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WINTER 2014/15 | [www.fmconway.co.uk](http://www.fmconway.co.uk)

# Construct



## FOREWORD FROM MICHAEL CONWAY



**WELCOME TO THE WINTER ISSUE OF CONSTRUCT. ANOTHER YEAR IS NOW BEHIND US, AND WHAT A YEAR IT WAS FOR FM CONWAY.**

We kicked off 2014 with a bang by winning three long-term contracts with Westminster City Council, for highways, lighting and structures maintenance. Lasting a minimum of eight years, the contract is worth around £450 million in total and made a real statement that FM Conway is the one to beat in this industry.

In summer we opened two major new facilities that will further enhance our position as the contractor of choice in the South East: the Imperial Wharf bitumen terminal in Gravesend, and our £10 million Heathrow Asphalt plant in Hillingdon. At the time of going to press on the last edition of Construct, we were fast approaching the opening event for our Heathrow facility, which I am pleased to say went off without a hitch. There's more on that in this edition of the magazine.

As well as these vital new facilities, which will help us to self-deliver materials for construction works across London, we delivered some of the capital's biggest and most high-profile projects in 2014. Major refurbishment works on Putney Bridge and the Hogarth Flyover in Chiswick were particular highlights – both of which were completed ahead of schedule and with the least possible disruption to local residents and businesses.

Looking to 2015, there great projects in the pipeline. The regeneration of Twickenham town centre ahead of the Rugby World Cup in September/October, for example, will be a colossal project and one that we are proud to be a part of. Likewise we now have a great deal happening across the Westminster contract, with some major projects underway. We will continue to update you on progress in future editions of this magazine.

As we begin a new year, FM Conway will continue to build on its self-delivery model and make the best use of the major investments made in 2014. We will also be working hard to bring new talent into our business and the industry to ensure we have the resources to meet rising demands. There will no doubt be challenges, but with the workforce we have at FM Conway and the partnerships we have forged across the industry, we are confident that 2015 will be another fantastic year for this business and its partners and clients.

**MICHAEL CONWAY**  
CEO FM CONWAY

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# A PIECE OF HISTORY

**Commemorative plaques and statues are important reminders of our country's history and an integral part of its heritage.**

In August, we laid a commemorative paving stone at Abbey Street in Southwark to honour Corporal Fred Holmes, who received the Victoria Cross for his actions in the First World War. Cpl Holmes, who was born in Bermondsey, received the honour for gallantry at the Battle of Le Cateau where he carried a wounded comrade out of the trenches under heavy fire.

The stone was unveiled by the Mayor, representatives from Cpl Holmes' regiment and family members.



THE SUNDAY TIMES

**TOP  
TRACK**

**250**

# CONWAY RECOGNISED FOR GROWTH

**FM Conway has been ranked 198th in this year's Sunday Times Grant Thornton Top Track 250 league table.**

The Top Track 250 ranks Britain's mid-market private companies based on their sales. The ranking was announced at an awards dinner at the Jumeirah Carlton Tower Hotel in central London. The league table features well-known brands such as Aston Martin, Gatwick Airport and Yeo Valley. The 250 companies on the table had combined sales of £70bn and profits of £4.4bn.

**We're pleased to announce that our project at Maidstone Lower High Street has been awarded a prestigious BALI National Landscaping Award.**

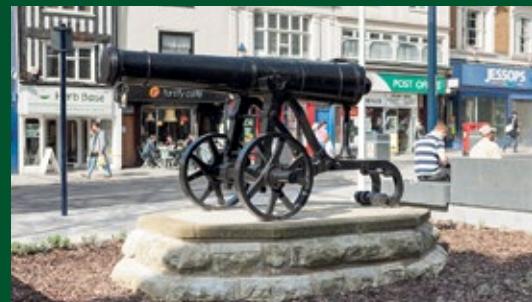
## CONWAY SCOOPS BALI AWARD

*BALI Award winners in 2014 can be assured that they have excelled in their work and truly impressed the judging panel.*

