

The logo for the National Association of Scaffolders (NASC) is located in the top right corner. It consists of the letters "NASC" in a white, bold, sans-serif font, enclosed within a blue rectangular box with a thin white border.

Scaffolding Insider

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APRIL 2024

BRITAIN'S GOT TALENT

But how do we find it?

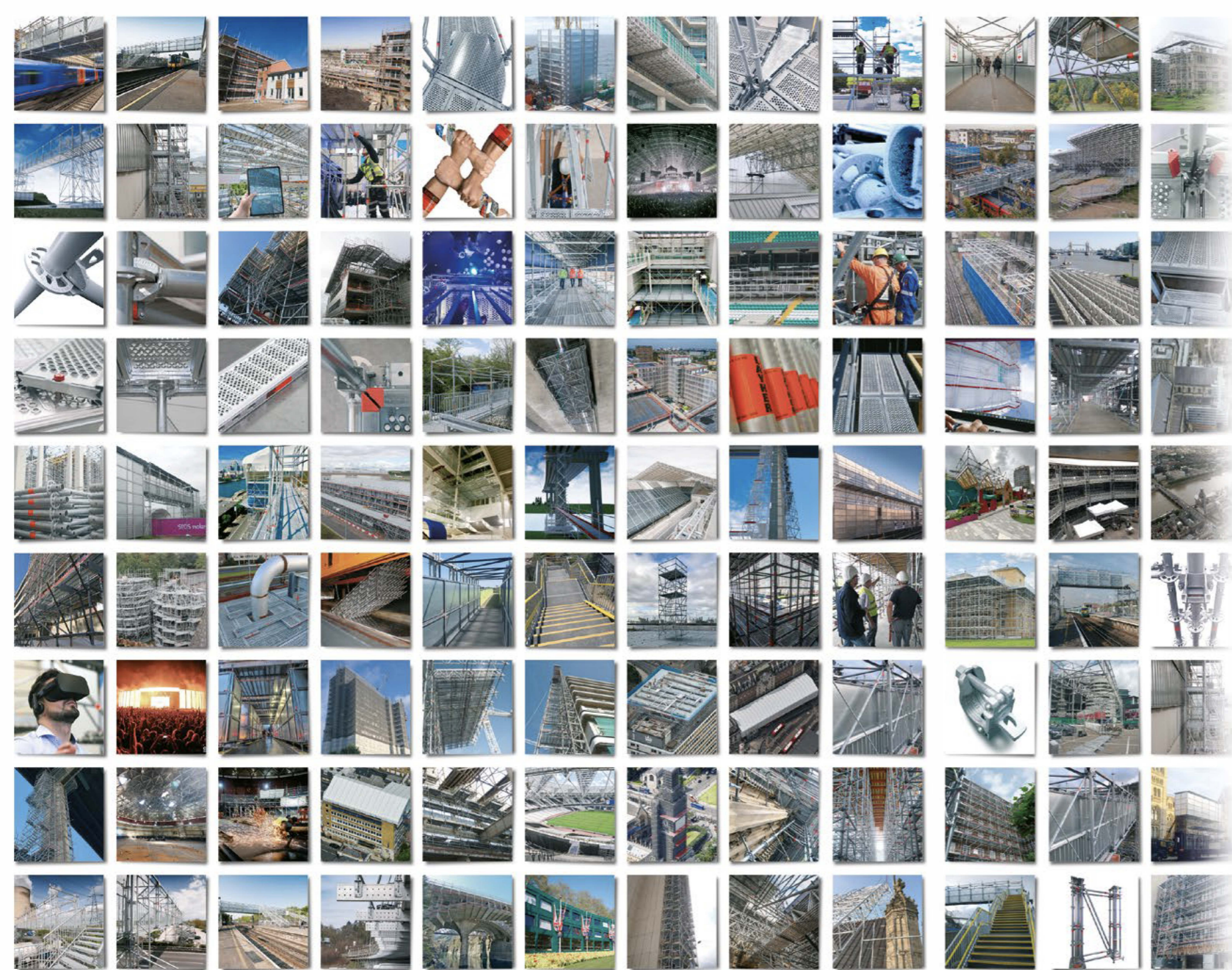
LET'S GET
DIGITAL

Time to go paper-free

TALENT
SOLUTION

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revolutionise
recruitment


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From the Editor

In the UK, the construction sector employs around 2.15 million and is central to the UK’s economic growth – but report after report makes it clear that it is suffering from a severe shortage of skilled workers. The UK Trade Skills Index 2023 highlights the need for 937,000 new recruits in construction and allied trades over the next decade, and the industry is still suffering hangovers from both Covid-19 and Brexit. Interest from apprentices has been dropping and the sector has an ageing workforce. The scaffolding sector mirrors this overall picture, and has recently been particularly sensitive to volatile materials costs and the housebuilding slowdown, which both lead to uncertainty when it comes to recruiting sustainably.

I spoke to two NASC members running very different operations but, like every scaffolding company out there, both having to tackle the challenge of recruiting good employees to their organisations. They both have very clear ideas about what works for them and are executing their strategy well but both are clear about the magnitude of the challenge.

There is a real job to do in terms of perception of the industry and this plays a key part in NASC’s new campaign to support members in their recruitment ambitions through its multi-faceted Talent Solution, which has invested a six-figure sum in bringing people into the industry and making it easier for members to recruit the very best. Read more about the challenge on pages 7-9 and about NASC’s Talent Solution on page 14.

Another issue for busy company owners to keep their eye on is digitisation. Could your business become paperless? The natural – and very reasonable – response would be to declare that you’re just too busy with the day job to get involved in some new-fangled technology but on pages 10-12, you can hear from a company owner and two tech firms who offer incredibly convincing evidence that this would be one of your better investments of time and money that would pay off quickly and repeatedly.

You will find all our usual news coverage on pages 4-6 and page 14, including a report from the Parliamentary Reception NASC jointly held with the National Federation of Builders as the Confederation seeks to speak directly to those who can influence the policies that directly affect our industry.

Plenty of food for thought this issue – I hope you enjoy it.



Nick Campion
Editor

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TAKING SCAFFOLDING INTO THE HEART OF GOVERNMENT



On 15 April, NASC employees and members attended a Reception at the Houses of Parliament, which was focused on making sure that politicians understand the skills needs of the industry.

