

ISSUE ONE 2012

# *outperformance*

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## BLACKFRIARS BRIDGE

VGC's 3 years of work comes towards  
a successful end

## VGC GROUP WINS ZERO HARM AWARD

VGC's collective efforts to improve safety have  
been both recognised and rewarded



# VGC receive Balfour Beatty Zero Harm Safety Award

**The VGC Group are delighted to have been awarded the Balfour Beatty Zero Harm Safety Award for 2012. Our Chairman Sean Fitzpatrick accepted the prestigious Award from Steve Tarr, Managing Director of Balfour Beatty Civil Engineering at the recent Balfour Beatty Zero Harm Conference.**

This award was given in recognition of VGC's approach to implementing a Behavioural Based Safety Programme, resulting in an improved safety culture amongst our workforce, our support for the Zero Harm Programme run by Balfour Beatty and for our high standards of delivery on Balfour Beatty projects.

Sean Fitzpatrick said "on behalf of all our staff, we are justifiably proud that our collective efforts to improve safety have been both recognised and rewarded and we intend to continue to outperform in this crucial area of our work practices".

VGC are actively rolling out a Behavioural Based Safety Training Programme - "Be Safe by Choice"- which will bring about further improvements in our safety performance, support our clients' safety cultures and improve delivery on all projects. The programme is totally inclusive from Directors through to front line staff and promotes the benefits of strong leadership, coaching and personal responsibility in relation to safety.



*“We are justifiably proud that our collective efforts to improve safety have been both recognised and rewarded and we intend to continue to outperform in this crucial area of our work practices”*

VGC's Behavioural Based Safety Programme is supported by our accredited safety management system audited to OHSAS 18001:2007. This includes processes for the following:

- Site inspections and safety tours are carried out by all levels of management from Directors to site supervisory staff
- Near Miss/Close Call reporting and analysis
- Monthly Trend Analysis from site inspections and Near Miss / Close Call Reporting Data to highlight potential issues arising and topics for future tool box talks
- A monthly HSQE meeting which provides a forum for feedback from all client safety meetings in a period which has demonstrable follow up actions
- Monthly “BE SAFE with VGC” briefing for all workers pulling together HSQE information from the whole of the industry and VGC Group into one succinct document. VGC believes that an informed worker is a safer worker

VGC clients can be assured that, when they require staff engagement or project management support, VGC will supply them with a competent service which is delivered professionally and with a positive safety culture.

# BE SAFE WITH **vgc**

## SAFETY REPORT

Hours worked over the last 12 months	1,512,997
Hours worked in month	104,727
Days since last RIDDOR reportable accident	296
Hours worked since last reportable accident	1,210,349
12 month RIDDOR AFR*	0.07

\* Accidents per 100,000 hour worked

## Customer Commendations / Outperformance evidence



Network Rail commended Joe Murphy, Mihai Gligor, Stuart Bell, Ian Jenkins and Emilian Uricaru at Alexandra Palace, for “their high quality work and highest standard of installation”.



Network Rail's National Delivery Service commended VGC on its systems to measure and maintain staff competence.



Balfour Beatty named Michael O'Rawe in their New Year Honours List for his contribution towards safety on the M25 Widening project and commended a team of 33 workers on the Ruislip Depot project for “the quality and safety of their work in adverse weather conditions”.



Atkins commended Joe Atherton and Jason Duncan for their “professionalism, quality of work and high standard of COSS briefings” on the Stourbridge contract.



London Underground commended Jim Thatcher for “the highest quality of his Site Specific Instructions” and Alan Bezuidenhout for his “outstanding professional approach to safety issues at Blackfriars”.



Westminster Transerv commended Mihai Prejma and the team for the quality of their work and site management at St. Christopher's Place project.



Mace Group commended Pavol Kadlicek for the quality of site management and commitment shown on the Heathrow T5 CSA project.



Invensys Rail commended Hanco Van den Berg for his commitment to the timely completion of the Victoria Line Upgrade project.



*VGC's 3 years of work on Blackfriars Bridge Redevelopment comes towards a successful end*

## Blackfriars Bridge

**Blackfriars Bridge Redevelopment Project is a vital part of Network Rail's extensive Thameslink programme, which needed to be operational in time for the London Olympics. VGC are proud to have played a major role in its successful delivery.**

VGC were engaged by Balfour Beatty as a key labour supplier in the delivery of this challenging contract. VGC were able to supply a wide range of personnel to support the project including engineers, commercial and administrative staff and skilled personnel such as specialist crane support operatives, section foremen, steel supervisors, carpenters, steel fixers, concrete operatives, M&E and logistics support staff, the majority of which was provided from within the London area.

VGC were responsible for up to 200 project staff at any one time and supported the peaks and troughs of the project's 24/7 manpower demands, whilst ensuring that staff rostering complied with both operational requirements and Network Rail's fatigue management rules.

