Maintenance of Fire Detection and Fire Alarm Systems in Domestic Premises, and BS EN 50292: Electrical apparatus for the detection of carbon monoxide in domestic premises – Guide on the selection, installation, use and maintenance.

All Espire products have undergone a meticulous design, development and manufacturing processes. All alarms have been tested by third-party test houses and certified by the Loss Prevention Certification Board and TUV, to meet the relevant standards – BS EN 14604 for smoke alarms, BS 5446-2 for heat alarms and BS EN 50291-1 for CO alarms. All products come with a five-year warranty.

ESP has taken a proactive stance on

sustainability by integrating eco-friendly materials and energy-efficient designs. The company has used recyclable packaging material across the entire range, opting for eco-friendly, brown card packaging that is fully recyclable and 100% biodegradable.

## A COMPREHENSIVE OFFER

The Espire fire and safety alarms are suitable for Grade D1, Grade D2 and Grade F1 installations. The comprehensive range comprises five alarm types:

- Optical smoke alarms
- Heat alarms
- Smoke and heat alarms
- CO alarms
- CO and heat alarms.

Optical smoke alarms and heat alarms are available in the following options:

- Powered by mains with a sealed tamper-proof 10-year lithium battery

- Powered by mains with 9v replaceable battery
- Powered by a sealed tamper-proof 10-year lithium battery.

The smoke and heat alarms, CO alarms, and CO and heat alarms are available as:

- Powered by mains with a sealed tamper-proof 10-year lithium battery
- Powered by a sealed tamper-proof 10-year lithium battery.

## INNOVATIVE FEATURES

The range offers a number of innovative features, some unique in the market:

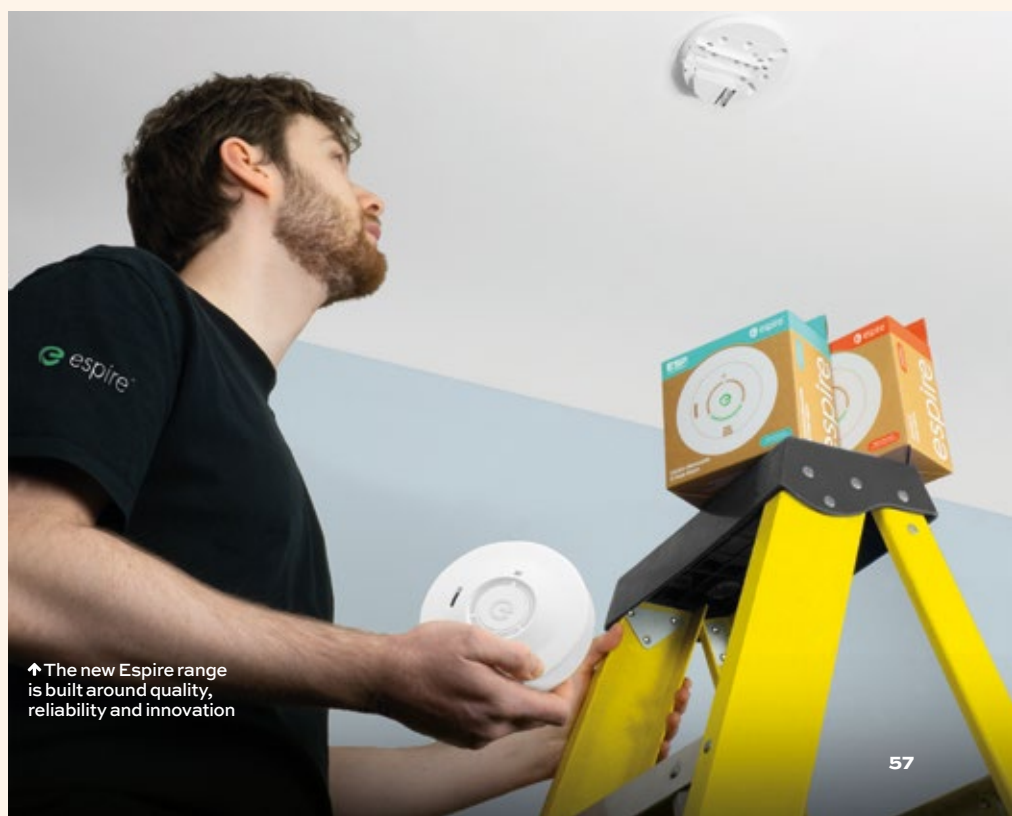
- Auto-dimming power LED (patent pending)
- Stainless steel insect mesh barrier (patent pending)
- RF link
- Lock-in base
- Responsive thermistor
- 24-hour memory function (patent pending).