Members from a diverse range of NASC member companies were joined by numerous interested MPs and Lords, and were addressed by Secretary of State for Education and Skills, the Rt Hon Gillian Keegan MP. She said:

"I know that the construction industry has serious skills challenges and I know how important it is to educate people who take an out of date, short term view about the careers offered by your sector.

"I understand that it offers great opportunities here and around the world. We need to make sure that it is showcased in schools so that young people can see what's available to them. I welcome the work that the NASC and the NFB are doing to highlight how dynamic and rewarding construction can be."

Attendees also heard from NASC President, David Brown, who spoke about his commitment to ensuring that the



David Brown, NASC President, Gary Shambrook MP, Gillian Keegan, Secretary of State for Education, Clive Dickin, NASC CEO.

Confederation is leading the way in upskilling the industry's people.

Clive Dickin, NASC CEO, added: *"Retaining talent and recruiting talent is the number one challenge facing the scaffolding and access sector in the UK. NASC has today set out on a journey of engagement with parliamentarians to address the education and training challenge."*

The Reception was held in association with the National Federation of Builders.



No Falls Week

A prominent work-at-height charity has introduced the pioneering initiative No Falls Week to address one of the most pressing dangers in the workplace.

The No Falls Foundation has introduced No Falls Week, which will take place 13-17 May 2024, to highlight the importance of safe working practices for people working at heights.

Despite much publicity – and indeed, considerable improvement in working practices generally, the statistics surrounding accidents related to working at height remain worrying.

Falls from height persist as the leading cause of workplace fatalities in the UK, with 40 lives lost in 2022-2023 according to the Health and Safety Executive (HSE). Falls from height accounted for a third of all workplace fatalities last year.

Employers are encouraged to participate in No Falls Week by signing up on the No Falls Week website, where they can access toolkits and resources provided by the Access Industry Forum (AIF).



NO FALLS WEEK 13 - 17 MAY 2024
Help us save lives by stopping falls

55-day payment rule goes live



Contractors bidding for public works contracts worth over £5m must demonstrate they pay all invoices within 55 days, or face a public work ban. These new payment rules, which came into force from 1 April, require firms to demonstrate they are paying all their invoices within an average of 55 days - a tightening of previous rules that required 85% of all supply chain invoices to be paid in 60 days.

The plan is that the 55 days will decrease further to 45 days next year, falling to 30 days in subsequent years. On public sector work invoices, contractors still need to pay within 30 days, as set out in the Prompt Payment Code.

Huge Tyne Bridge project underway

A huge refurbishment project has begun on the iconic Tyne Bridge in Newcastle. The Tyne Bridge Restoration will be delivered by principal contractor, Esh Construction, on behalf of Newcastle City Council and Gateshead Council. This major project aims to ensure the longevity of this historic structure and is set to run until 2028.

Infrastructure Site Services Ltd (ISS) is providing the scaffolding that will allow trades to undertake their maintenance works, including grit blasting, painting, and structural repairs. ISS will install over 13,000 tonnes of scaffolding in phases, starting on the Gateshead side of the river and then covering every inch of the bridge, from the lower arches to the main span underdeck and the approach spans.

48.3, a scaffolding design consultancy firm, has designed a scaffold system that addresses the extraordinary challenge of executing such a comprehensive project with minimum disruption to the daily flow of traffic across the bridge, which is the main route in and out of Newcastle.



PICTURE CREDIT: Newcastle City Council

Using tube and fitting with scaffold beams, including ladder beams up to 1300mm Apollo X-Beams, the design incorporates unique tie details that ensure loads from the upper spans are directed into the bridge's arches, safeguarding the structure's integrity.

Next-level wrap for Admiralty Arch



Scaffold wraps have been taken to a new level by Embrace Building Wraps, who have completed a remarkable project at Admiralty Arch, one of London's most iconic landmarks. Embrace designed, printed and installed a giant CGI tromp l'oeil scaffold wrap that replicates the original façade of the historic building, which is being converted into a luxury hotel for Waldorf Astoria.

The company installed offset frames to the main access scaffold (Peri Up System Scaffold) and cloaked the elevation facing Buckingham Palace in a 2,945m² one-to-one scale computer-generated image of the building on a printed scaffold wrap.

The wrap will be on the scaffold for approximately eighteen months, until the completion of the renovation and conversion works.

Labour rates on the up

Labour rates on building sites last month moved closer to the all-time high seen at the end of 2023, according to the latest figures from Hudson Contract.

The firm's analysis shows average earnings for self-employed tradespeople increased to £1,017 per week during February, almost reaching the December peak of £1,044. This followed the usual poor month of January when earnings dipped due to bad weather and some sites being slow to reopen after Christmas.

Average earnings in February were 2.3% higher than the same month in 2023, highlighting resilience in demand for highly skilled subcontractors even in what has been a sluggish market.

Hudson Contract's managing director Ian Anfield said: *"It's definitely been a tough time for the new build housing sector and it's very early days but it feels like things could be turning round after a downturn caused by inflation and high interest rates."*

"We have seen a slight improvement in per-client operative numbers and labour rates have continued to creep up."

"Clients are telling us that work on high-rise schemes in London and major cities such as Birmingham, Manchester and Sheffield is forging ahead."

"Others are spreading their reach into new counties and taking on new clients to maintain their turnovers and avoid the impact of the major housebuilders slowing production."

Looking month to month, all regions were in positive territory in February with freelancers in Wales enjoying record high earnings of £1,103 per week.

Hudson Contract is the UK's largest provider of tax status and employment contract services to the construction industry.

RETURN TO GROWTH

Construction buyers saw a return to industry growth for the first time in six months in March. The S&P Global UK Construction Purchasing Managers' Index rose from 49.7 in February to 50.2 in March, and new orders expanded at the fastest pace since May 2023.

Civil engineering was the best-performing sector, with increased work on infrastructure projects and ongoing demand in the energy sector. House building and commercial construction activity were both essentially unchanged but this stabilisation in itself represents a significant development.

Construction companies remain positive about the next 12 months, with around 49% of the survey panel anticipating a rise in output levels, while only 11% predict a decline.

