



## Chalcroft helps Wm Morrison beef up production

Chalcroft, a specialist in food and high-care construction, is nearing completion of a major project for Farmers Boy, part of the food manufacturing arm of Wm Morrison Supermarkets plc.

Processing cuts of meat through curing, cooking and slicing, Farmers Boy operates from a temperature-controlled manufacturing and packaging facility in Deeside, Flintshire, and called in Chalcroft as Principal Contractor to manage a significant extension to its site.

The new extension – comprising of a new chill store and curing facility – covers 1,670m<sup>2</sup> and will provide Farmers Boy with enhanced capacity to meet demand. The scope of work also covers a goods in area, service yard and external infrastructure. Key to the success of the project was ensuring that production could continue uninterrupted and so careful planning and close liaison with the client was vital.

Further phases of the project have included the refurbishment of two existing processing areas including the specification and installation of new white walling and ceilings, as well as replacing the drainage system and resin flooring. A programme of smaller-scale upgrade tasks elsewhere in the factory and cook room have also been completed to a high specification.



**Alan Haynes**, Morrison's Project Manager, commented: "This has been a strategic project for us as Wm Morrison continues to place its customers at the heart of everything we do. We are committed to driving down cost and enhancing the quality of our products, making an extension and reorganisation crucial. We chose to partner with Chalcroft thanks to the team's demonstrable experience in working around manufacturing schedules without affecting production, and we have been impressed with the consistently high quality of work and attention to detail."

For further information please visit [www.chalcroft.co.uk](http://www.chalcroft.co.uk)

## welcome...

...to the latest issue of **Building Partners**. This issue is particularly special for me as it's my first newsletter as the new Managing Director of Chalcroft following recent changes to the board, which you can read about on page 4.

Also in this issue we highlight the risk of fire within the food manufacturing sector and what preventative actions can be taken at the design and build stage. We follow the progress of our projects, including Wm Morrison and look at a case study recently completed by our Small Works team for Volkswagen. As always we welcome feedback on our newsletter – if you have any questions or suggestions please email me at [paulmorley@chalcroft.co.uk](mailto:paulmorley@chalcroft.co.uk).



*Paul* Paul Morley,  
Managing Director



## Extinguishing the risk of fire-related downtime

As construction specialists in the food and beverage industry, Chalcroft has vast experience in ensuring facilities meet the latest health and safety standards.

However, a recent concern for food manufacturers is the risk of fire breaking out after another year of attention-grabbing incidents, putting more scrutiny on the design of factories. Research has also shown that there are an average of 621 fires in warehouses each year<sup>1</sup>, and so this is a risk not only affecting the food sector.

The number one insurance claim by food manufacturers in 2015, fire hazards continue to cause multi-million pound damage to the industry. ▶

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► Last year saw many costly fires erupt across the food industry, with manufacturers such as Rank Hovis, 2 Sisters and Dairy Crest<sup>2</sup> all witnessing destruction of processing facilities caused by fire. With high demands and tight time scales a familiar constant in food manufacturing, it is essential that fire risks are controlled.

Simple steps such as ensuring access behind machinery for cleaning and maintenance can prevent an outbreak, while the proximity of elements outside the building that potentially present a fire risk, such as vehicles and rubbish, should also be assessed.

When Chalcroft was approached by frozen fruit and vegetable specialist, Ardo UK, to build an extension to their existing cold store, a large protective concrete firewall was constructed between the cold store chambers, meaning any fire could be contained without spreading to adjacent phases, keeping the business operational.

The design of a building is crucial to fire prevention. Sectioning key areas for fire protection, backed up by a contingency plan, helps reduce the risk of losing an entire production facility or stock.



Firewall at Ardo UK

During construction, flashover protection is necessary to prevent the 'creep' of a fire over a firewall eg: where a fire ignites at a different level of a building which is adjacent to, but higher than, the one being protected.

Other considerations for any business include protecting the steel work with a nullifier which delays the deformation of the steel structure supporting the building. Fireboard lining can protect the floor above, while sprinkler systems are proven to minimise fire damage in industrial buildings. Sprinklers can be installed at roof level or within racking systems to protect the product in a warehouse at every level. Automated sprinkler systems ensure only those directly over a fire are released, so any damage is isolated to that area. Indeed, consideration of a sprinkler system as part of the architectural stage can enable greater freedom of design and potential savings in construction costs<sup>1</sup>.

