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# Construct



## FOREWORD FROM MICHAEL CONWAY



**A SUSTAINABLE FUTURE FOR OUR HIGHWAYS WILL RELY ON NEW IDEAS, WAYS OF WORKING AND MATERIALS – BUT ALSO GREAT PEOPLE TO DELIVER GREAT WORK.**

In May we've celebrated a major milestone for our business in securing two lots on Highways England's Category Management Pavement Framework. Working together with other contractors to the framework, we will have the opportunity to deliver essential pavement maintenance schemes across the south east and south west of England.

The framework will create a more resilient, sustainable network that meets the needs of the travelling public – ensuring that works are efficient, safe and focused on achieving comfortable, reliable journeys. At the same time, it's critical that we leave a positive legacy for our industry – working collaboratively to invest in the skills, materials and new ways of working that we need to build a forward-looking, capable construction sector.

Overall, delivering better infrastructure means we must be smarter, leaner and more efficient in the way that we deliver our work, and the way that we run our business.

In this issue of Construct, we look at the new materials we need to repair the network (page 10). At the same time, we investigate the technology and data-led approach that will underpin longevity of our highways infrastructure – whether it is through effective surveying of our gully network (page 12) or telematics to track asphalt performance in East Sussex (page 4).

Better design, too, will play an important role as we adapt our networks to suit the needs of modern road users. Our work at Crystal Palace to build a cycle-segregated roundabout is a case in point (page 6) and will ensure a safer, more comfortable journey for both cyclists and motorists in this busy cycle hot spot.

Most of all, however, the success of our work and our industry relies on great people. In our 'five minutes with' feature this quarter, Joanne Garwood looks at the importance of bringing more women into construction as part of our efforts to ensure our sector is open to all, and that we attract the best talent from all backgrounds (page 16).

Collaboration is essential to tackling all these challenges. Together with our partners on the Highways England framework, we'll be working hard to share our expertise and the lessons that we've learned on our journey of innovation and growth over the last 50 years – bringing them to bear to play our part in building networks and an industry that is ready for the future.

**MICHAEL CONWAY MBE**  
CEO FM CONWAY

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Julian Wynn



Rhiannon Morgan

## BOOST TO CORE SERVICES WITH SENIOR PROMOTIONS

**FM Conway has bolstered its core highways services for clients with senior promotions in its aggregates and asphalt, and drainage, cleansing and traffic management divisions.**

Julian Wynn has been appointed divisional director for drainage, cleansing and traffic management. He will be responsible for leading the commercial direction of both divisions, which provide services for local authorities, network operators and commercial organisations as part of FM Conway's highways self-delivery model.

Julian commented: "Traffic management, drainage and cleansing are highly specialised services that form a key part of FM Conway's self-delivery promise for clients. My focus will be on ongoing investment in our own capabilities, fleet and cutting-edge equipment to deliver a first-class service for customers."

Rhiannon Morgan has been promoted to commercial director within the aggregates and asphalt division. Since joining the company in 2016, Rhiannon has helped to establish FM Conway as a leading supplier of high-quality materials for the strategic and local road networks, developing products both for its own projects and for commercial sale.

Rhiannon said: "It's an exciting time to be working in FM Conway's materials business, buoyed by the additional capacity provided by the acquisitions of United Asphalt and Berkshire Macadams and the new partnership with Toppesfield. I look forward to continuing to drive forward this momentum."

## DRAINAGE AND CLEANSING DIVISION SECURES LEICESTER CONTRACT



**FM Conway's drainage and cleansing division has expanded its geographical reach after being awarded a gully emptying contract with Leicestershire County Council. The partnership will see FM Conway support the council's in-house teams to manage its drainage network.**

Julian Wynn, divisional director for drainage, cleansing and traffic management, said: "The expansion of our operations into the midlands is testament to the ongoing success of FM Conway's drainage and cleansing team within our core highways business. Gully cleansing is a vital part of our end-to-end offer for clients as we help them to adopt an intelligent approach to designing, building and maintaining their highway assets.

"We continue to invest in our fleet and the skills of our people as part of our self-delivery model and commitment to driving innovation. This approach stands us in good stead to deliver an efficient and high-quality service for Leicestershire County Council."