## ACCESSORIES

ESP has also launched a collection of accessories. These include RF modules, relay bases, red IP65 strobe with selectable sounder, remote control switches, RF pairing and lock-in base release multi-tool and flame-retardant alarm masking plate. ■



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



↑ The new Espire range is built around quality, reliability and innovation

## V-TAC PANEL IS THE SIMPLE SOLUTION

Professionals looking for quality, efficiency and convenience can now get the V-TAC 36W LED backlit panel quickly and easily at Toolstation. No waiting – simply order online or pick it up in-store at a time that suits you.

Designed for fast, hassle-free installation, the panel features a quick connector, making wiring safer and more efficient.

Powered by a high-performance LIFUD driver, it provides flicker-free lighting with no UV radiation, ensuring a comfortable environment in offices, conference rooms and retail spaces.

The TP(a) rated diffuser also meets fire safety standards for added peace of mind.

With an impressive 120LM/W efficiency, it delivers bright, even illumination while keeping energy costs low. Plus, it's built to last, backed by a five-year warranty for complete confidence.

➔ For more innovative lighting solutions, visit [www.vtacexports.com](http://www.vtacexports.com)



↑ The panel's design makes wiring quicker and safer



↑ The Oxane has a dynamic design and is made from recycled aluminium

## Thorn blends style and high standards

**T**HORN'S Oxane lantern has been updated to combine the latest technology standards with its classic aesthetic.

The 100% recycled aluminium body uses a highly corrosion resistant alloy and all components can be replaced or changed using a robust tool-free opening system. No glue is used during manufacture, making it easy to manage end of life too.

Oxane is equipped with high-performance LEDs that provide up to 98% of their initial output after 100,000 hours of operation.

With optional Zhaga connectivity, it can also be combined with Thorn's

UrbaSens control platform for a tailored lighting solution.

Light pollution and obtrusive light are a global concern, but Oxane responsibly leads the way with < 1% upward light output ratio, optional internal louvres, a number of CCT options and NightTune compatibility.

Designer Hans Philip Zachau said: "The first generation of Oxane made a statement with its originality and distinctiveness. This new design is even more dynamic and slim, with crisp feature lines that accentuate the oval theme."

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

## NARROW DOWN YOUR CHOICE TO UNICRIMP'S LUGS

Unicrimp has expanded its Q-crimp range of copper tube terminals with the introduction of new narrow palm, tin-plated copper lugs.

Designed for applications where space is limited or compact installations are required, the narrow profile of the new lugs offers the perfect solution.

Narrow palm lugs are generally used when terminating cables into low-voltage, moulded case

circuit breakers, where limited width terminal blocks cause problems for standard lug terminals. The compressed palm of the narrow palm lug provides an effective and efficient termination enabling close mounting in confined spaces, which makes them particularly suitable for control panels and switchboards.

Manufactured from high-conductivity copper, these lugs offer installers reliable performance,

ensuring efficient electrical conductivity, while maintaining strong mechanical and electrical integrity even in high-load applications.

They are coated with an electroplated finish for protection against corrosion and oxidation and their design offers improved safety – reducing the risk of loose connections and overheating.

The lugs comply with international standards, including ANSI, CE, and

↓ The new products are part of the Q-Crimp range



UKCA, ensuring they meet the highest quality and performance requirements for customers worldwide.