**GREG ALLEN**  
chair of adjudication panel,  
BALI Awards

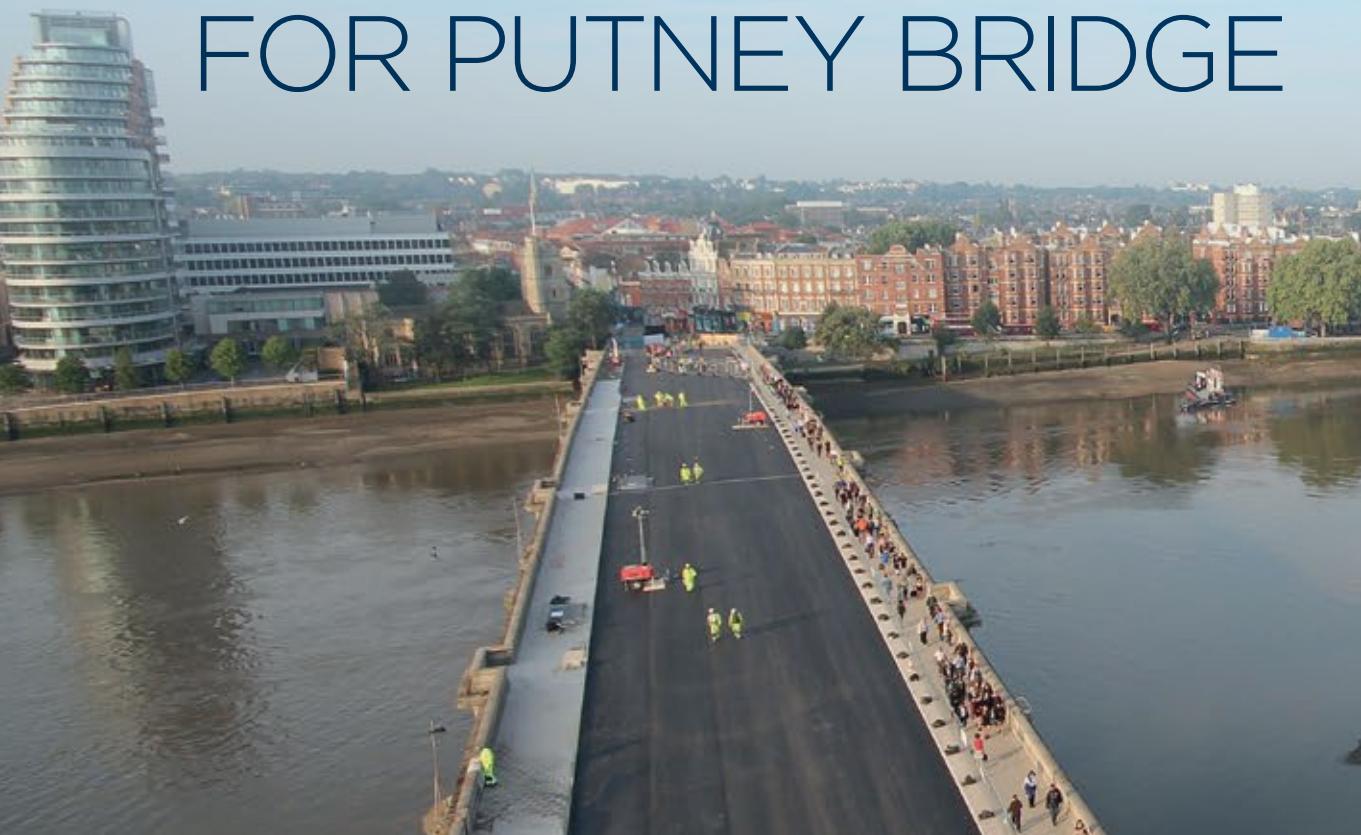


FM Conway's regeneration project in Maidstone, completed in December 2013, was given a national award in BALI's 'Hard Landscaping' category. The scheme has been a huge success; revitalising the area for retailers and encouraging more shoppers back to the high street. Specifically, our works included widespread resurfacing and paving, introduction of traffic calming measures and the creation of new pedestrian-only areas. We also constructed a new plinth for Maidstone's iconic cannon.



