

ISSUE TWO - SPRING 2013

# *outperformance*

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## **VGC FLYING HIGH AFTER HEATHROW DEAL**

**Brilliant innovation helps VGC  
secure installation contract**





# VGC Flying High After Heathrow Deal

**VGC Construction has secured a valuable contract to install key drainage and maintenance systems at the world's busiest international airport with the help of a brilliant innovation.**

The company has signed a £1.6m contract with main contractor Ferrovial Agroman to install an extensive storm water drainage system in the new Terminal 2 development.

Heathrow Airport Limited plans to roll out the first phase of the new state-of-the-art facility in 2014 and the new terminal is expected to have the capacity to handle a massive 30 million passengers when it's completed in 2019.

The original Terminal 2 building was opened in 1955 and the new facility is being built on the site of the now demolished original terminal and Queen's Building. The work is being undertaken to meet the added pressures of increased passenger demand and to bolster airport efficiency in a competitive European environment.

A key part of the development is the modification of the existing aircraft stands and construction of a further ten slots for aircraft. VGC has been engaged to install a new drainage system to combat the adverse British climate and ensure that the large quantities of rainwater which collect on the taxiways and aprons are efficiently and reliably removed.



*“This is an excellent example of how VGC works in partnership to reduce cost and improve quality and safety through innovation.”*

The project entails the installation of approximately 1,700 metres of large diameter concrete pipes and 16 new reinforced concrete chambers to provide access to the drainage system. Instead of accessing the excavations via scaffolding and ladders, VGC is using purpose built steel stairways.

The benefits of this clever innovation, the result of collaboration between Heathrow Airport Limited, Ferrovial Agroman and VGC, are twofold. Firstly, and in keeping with the Group’s proven excellent track record in the area of worker safety, the stairways are a simpler and safer means of access and egress to the works.

Secondly, the staircase can be erected in a fraction of the time necessary for a scaffolding structure, and it removes the requirement for time-consuming and costly periodic inspections and tagging that would be needed if scaffolding was used.

Heathrow handles more international passengers than any other airport each year. VGC Construction Director, Andres Giannetti says he is confident the company will meet the challenge of working in such a busy environment head



Andres Giannetti, VGC Construction Director.

on. He said, “Construction at Heathrow is incredibly demanding in terms of planning and logistics. By working collaboratively with Heathrow Airport Limited and Ferrovial Agroman we came up with a simple innovation to improve access to the excavation. This is an excellent example of how VGC works in partnership to reduce cost and improve quality and safety through innovation.”

The superior working practices adopted by VGC at Heathrow has resulted in it topping Ferrovial Agroman’s contractors’ league table for two consecutive months; a recognition of VGC’s commitment to deliver excellence in project management.

#### VGC INNOVATIONS AT HEATHROW

- > New 3D cameras on machines with all-round 360 degree vision
- > Enhanced Personal Protective Equipment to improve winter working productivity
- > Improved access to excavations
- > Management of plant exclusion zones

# Rail Industry Recognition for VGC Training

## Ranked Seventh in Country

VGC Training has been ranked seventh in the country in an independent survey of 88 rail industry training providers undertaken on behalf of National Skills Academy for Rail Engineering (NSARE).



The survey and related inspections which were undertaken by Tribal, a specialist educational assessment practice, concentrated on the way training was delivered and on the competence and leadership skills of the trainers.

The award is commercially significant because from this year Network Rail will not take external training provision from any company rated less than ‘good’ in the survey.



# VGC Sets Gold Safety Standard

The VGC Group is setting standards for safety in the workplace across the construction and rail industry.



The Royal Society for the Prevention of Accidents (ROSPA) awarded VGC its most prestigious accolade, the Gold Achievement Award, in recognition of the Group's high levels of performance in keeping the workplace environment safe for its staff and contractors.

The Group delivered strong results and demonstrated superb commitment in ten key areas of health and safety, including worker competence, leadership, risk assessment, and effective communication. Judges also commended VGC on the continuous improvement and modification shown.



Sean Fitzpatrick, VGC Group Chairman

VGC Group Chairman, Sean Fitzpatrick was delighted with the award, and commented, "This award is a positive recognition of health and safety being an underlying culture of our business. This has been achieved through the commitment of staff to continuous improvement and demonstrates our ability to innovate and exceed expectations."