## WHAT'S YOUR BIG IDEA?

**FM CONWAY'S BIG IDEA SCHEME IS IN FULL SWING. LAUNCHED THIS YEAR, THE SCHEME ENCOURAGES FM CONWAY'S EMPLOYEES, CUSTOMERS, PARTNERS AND MEMBERS OF THE PUBLIC TO PUT FORWARD INNOVATIVE IDEAS TO IMPROVE THE WAY THE BUSINESS WORKS.**

*Wendy Bates, business services director at FM Conway, commented: "FM Conway prides itself in delivering excellence, it invests significant amounts in research and innovation but sometimes the best ideas come from a simple spark of creativity rather than the lab. It's the skill and expertise of our people that sets our business apart, so we want to hear from our teams and partners to make sure we're adopting the best, most efficient ways of working. It's about embedding innovation at all levels of our business to deliver benefits for staff, customers and ultimately the travelling public."*

*Submissions are reviewed on a rolling basis, with 32 ideas put forward so far. 14 people have been awarded £25 encouragement awards and the business is assessing three submissions in more detail with a view to potentially implementing them across the company. One of these, put forward by Andy Prescott in the aggregates and asphalt division, suggests creating a new suite of visitor site induction videos to support the business' existing health and safety procedures. The SHEQ, marketing and aggregates and asphalt teams are now looking at developing this idea further.*

*If you have a Big Idea, get in touch via [www.fmconway.co.uk/bigidea](http://www.fmconway.co.uk/bigidea). It could make all the difference and deliver a positive change.*

# BUILDING BIG DATA FOR EAST SUSSEX

NEW SURFACING TECHNOLOGY BEING TRIALLED BY FM CONWAY IS HELPING EAST SUSSEX COUNTY COUNCIL TO RECORD THE CONDITION OF ITS HIGHWAY NETWORK AND PLAN FOR THE FUTURE.



*Sensors affixed to our vehicles track information about each load. The tracking starts as soon as a mix is loaded at one of our asphalt manufacturing plants.*



**JAK EDWARDS**  
senior contracts  
manager,  
FM Conway



FM Conway has been working with East Sussex County Council to trial a new telematics system that will help the council to build data on its road network and anticipate future repairs.

The company currently provides planned highway maintenance services across the county's road network as part of a £56 million surfacing partnership with East Sussex and Costain/Jacobs. It has been trialling a new sensor system that automatically records data on the conditions under which highways materials are laid. Jak Edwards, senior contracts manager at FM Conway, explains:

"Understanding exactly what highway materials you're laying and how they are laid on a road is vital to predicting how that road will perform in future. At FM Conway, our self-supply of asphalt means that we can provide detailed data for customers about the composition of our highway materials. The other part of the puzzle is recording what conditions these materials are laid under during re-surfacing."

Traditionally this role is performed by a site technician, but since late 2017 FM Conway has been using the HDS system to automatically log data.

Jak continues: "Sensors affixed to our vehicles track information about each load. The tracking starts as soon as a mix is loaded at one of our asphalt manufacturing plants, usually the Erith plant for our East Sussex works, logging vital statistics like mix composition, time of loading and temperature at loading. Once on site, sensors on our pavers track the temperature at rolling, the density of the mix as it goes down, how many passes are performed by the roller, weather conditions like humidity, wind speed and temperature, and the exact location using GPS."

The data is then shared with East Sussex and stored, so that the material's performance can be evaluated against this information.

"The aspiration is that we'll be able to build up a bank of data about material performance and laying conditions so that we can start to identify patterns," adds Jak. "So, for example, we may find that materials laid in wet conditions typically have a shorter lifespan than materials laid in the dry. It's this kind of insight that will help customers like East Sussex to adapt their maintenance planning and anticipate when surface renewal might be required in the future.

"There's also potential benefits for recycling. If you have an accurate data log of what's been laid, when and where, you can more easily identify which road materials are suitable for re-use."

In addition, the system is driving up productivity for the FM Conway team, freeing up technicians to concentrate on more challenging work. "By using sensors to record data, we gain a skilled person," says Jak.