PUTNEY BRIDGE IS ONE OF THE OLDEST AND BUSIEST OF THE RIVER THAMES' CROSSINGS. SPEED WAS OF THE ESSENCE TO MINIMISE DISRUPTION FOR THE PUBLIC, WHILE A CAREFUL EYE FOR DETAIL REMAINED ESSENTIAL TO RESTORE THE STRUCTURE TO ITS FORMER GLORY.

# A NEW LEASE OF LIFE FOR PUTNEY BRIDGE



*I am absolutely delighted that we have been able to complete this big task more than two weeks ahead of schedule and also very importantly right on budget. It has been a great team effort by everyone concerned.*

“ ”

**CLLR JONATHAN COOK**  
deputy leader,  
Wandsworth Council

Putney Bridge – the Grade II listed structure first built across the Thames in 1886 to link Putney with Fulham – required a major renovation this summer to repair the wear and tear sustained during many years of heavy use. It is one of the busiest Thames crossings in South West London.

FM Conway was contracted by the London Borough of Wandsworth to carry out extensive work to the structure. The project included stripping the bridge down to its deck, carrying out concrete repairs, and laying down three coats of waterproofing to protect it from future water damage. We then rebuilt the entire carriageway, relaid the footpaths with high-quality paving and surfaced the road. We also replaced and refurbished 16 ornate Victorian lanterns, which were repainted and fitted with modern, brighter LED lights.

Water had permeated into the structure over the years and gathered in the five-by-five metre concrete cells which make up the crossing. This collection of water was damaging the structural integrity of the bridge and had to be drained by drilling into the cells from underneath. Inverted drilling techniques were used to access the cells, identify where the water was gathered using a specialist camera, and then drill additional holes to drain them.

Because the Thames is tidal at Putney, parts of the bridge could be accessed by scaffold towers brought onto the foreshore during low tide – a process which required careful planning and execution.

For the centre of the bridge, a scaffold tower was mounted onto a safety boat which served as the platform for drilling activities. In addition, a specialised cherry picker was used to give our operatives access to the outside of the bridge to steam clean water stains and remove vegetation.

Because it is such an important transport route, the bridge had to be repaired as quickly as possible to minimise disruption. During the programme, the bridge was kept open to pedestrians with a path initially maintained to one side of the bridge while the carriageway was worked on, and then down the centre so the footpaths could be relaid. Another important logistical challenge was that a six metre wide section of road had to be laid part way through the programme in time for the Ride London cycle event which saw over 20,000 cyclists race across the bridge as part of a high-profile Transport for London event.

Matt Smith, head of building and structures at FM Conway, said: "From the beginning we worked six days per week, and from mid-way through the project we were working on Sundays too. Because we have a large, directly-employed workforce we were able to bring many experienced teams onto the project at various times. When taking up the surface, for instance, we had gangs in from neighbouring boroughs and so completed these phases exceptionally quickly. Along with a well-planned programme and fantastic support from Wandsworth, we were able to complete the project in 11 weeks rather than the 13 originally planned."

Cllr Jonathan Cook, deputy leader of Wandsworth Council, said: "I am absolutely delighted that we have been able to complete this big task more than two weeks ahead of schedule and also very importantly right on budget. It has been a great team effort by everyone concerned."