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



# Click Scolmore set to revolutionise electrical installations

**F**OLLOWING its successful foray into the consumer unit market it with its Elucian range, Click Scolmore is launching its new Elucian three-phase distribution board collection. Developed with the installer as the focus and sold exclusively through the professional electrical wholesaler channel, the Elucian three-phase range is designed to deliver reliable performance, safety and flexibility for commercial and industrial installations.

## REGULATION COMPLIANT

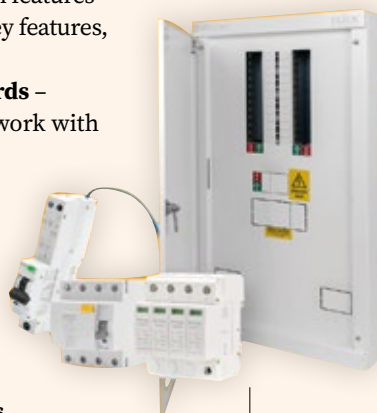
Elucian's distribution boards are meticulously designed and engineered to deliver consistent, high-performance results, making them a trusted choice for professionals. Each board undergoes rigorous testing to meet and exceed BS EN 61439-3 standards, ensuring compliance with safety, durability and functionality requirements. This guarantees the products will provide dependable, long-lasting solutions for even the most demanding electrical installations, while offering peace of mind and ensuring compliance with BS 7671.

The full Elucian three-phase range consists of distribution boards, extension boards, circuit protective devices, energy meters and accessories.

## THREE-PHASE DISTRIBUTION BOARDS

The range comprises seven distribution boards with modern features and a number of key features, including:

- **4 and 6-way boards** – developed to only work with a 125A incomer, ensuring optimal performance and compatibility for safe and efficient power distribution.
- **8, 12, 16, 20 and 24-way boards** – offer versatile configurations, allowing the installer to choose between any Elucian RCCB, 125A isolator or 250A isolator.
- **Device alignment** – the boards will maintain device alignment when fully installed, ensuring a neat appearance.
- **Quick release doors** – spring clips make them quick and easy to remove.
- **SPD installation** – SPD for the 4 and 6-way boards can be installed on additional phase connectors. On 8-way and larger boards, it can be integrated into the main switch or busbar.



↑ The new Elucian three-phase range

## CIRCUIT PROTECTION DEVICES

The circuit protection devices range is designed to populate the three-phase distribution boards and extension boxes. The evolution of the Elucian range to move into three-phase calls for larger-sized devices, higher-rated/breaking capacity devices and D curve devices. These devices are ideal for safeguarding complex electrical systems while ensuring seamless operation and compliance.

The range comprises:

- **Mains isolator switches** – 3 and 4-pole 125A and 250A.
- **Residual current circuit breaker (RCCB)** – Type A and B.
- **Surge protection device (SPD)** – Type 1 and 2 and Type 2.
- **Arc fault detection device (AFDD)** – available in B and C curves (AFDD+MCB in B curve only).
- **Miniature circuit breaker (MCB)** – 1 and 3-pole B, C and D curve (6A to 63A).
- **Residual current circuit breaker with overcurrent protection (RCBO)** – available in B and C curve.
- **Three-phase multi-function energy meter kit** – for seamless integration into all the distribution boards.
- **Blanks** – single and three-way din rail blank module with 125A and 250A adaptors.

## ACCESSORIES

A range of accessories is also available. These include three-phase to single-phase converter, 125A and 250A busbar caps, three-phase isolator locking kit, three-phase RCD link kit, RJ45 cable (1500mm), gland plates and blank plates. ■



## OVIA HELPS YOU FIND THE PERFECT FIT

Ovia has introduced two new mounting collar accessories for its Gator LED streetlights. The Gator luminaires are designed to fit a Ø76mm pole/post straight from the box. With the new accessories, installers can easily swap the spigot and make it compatible with Ø50mm and Ø60mm pole/posts. This provides the perfect fit for any project.