He concludes: "The beauty of the automated trackers is that they fit so well with our self-delivery model. Our plants provide the data about each mix's composition. FM Conway owns its fleet of vehicles, so we can add the sensors to these to record loading and travel to site, and we ultimately provide the teams which lay the end product."

*There's also potential benefits for recycling. If you have an accurate data log of what's been laid, when and where, you can more easily identify which road materials are suitable for re-use.*

“”

**JAK EDWARDS**  
senior contracts  
manager,  
FM Conway



# CYCLE SUCCESS IN SOUTHWARK

SOUTHWARK COUNCIL AND CONWAY AECOM  
ARE SETTING THE STANDARD FOR CYCLE-SAFE  
INFRASTRUCTURE IN THE CAPITAL.

It's been a successful year for the London Borough of Southwark. Crowned 'Transport Borough of the Year' at the London Transport Awards in March 2018, Southwark has been setting the benchmark for safe, comfortable travel in the capital.

As Southwark's term maintenance contractor, CONWAY AECOM - FM Conway's joint venture with AECOM - has worked with the borough to develop a modern road network, rebalancing the existing car-focused highways to jointly meet the needs of motorists, cyclists and pedestrians.

In particular, the joint venture has pioneered the creation of an integrated cycling network across the borough. Two key projects have stood out for the team as exemplars of high-quality, cycle-safe design and construction.

*We developed an innovative road layout, which provides a safe space for cyclists as well as their own phase in the signals sequence.*

“”

**JO BARRETT**  
head of term contracts,  
FM Conway



## INSPIRATION FROM THE NETHERLANDS

Busy highway junctions can often pose the greatest challenges for cyclists. Making these safer for all roads users has been a priority for CONWAY AECOM and Southwark, who have taken inspiration from the Netherlands, which is famed for its cycling infrastructure. At Crystal Palace, the team has delivered the UK's first Dutch-inspired double roundabout funded by Transport for London (TfL).

Jo Barrett, head of term contracts at FM Conway, explains: "Roundabouts can be a hazard for cyclists as the layout funnels bikes and motor vehicles along the same route. At Crystal Palace, we used roundabouts popular in Holland as our blueprint, adapting the design to meet the needs of UK road users and the specifics of the site, which is on busy commuter routes as well as an incredibly popular starting point for cyclists going on leisure rides down to Kent and Surrey.

"The roundabouts now segregate cyclists from other traffic. They are channelled around the edge of the roundabout along a separate path, while vehicles are directed around the centre and road crossings are clearly marked for pedestrians. All road users are able to navigate safely and calmly without feeling pressured to alter their speeds.

"The roundabouts are now open to the public and I'm positive they will lead to even greater cyclist numbers in the borough."

## A QUIET REVOLUTION

Changes have also been taking place along Southwark's backstreets, where CONWAY AECOM has been creating a new Quietway network – cycle routes which direct the public along calmer routes to avoid traffic-heavy roads. Jo comments:

"Quietways are vital to ensuring that as many people as possible are encouraged to get on their bikes. They provide a safe, calm environment for more cautious cyclists, or those who simply want to avoid major routes."

Delivering this new infrastructure has not been without its challenges for the team. The design of Quietway 7 – a five-mile cycle route running from Falmouth Road close to Elephant and Castle to Crystal Palace Park – required major upgrade works at Dulwich Village junction, where the Quietway crosses Dulwich Village, to ensure cyclists can safely and easily navigate this part of the route.

Jo explains: "The Dulwich Village junction was extremely complex, with many smaller side roads feeding into the main thoroughfare. It was vital that the junction's new design kept navigation clear and straightforward for motorists and cyclists.

"We developed an innovative road layout, which provides a safe space for cyclists as well as their own phase in the signals sequence. Working collaboratively with Southwark Council, CONWAY AECOM self-delivered the entire project, from design through to the construction of the road.

"As London's population continues to boom, making sure we have an extensive cycle network throughout our capital is crucial to combat air pollution and ease pressure on our roads. By learning from Southwark's example, other boroughs will also be able to create roads that meet the needs of all London's road users."