# WESTMINSTER UPDATE

OUR CONTRACT WITH WESTMINSTER CITY COUNCIL SEES FM CONWAY MAINTAINING WESTMINSTER'S ROADS, LIGHTING AND STRUCTURES UNTIL AT LEAST 2022. WE'RE ONLY SIX MONTHS IN, BUT WE'VE ALREADY HIT SOME KEY MILESTONES IN THE CONTRACT AND COMPLETED A NUMBER OF PROJECTS THAT WE CAN BE TRULY PROUD OF.

## FAST FACTS

- FM CONWAY HAS **OVER 225 ENGINEERS, OPERATIVES AND SUPPORT STAFF** WORKING ON THE CONTRACT.
- **OVER 5,000 POTHOLE** FIXED IN THE FIRST SIX MONTHS.
- NEARLY **4,000 REACTIVE LIGHTING WORKS** DELIVERED TO DATE.

*The quality of the work by FM Conway was excellent and they kept to a very tight programme. This was vital as the overall project was being led by a number of external factors such as the opening of The Crown Estate's St James's Market redevelopment and the works at Waterloo Place.*

**MARK ALLAN**  
project director,  
Westminster City Council



## A NEW ERA FOR REGENT STREET

**As part of our contract with Westminster City Council, and in support of the council's partnership with landholders The Crown Estate, we are now delivering the second phase of a major West End improvement programme.**

The area around Haymarket and lower Regent Street – or Regent Street St James's, as it is now called – is one of London's premier destinations, famous for its shops, hotels, theatres, restaurants and nightclubs. FM Conway is delivering a programme of improvement works to ensure that this area becomes a major destination in their own right, as well as supporting the wider investment and redevelopment of the area being undertaken by The Crown Estate.

Making the area more pedestrian-friendly was a vital part of the project. The pavements have been widened by up to two metres on each side using high-quality York stone paving; making access easier for pedestrians and allowing the council to consider the opportunity for restaurants and cafes to offer more al fresco dining.

By better understanding the way the traffic behaves along the street it was possible to narrow the carriageway and widen the footways without affecting traffic flows, using improved traffic signals and road layout. The widened central islands in Waterloo Place were also improved, with high quality granite setts either side of Pall Mall.

In order to further improve the streetscape, the footway has been de-cluttered by removing excess street furniture and signage, with street lighting now wall-mounted to create more room on the pavement areas. The length of the road was resurfaced and new granite islands have been constructed in the carriageway to provide informal crossing areas and improve safety for pedestrians.

The area was renamed Regent Street St James's at a ceremony on 9 September 2014 to give it a stronger sense of place and its own identity – only the fourth time a street in this part of the city has been renamed in the last 20 years.

## REFURBISHING GROSVENOR GARDENS' ICONIC WAR MEMORIAL

**On Buckingham Palace Road in Lower Grosvenor Gardens, facing Victoria Station, stands a statue of Marshal Ferdinand Foch – one of the foremost French generals of the First World War and a key figure in the development of the Treaty of Versailles.**

Ahead of a special centenary service this year, Westminster City Council wanted to renovate the statue and surrounding paving, the condition of which had deteriorated over the years.

FM Conway carried out a complete refurbishment of the area: installing new high-quality paving, carrying out specialist cleaning of the bronze statue and stone plinth, and laying an inscribed commemorative paving slab.

The statue was re-dedicated at a ceremony on 11 November. The inscribed stone was unveiled by the French ambassador, who thanked FM Conway for “an excellent job in restoring the area and this fitting tribute to Marshal Foch”.



## EMERGENCY ROAD REPAIR AT BUCKINGHAM GATE

When a water main under Buckingham Gate burst on a Friday causing structural damage to the road, it was vital that repairs were carried out before the rush hour began on Monday morning.

Within an hour of being alerted to the problem, FM Conway deployed an emergency response team and closed off the section of road leading to Buckingham Palace, allowing the police sent to the site to be redeployed. After checking adjacent basements for flooding, the team excavated down to the road’s foundation, assessed the state of the road and dug out any areas that had been damaged. They then worked throughout the weekend; reinstating the concrete foundations on the Saturday and relaying the asphalt on the Sunday.