Made from cast aluminium, the mount collars have a grey finish to match the Gator streetlight and are supplied with 2 x M8 x 16mm cap heat stainless steel screws.

Ovia's Gator is a high-performance LED lighting solution with CCT switch. With an IK10 housing and IP66 rating, it is ideal for larger outdoor areas and is simple to install.

There are three size/wattage options and the luminaires offer 50,000-hour lifetime and 85° x 150° beam angle.

The reversible mount option is an additional feature. The mount bracket can be rotated and pivoted to allow vertical or horizontal fitment with no extra joints. A wall bracket is available and the shorting cap can be replaced with a photocell sensor for energy saving.

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

⬇ The accessories also come with a five-year warranty



↑ The Multi+ heat pump system provides efficient heating, cooling and hot water

# Daikin's all-in-one answer for homes

**D**AIKIN is expanding its Multi+ heat pump system to meet the growing demand for efficient, all-in-one heating, cooling and hot water solutions.

Set for launch in spring 2025, the expanded range offers even more flexibility for year-round comfort and lower energy bills.

The Multi+ system now includes a larger outdoor unit and expanded DHW cylinder, ideal for larger households. The new outdoor unit supports up to four indoor units and a DHW cylinder, offering enhanced capacity and flexibility with a range of indoor unit options.

A new 230L floor-mounted DHW cylinder joins the existing 120L wall-mounted version, providing customers with more choices to suit their needs, whether replacing or installing a new system.

Stephan Lang, Daikin Residential Applications Product Specialist, said: "The expansion of the Multi+ range makes it the perfect solution for even more residential customers and we are looking to make further innovations to make it even more attractive."

➔ For full details on the Multi+ range, visit [www.daikin.co.uk](http://www.daikin.co.uk)



↑ Signature understands social housing needs

## Signature look for tenants in social housing

Signature LED Lighting has extensive experience in the social housing sector, which has been crucial in shaping its lighting solutions.

The company understand the unique needs of social housing clients, particularly the importance of providing energy-efficient solutions that help reduce energy



## Clever clip from LINIAN is traymendous

LINIAN has unveiled its game changing Cable Tray Clip which delivers huge benefits on resource, time and cost savings, especially for large electrical and M&E contractors.

Quick and easy to install, it locks in place by hand – so forget about stainless steel cables ties and ratcheting tools. Sizes range from 50mm to 225mm and it can be used with any brand of tray.

The clip is fully compliant with BS 7671, meaning it's fire-rated and designed to prevent premature cable collapse during a fire.

And like all LINIAN products, the clip uses recyclable packaging and ethically sourced materials and is manufactured in

Britain to keep the supply chain short and reduce its carbon footprint.

Additionally, by replacing stainless steel cable ties with a reusable clip, installers can significantly reduce waste on-site. The Cable Tray Clip is suitable for railways, data centres and telecoms, industrial and commercial fittings, lighting and fire and security systems. It can also be used for general and industrial power applications, fibre cable installations, substations and all general cable tray applications.



↑ The Cable Tray Clip is made from ethically sourced materials

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

## HSPEC'S SMART WAY TO DETECT VAPING

Around 4.5 million people vape regularly in the UK, with a recent NHS survey finding that 9% of 11-15-year-olds partake in the habit – and that number is rising.

Public Health England claims vaping is 95% less harmful than smoking but potentially more addictive and environmental concerns are growing due to disposable vapes and single-use pods contributing to electronic waste.

While smoke detectors can often detect vaping, in most instances they are ineffective at detecting if a vape is being used in a specific room, making it harder to control the ban.

The particles in vape vapour are significantly larger and heavier than smoke particles, as smoke particles are small and can easily penetrate alarm sensors, triggering the alarm.



↓ The detectors ensure spaces are smoke-free

Hispec SMART Vape Detector offers an advanced solution for monitoring vaping and smoking.

Featuring smart alerts, real-time monitoring and durable construction, it's ideal for schools, offices, restaurants and hotels.