Tim Moore, Economics Director at S&P Global Market Intelligence, which compiles the survey, said: "UK construction output returned to growth in March as a renewed expansion of civil engineering work was supported by more stable conditions in the housing and commercial building segments."

"The marginal overall rise in total construction activity ended a six-month period of contraction."

"The near-term outlook for construction workloads appears increasingly favourable as order books improved again in March and to the greatest extent for just under one year."

"Construction companies generally commented on a broad-based rebound in tender opportunities, helped by easing borrowing costs and signs that UK economic conditions have started to recover in the first quarter of 2024."

"Staff hiring was a weak spot for the construction sector in March amid lingering concerns about margin pressures and continued risk aversion among major clients. Construction firms often reported delays with replacing departing staff, which led to a decrease in total employment numbers for the third month in a row."

"Supply chain pressures eased across the construction sector as subdued purchasing activity helped to alleviate strains on capacity. Improved supply conditions also led to a slowdown in the rate of cost inflation, which slipped to a three-month low in March."



PICTURE CREDIT: Aroš Marković

Amberley fined after site death

Amberley Homes, a construction company in Kent, has been fined £25,000 after a sub-contractor fell from an unguarded scaffolding opening. Mark Tolley, 51, fell nearly two metres through an opening in a scaffold on 5 July 2017 while working on the construction of six houses. He died on 13 July 2017.

An investigation by HSE found Amberley Homes (Kent) Ltd had not appointed a person with the necessary skills, knowledge, experience and training to manage the construction site. The company had not ensured that a safe working platform on the scaffold was maintained throughout the different phases of the project, and access to and from the first lift working platform was unsafe, as multiple openings had been made that could subsist for several weeks. The openings were unguarded, and therefore there was a significant risk of falling approximately 1.8 metres from the working platform.

The company did not act on concerns raised by its safety consultant when he raised the problems with site management. The company entered a guilty plea to breaching Regulation 13(1) of the Construction (Design and Management) Regulations 2015 during a trial at Maidstone Nightingale Court in January 2024. It was fined £25,000 and ordered to pay £83,842.34 in costs.

Readie had £34m debts

The £421 million-turnover Readie Construction fell into administration in early February, leaving over 440 subcontractors and suppliers out of pocket. Subcontractors alone are owed £18.8m and around 158 staff are short of £1.2m in wages. HMRC was owed just over £8m and looks set to absorb any available funds and assets.

Coventry regeneration

In Coventry city centre, a seven-week programme of archaeological works has got underway to ensure the heritage of the site is understood, recorded, and preserved before the highly-anticipated £450m City Centre South regeneration project begins in the Autumn. The landmark housing-led proposals are set to radically transform the centre around Coventry market, creating a pedestrian-friendly residential, shopping and leisure hub.

Hampson to Galliford Try

Galliford Try has appointed Rentokil's Kris Hampson as new chief financial officer, succeeding Andrew Duxbury, who is leaving to join house builder Persimmon. Alison Wood, Chair at Galliford Try, said "Kris has considerable financial experience with a FTSE 100 company and is an excellent addition to the board."

New VP for Lyndon SGB

BrandSafway has appointed Centin Baxter as the new Regional Vice President of its UK Commercial business. He will take over the Lyndon SGB scaffolding, hoist, and mastclimbers brand. Baxter has been part of the BrandSafway team since 2012.

AVONTUS FREE TRIAL

Avontus Software has announced the launch of a free 28-day trial of its innovative program, Avontus Designer. Avontus Designer offers solutions specifically tailored for system scaffolding.

Keepmoat optimistic

Keepmoat says it is cautiously optimistic about the housing market improving this year after posting a resilient set of results despite challenging market conditions in 2023.

For the year to 31 October 2023, pre-tax profits were down to £83.2m from £92.2m last time, while revenue rose to £864.6m from £778.1m. Tim Beale, Chief Executive Officer of Keepmoat, said: "Looking ahead I am cautiously optimistic, an improved open market sale rate in the early part of 2024 demonstrates that some confidence and stability has returned to the market, underpinned by reduced mortgage rates for some products and some easing to the cost of living and inflationary environment."



FINDING THE TALENT

Report after report has demonstrated that labour shortages in the UK's construction industry are significant and lasting, as reflected in global construction consultant Linesight's latest Construction Market Insights report, which shows that UK construction in particular faces a significant trade skills shortage. All scaffolding companies are only too aware of the problem.



Tony Jester,
Executive Vice President of
Operations at Altrad

Tony Jester, Executive Vice President of Operations at Altrad, comments: *"The skills shortage in the UK is well documented and is featured high up on our risk register. All our resourcing professionals will tell you that just a few years back, an advert would lead to an overwhelming response allowing us to pick and choose who we wanted - we are simply not in that reality anymore. That said, we continue to perform well and we are regularly filling over 90% of our recruitment demand. The people are out there but the battle to attract and retain them is intense."*

"There are a number of factors at play that present themselves as recruitment challenges including: demographics, a declining desire to work away from home (particularly amongst younger people), a lack of awareness about the career opportunities we offer and more generally a lack of understanding of the industries we serve and the wide range of opportunities therein. We are fortunate to have a brand that is well recognised and are able offer attractive career development paths, which helps mitigate some of these challenges."



Perceptions

Young people's perception of the construction industry is a perennial problem. A new survey for Deconstruction, a campaign aimed at improving perceptions of the construction industry and attracting new construction talent, has found that 67% of adults and 77% of students aged 18-24 would not contemplate working in construction. Meanwhile, the Construction Industry Training Board (CITB) estimates that an additional 225,000 workers will be needed by 2027 to meet demand.



“There continues to be a large awareness gap regarding the career opportunities this industry can present to school leavers, with the default assumption being that university should always follow school.”