Thanks to FM Conway’s ability to react quickly and the team’s dedication in spending the weekend carrying out the unplanned works, Westminster City Council was able to reopen the road at 6am on the Monday, in time for the morning rush hour.



## LIGHTING THE WAY AT THE ROYAL COURTS OF JUSTICE

There are hundreds of cast iron and bronze lighting columns throughout Westminster, many of which are listed structures. As the lighting contractor to Westminster City Council, FM Conway is responsible for ensuring these historic columns continue to be a treasured part of Westminster’s iconic public realm.

One of these structures – an ornate, Grade II listed column outside the Royal Courts of Justice, built in the 1900s – had begun to deteriorate and was in need of urgent restoration.

FM Conway worked closely with lighting supplier DW Windsor to fully refurbish the column, which features four intricate ‘scroll candelabra’ brackets and five heritage-style lanterns. We shot-blasted the cast iron to remove the layers of decayed paint, then re-painted it to the council’s specification. New lanterns were fitted, with decorative detailing highlighted with gold paint.



# HEATHROW ASPHALT OPEN FOR BUSINESS

*What we're seeing in the opening of Heathrow Asphalt is FM Conway demonstrating that they are more than just a contractor – they are committed to the circular economy and to creating a better environment in London.*

**DANA SKELLEY**  
director  
of asset  
management,  
Transport for  
London



**Pictured above:** Michael Conway presents guest of honour Dana Skelley with a copy of the FM Conway book 'Going the extra mile'



**Pictured below:**

Michael Conway with Bernd Benninghoven, managing director, Benninghoven (left), and TfL director of asset management Dana Skelley (centre)



## FM CONWAY'S £10 MILLION HEATHROW ASPHALT PLANT WAS OFFICIALLY OPENED BY TRANSPORT FOR LONDON (TFL) DIRECTOR OF ASSET MANAGEMENT DANA SKELLEY ON FRIDAY 3 OCTOBER IN FRONT OF A CROWD OF OVER 200 INDUSTRY LEADERS FROM THE CONSTRUCTION AND TRANSPORT SECTORS.

The opening of the new Heathrow Asphalt facility – which commenced operations in June this year – marked the next phase in FM Conway's evolution as a leading contractor and materials supplier to the highways sector.

Built by market-leading German asphalt plant manufacturer Benninghoven, the facility is one of the most advanced of its kind in Europe. It has a production capacity of around 300 tonnes per hour, with the capability to use over 90 per cent recycled materials; making it the UK's most carbon-efficient asphalt plant.

In her speech to commemorate the opening of the plant, Dana Skelley called Heathrow Asphalt an 'insightful investment' that will bring major benefits to London.

"FM Conway's Heathrow Asphalt plant will help us continue to meet London's needs for well-maintained highways," said Ms Skelley. "It is helping London's economic growth, supporting 65 new local jobs; it ensures efficiency in delivery and therefore value for local authorities across London; and it demonstrates a commitment to lowering the carbon footprint of our roads through effective planning and recycling."

The Heathrow facility adds to our other major asphalt plant in Erith, which opened in 2011. The two plants significantly increase our supply capacity and allow us to self-deliver materials to projects across London and the South East.



*Heathrow Asphalt demonstrates a commitment to lowering the carbon footprint of our roads through effective planning and recycling.*



# TUNNEL VISION

As well as the challenge of minimising disruption to London's traffic, FM Conway's team had to carry out highly intricate electronics work and they did a great job.

**ANDY FOSTER**  
service development manager for bridges and structures, Westminster City Council





## EARLIER THIS YEAR FM CONWAY'S LIGHTING AND TRAFFIC MANAGEMENT TEAMS COMBINED TO INSTALL NEW LIGHTING TECHNOLOGY IN TWO UNDERPASSES IN WESTMINSTER.