With easy installation and low maintenance, this sleek, modern device ensures a smoke-free environment in residential and commercial spaces.

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

costs for tenants. With this in mind, it has developed lighting systems that not only improve living conditions but also contribute to lower utility bills, with its LED lighting technology ensuring social housing units benefit from long-lasting, low-maintenance and cost-effective solutions.

Signature recognises that lighting plays a vital role in safety, comfort and energy consumption, with its products designed to meet these needs while prioritising energy efficiency. This focus on reducing energy costs has made its products highly beneficial for tenants and housing

providers alike. As its expertise has grown, Signature has expanded its lighting solutions to cater to a variety of sectors beyond social housing, including domestic, commercial, industrial, education, healthcare and ATEX environments.

Its ability to adapt its solutions to these diverse needs, while always maintaining a strong focus on energy efficiency, is a testament to its commitment to providing high-quality, sustainable lighting options across all sectors.

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

## New Sonel meters are made to measure

Power Quality Expert is proud to introduce the new solar PV test kit from Sonel, the PVM-1530 Pro, which is specifically designed for photovoltaic (PV) installations up to 1500V.

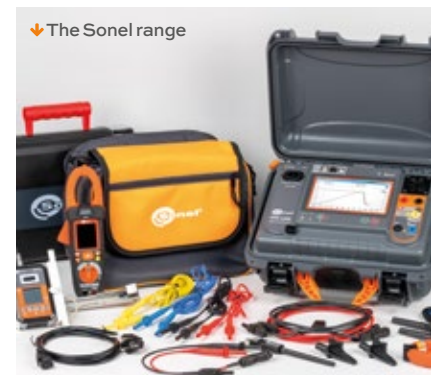
The package includes the Sonel PVM-1530 PV meter, Sonel IRM-1 solar radiation and temperature meter and Sonel CMP-1015-PV digital clamp meter. They provide accurate measurements of various parameters, including voltage, insulation resistance and I-U characteristics.

The PVM-1530 PV meter allows for the measurement of category 1 measurements and I-U curve for category 2 according to the IEC 62446-1 standard. It has a large touchscreen display, built-in Bluetooth and Wi-Fi and a reSYNC function that automatically completes results with environmental parameters after reconnecting to the IRM-1 solar radiation and temperature meter.

The Sonel IRM-1 solar radiation and temperature meter measures solar radiation values, panel and ambient temperature to provide data for converting results into STC conditions. The built-in recorder has a memory of 5,000 records enabling it to be used in PV plant design and to diagnose panel shading problems.

The Sonel CMP-1015-PV digital clamp meter measures DC current and voltage in PV installations. Its high-brightness display ensures visibility even in full sunlight.

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



↓ The Sonel range

# SELECT EVENTS 2025

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

## CENTRAL BOARD

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

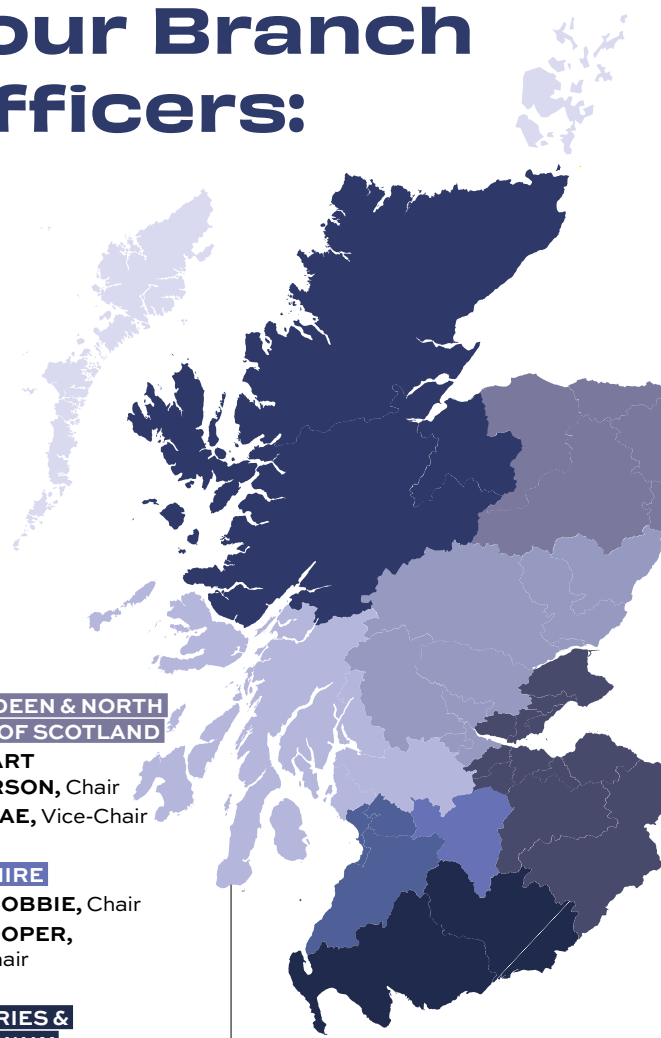
Fri 14 November – Marriott Hotel, Glasgow