*The Dulwich Village junction was extremely complex, with many smaller side roads feeding into the main thoroughfare. It was vital that the junction's new design kept navigation clear and straightforward for motorists and cyclists.*

““”



# FM CONWAY SECURES PLACE ON MAJOR HIGHWAYS ENGLAND FRAMEWORK


NEW FRAMEWORK WILL DELIVER UP TO £3.3 BILLION OF VITAL PAVEMENT WORK ON THE STRATEGIC ROAD NETWORK.

*This investment will stand us in good stead to continue driving innovation and sharing best practice with the Highways England community so that we can build a modern highway network.*

“ ”

**ANDREW HANSEN**  
chief operating officer,  
FM Conway





FM Conway has secured two lots on Highways England's Category Management Pavement Framework in a major milestone for the business.

The framework, which covers Highways England's six geographical regions, has an overall potential value of £3.3 billion over its four-year term. Following its appointment, FM Conway will have the opportunity to deliver pavement maintenance schemes valued at under £1 million for two regions, the South East and the South West of England.

The new framework is part of Highways England's ongoing work to develop a strategic road network that is safe and fit for the future, allowing the organisation to efficiently deliver critical resurfacing work by circumventing the need for a lengthy bidding process.

Andrew Hansen, chief operating officer at FM Conway, commented: "FM Conway's appointment to this framework is a major milestone for the company and is testament to the remarkable success of our core highways business.

"With over 50 years' experience of providing highways services in some of the country's most complex urban environments as well as on Transport for London's North West high speed strategic routes, we understand what it takes to meet the challenges of the modern road network. We'll bring the extensive materials and construction expertise of our people to bear to deliver a safe and efficient service for Highways England and the travelling public."

FM Conway will self-deliver schemes awarded to it under the framework, using its own in-house teams, plant, equipment and network of asphalt manufacturing and materials recycling facilities to drive productivity, ensuring that road users can get back on the network more quickly.

Andrew added: "Highways England understands that there are both challenges and opportunities ahead for our roads, whether that's tackling the effects of climate change or delivering a more resilient network that can meet the needs of 21st-century road users. Our self-delivery model means that we're ideally placed to help the organisation address these issues, with the necessary expertise at our fingertips.

"We've invested £235 million in our infrastructure over the past decade, including in our materials research and development capabilities. This investment will stand us in good stead to continue driving innovation and sharing best practice with the Highways England community so that we can build a modern highway network."

# NEW HEIGHTS FOR FM CONWAY'S SPECIALIST MATERIALS

AS PART OF ITS SELF-DELIVERY MODEL, FM CONWAY PRODUCES A RANGE OF HIGH-QUALITY CONSTRUCTION MATERIALS. THE A&A DIVISION UPDATES ON THE LATEST SUCCESSSES FOR ITS GREENPATCH AND METROFLOW PRODUCTS.

## CUSTOMERS BENEFIT FROM GREENPATCH'S ENVIRONMENTAL AND COST SAVINGS

A particularly wet winter coupled with freezing temperatures brought by the Beast from the East have boosted sales of FM Conway's GreenPatch pothole repair product. Rhiannon Morgan, aggregates and asphalt commercial director at FM Conway, explains its enduring popularity with customers:

"Cold weather often means a spike in potholes. GreenPatch offers a durable and cost-effective way of tackling these, particularly for roads that aren't in need of complete renewal. Unlike traditional pothole repairs, GreenPatch provides the same longevity as wider pavement materials. It's a permanent repair, not a temporary fix."

FM Conway is the only UK-based manufacturer with a license to develop the material at its Croydon and Theale asphalt plants. HAPAS approved, GreenPatch is also the first highways product to receive National Green Energy Council endorsement.

Rhiannon continues: "GreenPatch is an environmentally friendly alternative to standard pothole repairs and uses 25 per cent recycled aggregate. The product is also installed using a cold-lay method, reducing its carbon footprint as well as minimising health and safety risks for workers."