Where water is not suitable, for example in server rooms or with medical or laboratory equipment, oxygen removal systems such as gaseous fire suppression ensure fire cannot be sustained.

Chalcroft's collaborative approach at the early stage of a project ensures effective building design and long-term efficiency. Fire protection is just one element in which Chalcroft can provide added value for clients and their professional teams.

Find out more about our approach at [www.chalcroft.co.uk](http://www.chalcroft.co.uk)

<sup>1</sup> Business Sprinkler Alliance <sup>2</sup> Food Manufacture

## Environmental, Health & Safety



### Six consecutive RoSPA Gold Awards

Chalcroft has once again been awarded the RoSPA Gold Medal for Health & Safety, having achieved Gold Awards for six years running. This internationally-recognised accolade has rewarded organisations in all sectors that have demonstrated a clear commitment to the prevention of accidents and ill health, and is the longest-running scheme of its kind, celebrating its 60th anniversary in 2016.

Commenting on this milestone achievement, QEHS Director **Todd Hallam** explained: "Our robust health and safety policies and procedures are continually reviewed and refined to ensure we exceed the standards set by relevant legislation, and this



culture of safety is embedded in all levels of the company. To receive independent verification of our

achievements from RoSPA is extremely gratifying and everyone involved should be very proud."

## {in brief.....}

### Double commercial contract WIN

Work has begun on a major development at Bessemer Business Park, Welwyn Garden City (below), a location operated by Legal & General's Industrial Property Investment Fund (IPIF).

On behalf of property development manager Graftongate Ltd, Principal Contractor Chalcroft has taken on design and build responsibilities for a 1,839m<sup>2</sup> vehicle repair and office facility for household-name insurer Direct Line, and an adjacent 2,387m<sup>2</sup> office development for Kane International, a designer and manufacturer of portable test and inspection equipment.



## Safety concerns amplify sanctions



Due to the growing emphasis placed on employers to safeguard their employees and contractors, the Sentencing Council has introduced stringent guidelines for the fining of organisations and individuals convicted of corporate manslaughter or causing serious injury or harm to employees and non-employees.

The new guidelines for the courts came into force on 1st February 2016 and Todd Hallam, Chalcroft QEHS Director, member of the H&S Expert Group with the BFFF and the Operations and Safety Committee for the UKWA, looks at what this means for building or refurbishment projects and the companies commissioning them.

Provisional figures from the Health & Safety Executive (HSE) indicate that 142 people were fatally injured at work in 2014/15 – a slight rise on the previous year, and equivalent to 0.46 deaths per 100,000 workers. Almost a third of these deaths have been attributed to the construction industry alone<sup>1</sup>, making it the single largest contributor to workplace fatalities in the UK.

In a bid to not only reduce the number of fatalities but also foster a safer workplace and more engaged workforce, the Sentencing Council has reviewed the framework for applying penalties to ensure that fines applied are a true deterrent and emphasise the importance of protecting workers through creating a safe working environment. It may be the case that injuries or deaths occur due to a desire to cut costs – a reduced training budget, lack of senior management buy-in, lack of monitoring or control or an under-staffed health and safety team. A major effect of the new sentencing guidelines means that fines will be set at such a level as to have a major economic impact upon the culpable business. Fines are based on the annual turnover of a company, not profit. Companies with an annual turnover of £50m+ can face fines of up to £20m in addition to further sanctions in extreme circumstances

(for example where a company is found to be deliberately endangering employees or ignoring regulations) and even imprisonment for individuals found to be in breach of their personal duty to employees. For companies who significantly exceed £50m turnover, no maximum fines are listed and with as yet no precedent set. The financial implication of causing serious injury or death could be extreme.

Fatalities characterised as corporate manslaughter vary by industry sector, and may also include the death of a member of the public due to unsafe working practices.

Examples of corporate manslaughter and injury within the construction industry could and have included the following:

- A worker or pedestrian killed or injured by tools or materials falling from scaffolding as a result of poor training or insufficient safety measures
- A death or injury caused by faulty work equipment, including power tools or vehicles such as forklifts
- Insufficient training for working at height or in enclosed spaces which results in a fall or suffocation
- Under provision of personal protective equipment (PPE) causing an injury or fatality.

To achieve the consistency and impact desired, the new sentencing ranges take into account the severity of the offence and the level of responsibility. Another major consideration is the possibility that harm could also have come to others – if for example a worker suffers ►

## It's got our name on it

Chalcroft has begun construction of a new Wickes Home Improvement Centre in Norwich in a design and build project for the DIY retailer. The project, expected to take 20 weeks, covers a shell build of 2,349m<sup>2</sup> to serve the Norfolk city.



