

MAY GURNEY

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MGNEWS



The best place to work

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BREAKING NEWS

The colour of money...

Planning is well underway for the 2007 May Gurney Supply Chain Conference, which will be held on 15 November at the JCB Headquarters, Rocester, Staffordshire.

"We have a green theme this year - The Colour of Money," explains Amanda Black, our Supply Chain Manager. "The conference will show that that being more environmentally friendly doesn't have to be more expensive - in fact, it can be cost neutral or save money."

Around 150 delegates - from May Gurney, our supply chain and our customer base - will attend the event, which once again will be chaired by Anthony Oliver, Editor of New Civil Engineer.

The itinerary will include an update on our Environment Champions 'reduce and recycle' programme and the MAD Environment and Choices modules - and the prestigious Supplier Integration Awards.

"We have a top-secret interactive session lined up for the afternoon, and Global Action Plan will be in attendance with their Energy Bike, which shows in a very practical way how much energy it takes to power household items," Amanda adds. "When we had the Energy Bike at Trowse it certainly brought home to me and many others the importance of using energy efficient light bulbs and not leaving appliances on standby."

We'll carry a full report on the conference in the next issue of May Gurney News.

Cover picture

Starting Out candidates Kurt Booth and James Watts prove it's not all work and no play at May Gurney. We want to be the best place to work so Have Your Say through our annual employee satisfaction survey, Oct 8-12. See page 3 for details.

MG News, the newsletter for May Gurney employees, is published four times annually - spring, summer, autumn and winter.

Contributions for the December issue should be submitted by Friday 9 November 2007 to:

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INVESTOR IN PEOPLE

Telecoms specialist acquired



In July, we acquired the Manchester based mobile telecommunications inspection and maintenance specialist FDT.

FDT is an established operator in the telecommunications market with an experienced team of engineers, whose operational skills will enhance our expertise in the utilities and highways sectors.

FDT specialises in inspection and maintenance services to preserve the longevity, safety and value of assets. The business employs 90 people.

David Sterry, Chief Executive, said: "We are delighted to welcome a company whose customer-orientated culture and focus on long-term partnerships is aligned to ours."

Darren Bardsley, General Manager of FDT said: "The combined skills and resources of a larger business will enable us to play a more significant role in helping our customers maintain their infrastructure assets over the coming years and exploit the true potential of this growing market. We look forward to growing the combined business and integrating our teams to great effect."

Ian Findlater, Group Business Development Director, said:

"When we heard that Orange recognise FDT as one of their best suppliers internationally in terms of dynamism, focus and innovation, we knew that their transferable skills would pay dividends - and they are already doing so."



All about InterCom™

InterCom™ is FDT's inspection and maintenance reporting and management tool, and is a unique selling point for FDT in the telecoms industry. Developed in 2001 by Neil Lloyd and Andy Jones and championed by Darren Bardsley, InterCom™ has made inspection and maintenance reporting efficient and virtually paperless, saving approximately £250,000 a year in paper costs alone.

"Before InterCom™, we generated 30-page Excel reports for every telecom cell site we inspected - which is now up to 14,000 site inspections a year," explained Neil, who has been with FDT for 10 years. Now, InterCom™ enables inspection engineers to input key data into a customer-specific form on a handheld PDA. The report is then uploaded to a web based application where it resides in a quarantined area while information is checked and photographic evidence is attached. Once complete the report is approved by regional managers, and is available on the web so clients can view the report from anywhere in the world. All the information recorded can be analysed by customers to spot trends and take appropriate action.

It's so simple and efficient, says Neil, that many customers are now using it as a management tool: "An InterCom™ inspection report will flag a defect for repair, which the customer may then assign back to us for maintenance. We generate an online quote, they input a purchase order online, and we complete the work." It's a far cry from trawling through heavy documents to get to the stuff that matters - and it's why some customers are now specifying in contracts that suppliers need to have web-based reporting capability, which is great news for FDT.

So, what could InterCom™ do for May Gurney? "We're looking to expand our inspection services to other structures including bridges, and InterCom™ can easily be tailored to meet Rail or Highways customer needs, offering a unique product and service that will help May Gurney provide the best customer service," said Neil.

For more information about InterCom™ contact Neil Lloyd, pictured right, at 0161 320 2714 or visit www.fdtassociates.com



▲ FDT inspects up to 14,000 masts a year
▲ FDT's head office is in Denton, Manchester, with satellite offices serving customers across the country

Make sure you 'Have Your Say'

Every year we ask you to give us feedback on how we're doing as an employer through the Have Your Say employee satisfaction survey. It's one way to tell us what's good, bad and could-be-different at May Gurney through a series of questions that you 'rank' from one to 10, and a comment box to sink your teeth into whatever's on your mind.

For those of you who've taken part in previous years, you'll notice the questions always stay the same – it's so we get an apples-to-apples comparison from each year to the next, to show us where things are getting better and where we need to improve.

This year's Have Your Say rolls out between 8-12 October, so expect your line manager to schedule time to sit down one-to-one or as a group to complete the surveys and send them back to us at Head Office. We reckon it only takes 10 minutes to 'Have Your Say', but your feedback will help us make positive changes to the way we do business in the year ahead, just as we've done based on what you told us last year. In 2007:

- We've invested in skills training, Health and Safety training and management training.
- We've placed greater emphasis on the annual performance development review process as a way to highlight career progression opportunities.
- We launched our first-ever company-wide employee Share Save Scheme to give employees the chance to share in our success.