## 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

## AYRSHIRE

**CHIC DOBBIE**, Chair  
**JIM COOPER**, Vice-Chair

## DUMFRIES & GALLOWAY

**GORDON PATERSON**, Chair  
**JOHN WILSON**, Vice-Chair

## EDINBURGH & SOUTH EAST OF SCOTLAND

**GRAEME ANDERSON**, Chair  
**PAUL ERASMUSON**, Vice-Chair

## GLASGOW & WEST OF SCOTLAND

**SEAN HARKIN**, Chair  
**ALAN WATT**, Vice-Chair

## INVERNESS & NORTH OF SCOTLAND

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

## LANARKSHIRE

**JOHN CHAMBERS**, Chair  
**CRAIG MCGOWAN**, Vice-Chair

## TAYSIDE

**KEITH SMITH**, Chair  
**GRANT STEWART**, Vice-Chair



## SHOWING NOW ON SELECT TV

Get expert advice and technical tips with the huge range of videos available for Members on SELECT TV

## CABLE SIZING

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

➔ Watch now at [bit.ly/STV-cable](http://bit.ly/STV-cable)

## READING THE SMALL PRINT

Expert Professor Rudi Klein explains why it's vital to always check a supplier's terms and conditions.

➔ Watch now at [bit.ly/STV-TCs](http://bit.ly/STV-TCs)

## HOME OFFICES & HOT TUBS

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

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



# WIN £200 OF Megger TEST EQUIPMENT



MEMBERS // DIARY

## Keep up to date with SELECT

Follow SELECT online at:



@Updates\_SELECT  
@Training\_SELECT  
@Regulate\_SELECT

**f Facebook**  
SELECT.TheECAofS

**Instagram**  
@SELECT\_Trade\_Association



Visit our websites at:  
**select.org.uk**  
**cabletalkmagazine.com**  
**selectawards.co.uk**