The project also gave VGC the opportunity to support the Balfour Beatty Behavioural Based Safety Programme, appointing their own Zero Harm champions who undertook safety tours and acted as liaison between Balfour Beatty Management and VGC. VGC were also the only company to deliver pre-employment Drugs and Alcohol screening for all staff, providing an even greater level of assurance to Balfour Beatty.

VGC's senior level commitment to safety was demonstrated by the VGC Managing Director, Laurence McKidd, who undertook monthly safety tours to increase the focus on workforce engagement as well as attending the monthly safety forum. VGC's Regional Manager and on-site Labour Manager also attended the mid level management forum and VGC's Zero Harm champions participated in safety circles.







## Background to Blackfriars Project

In order to relieve increasing passenger congestion on the Thameslink line, in 2008, Network Rail took the decision to spend £6 billion on major improvements, including the introduction of longer trains and significant enhancements to the infrastructure. One of the major investments has been at Blackfriars Bridge where the Thameslink service crosses the Thames. Built in 1888 to cater for a very different travelling public and with space for only one double track railway line across the bridge, this has been one of Thameslink's worst bottlenecks.

The £500 million contract involved the widening and strengthening of the bridge to accommodate an additional double track railway line. The widened bridge utilised some of the piers of the dismantled 1864 bridge just upstream of the current bridge. The new wider structure also incorporates the first railway station to span the Thames with new ticket halls on both sides of the river. A new London Underground station has also been built at Blackfriars itself on the Circle and District Lines and, as if the project wasn't already challenging enough, all of these elements had to be carried out without major disruption to passengers.



Chris Ryan, Regional Manager for VGC Labour Solutions, commented:

*"This was a complex project with interfaces between Network Rail and London Underground as well as the general public, so VGC's proven expertise in the planning and management of the logistics was a major key to its success. VGC's decision to appoint a full-time Labour Manager to the contract ensured that we surpassed Balfour Beatty's requirements. VGC also distinguished itself in its top-down approach to the Balfour Beatty Behavioural Based Safety Programme. Our delivery with these key differences is an excellent example of VGC's reputation to outperform against customer expectations."*

# profile



## Laurence McKidd

VGC Group Managing Director

Laurence McKidd has been the VGC Group Managing Director since January 2010, having joined VGC in 1998 as Operations Director and bringing with him a wealth of industry and people-management experience. As a qualified engineer, Laurence began his career in the 1970's with M J Gleeson, where he first worked on road construction in the Kielder Forest in Newcastle where a dam was flooding the valley. In 1984 Laurence made the big move south to join Balfour Beatty, achieving five promotions from Section Engineer to Project Director by 1998.

At that point, Laurence felt that the writing was on the wall for government funded road building and chose to take on the very different challenge of developing VGC's rail business.

Laurence's roots are grounded in the north-east and remain very strong with him today, having provided him with a life-long passion for golf, Newcastle United FC as well as the typical Geordie way of easy interaction with

other people.

Considering himself to be fortunate to have had such a good start in life, Laurence believes that the lessons he has learned along the way have greatly influenced the direction he has taken, as much as the way he works with people. His evident work passions are many and broad in scope: safety and compliance, innovation, contractual issues, calculation and fine detail, gathering the right team around him and developing that team. Laurence works closely with the Board of Directors to ensure that the values of the business are always maintained or exceeded, so that the VGC Group can build on its outperformance.

And despite the challenge of steering the VGC Group and the constant presence of the mobile phone, Laurence manages to demonstrate that it is possible to achieve that vital "work/life" balance....at least some of the time!



# New Business Wins

VGC Group is winning a number of key projects and new clients:



- Appointed as a key national supplier for the provision of trades and labour to Skanska following the signing of a two year framework agreement
- Awarded a labour only contract for the supply of staff at Alexandra Palace with Balfour Beatty
- Received approval from British Airports Authority (BAA) to process air-side passes for Heathrow Airport following a detailed approval process
- Supplying logistics and trades staff into Mace for the construction of the new Heathrow Olympic Terminal
- Awarded a contract to work airside with Ferrovial to deliver the T2B Apron works at Heathrow Airport
- Continues to work on a national basis with Morgan Sindall on the electrical and water contracts following the renewal of our framework agreement
- Supplying safety critical rail personnel on the North West Rail Electrification between Manchester and Liverpool for Balfour Beatty and on the Newcastle Metro



- Have signed a framework agreement with Invensys Rail for the supply of Professional, Technical and Managerial staff throughout the UK
- Have won new recruitment opportunities with Case New Holland, part of the Fiat Industrial Group, with supply of all their HSQE staff across the country
- Have won new recruitment opportunities with Santia, a specialist HSQE consultancy, supplying their finance director and marketing director, in addition to consultants