May Gurney wants to be the best place to work, so we really do need, and value, your contribution. But while we think we're making positive changes, you might not agree that they apply to you. It's exactly why your opinion counts. To help stimulate your own grey matter, we're giving away £2,000 in prizes - a £1,000 grand prize, four £100 prizes, and 30 x £20 prizes - just for telling us what you think. You have to be in it to win it, so talk to your line manager about completing and returning your survey by Monday 15 October.



The survey results will be published in the December issue of MG News along with the prize winning numbers. Your line manager can answer questions about Have Your Say, or you can contact the Have Your Say 2007 administrator, Martine Twigge at **01603 727455**, or via e-mail at mtwigge@maygurney.co.uk. Your call will be treated as confidential. Thank you for your contribution to making May Gurney the Best Place to Work – and good luck on winning the cash.



Share Save success

We successfully launched our first ever company-wide share scheme, Share Save, on 11 July 2007.

While invitations to participate were being delivered to eligible* employees' homes, we hit the road to spread the message about Share Save and how it's a way to benefit from the company's success. After 19 road shows in nine locations, we received such an overwhelming response from employees who wanted to join the scheme that we had to scale back the amount that an individual could set aside.

It's our intention to offer Share Save every year, to enable other employees to participate in future offers. In the meantime, did you know...

- The Option Price for Share Save 2007 is £2.54. This is the price 2007 participants can buy their shares in May Gurney with the money they've saved in three years time.
- The Option Certificates were posted out early September to all employees who participated.
- The take-up for May Gurney Share Save 2007 was above the average for UK companies.
- The first Share Save deductions were made from eligible employees' pay in September: 6 September for weekly paid, 26 September for monthly paid.

If you've got a question you want to ask on Share Save, log onto the Intranet and click on 'Share Save' or email sharesave@maygurney.co.uk

**Eligible employees were those with at least 12 months continuous service with May Gurney at the time of the invitation.*

Team praised for going 'out of their way'

Utility Services employees who installed new sewers in Helford, Cornwall have been praised by local residents. Neil Carlier, of the Helford Village Society, said that our team went 'out of their way' to

be considerate of residents while work was carried out in an area that was described as "a particularly challenging location for the team to work in because of the narrow roads and limited access".

We closed seven crude sewage outfalls and connected 38 properties to new sewers on behalf of South West Water.

Neil Carlier said: "The representatives from May Gurney have been so polite and helpful during the project and have made what could have been a very difficult time for the villagers much easier to bear. From stopping work to let walkers go past, to carrying delivered furniture along a closed road to a house - the team's attitude and consideration has been wonderful."

At the end of the project, local residents threw a party to celebrate their new sewers.



▼ At the end of the project, local residents threw a party to celebrate their new sewers



▼ Working to Shoreham cycle path - "one of the best facilities on the south coast." Photo courtesy of John Grimshaw/Sustrans

Praise for alliance personnel

We've received several compliments about recent work carried out by our West Sussex Highways team.

Simon Pratt, Regional Manager for Sustrans South East praised our good work on the Worthing to Shoreham cycle path: He described the path as "one of the best facilities on the south coast".

We also received a letter from an elderly disabled customer, Ms Renaud, who was delighted with the excellent work and positive attitude of two of our operatives from our Drayton Depot. Ms Renaud described Dave Moore and Jon Lovett, who were carrying out work at the entrance to her home in Chichester, as "absolutely wonderful, very professional, efficient, tidy and considerate".

Shortly after footway works in Bognor Regis, we received a letter from local residents, Mr and Mrs Voller, who said: "A very big thank you for a brilliant job done to the footway outside our

property. Please thank the guys on our behalf."

And Rachel Sanders, Senior Engineer with West Sussex CC, received a call from Mr and Mrs Armstrong to say how pleased they are with footway works near their home - and the neat and tidy work and politeness of gang members Paul Ellis, Simon Ellis, Adam Franklin and Simon Reed (Supervisor).

Tex Pemberton, Cabinet Member for Highways and Transport, passed on thanks from Mr R Hill, a resident of the Linchmere and Liphook area who said: "I rang on Friday about a pothole and when I drove by on Monday it had been filled - I am most impressed!"

Finally, Mr B Wilson wrote a letter of thanks after works to tidy up grass verges. He said: "Thank you for your very swift response and the incredibly prompt action to remedy the problem. Your department are a credit to the Council."

Best customer service



▲ Bryan Rigg and his capable guide dog Iain rely on pedestrian-friendly safety measures to get around their community. Photo courtesy of Wilmslow Express

Sometimes, it's the little things that make a big difference. 75-year-old Bryan Rigg, from Wilmslow in Cheshire, took the time to let us know how a best practice that we take for granted has made his life easier.

He said: "One of your teams is working on Stanneylands Road, Wilmslow, renewing gas pipes possibly. I am totally blind and have a guide dog, Iain, who gets me out and about safely. Several people have told me that the barriers which have been erected around the work are excellent and I am truly grateful for the consideration being shown.

"Quite often only 'ribbons' stretched between metal posts are used by contractors and although adequate for sighted people, they can prove not so for the visually impaired. Again, many thanks."



Better location, better service

Our Specialist Services teams have relocated from several bases to one new location just off the A11 at Wymondham in Norfolk.

Having everyone under one roof will improve communication between the teams, and being adjacent to the A11 will make it easier to serve customers and get heavy plant to and from site.