As part of our ongoing partnership with Westminster City Council, FM Conway was tasked with upgrading the lighting in the Piccadilly and Strand Tunnels. Our brief was to remove the fluorescent tube lighting in both structures and replace it with new energy-efficient LED technology.

"Closing two major tunnels in central London required meticulous planning and extensive consultation with Westminster City Council, Transport for London (TfL) and neighbouring boroughs including the Royal Borough of Kensington and Chelsea and Lambeth Borough Council," says Peter Leung, operations manager, FM Conway.

"Before starting the works, we spent many months sitting down with our colleagues at TfL and surrounding boroughs to model the best transport management scenario," Leung explains. "We also looked at the other construction projects taking place in the area to understand their likely traffic movements. This allowed us to develop a management plan that would minimise the impact of our project on local traffic flows."

Peter continues: "For both underpasses, we had to install extensive new cabling and run this through the existing ducting. At times this was highly challenging because for parts of these structures there were no historic records."

*Before starting the works, we spent many months sitting down with our colleagues at TfL and surrounding boroughs to model the best transport management scenario.*

“ ”

As well as connecting the lighting we also installed wayfinders and directional signage in both structures."

Andy Foster, Westminster City Council's service development manager for bridges and structures, said: "Because Piccadilly Tunnel is a twin tunnel, FM Conway's team was able to shut one side and set up a contraflow on the other side of the underpass, which allowed vehicles to move in both directions. As well as the challenge of minimising disruption to London's traffic, FM Conway's team had to carry out highly intricate electronics work and they did a great job."

In the Piccadilly tunnel FM Conway was also responsible for the installation of new dampers within the ventilation system. In the Strand tunnel, the team had to fit a new overheight protection barrier which had become damaged.

From extensive stakeholder engagement through to traffic management and the coordination of five specialist electrical contracting firms, this was a challenging project. However thanks to the hard work of the teams and excellent communication throughout, both underpasses were reopened on schedule.



CONWAY AECOM WAS CONTRACTED BY TRANSPORT FOR LONDON TO CARRY OUT A COMPLETE STRUCTURAL RENOVATION OF THE HOGARTH FLYOVER IN CHISWICK IN JUST SIX WEEKS. METICULOUS PLANNING AND 24/7 WORKING WERE KEY TO SUCCESS ON THIS COMPLEX AND HIGH-PROFILE PROJECT.

# RAPID REVAMP FOR CRUCIAL FLYOVER



*The size of the concrete units meant that they could only be moved using cranes – and a complex traffic management programme had to be established to facilitate the crane operation.*

“

**MATTHEW SMITH**  
head of building  
and structures,  
FM Conway



**When the Hogarth Flyover was built in 1968, it was as a temporary measure to alleviate pressure on the Hogarth Roundabout while plans for a major remodelling of the junction were developed.**

Nearly half a century later the flyover is still very much in use, carrying over 10,000 vehicles each day eastward on the A316, over the roundabout where the A4 and A316 meet.

Transport for London (TfL) had raised concerns about the flyover in 2012, when it became clear that some degradation had occurred due to the high volume of traffic using the flyover.

As the North West contractor for TfL's London Highways Alliance Contract (LoHAC), CONWAY AECOM was brought in to support TfL in assessing the structure, then come up with a solution to repair this crucial part of London's road network.

#### **Technical challenges**

The assessment showed that while the substructure of the flyover was in good condition, the concrete deck and the parapets were in a severe state of disrepair. TfL and CONWAY AECOM decided that the best option would be to completely replace the concrete deck, which meant demolishing the existing panels and installing 86 new ones; each of which weighs 6.5 tonnes.

The first stage of the £3m+ refurbishment project was the demolition of the existing structure. Because of the deterioration of the panels, it was considered too dangerous to lift them out by crane – so the decision was taken to demolish them in-situ, with a crash deck installed underneath to capture the falling debris.