NASC is working hard to enhance knowledge of the scaffolding and access industry by working with employers and schools to deliver accurate, up-to-date information to young people about the opportunities the industry provides. Schools are perhaps guilty of not understanding many of the more vocational routes into employment so it requires both strategic and local interventions to help reach the right young people. Steve Brown, Director at PSS Scaffolding in Bridgend, comments: *“When we are looking to recruit, we put the word out locally, including with teachers at local schools as we try to find the recruits with the right potential. They don’t have to be perfect, they don’t have to be top of the class – they just have to have potential.”*

Altrad’s Tony Jester adds: *“There continues to be a large awareness gap regarding the career opportunities this industry can present to school leavers, with the default assumption being that university should always follow school. Many school leavers would be surprised if we described what Altrad does – we turn ideas into reality, whilst solving some of the most critical challenges to enable our nation’s vital assets to operate safely and sustainably.*

“Altrad works closely with its clients, industry bodies and through STEM ambassadors to promote opportunities, and if you look at the breadth of sectors that Altrad serves – nuclear, oil and gas, renewables and process industries supporting our clients to transition to more sustainable greener future – this work spans generations and Altrad is at the heart of it, so it’s an attractive place to create a fulfilling, life-long career.”

Retention

Of course, recruiting great people is one thing, retaining them is another issue entirely.

PSS’s Steve Brown explains how his approach to his apprentices has changed with the times: *“The old days are long gone. Just because we might have experienced certain ways of working when we were apprentices, it doesn’t make it right. I’m not here to bully people, I’m here to support them to be successful. This is the right thing to do for them – but also right for the business and for me. I like to go on holiday and know there’ll be no hassle and this only happens if you train your apprentices right. After all, they might be running the company one day.*

“You treat them with honesty, fairness and respect and as part of the team from the very start and they will treat you and the team with respect in return. With their fresh perspective, they often have really valuable things to say if you listen to them. Whether I’ve had an employee for 30 years or one day, I’m interested in what they have to say.

“I make sure the younger ones get a lift into work and a lift home – after all, who can afford to drive and buy car insurance at 18 these days? But equally, they have to be ready to go on time every single day, not make the rest of the team wait for them – this is work, not school, and we’re not interested in excuses.”

This mentoring aspect is critical, says NASC’s Training and Careers Manager Henry Annafi: *“Every company has to ask*

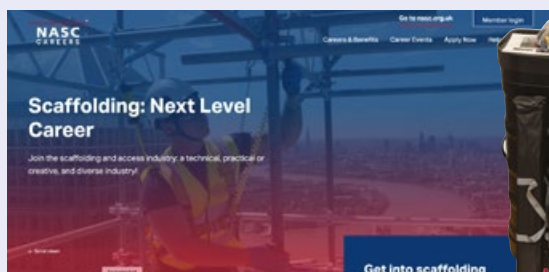


Talent Solution to connect candidates and employers

NASC has launched a ground-breaking talent solution aimed at addressing the pressing need for skilled young professionals in the vibrant scaffolding and access sector across the United Kingdom.

As the demand for quality scaffolding services continues to rise, thousands of scaffolding contracting businesses are facing challenges in recruiting young talent to meet industry demands. Recognising this critical need, NASC has developed a comprehensive solution to connect aspiring candidates with reputable employers, facilitating seamless recruitment processes and promoting the diverse opportunities within the sector.

NASC's Talent Solution provides a user-friendly platform for candidates to register and connect with quality employers actively seeking skilled, enthusiastic individuals. Through strategic partnerships with leading job portals such as Job Centre Plus, Indeed, and Total Jobs, as well as targeted social media and digital advertising campaigns, NASC ensures maximum visibility and reach for both candidates and employers.



Henry Annafi, NASC's Training and Careers Manager, says: "Our new Talent Solution represents a significant step forward in addressing the skills gap within the scaffolding and access sector. By providing a streamlined platform for talent acquisition and promotion, we aim to attract the brightest minds and nurture a new generation of skilled professionals."

One of the key highlights of the Talent Solution for NASC members is the comprehensive Talent Pack, comprising display materials and interactive equipment. Designed to showcase the exciting and diverse opportunities within the scaffolding and access sector, the Talent Pack aims to inspire and educate aspiring candidates about the rewarding career prospects available.

NASC's Talent Solution is designed to revolutionise the recruitment landscape within the scaffolding and access industry, bridging the gap between talent supply and industry demand while fostering a culture of excellence and innovation. For more information about the NASC Talent Solution and how to get involved, please visit www.scaffoldingcareers.com



Henry Annafi
NASC Training and Careers
Manager

itself, 'how do we treat our employees so they stay?' An integral part of this is mentoring apprentices and new staff.

"It's also not a one size fits all. For example, both veterans and ex-offenders – who we prefer to call returning citizens – are almost always incredibly keen and desperate to succeed – but we can't expect them to instantly change ingrained patterns of thought and behaviour

overnight. They may need patience and guidance and ideally to work with someone who has had a similar experience to guide them through challenges that could otherwise derail them."

This more thoughtful mentoring approach can have considerable benefits in a sector that is often perceived as being behind the times on employee wellbeing. According to a survey published earlier this year, 82% of builders in the UK suffer mental health problems due to work-related issues, and 92% said they did not feel able to discuss their mental health with others in the modern workplace.

Similarly, according to the CITB, women remain less than 14.6% of the UK construction workforce, which means the industry is missing out on a vast construction talent pool. Just 5.4% of construction workers are from ethnic minority backgrounds, compared to around 13.8% of the UK population, according to the Construction Industry Council.

All of this points to the need to embrace a wider perspective when it comes to considering the industry's recruitment issues. Tony Jester comments: "We are expanding the pathways into our business and into our industry to reach parts of society we have not really reached to date. We are committed to sourcing the best candidates from a broader range of employment channels, industries and territories.

"Our approach extends to armed forces leavers and veterans, expanding our trainee programme and working with those leaving the justice system. We will broaden the diverse background of our people, our gender balance and our ethnic and neuro diversity.

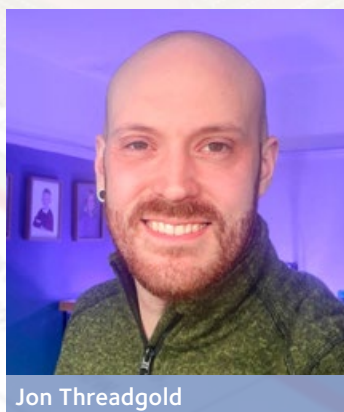
"In the medium term we are seeking candidates from overseas territories, and areas of the world where Altrad has a presence, which allows us to start training and developing our people in their home territories prior to transferring to the UK. Disappointingly, we note scaffolders are not yet on the Government's skills shortage list, and of course, we would like to see that change. Moreover, we have to recognise that growing the skills base in the UK will take time and we will have to continue to bring skilled labour in from overseas until we have enough home-grown talent.