The Specialist Services teams are responsible for a wide range of work including piling, site investigation, regeneration, waste, flood defence and specialist construction services including bridges, ports and marinas.

The new contact details are:
May Gurney Specialist Services, Ayton Road,
Wymondham, Norfolk NR18 0RJ
Tel: 01953 609 844 • Fax: 01953 857 507

Environment team delivers

The expertise and knowledge of our Engineering & Project Services Environment Team – combined with the excellent relationship between ourselves, Network Rail and the Environment Agency (EA) - avoided a potential £3m cost and resulted in 50,000 tonnes of slip material being recycled.

The floods earlier this summer washed out a rail embankment at Waleswood in South Yorkshire, leaving the track in mid air and the slip in a nearby stream. To make matters worse, initial tests showed the slip material to be highly contaminated and therefore classified as hazardous waste.

Craig O'Brien, Environment Manager, and Ruth Finlayson, Environment Advisor, Rail, were called in to deal with the



▲ Craig O'Brien and Ruth Finlayson were praised for the way they handled the situation

situation and liaise with the EA. The options for disposing of the contaminated material, calculated to be 50,000 tonnes, were discussed with the EA. At £100 per ton, the potential removal costs topped £3m.

Further testing to establish the full spectrum of the waste proved money well spent. When the EA came for a final site meeting it was agreed that the waste could, under these circumstances, be classed as non-hazardous.

Robert Lowery, Network Rail, said afterwards: "Please pass on my thanks to your team for their efforts at Waleswood. Their contribution was a key factor in overcoming the environmental challenges, which can all too easily get overlooked in the race against time to reopen a closed railway."

Cheque it out

Coming to a PC near you—GlobalExpense, the fast way to get your money back.

GlobalExpense is a new online expense system that goes live across May Gurney this year. It will replace our current paper-based system, and you'll use it if you need to submit an expense for reimbursement.

GlobalExpense will make it easier for you to get your expenses back. No more monthly deadlines, complicated forms, paper trails, and weeks of waiting – you'll have your money in your pocket within a week from the date your claim is approved. GlobalExpense is an online, any-time, simple to use system:

- Submit your expenses any time, anywhere that you have access to the Internet from a PC (yes, including from home);
- Track the progress of your claim – just a couple of clicks to see if it's been approved and when your money's due back;
- See and resolve any errors quickly online, so there's little or no delay in getting you paid;
- Rely on a dedicated support team to help you if you get stuck using GlobalExpense;
- Help save the planet: the online system is more environmentally friendly compared to our existing paper method, and that's important to us at May Gurney.

What if I don't have access to a computer?

No problem - you'll need to choose a proxy user which means you'll need to work with someone at your nearest office location to help you submit your expenses online.

If you're not sure who can help you, don't panic - contact us in Finance on **01603 727473**, and we'll get you connected.

Who do I contact if I have more questions?

We will advise the list of contacts nearer the 'Go Live' date.

In the meantime if you have any general questions please email them to expenses@maygurney.co.uk and one of the project team will respond.



Fast cuts...

Ayton website revamped

Log on to www.ayton.co.uk and check out the new website for Ayton Products, our specialist surfacing and bitumen products company. It's clean, modern, and full of information about the company's products and key people.

Integrated working

A team from Infrastructure Services and Rail Services is working together to deliver a 'road over rail' bridge project near Newmarket for Suffolk County Council. The work is being carried out under the very successful Suffolk Bridges' Framework, which has been extended twice to run until April 2008.

An excellent opportunity

The Chartered Institution of Wastes Management (CIWM) annual exhibition and conference was an excellent chance to get to know existing and potential customers. The event was held at Paignton on the English Riviera in mid-June. Steve Longdon, General Manager for Waste Services, described it as 'an excellent arena for building on current partnerships and developing new ones with waste management companies and suppliers'.

Thank you...

Our employees working in Reepham, Norfolk on the B1145 improvement project have done us proud. Our customers told us that throughout the resurfacing of Station Road, our workmen were "very polite and helpful", and that "disruption was kept to a minimum by excellent organisation". People do notice and appreciate your efforts, so keep up the great work.

Win win solution...

West Sussex Highways and Ayton Products have put their heads together to develop an environmentally friendly way of disposing of the 25 litre plastic containers used for bitumen emulsion. The empty containers were being disposed of in general waste skips and ending up in landfill sites. Jon Hood, Ayton's Bitumen Products Sales Manager, explains: "We've arranged for the 'empties' to be removed by a specialist contractor and either cleaned and recycled, or shredded and used as a material feedstock."

'Bigger and better' safety day

More than 80 representatives from Rail Services, Network Rail and our supply chain attended an annual seminar to help all parties work together to improve SHE performance and spread best practice. Peter Jones, Rail Services SHE Manager, said that the third annual Rail Services Framework Safety Day, held at York Racecourse on 9 August, was the 'biggest and best yet'.

NSP safety milestone

Employees working in the Norfolk Strategic Partnership (NSP) managed to complete more than three years without a RIDDOR* incident – which equates to approximately 850,000 RIDDOR-free work hours since the NSP was formed three years ago. The NSP's 'near-miss culture' encourages employees to talk openly about ways to make the workplace safer in the same way that our MAD programme fosters a proactive approach to safety.

Good news for Building Services

Our Building Services team has received positive news from three customers.

The team has secured £2m of additional work under Suffolk County Council's Construction Partnering Framework. The work comprises four children's centres in Ipswich and Lowestoft; a project at the Britannia School in Ipswich to provide additional classroom space, a new reception area, an IT suite and a meeting room; and an extension to Nacton Primary School to increase teaching space and upgrade toilets.