# "Be Safe by Choice" has Positive Impact

In 2012 VGC launched its own Behavioural Based Safety (BBS) programme called "Be Safe by Choice".



WS Atkins Training were engaged by VGC to assist in the development and delivery of

the programme which raises awareness of how behaviour and attitudes can play an important part in reducing accidents and incidents in the work place. The first step of the programme was for all directors and senior staff to attend "Be Safe by Choice" leadership training to appreciate and develop the skills required in recognising different types of behaviour.

The second step focused on training key influencers within the operating businesses. The people concerned attended a three day training course designed to equip them with the skill-set required to observe, engage and coach people, even in the most challenging circumstances, on site and in the office.

Awareness is promoted and maintained by a regular and targeted programme of briefings to all staff and personnel. As a result of the initiative the Group has already experienced a positive impact on safety. For example, since the introduction of the programme there has been a fourfold increase in the number of near miss reports received. This has resulted in the Group making improvements to site lighting, site housekeeping and PPE, plus additional control measures to prevent potential accidents and incidents occurring.



Terry Dutton Wells, VGC HSQE Director

A good example of the latter was the setting up of a "Working with Plant" review team which produced an improved process for the separation of people and plant that has now been mandated on all VGC sites.

"Be Safe By Choice" also encourages meaningful engagement with personnel by directors, managers and supervisors during their site safety tours and inspections. Where good attitudes, behaviour and practice are observed, they are rewarded. Conversely, where poor attitudes, behaviour or practice is observed, the relevant people are coached accordingly.

Commenting on the progress to date, Terry Dutton Wells, VGC's HSQE Director said, "This programme is about improved engagement with our people, working to understand why risks are taken and ensuring we have a team that wants to operate safely."

If you would like to know more about "Be Safe by Choice" or would like to become involved in the programme then please contact the HSQE Team on: 01895 671 890.

## SAFETY REPORT

Hours worked over last 12 months	1,376,381
Days since last RIDDOR reportable accident	239
Hours worked since last reportable accident	900,000
12 month RIDDOR AFR*	0.15

\*Accidents per 100,000 hour worked

# Supporting Morgan Sindall's Work on the National Grid

**Morgan Sindall first engaged VGC Labour Solutions in 2007 to provide a skilled workforce to support its civil engineering works for the company's Electricity Alliance contract throughout England and Wales.**

Projects have since been undertaken from Kent in the South and Denbighshire in Wales to Northumberland in North West England. Work undertaken includes both the upgrade of existing installations and new facilities on green field sites. Projects include new substations, the upgrade of existing supply networks and flood defence works.

The scope of work in which VGC is involved includes excavation and reinforced concrete foundation construction, deep drainage including the installation of dump tanks and interceptors, and road construction.

Labour supplied is all CSCS accredited and where necessary operatives are trained to satisfy both Person and BESC requirements as well as those for Competent Person and Authorised Person.



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Commenting on the relationship, Graham Piggott, director of the northern division of VGC Labour Solutions, said "We are very pleased to have developed such a good working relationship with Morgan Sindall and look forward to continuing to support the company's work in upgrading the electricity network in England and Wales."

Morgan Sindall is a United Kingdom based construction, infrastructure and design business. The company works for private and public sector clients on projects ranging in value from £50,000 to £500 million.

## The National Grid and the Electricity Alliance – Background

**In order to cope with increasing demand and maintain the quality and security of existing supplies, National Grid is investing billions of pounds in upgrading and developing the electricity transmission network across England and Wales. Since 2007 this upgrade has been delivered through partnerships with National Grid's suppliers in the Electricity Alliance.**

**The Electricity Alliance undertakes construction projects that connect new power generation capability such as wind farms and power stations to the National Grid. It also carries out enhancement and replacement of existing assets, including substations, overhead lines and underground cables, to ensure the continued safe and reliable operation of the high-voltage electricity network.**

## Customer Commendations Outperformance Evidence



Michael Iwowo was commended by Balfour Beatty for the increase in near miss reporting from his team following his attendance on the "Be Safe By Choice" key influencer training.



VGC Construction came first in the Ferrovial Agroman contractor league table for two consecutive months. VGC was commended for their various innovations including management of plant exclusion zones, improved site access and 3D cameras on plant.



COSS Steve Foster was commended by Network Rail for his comprehensive site safety brief on the Rail Delivery Fleet contract.