*GreenPatch is an environmentally friendly alternative to standard pothole repairs and uses 25 per cent recycled aggregate.*

“”

**RHIANNON MORGAN**  
aggregates and asphalt  
commercial director,  
FM Conway



## METROFLOW SALES DOUBLE

FM Conway has doubled cubic meterage sales of its Metroflow floor screed since launching it in 2016. The flowing screed's self-levelling and quick-drying properties make it especially popular with multi-storey construction projects. FM Conway's internal account manager for Metroflow, Michael Hills, says:

"Customers are recognising the major cost and time savings that Metroflow offers compared to traditional screeds. Not only can it be laid ten times faster than sand and cement-based products, it can receive foot traffic within 48 hours. That means significant productivity savings for large-scale projects, with a batch laid on Friday ready for internal trades to start work by Monday."

The team has seen particularly strong growth in sales for residential blocks and hotels, most recently supplying 650m<sup>3</sup> for the 580-bedroom Atrium Hotel at

Hatton Cross, west London, working with screeding and underfloor heating contractor Screed It. Michael adds:

"At Hatton Cross, we were able to be very accommodating of the customer's needs thanks to the control our self-delivery model gives us over production and supply. Using our own fleet of volumetric mixers, we worked flexibly around the construction schedule, batching the material on-site as needed."



## FROM PLANT TO ROAD



**FM Conway's self-delivery of materials is vital to supporting not only specialist jobs, like those requiring Metroflow and GreenPatch, but the business' core work in highways surfacing – providing high-quality products to upgrade the local and strategic networks.**

FM Conway's surfacing business manager, Nick Webster, explains: "Our surfacing division is on track to lay 400,000 tonnes of asphalt this year alone. Having full control over the manufacture and supply of this material, means that we can provide reliability and drive efficiencies for our clients."

The surfacing team operates across London and the south of England, with up to 15 sites active on any one day.

Nick continues: "Our surfacing projects span from central London to rural East Sussex. With such a broad geographical reach, it's vital that we plan and coordinate our works carefully but also build flexibility into our programme. Self-delivery means we can be responsive to works as and when needed. Nowhere does this matter more than in the challenging environment of London.

When you're operating in the busy and sometimes confined areas of the capital, you've often only got a small working window available to get material, plant and equipment to site and get the job done."

By connecting the dots between material production and practical project delivery, FM Conway is able to drive innovation and develop materials which are suited to 21st century construction and road use.

Nick continues, "Our close relationship with the aggregates and asphalt team means we can share knowledge about the practicalities of delivery on site but also any trends that we're seeing on the network. By feeding back these insights to our research and development team, we're helping to create more resilient and durable roads."

*With such a broad geographical reach, it's vital that we plan and coordinate our works carefully but also build flexibility into our programme.*



# MAPPING BENEATH OUR STREETS

FM CONWAY IS WORKING WITH WESTMINSTER CITY COUNCIL TO DEVELOP A DATA-LED APPROACH TO DRAINAGE ASSET MANAGEMENT, SAVING TIME AND MONEY, AS WELL AS MINIMISING DISRUPTION FOR THE PUBLIC.



*We're using technology to build a smarter works programme, mapping the drainage network for the first time to assess its overall health.*



Subterranean London remains a mystery to many, but FM Conway has been working with Westminster City Council to map the drains, pipes and gullies beneath our feet.

It's part of a three-year data gathering exercise to inform a predictive rather than reactive approach to drainage asset management which provides certainty of cost management for Westminster, improves the network's long-term performance and reduces the risk of incidents that can cause disruption such as blockages or flooding. Joe Meakin, contracts manager at FM Conway, explains:

"As the council's term maintenance contractor, we're responsible for maintaining 14,200 gullies and other drainage assets across Westminster. Traditionally, cleansing contractors would clean these assets on a cyclical basis and respond to incidents like floods as they happen.

"We're using technology to build a smarter works programme, mapping the drainage network for the first time to assess its overall health. This allows us to adapt our cleansing schedule and adopt a 'risk-based' approach to asset management to prevent potential issues before they cause problems for Westminster's businesses and residents."

The company has surveyed 1,269 gullies using push-rod cameras since summer 2017. The footage reveals if repairs are needed or if there are other problems that might cause trouble in the future. Joe continues: "Much of the lateral pipework we've surveyed so far is in need of attention - requiring works now to prevent more invasive interventions later on. Again, we're taking an innovative approach to save time and money and reduce disruption for the public."