We're also one of four contractors appointed by the London Borough of Barking & Dagenham to participate in its four-year Construction Related Framework Agreement.

We've also received the green light for a further two projects commissioned under a partnering arrangement with Norfolk County Council: a scheme at St. Andrews Church of England VA School in North Pickenham to provide an additional classroom, hall, servery and toilets; and a new Children's Centre in North Walsham.



▲ The grand finale raft race

Learning the fun way

Our 2007 Starting Out candidates experienced networking the May Gurney way when they teamed up with existing trainees and company executives to complete (and compete in) several problem-solving challenges, including high rope climbing and building and racing rafts, at the Bramley Lakes Outdoor Pursuit Centre, Norfolk, in September.

"It was a very enjoyable and valuable experience," said new recruit Crystal Tse from Utility Services, whose sector won the opening it's-a-knock-out style challenge. "All the graduates, site-based trainees and apprentices who attended left feeling involved and important to the company."

The induction day is an annual event designed to help trainees develop a practical understanding of

our vision, develop contacts within the company, understand policies and procedures, and set expectations of how their development will be managed during their career with the company.

"It's an excellent way for the candidates to get to know each other in a relaxed atmosphere, and a fun and enjoyable way to start their careers with us," said Liz Sugden, Starting Out Officer.

"It's also a chance for us to share our vision of where the company's going, and how they'll play a valuable role in helping us achieve our goals," said Antony Cotterill, Graduate Recruitment Officer.

For more information about our Starting Out programme, contact Liz Sugden on **01603 727 459**.

Celebration marks transformation

Completion of the second phase of the transformation of Great Yarmouth's Golden Mile has been marked by a civic procession including a marching band, horse-drawn landaus, road trains and children from two local schools.

We're leading the InteGreat project (for the Norfolk Strategic Partnership) to transform the sea front, and work completed includes a segregated lane for horse-drawn landaus, land train and bicycles; a newly paved pedestrian walkway; new surfacing and a revised road layout for cars; lighting; and new seats.

Phase One of the InteGreat project was recognised in the 2006 Street Design Awards. A third phase of work is currently being planned.



And earlier this year, the partnership carried out a scheme in Hastings Old Town to convert two existing zebra crossings located on the A259 into puffin crossings. Puffin crossings are the next generation of pelican crossings and aim to further improve safety and reduce delays.



▲ We've completed works to improve safety at the Stibbard crossroads in Norfolk

▼ Improvements to the A414 are designed to reduce accidents, ease congestion and improve traffic flow



We're working in partnership with our local authority customers to help reduce the number of people killed and seriously injured on roads across the UK. To this end, several road safety improvement schemes - in Essex, Norfolk and East Sussex - have been successfully completed in recent weeks.

Improvements made to the A414 Ongar Road in Essex are designed to reduce accidents, ease congestion and improve traffic flow on one of the county's busiest routes to the M11. Work included reconstructing bends to make them more conspicuous, eliminating adverse camber, and improvements to road signs and markings.

The A1067 Stibbard crossroads in Norfolk has been the scene of 10 injury accidents over a five-year period.

As part of the Norfolk Strategic Partnership we've completed works to improve safety at the crossroads. The scheme has improved visibility and staggered the two junctions to assist right turn movements, cyclists and bus users - and improve access to the village Primary School.

In a bid to reduce the potential for accidents, the East Sussex Highways partnership has recently completed works to install safety barriers in the central reservation on a stretch of the A22 between two roundabouts.



Norwich Market was upgraded with more than 900 square metres of Tripave®.

ANY WAY YOU PAVE IT...

Ayton Products completed two very different specialist surfacing projects in Norfolk recently.

Children are literally bouncing back from playground falls thanks to more than 200 square metres of Playsafe® - an impact-absorbing surface - installed at a day nursery at James Paget Hospital in Gorleston, Norfolk.

And, in Norwich, shoppers are back to pound the pavement after the city's Market was upgraded with more than 900 square metres of Tripave®.

Both Playsafe® and Tripave® can be used for a variety of projects. As its name suggests, Playsafe® is a safety surface that can be used for general paving projects in addition to playgrounds and play areas, including stables, pedestrian areas, footpaths and driveways. Tripave® is a decorative, impervious and durable surface for pedestrian and vehicle areas.



▲ Children are bouncing back from falls at James Paget Hospital in Gorleston, Norfolk

Awards round up

We're in the frame for several more awards in the coming weeks. Here's a quick round up of the current position with regard to short listings.

National Training Awards

Our TIPS For Good Management training programme has been selected for a highly prestigious National Training Award, which will be presented at a gala ceremony in London on 13 December.

All short listed entries were awarded one of three grades - Highly Commended, Regional Training Award or National Training Award - and we found out at a ceremony at Cambridge Guildhall that we've achieved the ultimate accolade. Last year the programme was Highly Commended.

East of England Construction Training Awards

We entered four categories in these awards - and have been short listed for all four.

The short listings are for: Business Education Link in Construction; Graduate of the Year and High Flyer (both Jason Brook); and Construction Health & Safety Best Practice (for MAD).

The Awards will be presented on 19 October by Sir Ranulph Feinnes, Britain's most famous explorer.

Green Construction Awards

We've also been short-listed in the inaugural Green Construction Awards 2007. The short-listing, for the Green Civil Engineering



▲ Graduate Trainee Engineer Jason Brook is shortlisted for two East of England Construction Training Awards

Project of the Year, is for the River Witham Flood Defence Scheme in Lincolnshire.