VGC Labour Solutions were commended by Balfour Beatty for the supply of safety critical personnel on the Hainault blockade. Changes had to be made due to adverse weather conditions and VGC were able to support the necessary changes to the works so that this could be carried out safely.



VGC Construction received acknowledgement by Ferrovial Agroman for the high quality of finishing work inside the access chambers at Terminal 2B.



Brendan Murphy of VGC Labour Solutions was commended by Balfour Beatty Rail Projects for "consistently excellent COSS briefings."



Andy Lowne was commended by Balfour Beatty Civil Engineering at its Blackfriars project for "exemplary awareness and coordination in the management of manpower, transport and plant in completing a very difficult task successfully and sending everyone home safely on completion."



BAM Nuttall commended Stuart Bell, Keith Miah, Kirk Smith and Tom Potter on the removal of the F08 bridge structure at Stratford. As a result they have been made Safety Champions for their safe and diligent approach to this operation.

# profile



## Graham Piggott

Director of Northern Division of VGC Labour Solutions

If you were asked to find a man who best represented the core values and commitment to the cause which make VGC the industry leader it is today, then look no further than Graham Piggott.

Graham has been director of VGC Labour Solutions since 2006, but will actually celebrate his twentieth anniversary with the Group in June this year. Greenock born Graham grew up in Lancashire, hence his passionate allegiance to Blackburn Rovers FC.

Graham literally went from the ground up in the construction industry. He started as a ground worker for VGC on the M6 and swiftly showed initiative and organisational skills; traits which remain key features of his skill-set to this day.

Rising through the ranks within VGC and impressing as he went, Graham established his reputation whilst working on contracts for Amec, Laing Metrolink and various major contractors on the West Coast Main Line upgrade.

In 2002 Graham took the plunge into management for the first time and, despite some good-natured ribbing from his old mates in the trenches, thrived

on the natural progression and added responsibility of developing the labour supply business for VGC. Throughout the transition Graham has maintained his excellent understanding of the production and on-site issues from his hands on experience, which makes him very popular with VGC clients.

Graham is a trustworthy and well-respected professional, and sets himself very high standards asking no more of his colleagues than he is prepared to deliver himself. His honest and straightforward approach is refreshing. He invests in people and is happy to offer people the chance to train, develop and progress in their careers; a chance he never forgets he was given himself earlier in his career.

Family man Graham is a passionate music fan - and loves life at VGC because he is never dancing to the same tune for two days in a row! He likens his daily challenge to a Rubik's Cube - but there is no better man to find the solution and make all the pieces align. He's looking forward to meeting the challenges the future holds with VGC.

# Business is Buoyant

In 2012 the VGC Group increased its turnover by over 10 per cent compared with 2011, a significant achievement in the current economic climate. VGC continues to secure new business and is optimistic about its growth prospects through the current year and beyond. The following is a summary of contract successes by business division since the last edition of outperformance.



## VGC Labour Solutions

- Appointed by the Balfour Beatty Morgan Vinci joint venture to supply all categories of labour on their Whitechapel Crossrail contract.
- Appointed by Skanska to supply labour on its M25 managed motorways contract.
- Supply of electricians to Siemens at Heathrow Terminal 2'A'.
- Extension of existing Balfour Beatty framework to undertake upgrade work throughout London Underground as part of its Track Partnership contract.
- Selected by BAM Nuttall to carry out legacy work in preparation for the redevelopment of the Olympic Park.
- Appointed by Balfour Beatty to supply labour for railway construction work for the new Thames Gateway container terminal.
- Continuation of civil engineering works for Morgan Sindall on its Electricity Alliance contract. New sites include Bustleholm, Ratcliffe, Willington and Pentir.
- Appointed by BAM Nuttall to undertake maintenance and upgrade work on Nexus (Newcastle Metro).

## VGC Rail Projects

- Work continues on the £4.5million Slough Crossrail West Outer Civil Engineering works for Osborne Civil Engineering.

- Appointed by Atkins to deliver the civil engineering component of its Farnham re-signalling contract.

## VGC Construction

- Secured paving and upgrade works on Maidenhead High Street for Amey.
- Awarded contract to refurbish and improve Home Office car park in Croydon for Amey.
- Work with Transerv through Balfour Beatty Workplace is continuing with two more schemes awarded in central London.
- Work is progressing well on the contract with Ferrovial Agroman to install large diameter storm drainage for the new aircraft stands at Heathrow Terminal 2.