If a pipe is damaged, FM Conway's lining team pump in a liner and resin, which solidifies to create a new lining that will last for up to 25 years. Digging up roads is a last resort and is only performed if lining cannot solve the issue, such as for collapsed pipes. The company has also identified 585 Victorian 'trapped' or swan-neck gullies, whose traditional design makes it hard to access and clean them using high-pressure jetting. These pipes require a specific approach and an action plan is underway to manage them.





*Much of the lateral pipework we've surveyed so far is in need of attention – requiring works now to prevent more invasive interventions later on.*

“”

**JOE MEAKIN**  
contracts manager,  
FM Conway

A key ambition for Westminster and FM Conway is to develop a more resilient drainage network. The surveying programme includes monitoring flooding hotspots – for example, geographical low points and areas which silt up regularly and cannot easily deal with heavy rainfall. With climate change increasing the frequency of heavy storms, these hotspots could potentially cause major disruption for the borough. FM Conway is identifying at-risk areas so that when heavy rainfall is forecast, teams can be mobilised to clear any build-ups, making sure they operate at full capacity to minimise the chance of floods.

Joe comments: “London’s drainage assets will come under increasing pressure in the years ahead, both from climate change and the city’s growing population. Building a bank of data about our infrastructure will help us to understand where and when potential challenges could arise, making sure that the vital services beneath our feet continue to play their role in keeping the city running.”

***A Westminster City Council spokesperson said:***

*“Since the drainage contract start date of 1 July 2017, the FM Conway team have worked tirelessly with City Council staff to improve the drainage infrastructure across the City.*

*“Relationships between service provider and client are excellent with all staff working collaboratively to implement changes in how we work. FM Conway responds to all drainage issues raised by staff and public which are dealt with quick and efficiently.”*



LONDON  
FRUIT EXCHANGE

# MAKING OVER LONDON FRUIT AND WOOL

FM CONWAY BLENDS THE HISTORIC WITH THE NEW TO DELIVER A HIGH-QUALITY PUBLIC REALM AT SPITALFIELDS' LONDON FRUIT AND WOOL EXCHANGE.

*We wanted to celebrate the history of the London Fruit and Wool Exchange, bringing the scheme back to life with high-quality and attractive Yorkstone paving.*

“””

**DAVID McMAHON**  
project manager,  
FM Conway





Famed for its dynamic mix of market stalls, prestigious offices and boutique retail offer, Spitalfields remains one of London's most popular neighbourhoods. Close to the Square Mile, the area is a haven for businesses, residents and tourists alike.

One of the capital's most high-profile schemes at the moment is Exemplar's redevelopment of Spitalfields' London Fruit and Wool Exchange. Once home to a busy fruit distribution centre the buildings are now being redeveloped into retail, office and community space by the main contractor, Sir Robert McAlpine, to create a bustling hub framed within the historic building.

It's vital that the public realm around the development supports and reflects this ambition – showcasing the grandeur of the building, while being accessible and engaging for the public. FM Conway helped deliver this aspect of the scheme, excavating the existing pavement and installing new Yorkstone paving to reinvigorate the iconic destination and provide a high-quality and attractive streetscape.

Throughout the project, the high-profile nature of the works combined with the pressures of a central London location and a tight working schedule proved to be the key challenges for the team.

David McMahon, project manager at FM Conway, explains: "The logistics of planning our works was crucial to the success of the project. Originally, our works were scheduled to last eight weeks but to comply with permit regulations this was confined to only five weeks. This called for rapid reactive programming and works phasing to ensure we were able to meet our deadline while still completing the public realm improvements to a high-quality standard.

"Noisy works, which included the excavation of the footways, had to be managed between 8pm and 11pm every evening to ensure minimal disruption to office workers and residents. This meant our teams had to run like clockwork to guarantee that we were able to complete works within the tight timeframe."

It was essential for FM Conway to coordinate its works to accommodate the timetables of other stakeholders and contractors. David continues: "Clear communication and collaborative partnerships with Sir Robert McAlpine, Exemplar and Thames Water were key.