The winners will be announced at the Hurlingham Club in London on 26 September.

EDP Business Awards

Finally, we're proud that our Environment Champions project has been short listed in the Environment category of the 2007 Eastern Daily Press Business Awards. The winners will be announced in October... watch this space. Last year, we were crowned as the EDP Business of the Year, and scooped the Business Development Award earlier that evening.

And the Oscar goes to...

We're good. We're really good. Our River Witham Flood Defence Scheme in Lincolnshire has been short-listed for two prestigious awards: the British Construction Industry 2007 Civil Engineering Award, and the 2007 Prime Minister's Better Public Building Award.

Over the last five years, we've partnered with the Environment Agency and industry consultants Faber Maunsell to carry out improvements to 30km of the River Witham Bank to minimise flood-risk to large areas of the fens and approximately 3,000 properties.

The BCI Awards are our industry's 'Oscars', and the judges say

we've set "a standard for flood risk management that is technically, economically and environmentally viable."

The Prime Minister's Better Public Building Award recognises new buildings, places and spaces that improve the delivery of public services, give a sense of identity and community, are a source of local pride, and help build a sustainable future. Judging takes several months to complete.

The winners of both awards will be announced on 10 October at the Grosvenor House Hotel in London.



ICE...in case of excellence

Any time your project completes 'within budget and ahead of schedule' you deserve more than a pat on the back. It's one reason the A11 improvement scheme at Attleborough in Norfolk (which opened - you guessed it - within budget and ahead of schedule) picked up an Institution of Civil Engineers (ICE) East of England Merit Award.

The £30m Early Contractor Involvement (ECI) scheme for the Highways Agency comprises a new 3.3-mile two-lane dual carriageway, improvements to four junctions, and a new bridge across the A11 for pedestrians, cyclists and horse riders. The award specifically recognised 'Outstanding Technical Excellence/Innovation'.

The same scheme scooped two awards at the sixth annual Highways Agency Major Project Conference, and also was awarded a Considerate Constructors' Certificate of Compliance.

"This tremendous achievement was due to a collective, team-working approach," said Richard Dean, Chief Operating Officer.



▲ The A11 improvement scheme opened within budget and ahead of schedule

Nothing 'Puny' about this...

Work is underway on a challenging project in Norfolk, which involves changing the flow on a 3.5km fenland waterway called the Puny Drain.

The objective is to relocate the outfall and install a partially pumped system to improve drainage in the Puny Drain's catchment. The current outfall, located in Kings Lynn and discharging to the River Great Ouse, is being moved 4km inland. Challenges along the way include creating a new permanent road bridge over the drain, and getting it underneath a railway line and under the River Nar.

"The railway line will be traversed by sinking two 7.5m diameter by 12m deep shafts each side of the track," explains Malcolm Bear, General Manager. "A pumping system will lift water into the first chamber and allow it to siphon under the rail line through two pipes, which connect the two chambers some 10m below the track.

"We will then take Puny Drain under the Nar by installing a 2.1m culvert some 6m below ground level, and 4m below the existing river," Malcolm adds.

The road bridge will be installed over Thiegate Lane before the drain meets the Great Ouse, where the new outfall will be constructed through the flood embankment.

Top marks at Winterton

There were smiles all round at the official opening to mark £1m of improvements carried out by our Building Services' team at Winterton First School.

The project was one of a series of commissions for Norfolk County Council, to make major improvements at 36 schools around the county. Building work has provided a new hall, classroom, servery, storage and toilets, including disabled access.

Headteacher Patricia Thompson said: "We are thrilled with our new school. Our children have taken a huge interest in the building work and have learnt a lot. The builders were terrific and staff worked well with them."



▲ Pupils marked completion of work on their new road by burying time capsules

'Raven' about brilliant access road

With work on the East Kent Access Road completed four months ahead of schedule and within budget, 40 pupils from four Sandwich schools marked the occasion by burying time capsules at the side of the newly-widened road.

Children's TV presenter 'Raven' joined the pupils to place school uniforms, letters from pupils and a DVD about school life in lead boxes.

The four-year £23m scheme will ease congestion along

the busy Sandwich corridor and help attract new businesses to the area. Praising us and consultants Jacobs, Peter Lake, Kent County Council Vice Chairman said: "We have a brilliant access road which is going to help people living in and travelling through this area."

Congratulations to the project team: Anton Roszynski, Ashley Ziergovol, Faustino Mutengo, Fred Kisule, Jon Anderson, Phil Fisher, Shaun Murphy, Steve Bowen and Tim James.

Pushing up daisies

Our Building Services' team is helping create a peaceful place to rest as part of work on a £2m environmentally friendly woodland burial park at Gaynes Park in Essex.

Our scope of work includes creating an access road, woodland pathways, constructing unobtrusive buildings from timber and other sustainable materials, and putting in security fencing and utility services.

Woodland burial parks offer a natural alternative to traditional burial and cremation options and are usually set in mature woodland, home to a broad variety of wildlife and woodland plants to reinforce the concept of the renewal of life. We're one of just two contractors selected to develop these parks around the country for Colney Memorial Parks.



▲ Woodland burial parks offer a natural alternative to traditional burial and cremation

New technology with big potential

A pioneering new system being developed by us has the potential to significantly reduce the amount of 'sludge tankering' and chemicals required at sewage treatment plants - and as a result deliver significant cost savings to water companies operating these plants.