"We need to ensure that as our workforce grows and becomes more diverse that our culture keeps pace and ensures that whatever background our people come from, they are able to bring their authentic selves to work and feel part of the growing team."

LET'S GET DIGITAL

When it comes to digitisation, there will come a time for every scaffolding company when *'This is just how we've always done it and there's no reason to change'* will no longer cut the mustard. And for companies who want to lay strong foundations for a long and successful future, now is most definitely the time to be making a change.

Of course the old, paper-based systems still work for the vast majority of companies – but the early adopters of digitisation and paper-free approaches are busy reaping the rewards of improved efficiency, increased margins, and greater tender successes. As Clive Dickin, CEO of NASC, puts it: *"We all thought the Ford Escort was a brilliant car in the eighties – but would you drive it now? Yes, it'll get you to work...but is it safe? Is it efficient? Is it reliable? Can it help you navigate? Will it meet emissions standards? The scaffolding and access industry is moving forward and those companies who stay stuck in their Ford Escort phase will soon be at a competitive disadvantage."*



Jon Threadgold

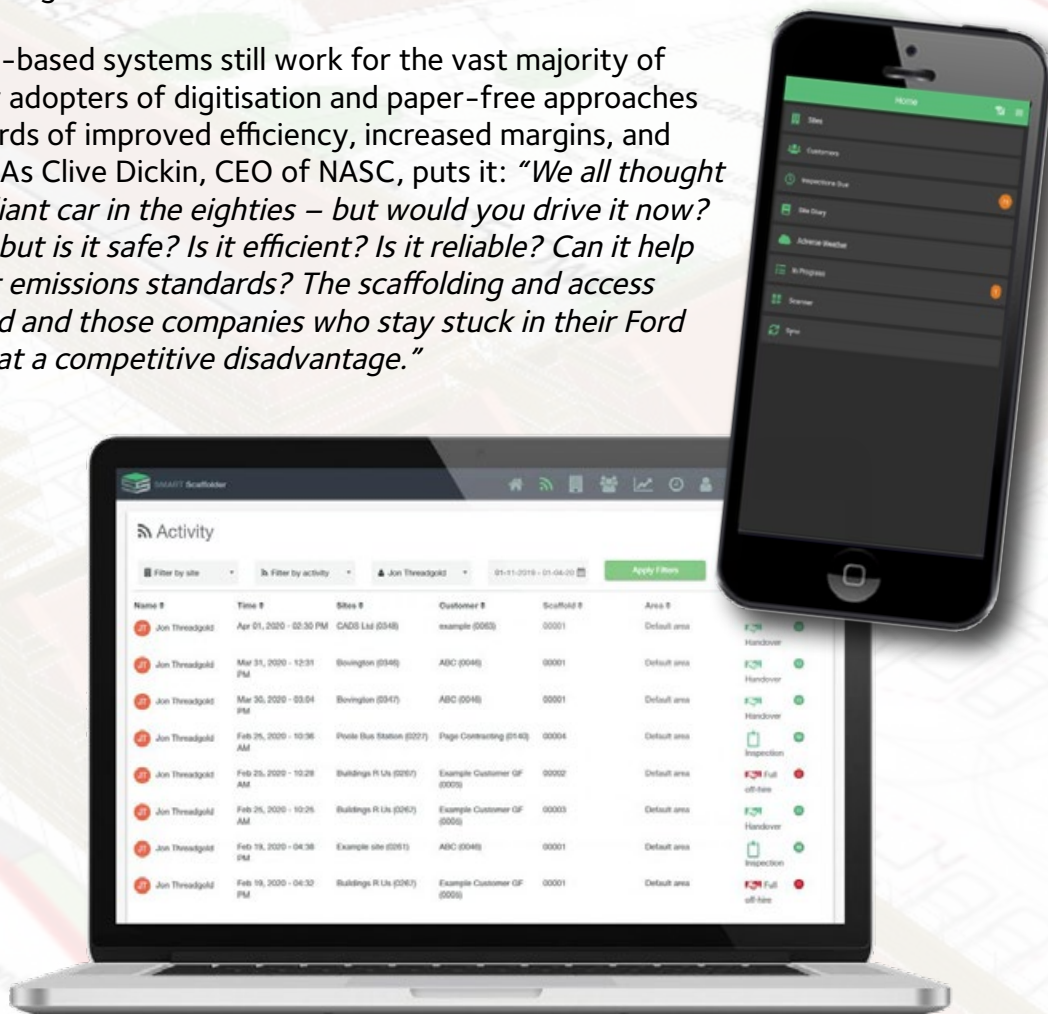
So why haven't more companies made the switch to using technology to its full potential? Jon Threadgold, Product Owner at scaffolding software solution firm SMART Scaffolder, says: *"Most firms are just too busy to stop and take a look at their processes. When they do make the change, it's usually due to a trigger such as a big change in the business, in personnel, or there's been a problem on site – or a company lands a big project and is wondering just how they are going to manage on site, delivering all the inspections, handovers and so on."*