"As FM Conway managed the traffic management for the entire project, we had to understand the works timetables for all parties and stakeholders so that we could control traffic flow around the active parts of the site. Safety concerns also had to be carefully considered. Working in one of London's busiest hotspots meant that we always had to ensure pedestrians had clear, well-signed pathways to help them navigate the works."

Despite the time constraints, attention to detail was vital to ensure the public realm surrounding the London Fruit and Wool Exchange was finished to a standard fitting of the historic building. Due to its high durability, Yorkstone paving was chosen to withstand the area's high footfall while providing a natural and authentic look.

David continues: "We wanted to celebrate the history of the London Fruit and Wool Exchange, bringing the scheme back to life with high-quality and attractive Yorkstone paving. All 500m<sup>2</sup> of the Yorkstone paving was meticulously hand laid by the team, delivering a seamless finish that reflects the calibre of the development itself."

*Working in one of London's busiest hotspots meant that we always had to ensure pedestrians had clear, well-signed pathways.*

“”



# 5 MINUTES

## ...ON WOMEN IN CONSTRUCTION

**WITH JOANNE GARWOOD**

CENTRAL SERVICES EXECUTIVE DIRECTOR, FM CONWAY

**Q** There is a lot of discussion around encouraging more women into a career in construction. What is the scale of the challenge?

**A** The construction industry employs significantly fewer women than any other sector in the UK. According to the Office of National Statistics, just 13 percent of the construction workforce – from boardroom to site – are women.

It's a worrying statistic and it reflects a long history of stereotypes and preconceptions about our industry. This April, the government asked all businesses in our and other sectors to declare their gender pay gap – the amount of pay received by men and by women in their businesses. Again, construction is the worst performer, with the female workforce across the industry receiving on average 25 per cent less than men.

Importantly, this is not a challenge of equal pay for men and women doing the same jobs, which is not being disputed. Instead, it's around equal opportunity for men and women to join our industry, climb the ranks and achieve a rewarding career in construction.

**Q** What is FM Conway doing to encourage more women into the industry?

**A** Addressing the labour gap between women and men won't be solved overnight. It also won't be solved alone as we need a better collective response as an industry to this challenge. However, we want to do more and we have been working hard on this. We have increased the number of women in our business by 37 percent in the past two years.

We are starting early to sell a rewarding career in construction by extending our existing schools education programme and establishing our first work experience for women week which is a positive step forward. And with new flexi-roles, job shares and returnship schemes we are helping to bring those looking to balance home commitments into our business.

Finally, by creating a network of women at FM Conway to promote mentoring and career development, we're also positioning the role models we need to inspire the next generation.

*Encouraging more women into construction is not only the right thing to do, but essential to the future of our business and to our industry.*



**JOANNE GARWOOD**  
central services  
executive director,  
FM Conway





**Q** How do these initiatives fit with the business' broader recruitment drive?

**A** Encouraging more women into construction is not only the right thing to do, but essential to the future of our business and to our industry.

As a whole our sector is facing a growing skills shortage as experienced employees approach retirement. This means recruiting new people to both deliver our core services in highways construction, but also develop our technical expertise, so that we can continue to develop innovative materials and methods.

Attracting these recruits – whether male or female – relies on discarding prejudices as to what a career in construction looks like, drawing in talent from all walks of life to bring the skills and enthusiasm we need to our sector. We have a series of programmes underway to go into schools, to careers fairs and to job centres to make sure we're inspiring both those moving into employment for the first time, as well as those looking for a change in direction.

**Q** How big is the challenge for FM Conway?

**A** As a business, we are well placed to combat the skills shortage facing our industry. Our self-delivery model and independence gives us the freedom to invest in careers initiatives and long-term personnel development that we need to succeed.

Apprenticeships are a good example of this and we've been working hard within the parameters of the Government's Apprenticeship legislation to ensure this works for our needs – using funds from the Apprenticeship Levy to not only recruit new people, but also to train and upskill the great people we already have.

Where the Levy funds or criteria have been too constrained for our needs, we've been investing directly – ensuring that we recruit, develop and maintain the talent that we need for the future. It's a fantastic time to be working in our sector and we need both women and men to be inspired by the opportunity to shape UK infrastructure.