The system is based on a specially developed membrane that allows efficient separation of sludge and water - thereby reducing the amount of sludge that needs to be tankered away from site.

"Our membrane has the potential to reduce the volume of surplus activated sludge by 50-75 percent," explains Richard Dean, Chief Operating Officer. "The system will deliver significant cost savings over a three to five year period and also eliminates the use of chemicals, which has significant health and safety and environmental benefits."

The new technology may have a role to play at Acle in Norfolk, where we're refurbishing an existing activated sludge plant for Anglian Water.



▲ New technology may have a role to play at a sludge plant at Acle in Norfolk

Head to head

In this issue we meet Steve Ashman who has recently transferred from Utility Services to Highway Services to broaden his experience.

Hi Steve and thanks for agreeing to this interview. Tell us about your career to date with May Gurney.

I joined T J Brent in 2002 as a Site Agent - two years before the company was acquired by May Gurney. At the time we were just starting an alliance contract with Wessex Water so I had plenty of interesting challenges to develop my skills. I progressed to Contracts Manager in 2004 and became very involved with our Environment Agency framework contracts, which gave me valuable experience in an area that was new to me.

“May Gurney has a great range of activities and there’s plenty of opportunity to develop your skills”

So are you a construction man through and through?

Yes, I’ve always worked in construction. It’s a family thing - I’m following in my father’s and grandfather’s footsteps.

I graduated from Bath Uni with a Civil & Structural Engineering degree, then spent eight years in highway maintenance in Dorset. I then joined a medium sized construction company in Hampshire and broadened my experience into commercial building and design and build contracts.

My move to T J Brent was all about finding new challenges and having the chance to develop within a larger organisation.

And now you’ve moved back into highways?

Yes, I joined Highway Services three months ago as Contract Manager in the East Sussex Highways partnership - and it’s been exciting getting to know all the great people involved in the contract.

Basically, I’m responsible for all aspects of delivering highway services for East Sussex County Council. We’re in the third year of the contract and already have some firm foundations on which to build. Going forward the focus will be on process improvement, cost saving - and enhancing the value of the service we deliver to the Council and local residents.

What was behind your decision to transfer from Utility Services to Highway Services?

Again, this was about new experiences for me - I believe that having a broad range of experience gives you confidence to take on fresh challenges.

The two jobs are quite different. In Utility Services I was involved in the detail of delivering individual contracts as part of a construction team. My new position with Highway Services is about the delivery of a high volume of lower value jobs - I need to focus on managing the overall process, as there isn’t time to know the detail on every job.

I’m learning new things as well as bringing valuable information from my time spent in Utility Services.

“There’s a huge investment in training at all levels and every effort is made to give people the chance to develop”

Given your experience, would you recommend internal transfer to colleagues?

Yes, definitely. May Gurney has a great range of activities and there’s plenty of opportunity to develop your skills. The transfer has allowed me to learn new skills, meet new people, and live and work in a new part of the country.

Sounds as though you’re making the most of the ‘May Gurney experience’...

Absolutely - I really enjoy working here because there’s a commitment to developing people. There’s a huge investment in training at all levels and every effort is made to give people the chance to develop.

There are plenty of challenges ahead if we’re going to deliver the company’s planned growth and it’s exciting to be part of it. There is also great potential if we can capture and use the wealth of knowledge and experience that new people bring to the organisation.

Finally, how do you use your time when you’re not at work?

I keep myself pretty busy.

I have a great group of friends so there is nearly always some form of get together each weekend - often based around a beer or two and a curry!

I also play golf regularly - but don’t think that regular golf and good golf are in any way linked...

And I love to ski, especially at Verbier in Switzerland. It’s a place I love - I’ve been going there for the last 10 years.

Finally, I like to think I’m a keen mountain biker - but the layer of dust on my bike tells me otherwise. My weekends are just too short to fit it all in...

Thanks for the interview Steve - and good luck in this latest phase of your career with May Gurney.



Charities Committee roundup



Luke Malachowski, a welder/fabricator with our Fencing division, completed a skydive on 23 July to raise funds for Norfolk & Norwich SCOPE Association

(NANSA), which helps people with cerebral palsy. Luke raised around £600, including a contribution of £250 from our Charities Committee.

As part of *National Bike Week*, staff at Trowse took part in their annual Bike2Work event on 20 June, and raised £400 for Leukemia Research through sponsorship. The 20 participants commuted up to 23 miles each way, riding a total of 380 miles and were rewarded with bacon rolls.

Our Norfolk Strategic Partnership team based at Trowse has introduced 'Dress Down Friday' to raise funds for charity. The initiative was introduced in early June and will run until the end of the year. People choosing to dress down donate £1 and a local charity will be selected to benefit from funds raised. The Charities Committee has agreed to match fund up to a maximum of £500.

In Sussex, we made a £500 donation to *Premier Soccer School* towards the cost of replacing stolen footballs and a much needed set of goals. The school offers football coaching to more than 100 children of all ability levels on Saturday mornings. Head Coach Gary McKenzie said: "I am overwhelmed by the generosity of May Gurney."



A joint *charity golf day* (see pic) organised by our East Sussex Highways and West Sussex Highways teams raised £3100 for the Hope in the Valley Riding Group for Physically Handicapped Children, which helps enhance the lives of physically disabled children in Sussex.

For more information about the Charities Committee contact Sarah Hurn on **01603 727208**.