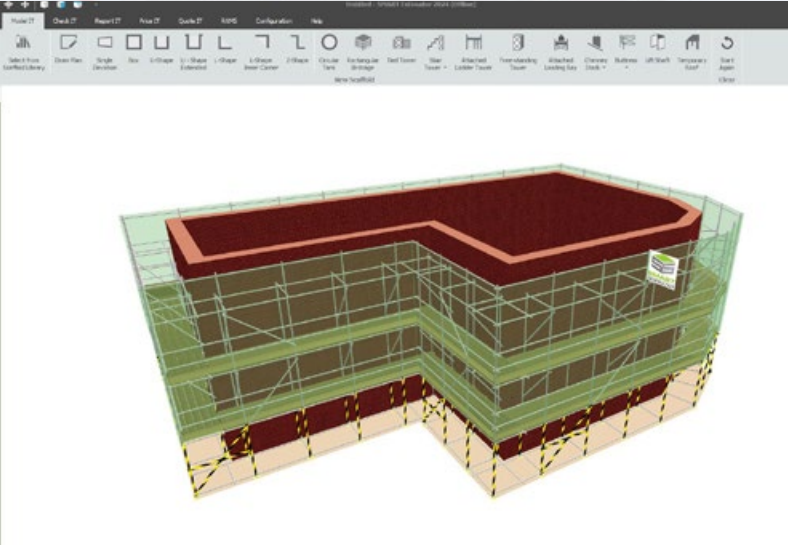
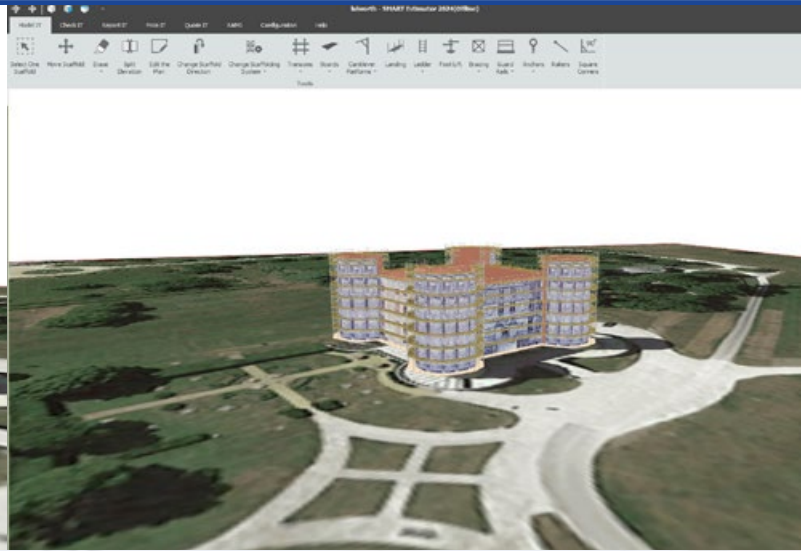
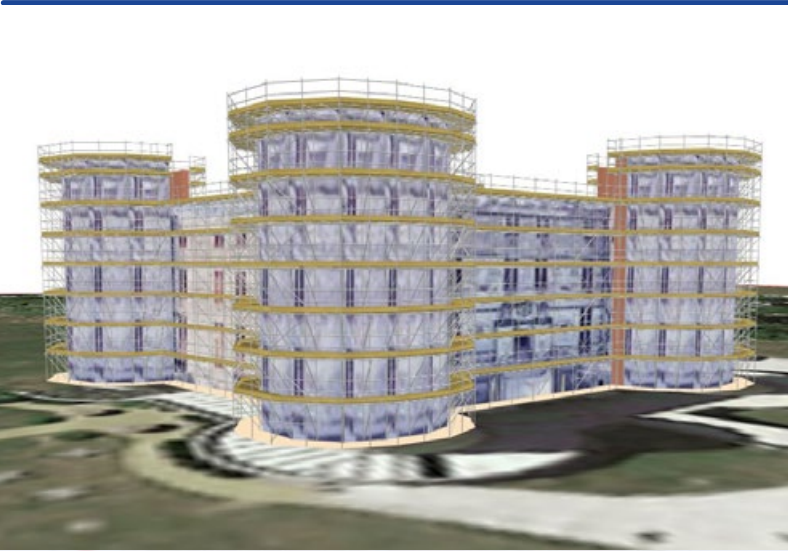
Wayne Connolly, Managing Director of Connolly Scaffolding, has been running companies for 31 years, including 24 in retail which gave him a different viewpoint. He explains: *"When I came into the scaffolding industry, it tended to be ex-scaffolders who wanted to run their own company and so, understandably, they continued to do*

things the way they'd always done things.

"But we do it differently at Connolly Scaffolding: we don't use paper at all and all information is held digitally in the cloud. There are so many reasons for taking this approach, not least the fact that there is a shortage of good people in scaffolding and we must make the best of the ones we have by working as efficiently as possible and eliminating time wasted on paperwork, chasing people up, searching for information and documents and so on."

"Without the data that digitisation brings, how do you monitor what you're spending on site? How do you know if you're profitable on site? We track this day-by-day, week-by-week, month-by-month, year-by-year. This enables us





“Without the data that digitisation brings, how do you monitor what you’re spending on site? How do you know if you’re profitable on site? We track this day-by-day, week-by-week, month-by-month, year-by-year. This enables us to ask questions, refine processes, solve problems.”

**Wayne Connolly,
Managing Director of Connolly Scaffolding**

to ask questions, refine processes, solve problems. Too many people wait until they do their annual accounts to find things out like this but I believe that as directors, we must have up-to-date data in order to manage a modern business.

“It is the right thing to do for clients too – are they getting value for money from us? Are the staff arriving and leaving on time, so the client is getting what they are paying for? Regrettably, there can be a negative image that dogs the industry and this is a way to step away from that: you can’t argue with the data. It also shows exactly what sort of people work for you and it attracts the right people with the right attitude.”

Having the data immediately to hand is a huge advantage for both scaffolding companies and their customers, says Nigel Jordan, CEO of employee smart hub technology company iPhorms: *“We convert every piece of paperwork into digital form, recording exact times, dates and locations, all signatures and photographic evidence needed, all of which proves beyond doubt what processes have been followed on site, what inspections have been completed and any other important checks required. The scaffolding company and its customer will know exactly what is happening at all times.*

“Our live attendance register means a company can look at a map on their screen and see exactly who is working where, which means additional flexibility to respond to changing situations. For example, if an emergency job came up, managers can very quickly just look at the map and see who they can most quickly and appropriately relocate.”



Nigel Jordan



Customers who adopt the technology are very quick to see its benefits, says Nigel:

“Ninety-nine per cent of our customers see the technology as a significant cost saving amounting to thousands of pounds a year through time saved chasing paperwork and the cost of printing, as well as all the efficiencies on site (not to mention the environmental benefits). At £25 an hour, how many hours are lost each week if they are not efficiently assigned and monitored? With a large workforce over the course of a year, this could be tens or hundreds of thousands of pounds, plus stationery costs and office time wasted.

“It presents a great image to clients too and can help scaffolding companies to retain and win new work, as well as get their ISO registration.”