Wickes Home Improvement Centre in Huntingdon, built by Chalcroft

## Back to the floor

Demonstrating Chalcroft's expertise in refurbishment as well as new build developments, we have been appointed to an alteration and extension project for Crayford Investment Holdings Ltd in Kent. In order to prepare an existing warehouse for new tenants, scope includes the partial demolition of an existing warehouse to make way for a new extension, including internal subdivision into two units. The new building footprint will total 8,106m<sup>2</sup> when the project concludes after around 22 weeks of work.

## Volkswagen takes to the floor thanks to Chalcroft

A project recently completed by Chalcroft's Small Works division has seen the complete refurbishment and renovation of a flagship Volkswagen showroom and workshop in Norfolk. The 16 week project was completed in early 2016.

To bring the dealership in line with current Volkswagen specification, Chalcroft's brief included complete demolition within the existing offices and showroom, in order to facilitate full refurbishment. Scope of work also included a store room, canteen and welfare facilities. As part of the specification, Chalcroft designed, supplied and fitted a new architectural staircase and balustrade to replace the former spiral staircase, as well as undertaking the design and fit of a new efficient HVAC system.

Another important aspect was to remedy the floor – covering 400m<sup>2</sup>, the ground-floor finish was in need of replacement due to slight sinkage over a number of years. Chalcroft stripped out the old material, replacing it with a specialist screed to provide exceptional stability and support for the structure and vehicles above. The Small Works team finished the floor to the very high-specification stipulated by Volkswagen.

The final part of the project was to respray all existing external framing and doors and install new VW signage and totums.

**Rob Copeman**, Small Works Operations Manager, explained: "Short-duration refurbishment projects at commercial or industrial premises are exactly the kind of jobs in which we've developed expertise. Clearly a long-term closure of the dealership would have impacted on Volkswagen's business so a timely turnaround was essential, coupled with a suitable finish inkeeping with the setting buyers expect of a modern car showroom, and by working closely with the client we were able to complete the renovation to the satisfaction of the dealership's management team and their own customers."

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L - R: Austin Seales, Rob Copeman and Mark Mallet, Chalcroft Site Manager

**Austin Seales**, Brand Manager for King's Lynn Volkswagen added "We are delighted with the refurbishment of our site and it really has been quite a transformation. The exacting standards expected from Volkswagen with our new facilities required Chalcroft to work in close partnership with ourselves and our appointed architects. Whilst there were inevitable challenges along the way, I have no hesitation in commending the team from Chalcroft for the quality of workmanship and professionalism throughout the entire project. Working with a local contractor certainly proved to be the right decision for us and this relationship allowed the project to run as smoothly as we could ever have hoped".



As we approach spring it's easy to leave all memories of a cold winter behind, but extreme conditions are frequently faced by our Special Projects teams as they tackle telecommunications and security-critical works up and down the country.

The Black Hill transmitter, operated by Arqiva, sits on a remote hilltop in Lanarkshire, Scotland, and was the working home of our team for 12 chilly weeks. As part of the Critical National Infrastructure project linked to the digital switchover (DSO), our project included the construction of a new access road linking the DSO building with the main offices. With security a key consideration in such an isolated location, we also took responsibility

## In the bleak midwinter...

for installing security fencing to the stay blocks and mast compounds, including sliding access gates, as well as upgrading the CCTV system and providing a new card access and door control system.



▶ electrocution from a live cable which is found to have been exposed for some time, courts will also take into account how many people were present in the vicinity during the time period in question to determine how many others *could have* been injured or killed. Turnover is therefore only one of a variety of factors which will be taken into account, but provides a useful starting point in terms of an impactful punishment. Other factors will also be taken into account, including the financial situation of the business.

**In order to determine a fine, courts will now work through the following nine steps:**

- 1) Determine the offence category in terms of culpability and harm factors
- 2) Place the responsible organisation/employer within a suitable category range (looking at annual turnover) and determine a starting point for the fine
- 3) Check if the fine is proportional in terms of the financial situation of the organisation/employer
- 4) Take into account any other factors which may warrant adjustment to fines
- 5) Consider the case for reduction, such as assisting the prosecution
- 6) Make reductions for guilty pleas as necessary
- 7) Consider whether to make ancillary orders, such as remediation, forfeiture or compensation
- 8) Take into account other sentences/fines if more than one offence is under consideration
- 9) Give reasons for all aspects of the sentence and explain its effects.