## VGC Personnel

- Awarded approved supplier status for Biffa Waste for the recruitment of its head office and technical staff on both contract and permanent employment basis.
- Awarded approved supplier status for the recruitment of contract and permanent staff for Starbucks.
- Placement of senior compliance consultants for Santia in Dubai.
- Awarded approved supplier status with RTI Advanced Forming, an international manufacturer to the aerospace industry.

# Appointments

## VGC Board

Two directors have been appointed to the VGC Group Board.

Cliff Barrowman has been promoted to the position of Commercial Director.

Andres Giannetti has joined as director of VGC Construction. He is a qualified civil engineer and previously worked for Skanska as a Project Director on the M25 upgrade.

## Business Groups

### VGC Construction

Jordan Broughton, who has joined us from Skanska, is an experienced site engineer having worked on high profile projects such as Anglian Water's Sewage Treatment Works and the M25 widening.

David Williams has joined as general foreman at Heathrow Airport. David is an accomplished member of the team with over 25 years' experience in heavy civil engineering projects.

### VGC Personnel

Heena Chatrath has joined as a recruitment consultant specialising in the engineering, technical and commercial sectors.

Matthew O'Mahoney has joined as a recruitment consultant specialising in manufacturing and engineering.

### VGC Labour Solutions

James Burke has joined as a contract supervisor with responsibility for airport projects.

James Callaghan has joined as a labour supply co-ordinator.

### VGC Group

Wayne Pleasant has joined as procurement manager bringing over a decade of procurement expertise to the role.

# “C2E - Committed to Equality” Accreditation Achieved

**VGC Labour Solutions has been awarded yet another national standard of accreditation – ‘C2E – Committed to Equality’.**



‘C2E’ is a national standard that encourages businesses and organisations to embrace equality practices in all that they do resulting in competitive advantage and benefits to employees and the wider community. VGC was awarded the accreditation following an extensive audit of the company’s processes and interviews with staff at head office and on site. Commenting on the latest



accreditation, Group Services Director Ciara Pryce said, “VGC has always been committed to equal opportunities in every aspect of

our activities from recruitment through to our service provision. In recent years we have further developed this into an Equality, Diversity and Inclusion (EDI) Strategy. This aims to remove barriers in relation to accessing employment and development activities, to support people from under-represented groups to access opportunities and to promote equality of opportunity to all who work with and for VGC.”

Ciara continued, “EDI is an area that is embedded in the way that VGC delivers its services. We are continuously looking at ways to improve the way we do things and ‘outperform’ to exceed expectations.”

Every employee can add value by getting involved. To find out how please contact the Human Resources department on 01895 671780.

# VGC Charity Support



## Mesothelioma UK benefits from VGC staff’s support

Last year VGC Group selected Mesothelioma UK as its official charity. The organisation supports sufferers of a deadly cancer caused by exposure to asbestos as well as raising money for essential research and improving awareness of the disease.

Over recent months VGC staff have been raising funds through a combination of events that have involved fun and feats of athletic prowess!

There was a successful Cake Day at head office that featured the culinary expertise of our staff, dress down days and there was even a guest appearance by two dubious looking “Smurfs”!



Then there was a very successful Charity Football Match and Race Night that raised a total of £1,160.

At the time of writing, news is expected from what promises to be an entertaining Quiz Night at the LNER Football Club on Thursday 28th March 2013. If you would like to enter a team please contact Alice Dupree on 01895 671780.

Readers are encouraged to look out for and encourage colleague Alex Dalton who will be running the London Marathon – all 26.2 miles – in aid of the charity on April 21st. If you would like to contribute to Alex’s fundraising effort you can do so by contacting Alex on 01895 671910.

VGC is very grateful to its staff for the enthusiasm and support they have shown in supporting this special charity.

### The VGC Group:

VGC Labour Solutions:  
Trades and Labour  
recruitment

VGC Personnel:  
Professional, technical and  
managerial recruitment

VGC Rail Projects:  
Mainline Rail and London  
Underground contractor

VGC Construction:  
Building and Civil Engineering  
contractor

VGC Training:  
Training and competence  
management services

Cole Hire:  
Vehicle rental

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