Jon Threadgold at SMART Scaffolder adds: *“The technology significantly improves the speed at which companies can produce quotes and tenders and it enhances the win ratio because the information is so accurate. Also, better cost analysis for the scaffolding company takes away the guesswork around quoting and maintaining margins.*

“The technology works equally well for small businesses as it does for large businesses, although they might experience different benefits. The smaller guys can produce quotes and tenders that match the bigger companies in quality and comprehensiveness, and can manage their finances and workforce more efficiently, while the larger organisations have all these advantages but also the big data they need to make strong strategic decisions for the company.”

But what about on site? Most scaffolders have worked in a similar way all their careers and many are of an age where technology is not so present in their lives as it is for young people today. Is there any resistance to all this new technology?

“On site, it was initially received with apprehension,” says Wayne Connolly. “But we had a gradual programme of change, using marginal gains that built up over time. You can’t just flick a switch and change everything – people can’t deal with that. By gradually introducing the new technology and processes, the team could see the benefit of each element and quickly became engaged. Now they’re amazed at what they can do!”

Nigel Jordan confirms this: *“All companies are concerned*

at the start about how the guys on the ground will receive it but it’s incredible how every single business reports how well staff have taken to it. Staff on site have even subsequently asked for changes to be made to the technology to help them do their job even better.”

Jon Threadgold adds, *“The technology takes away so much paperwork and hassle by ensuring everything is done via their phone that they just love it.”*

There may still be business owners reading this, worried about going paperless – but they can still have paper copies of their electronic files too. They may also be worried about investing in technology when the market is so challenging at the moment, work is scarce and margins are tight... but this is actually all the more reason to invest because in time the technology will save money and increase opportunities

The final word goes to Wayne Connolly: *“The technology makes it so much easier to meet regulations, duties and obligations and it is reassuring to clients. You have live data at your fingertips to help you run your business as efficiently as possible. But you have to have the will and the vision from the management or owners to make this happen.”*

The industry is changing – are you?

NASC

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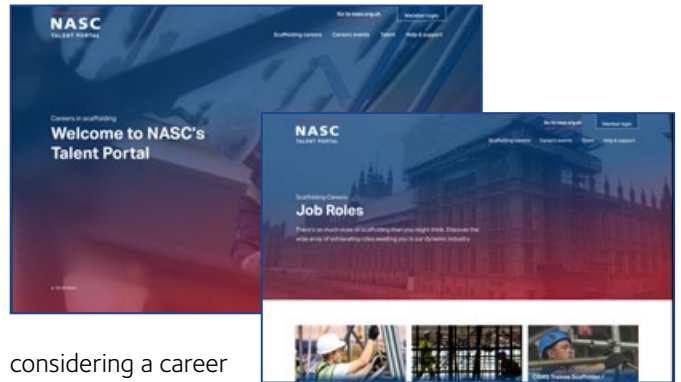
Vital new Talent Portal launched

On 29 April, the NASC Talent Portal will be launched, which is at the heart of the brand new Talent Solution created by NASC in direct response to members' urgent request for assistance in recruiting talent to the industry.

Having listened to members' concerns and seen just how difficult it is to recruit and retain good employees to the scaffolding and access industry, NASC has invested a six-figure sum in the new Talent Solution for members to use in every aspect of their recruitment programme.

The Talent Portal will be the place to go for anyone interested in a career in scaffolding, with members encouraged to advertise their vacancies there. NASC will publicise the site to education providers, job centres, veterans, ex-offenders and anywhere else where potential recruits may be found.

The Portal will carry invaluable information for potential recruits, including descriptions of various roles within the sector, responsibilities entailed, what a typical day might look like, key skills needed, qualifications required and salary to be expected. It will also show case studies of individuals in these roles, so potential recruits can be inspired by real-life examples. It will become the go-to source for people

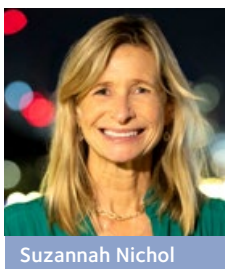


considering a career in the industry.

The Portal will also provide access to professional mentors, list careers events, and much more. It will also allow members to concentrate their recruitment efforts around this resource as it gradually pulls in more and more interest.

NASC has already launched the Talent Pack, which members can use if they're exhibiting at events and want to stand out from the crowd. A robust, portable case contains all the vital equipment needed to attract visitors, including a table cover, two eye-catching pull-up banners, Knex kit for hands-on demonstrations, and a cutting-edge VR headset to give potential employees a real-life immersive experience of what it's like to be a scaffolder.

Speakers signed up to SCAFFEX



Suzannah Nichol

The Conference programme for ScaffEx 2024 is taking shape, with the announcement of a number of high-profile speakers. Suzannah Nichol, Chief Executive of Build UK, will bring a buyer's

perspective, as well as broad industry expertise, to the assembled delegates.

Julio Black, Head of Product & Marketing at manufacturer and supplier At-Pac, will address delegates on the topic of innovation, while the hot issue of training and education will be tackled by both Tim Balcon from CITB and David Mosley from CISRS.

More details will be announced over coming months but ScaffEx is already shaping up to be an event that must not be missed.

TG20:21 compliance sheets updated

NASC has updated its TG20:21 e-portal compliance sheets to clarify when it is a member using them and when it is a non-member. The organisation believes it is important to differentiate between the vetted and audited members and those who are simply subscribers to the e-portal. Visit the e-portal to find out more.



Could you join a committee?

NASC is clarifying the roles of its committees, making activities more transparent, and ensuring the committees are relevant to the activities of the organisation. This process will include new terms of reference, some new committees, and elections for committee members. NASC members will be able to apply to join committees via the NASC website and also view minutes of committee meetings.

The full list of committees as from June is as follows:

- Health & Safety
- Training and education
- Contracts
- Technical
- Membership Standards
- Membership audit
- Membership recruitment/benefits
- Public Affairs and ESG
- Supplier

There are current vacancies for contractor members to join seven of the nine committees, and for supplier members to join all committees.