# CONWAY PEOPLE

## EMPLOYEES OF THE QUARTER

**CONGRATULATIONS TO EVERYONE WHO WAS NOMINATED:** TERRY JARVIS, GEORGIA KITNEY, STEPHANIE TURNBULL, ALEX REED, DEAN STONE, ED ANSCOMBE, BORA JENKINS, AARON CLARK, ALEX TERRY, ANITA KAUR, BEN CARTLEDGE, BRUCE BENNETT, DAVID KELLAM, ELLIE STEVENSON, GERALD PELHAM, HARRIET MCCONNELL, JACK UPTON, JADE MOULE, JAMES COOK, JONATHAN DE COSTA, JOSH BRANCH, KEITH WRIGHT, KEVIN VEASEY, LAUREN PARSONS, MARKUS RAMADAN, MICKY THOMAS, MOHAMMED KADDIR, PAUL MARTIN, GARRY RUMBLE, BEAU DRISCOLL, SHIV JASWAL AND THE WINTER MAINTENANCE TEAM (MARK COLYER, IAN RUSSELL, MITCHEL PRITCHARD, DAVID BURTON AND DANNY PRITCHARD).



**HELENE  
ANDERSON**  
civil engineering

### HELENE'S COLLEAGUES SAY:

*"I think Helene deserves special recognition for the hard work and effort she has put into her role in project controls.*

*"She has a positive attitude and is always willing to go the extra mile to help out and get the job done to the best of her ability and to the highest quality. She is diligent, dutiful and very reliable."*



**HARRY  
GREENWOOD**  
civil engineering

### HARRY'S COLLEAGUES SAY:

*"Harry always tries his hardest with any task presented to him. He is always eager to help others and complete jobs to a high standard, without compromising safety."*



## TEAM OF THE QUARTER

OUR TEAM OF THE QUARTER IS **THE A&A SYSTEMS TEAM:**  
RICHARD CAMERON, LISA KEIZER, JOSH WARD AND MARK DYSON.

### THEIR COLLEAGUES SAY:

*"They have worked tirelessly, day and night, weekend after weekend to get FM Conway's new bespoke material weighing system WeighCon up and running – rolling-out WeighCon across multiple depots as well as identifying key changes to streamline the system. At the same time, they've been constantly on hand to deal with the day-to-day systems operations for the division."*





# A JOB WELL DONE

“”

*“Just a quick note to pass on regarding today’s works, Graham and Jamie pulled out all the stops, went the extra mile and the full nine yards at Ghyllgrove Pedestrian subway which has had reoccurring problems with flooding. They managed to swing the jetting hose into a line which was 4m down in a wet well and cleared a blockage with their determination, when I think most people, me included, would have given up... The end result was all lines and blockages cleared and a huge financial saving to Essex Highways by eliminating the need to have to do deep excavations to replace the line.”*

**Rees Underwood from Essex Highways** thanks Jamie Laker and Graham Barnet in the drainage and cleansing team.

“”

*“Just a quick email to say what a fantastic job the team are doing re-laying the pavement in the High Street. There has been minimum disruption and mess and they appear to be working very quickly. We are always quick to complain, so I just wanted to say what a great job everyone is doing. It will be very smart when completed.”*

**A member of the public** thanks the team working at Bromley High Street.

“”

*“I wanted to write in praise of two of your employees, Vasile Vasalie and Cristi Jagher. They have been assigned this week to level the paving stones in Cottesmore Gardens, W8 and have been hard at work all week, right in front of our school. Through rain and shine, they have worked hard, with good humour and have made rapid progress, such that I believe they will finish the job at the end of this week. We have 380 children on site and you can imagine the number of people who arrive at the start and end of each day. But Vasile and Cristi have been polite and accommodating and have coped extremely well with the traffic, parents and children who have surrounded their work. They are a credit to your company.”*

**Thomas’s School** thanks Vasile Vasalie and Cristi Jagher, part of the term maintenance team in Kensington & Chelsea.

“”



# Construct

SUMMER 2018



**FM Conway Ltd**

Conway House  
Vestry Road  
Sevenoaks  
Kent  
TN14 5EL

Tel: 01732 600 700

[www.fmconway.co.uk](http://www.fmconway.co.uk)

@FMConwayLtd