**From the point of view of an organisation engaging a main contractor for a new build or refurbishment project, the responsibility lies with them as much as with the construction company,** and even more so now with the CDM 2015 Regulations and the duty on a client to appoint a Principal Designer. Fines will be imposed accordingly.

Organisations engaging the services of construction contractors should therefore look for robust health and safety policies and procedures in the form of an efficient QEHS department, training and monitoring programmes, robust risk assessment processes and evidence of qualifications or courses completed, and a track record of thoroughly investigating and rectifying issues. As health and safety legislation and standards are subject to fairly frequent change, construction companies should also strive to be at the forefront of developments as and when they happen, modifying policies accordingly and making recommendations to organisations on how projects may be affected by changes.

To find out more about Chalcroft's QEHS expertise and activities, please visit [www.chalcroft.co.uk/quality-environmental-health-and-safety](http://www.chalcroft.co.uk/quality-environmental-health-and-safety) or email [toddhallam@chalcroft.co.uk](mailto:toddhallam@chalcroft.co.uk)

'[www.hse.gov.uk/statistics/pdf/fatalinjuries.pdf](http://www.hse.gov.uk/statistics/pdf/fatalinjuries.pdf)

## Introducing our new structure

**Following a board-level restructure in January, which follows a period of substantial growth, we are delighted to welcome several new faces to our board, paving the way for future company development.**

Paul Morley, Operations Director and co-owner of the business since 2007, steps up to the role of Managing Director following more than 20 years with us. His previous role will be filled jointly by **Rob Bull** and **Andrew Hardy**, who progress from operations manager roles in the Industrial & Logistics and Food, Beverage and Pharmaceutical sectors respectively to join the board. The Special Projects division, which works within security critical sectors including energy and telecoms, and Small Works will remain under the leadership of Steve England.

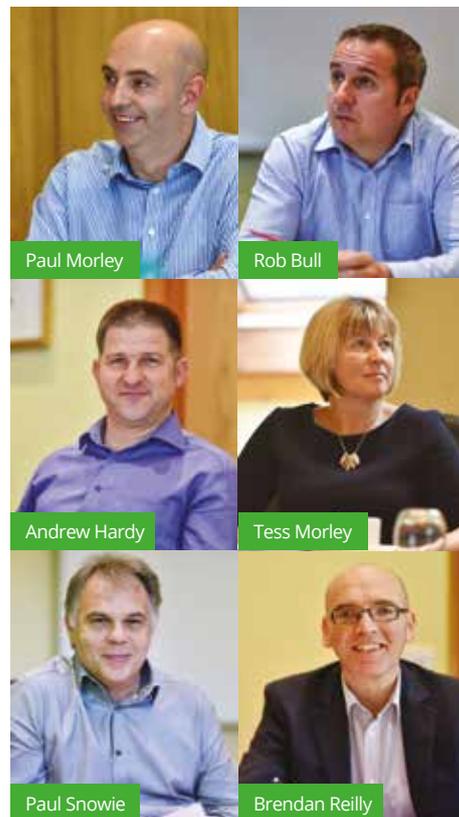
**Paul Morley** commented: "Since joining Chalcroft in 1992, I have always been focused on contributing to its growth through building long-term client relationships and supporting our team to provide the highest quality of work. The new board structure will give us the opportunity to strengthen our position as the construction partner of choice in our two key sectors - Industrial & Logistics and Food, Beverage & Pharmaceutical - and I am delighted to have the opportunity to lead the team through this exciting period in the company's future."

Also joining the board is **Tess Morley**, who takes up the newly created post of Business Development Director following more than 13 years with Chalcroft. Tess will continue to lead the marketing and business development teams, with a focus on travelling nationwide to meet with new prospects.

**Brendan Reilly** and **Paul Snowie** join the board as Commercial Director and Pre-Construction Director respectively.

Former Managing Director, **Mark Reeve**, has moved aside from the board of management

to concentrate on his role at Chalcroft Holdings, becoming Chairman. **David Reeve** will continue in his role as Finance Director with Chalcroft Ltd whilst taking up the role of Chief Financial Officer for Chalcroft Holdings. Mark and David, who together led a management buyout in 2007, will continue to support Chalcroft Ltd in an ambassadorial and customer relationship capacity.



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