Services & Ancillary Products Members

If you're looking for a specialist service to support your scaffolding company, check out NASC's Services & Ancillary Products members below:

360 Degrees Consultancy Ltd
Buxton SK17 6HX
T: 07787 408544
E: karl@360degreesconsultancy.co.uk
www.360degreesconsultancy.co.uk

A

ADI Scaffold Products Ltd
Brierley Hill DY5 1TX
T: 01384 483657
E: sales@scaffoldfixings.co.uk
www.scaffoldfixings.co.uk

All Aspects Scaffolding Ltd T/A All Aspects Scaffolding Safety Services
Grays RM16 3HU
T: 01375 893590
E: info@allaspectscaffoldsafety.co.uk
www.allaspectscaffolding.co.uk

Avontus Software Ltd
Ely CB7 4WH
T: 03303 801 349
E: sales@avontus.co.uk
www.avontus.com

B

Beacon Group International Products Ltd T/A Leach's
Hereford HR2 6BQ
T: 01432 346 800
E: sales@leachs.com
www.leachs.com

Brady Corporation Ltd T/A Scafftag
Sully CF64 5AB
T: 01446 725300
E: customer.services@scafftag.com
www.scafftag.co.uk

BWS Clearmind Limited
Oldham OL3 5AY
T: 07519 915 468
E: bwsclarmind@gmail.com
Bwsclarmind.co.uk

C

Cactus Security
Herne Bay CT6 9AS
T: 01227 365 000
E: info@cactussecurity.co.uk
www.cactussecurity.co.uk

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North Shields NE30 1JE
T: 01912 963 652
E: info@carneyconsultancy.co.uk
https://www.carneyconsultancy.co.uk/

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Wilmslow SK9 5AR
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E: hello@citation.co.uk
www.citation.co.uk

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E: markclarke207@btinternet.com
www.clarkehealthandsafety.com

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T: 01202 603031
E: sales@smartscaffolder.com
www.smartscaffolder.com

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E: rene@rye.group
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CPM Safety
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PL20 6BJ
07771 802260
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http://www.cpmsafety.co.uk

Croner-i Ltd
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E: philip.chapman@croneri.co.uk
www.croneri.co.uk

E

Easy Inspect Ltd
Epsom KT17 2JJ
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E: info@easy-inspect.co.uk
www.easy-inspect.co.uk

Enrise Ltd
Gravesend DA13 0QB
T: 07743 364 260
E: john@ensise.co.uk
www.ensise.co.uk

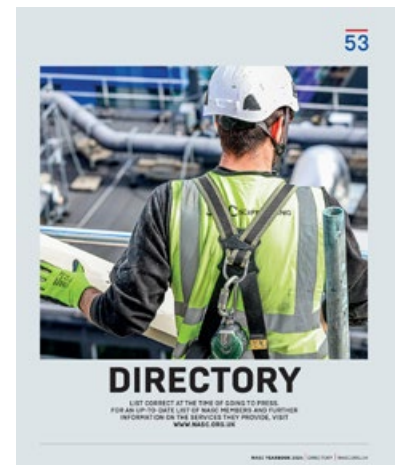
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www.falconbridgesecurity.co.uk

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G

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leanne@iainspectionsgroup.co.uk
http://www.iainspectionsgroup.co.uk

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York YO61 3FA
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iPhorms Ltd
Macclesfield SK11 7HG
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E: nigel@iphorms.com
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Services & Ancillary Products Members (continued)



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www.kewazo.com/

L

Lakeside Industries Ltd T/A Alto Access Products

Redditch B98 7SE
T: 01527 500 577
E: sales@altoaccess.com
www.altoaccess.com

LDS Hire & Sales Ltd T/A G-Deck

Leicester LE2 5NG
T: 0116 251 0352
E: office@gdecking.com
www.gdecking.com

Lynch Scaffolding System Limited

Swansea SA5 4NB
T: 07875 239216
E: lynchscaffoldingssystem@gmail.com
http://www.lynchscaffoldingssystem.co.uk

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Mark Parkin

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E: me@markparkin.com
www.markparkin.com

McCarron Coates Ltd

Leeds LS27 0BZ
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E: luigi@mccarroncoates.com
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MOR1X Business and Consultancy

London SW14 8HX
T: 07555 800700
E: des@mor1x.co.uk
www.mor1x.co.uk

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NexGen Insurance Solutions Ltd

East Malling ME19 6BJ
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E: enquiries@nexgeninsurance.co.uk
https://nexgeninsurance.co.uk/

Nicholas James Health & Safety Solutions Ltd

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T: 01322 472995
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www.nicholasjamessafety.com

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Osborn Scaffolding Services

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Portman Finance Group

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E: info@portmanassetfinance.co.uk
www.portmanassetfinance.co.uk

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QSCL (Quintessence Safety Consultants Ltd)

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E: dave@quin-safe.co.uk
www.quin-safe.co.uk

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Scaff Lab Ltd

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ScaffGap Ltd

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www.scaffgap.co.uk

Scaffmag

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www.scaffmag.com

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Simian Risk Management Ltd

Warrington WA3 6FW
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www.simian-risk.com

SJB Safety Services Ltd

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E: sjb.safetysservices@yahoo.com
www.facebook.com/SJBsafetysservices/

SP Group Global Ltd

Middlewich BT41 2SJ
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E: accounts@s-pgroup.com
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SpanSet Ltd

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T: 01606 737494
E: customerservices@spanset.co.uk
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Stay Safe Scaffold Products

Wareham BH20 4SP
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E: info@ntgroup.co.uk
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StrikeSoft Ltd

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www.strikesoft.co.uk

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E: sales@scafffloat.co.uk
http://www.scafffloat.co.uk/

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E: traininginmind@outlook.com
https://traininginmind.info

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Vertex Training & Consultancy Ltd

Manchester M25 1PY
T: 07920 557 234
E: hello@vertexascaffoldingssafety.co.uk
www.vertexascaffoldingssafety.co.uk

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Winters Safety Services Ltd

Glasgow G68 0GL
T: 01236 728290
E: winters.safety@virgin.net
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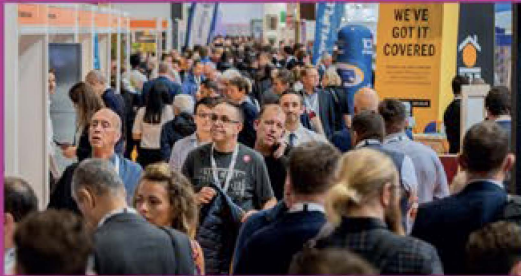
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