Donations boost community schemes

We've recently made donations totalling £20,000 to three community projects in Attleborough.

The donations are a 'thank you' to the local community for its support and patience while we carried out work to dual and upgrade the A11 Attleborough bypass for the Highways Agency.

The Friends of Great Ellingham School received £6,000 and the Attleborough First Responders and Attleborough Overboard Youth Project were each given £7,000.

Attleborough First Responders will use the money to purchase at least one new full set of first aid equipment to enable the team to respond to emergencies received by the NHS Ambulance Service around the clock.

Attleborough Overboard Youth Project raises funds and provides facilities for the town's young people. The group plans to put the money towards a ball park or purchase a 'ball wall' with goalposts and a basketball hoop.

Great Ellingham County Primary School will use the money to construct a trim trail on the school playing field, which will comprise a number of fun obstacles.

Alice Goodrum of the Friends of Great Ellingham School said: "This donation has enabled us to fund the trail in its entirety and bring forward its construction to this autumn."

Ian Findlater, Group Business Development Director, said: "It is a pleasure to say thank you for the understanding demonstrated by local people and to be able to make a real difference to these schemes, which in turn will make a difference to Attleborough."



An amazing effort

Colin Rowland, Regional Manager with our Utilities Services M&E business, raised the staggering sum of more than £42,000 by competing in the Flora London Marathon (FLM) earlier this year.

Colin has been an insulin dependant diabetic for 41 years, and 20 years ago, as a result of his condition, lost his eyesight.

"I spent three years regaining it with the kind help of lots of dedicated medical professionals," Colin explains. "I ran the FLM this year on behalf of Diabetes UK and its research programme, and have been asked to run again in 2008 - maybe for a different cause this time." Congratulations Colin, on a Herculean fund raising effort for a very worthwhile cause.

A great evening

More than 120 May Gurney and Norfolk County Council employees working in the Norfolk Strategic Partnership (NSP) enjoyed a social evening at Whitlingham Country Park near Norwich on 18 July.

Eight teams of eight took part in the Bell Boat Race, which was contested over a set route on the broad on a knockout basis. The final was keenly contested and the eventual winners were a team from Norfolk County Council.

The Bell Boat Race replaced the annual NSP tug of war held at County Hall.



Success for Jamie

Jamie Edmonds, a Utility Services Environmental Advisor based in Exeter, has passed his IEMA (Institute of Environmental Management and Assessment) Associate Membership exam.

The exam, which is of university standard, covers a very broad range of environmental matters from sustainable development to composting legislation and EMS. Jamie is now an Associate Member of IEMA and able to use the suffix AIEMA.

Hot news?

Tell us what's happening in your neck of the woods and we'll print it here: mgnews@maygurney.co.uk





Top award for May Gurney trainee

Trainee Kirk Carmen won two of the prestigious National Construction College Awards - including the top award Apprentice of the Year.

General Construction Apprentice Kirk - who has been based at the National Construction College in Bircham Newton, Norfolk - also won Construction Apprentice of the Year. He's now joined the InteGreat project, which is transforming Great Yarmouth's Golden Mile.

Another trainee, Tim Pennington, was also nominated for the awards. Tim, a Civil Engineering Technician, has recently completed his apprenticeship and is working for the Norfolk Strategic Partnership (NSP) on projects around Norfolk.

▲ Kirk received his award from the ceremony guest speaker Penny Mallory

High quality apprentices, trainees and graduates are essential if we are to achieve our ambitious business plan - and 38 graduates, trainees and apprentices joined the company this summer. They will be based around the country in a variety of electrical, mechanical and civil engineering, quantity surveying and business roles.



▲ Willing WaterAid supporters Jane Lewis, Pat Maud and Dave Seddon in Exeter prove it's not essential to have a sense of humour to work here - but it helps.

In September, we teamed up with international charity WaterAid to help raise serious cash for nearly 5,000 people who need a lasting supply of safe water.

WaterAid's 2007 fundraising goal is a whopping £70k. We put £5,000 in the pot to kick off a company-wide effort to raise more funds and asked you to help.

At the time this newsletter went to print, 11 teams had signed up to walk in the WaterAid 2007 Coast Along event on Saturday 15 September, by walking a stretch of the 630-mile South West Coast Path

covering Dorset, Somerset, Devon and Cornwall. Some of you have generously been dropping your change into WaterAid buckets at May Gurney office locations...and others even sponsored teams to walk on your behalf.

We chose WaterAid 2007 Coast Along because it fits with our commitment to maintain safe water supplies in the South West region of the country - in fact, one of our biggest customers is South West Water. For more information about WaterAid, visit www.wateraid.org.

Why do we get involved with charities?

As a responsible company, we're committed to making a positive impact within the communities in which we work. We do this in three ways:

- ▶ Through our 'Give As You Earn' scheme
- ▶ Through 'matched funding' to support employee fundraising efforts
- ▶ By corporate giving

The funds we've pledged for charitable giving are distributed through our Charities Committee. If you have a charitable cause you would like the committee to consider, send an e-mail to charitiescommittee@maygurney.co.uk



A warm welcome

A warm welcome to Katrina Shreffler, who joined May Gurney in the newly created position of Internal Communications Manager on 23 July.

Katrina is based at Head Office in Norwich, and her responsibilities include developing an internal communications strategy and managing existing communication tools including May Gurney News and the Intranet.

Katrina has spent 10 years in corporate communications - including public and media relations, investor relations, marketing and internal communications - for local government, public companies and a non-profit organisation.