- London Underground / Invensys Whitechapel to Barking signalling modification (OS10) project, to enable the replacement of rolling stock
- Clipstone, Denby and Calverton redundant rail track recovery project for Network Rail
- Cross Track cabling on Metropolitan Line, modifying cabling to existing signalling equipment
- Working with Atkins on the Stourbridge resignalling project
- Working with Thales on the London Underground Neasden Depot signalling project
- Newly appointed by Osborne for the Slough Crossrail West Outer Civils Works



- Maidenhead Town Centre Enhancement project for Balfour Beatty
- Working on the Barratt Square/ St James Street refurbishment for Transerv
- Working on the Epsom Station refurbishment for Kier
- Working on the Heathrow T2B drainage project for Ferrovial



- Supplying chiller vans to NBC Universal for the delivery of fresh food for Olympic venues
- Provision of refrigerated box vans to Hat Trick Catering for various film projects operating out of Shepperton Studios

# New Appointments

**VGC Group are pleased to announce the following new appointments. These professionals bring with them a wealth of experience from across the industry.**

**Bob Webb** joins VGC Group as Rail & Construction Development Manager from Balfour Beatty.

**John Hannan** joins VGC Group from Invensys to take up new role of Group HSQE Manager.

**James Soole** joins VGC Rail Projects as a Project Manager from Network Rail.

**Rob Millard** joins VGC Rail Projects as a Project Manager from BAM Nuttall.

## VGC Group first to introduce pre-employment drugs & alcohol screening

VGC Labour Solutions has introduced pre-employment Drugs & Alcohol Screening for trades and labour staff supplied to civil engineering sites across the UK. This is in addition to the Drugs & Alcohol programme which is already in place for staff supplied to Network Rail and London Underground contracts.

All VGC Contract Supervisors and the HSQE Team are accredited in "Chain of Custody" training so they can competently undertake the necessary pre-employment and random screenings using Home Office approved breathalysers and drugs screening kits.

Ciara Pryce, Group Services Director, said "VGC's implementation of drugs and alcohol screening at the recruitment stage is an innovative approach to risk mitigation for our clients. By reducing risk for our clients on their projects, we are demonstrating how VGC is outperforming against industry expectations in the demanding area of construction labour supply."

# VGC Group sets itself a new challenge

**“Changing or updating a company’s brand identity is a major project and one which must be based on evidence and reality.”**

VGC Group recognised that a step change was overdue and took the decision to establish how it was seen by its customers, prospective customers and staff before it could make any decision on brand or identity change.

A structured research programme reinforced the positive attributes of the VGC Group. It also underlined the strong perception of VGC Labour Solutions as the group’s leading activity. However, it became clear that a greater emphasis needed to be placed on the activities and specialisms of the VGC Group’s other divisional companies.

A management workshop explored these research findings, took staff views into account and set in place a new vision for the VGC brand. It reviewed its performance aspirations and looked to “raise the bar” by adopting a new brand objective of “Outperform”, along

with a new look for both the VGC Group and the divisional companies. Through these actions, it will be possible to raise the profile of the individual divisional companies under the umbrella of the VGC Group.

Ciara Pryce, Group Services Director, explained that “by driving ourselves to outperform against the rest of our industry, we can justifiably communicate our abilities and successes to the widest audience.”

The new brand has been well received, both internally and externally, and can be seen across a growing range of publicity material. The new VGC brand manual brings the new corporate identity to life and is essential reading for all who work with VGC. In the words of the VGC Group Chairman, Sean Fitzpatrick, “we have now made the desired step change in both our appearance and our attitude and we look forward to delivering more inspiring solutions that consistently outperform”.

## VGC Charity Support



**MESOTHELIOMA UK**

**VGC Group have announced their intention to support Mesothelioma UK as their charity of choice for 2012.**

Mesothelioma is a cancer of the lining of the lung or abdomen caused by exposure to asbestos and the inhalation of asbestos fibres, affecting over 2000 people a year. The cancer can take up to 30 years to manifest itself after exposure and is very aggressive and difficult to treat. There is currently no known cure. You can find out more at [www.mesothelioma.uk.com](http://www.mesothelioma.uk.com).

Mesothelioma UK was established in 2004 to provide specialist support, information and education. In 2009 the Mesothelioma UK Charitable Trust was established to raise funds to help achieve these aims.

It takes £220,000 a year to run this charity and it is entirely dependent on sponsorship and donations. The VGC Group intends to support this worthy cause through a variety of fund raising activities, including an activity based charity week in September 2012. If you would like to get more involved in supporting this worthwhile charity, please contact Laura Edwards on 01895 671 783.

### *did you know?*

8

= trees saved over the last 6 months through paper usage efficiencies

52

= number of years VGC has been in business

1,210,349

= hours worked since last reportable accident

100

= number of VGC company vehicles on the road

### 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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**[www.vgcgroup.co.uk](http://www.vgcgroup.co.uk)**