## 80s movies wordsearch

A	T	B	C	D	F	L	H	J	K	L	P	O	I	U	H	G	F	D	S	W	C	T	W	
F	H	W	E	A	R	A	T	Y	U	B	I	J	G	F	D	S	A	W	D	F	V	W	Q	
F	E	R	R	I	S	B	U	E	L	L	E	R	S	D	A	Y	O	F	F	H	J	I	A	
L	G	W	R	R	A	Y	Q	D	F	A	H	J	K	M	B	F	D	C	U	M	K	N	Z	
B	O	S	G	P	S	R	G	F	T	D	C	V	N	M	F	O	O	T	L	O	O	S	E	
K	O	D	H	L	D	I	H	J	L	E	T	W	Q	A	Z	D	F	M	L	B	Y	I	W	
E	N	V	J	A	C	N	D	V	N	R	J	H	U	O	P	G	R	E	M	L	I	N	S	
R	I	F	G	N	V	T	O	P	G	U	N	I	U	Y	T	R	E	W	E	K	L	B	S	
J	E	K	L	E	B	H	U	I	P	N	O	P	L	P	R	E	D	A	T	O	R	E	X	
H	S	O	P	Y	N	X	F	G	N	N	K	H	G	F	D	S	A	C	A	S	A	R	E	
R	A	S	F	H	M	B	E	D	I	E	H	A	R	D	D	F	G	X	L	T	I	T	D	
T	O	P	Q	N	T	C	M	J	I	R	L	J	H	G	F	N	H	V	J	H	N	Y	C	
E	G	H	B	B	H	M	R	T	T	M	V	D	W	I	L	L	O	W	A	G	M	U	R	
S	L	K	I	R	E	B	D	S	H	U	P	O	M	D	Z	C	S	R	C	F	A	I	F	
C	H	I	G	H	L	A	N	D	E	R	N	R	H	L	M	B	T	F	K	S	N	O	V	
B	D	R	T	G	O	U	H	F	S	Q	R	S	O	R	M	N	B	V	E	C	F	P	T	
G	B	A	E	H	S	G	B	S	H	O	R	T	C	I	R	C	U	I	T	X	D	L	G	
F	E	K	R	F	T	D	S	E	I	O	J	A	E	R	O	M	S	M	U	R	G	M	B	
D	A	G	T	V	B	M	J	N	N	L	K	N	L	T	B	I	T	N	I	U	O	N	Y	
S	C	Z	X	C	O	J	H	L	I	T	H	D	J	H	O	O	E	N	B	V	C	N	H	
T	H	E	A	B	Y	S	S	S	N	D	F	B	H	S	C	A	R	F	A	C	E	G	N	
A	E	R	T	Y	S	Z	X	S	G	C	F	Y	M	L	O	T	S	W	S	D	F	H	U	
P	S	F	V	N	M	D	S	A	W	F	R	M	D	C	P	V	D	J	K	O	L	K	J	
O	I	U	Y	T	R	L	K	J	H	G	F	E	D	S	W	A	Z	X	C	V	B	N	M	

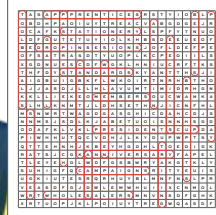
- AIRPLANE
- BEACHES
- BIG
- BLADE RUNNER
- DIE HARD
- ET
- FERRIS BUELLERS DAY OFF
- FOOTLOOSE
- FULL METAL JACKET
- GHOSTBUSTERS
- GREMLINS
- HIGHLANDER
- LABYRINTH
- PREDATOR
- RAIN MAN
- ROBOCOP
- SCARFACE
- SHORT CIRCUIT
- STAND BY ME
- THE ABYSS
- THE GOONIES
- THE LOST BOYS
- THE SHINING
- TOP GUN
- TRON
- TWINS
- WILLOW

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 1980s movies.

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 23 May. The winner will be drawn at random. Ts&Cs are online. Congratulations to February/March winner **Murray Aitchison** from **BGL Contracts**.



FEB/MAR 2025 ANSWERS:



### 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.

### 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)



Watch now at [bit.ly/SELECT-TV](http://bit.ly/SELECT-TV)

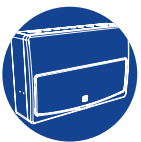
Meet  
our new

# CONSUMER UNIT

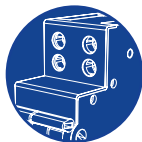
EXCITING  
NEW  
PRODUCT!



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  
SCREW ISOLATOR



REMOVABLE DOOR  
& SOFT CLOSE



NEW REAR  
ENTRY PLATE



RECYCLABLE  
PACKAGING

FOR MORE INFORMATION VISIT: [WWW.PROTEUSSWITCHGEAR.COM](http://WWW.PROTEUSSWITCHGEAR.COM)



01527 517117

[www.proteusswitchgear.co.uk](http://www.proteusswitchgear.co.uk)

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