Katrina said: "Even though I'd been working abroad for a decade I knew the May Gurney name and its reputation. The company's mission and vision represent an enormous opportunity for employees to have ownership in its success, and to take its reputation and performance to new levels.

"I think my biggest challenge is going to be communicating to employees that are further out in the field who don't have access to the Internet - or the luxury of an office where news is freely shared.

"I'm looking forward to getting out and about, to meeting people and finding out what they're passionate about - why they work here and what they want from their job.

"That kind of insight will help me provide employees with information to make it easier for them to do their jobs - and give them an understanding of the part they play in making May Gurney the best at what we do."



Bringing history alive

A party of 26 eight year olds from Archibald First School in Newcastle visited the city's High Level Bridge on 6 July to learn more about the historic structure and gain an insight into civil engineering.

Lillian Harris, Deputy Headteacher said: "Visits to sites like this really bring the history of the city alive for the children. Learning about the work that goes to keep it as an operational structure - and about the wider construction industry - while on the bridge, makes for an inspirational classroom."

The High Level Bridge is in the heart of Newcastle, next to the Tyne Bridge. We're currently 18 months into our current phase of the entire project, which initially began in 2001 and has generated approximately £42 million to date.



Rewarding innovators

Congratulations to our annual award winners who've earned themselves a bit of cash brainstorming about how we can be the best place to work – whether by saving time, money, or simply making it as easy as possible for you to do your job.



First Place, £1000 - Jon Hood, Ayton Products

Jon's idea is a materials exchange area on the Intranet. You 'advertise' surplus or

waste materials for other contracts or individuals to use. Jon's innovation will be part of an upcoming Intranet improvement project.

Second Place, £500 - Mike Battershill, Utility Services

Mike's idea is to use the "creter" mixing system on sites - a simple tool used to mix small amounts of concrete as needed instead of paying to hire industrial



concrete mixers and even mixing too much material. The "creter" can also be used for mixing permasoil, for reusing excavated material.

Joint Third Place, £250 - Janine Daynes, Central Services and Arthur Johnson, Utility Services

Janine's idea is to display individual Performance and Development Review objectives as bullet points on a hand-size laminated card that can be fixed to your PC monitor, or pinned to a personal

notice board, to keep objectives and target dates at the front of your mind. The idea's been posed to line managers through the performance management guidance notes.

Arthur's idea is to provide kitbags for carrying Personal Protective Equipment. This would make it easier to carry your gear from site to site, and keep your PPE together, and in good condition.



All sector winners have been judged for the period April 2006 - March 2007

No disgrace in defeat

Our Highways Services team based in Essex came off second best in a friendly Five-A-Side fixture with their customer Essex County Council, Castle Point District. A brace by Andy Birch was not enough to stave off defeat as the Essex CC team ran out 4-2 winners.

The match gave colleagues an opportunity to interact outside of the work environment and created an increased sense of camaraderie between the teams.

► Pictured left to right: Dave Lawrence, Shane Ellis, Andy Hillsdon, Steve Clayton, Brad Ellis, Clint Nichols, Dave Hobson, Peter Wilkes, James Caven, Andy Birch, Mark Rolls



READER QUIZ

You'll find the answers to these questions in this issue - £100 in vouchers will go to the winning entry pulled out of the hat.

1. What is Steve Ashman's job title?

2. How many masts does FDT inspect in a year?

3. What's the option price for Share Save 2007?

4. Who is 'Apprentice of the Year'?

5. What's the name of the programme that's won a National Training Award?

6. What's the name of our new online expense system?

7. What's the theme for the 2007 Supply Chain Conference?

8. What are the dates for Have Your Say 2007?

9. How much money did Colin Rowlands raise?

10. What is Bryan Rigg's dog called?

Closing date for entries: 9 November 2007. Send completed entry to: Claire Waller, May Gurney, Trowse, Norwich, NR14 8SZ. Good luck!

Name:

Telephone:

Department:

Congratulations to Sharon Wymer who won the reader quiz in the spring edition of MG News. £50 each of Argos and BHS vouchers are winging their way to Sharon, Systems Administrator from the SHE team at Stevenage.



Fountain of good ideas

Congratulations to Garry Dale, a Trainee Supervisor with the West Sussex Highways alliance, who has developed a mobile jetter to save time and money when clearing out drains and small gullies.



Garry had the idea after seeing utility companies, including the local water authority, using similar machines to carry out work that would normally be cleansed by a jetter lorry.

The jetter is compact and can be easily towed behind a normal transit van. It also operates at half the price of a standard jetter and is more environmentally friendly as less diesel is used to transport it.

A helping hand

Our Essex Highways team was delighted to help Little Havens Children's Hospice to keep spectators safe for the hospice's 'Ferrari Day'. More than 50 Ferraris turned up to take 350 people for a spin around the area in exchange for a donation. It's thought the event raised around £18,000.



Little Havens Hospice at Thundersley in Essex provides respite and end-of-life care for children and gives support to their families.

Giving something back

Two members of the Essex Highways team have helped an 82-year-old Basildon resident served with an enforcement notice for vegetation overhanging the highway. The resident, who has no family, was incapable of clearing the vegetation himself.

Andy Light and Nick Locke from our Basildon team carried out the work.

Andy Clare, Essex County Council, said: "It was very community spirited of May Gurney to help resolve the situation at no cost."

Andy Day, Depot Agent for Basildon, said: "It's nice to be able to give something back to those in the community who are not as able as they once were."