FM Conway's head of building and structures, Matthew Smith, says the installation of the new panels was even more challenging:

"The size of the concrete units meant that they could only be moved using cranes – one 300 tonne crane, one 80 tonne crane and two 60 tonne cranes – and a complex traffic management programme had to be established to facilitate the crane operation."

Because of the positioning of the flyover, only the 300t crane could be located on the centre island of the roundabout; the 60t cranes would need to be located on the A316 itself. The southbound A316 was closed for three nights while 25 of the panels were installed. During the day, however, it remained open, and delays at the roundabout never exceeded 25 minutes."

#### **On the clock**

In order to minimise disruption to commuters and local residents, TfL wanted to keep the timescale for the refurbishment as tight as possible. The programme was set for six weeks during the school holidays, when commuter traffic levels would be at their lowest.

Early engagement between CONWAY AECOM, TfL and all sub-contractors meant that an incredibly detailed programme of activity was drawn up at the start. Regular project team meetings and progress updates were held throughout, meaning that the project could be programmed down to the hour.

CONWAY AECOM had two teams – a day and a night shift – working 24 hours a day, seven days a week, for the whole of the six week period. Night work was crucial to the speedy delivery of the project, but it also threw up additional challenges. Due to the proximity of residential areas, only low levels of noise were permitted after 11pm each evening. Noise monitors were used for the duration of the project, with special 'echo barrier' noise blankets deployed where needed to minimise decibel levels.

#### **Significant success**

The flyover fully reopened at 2pm on Sunday 31 August – a day before the project was scheduled for completion.

Not only was the project completed on time and within budget, it was done with minimal disruption to local traffic, businesses and residents. CONWAY AECOM's community liaison officer and weekly drop-in sessions played a big part in this, ensuring that local people could raise queries or concerns about the project – but it was also the careful planning and close collaboration between all involved that made the project such a resounding success.

# A BRIDGE TOO FAR

IN 2007 THE BEWLEY STREET FOOTBRIDGE IN WIMBLEDON WAS STARTED BUT NEVER COMPLETED, AND THAT IS HOW IT HAS STAYED FOR THE PAST SEVEN YEARS. BUT THE INFAMOUS 'BRIDGE TO NOWHERE' HAS NOW FINALLY BEEN COMPLETED THANKS TO FM CONWAY AND MERTON COUNCIL.

*Thanks to the work undertaken by our partner FM Conway in restoring this unique walkway, local residents have instant access to the Trail and a quick and safe way to travel by bicycle and on foot.*

**MARIO LECORDIER**  
Traffic and highway services manager,  
London Borough of Merton



In 2013, Merton Council was allocated funding from Transport for London's 'Greener Greenways' project; a large-scale national programme to protect and enhance biodiversity around major cycle routes.

The council elected to use the funding to make much-needed improvements to the Wandle Trail, which forms most of the 'Route 20' stretch of the National Cycle Network.

The focus of the improvements was the completion of an unfinished bridge in Wimbledon between the Bewley Street residential development and Wandle Park, through which the Wandle Trail passes. By reconnecting what had been dubbed the 'Bridge to Nowhere', Merton Council would enable local residents to access the park more easily and encourage use of the cycle path that runs down the Trail.

FM Conway was contracted to build a new structure that completes the Bewley Street footbridge, which stands some two metres above the surrounding parkland.

It was a challenging construction project; not only did the structure have to comply with strict Environment Agency conditions because the Park lies in a flood plan, the ramp also had to comply with accessibility specifications set out in the Disability Discrimination Act.

The design used a 'scissor-effect' folded ramp comprising two 22m sections, with a series of shallow flights and intermediate landings to ensure accessibility for all users. The ramp uses a steel frame and concrete foundations, finished with timber decking and handrails. The construction was completed in September, on time and within budget.



INNOVATIVE ROAD DESIGN HAS A HUGE ROLE TO PLAY IN PREVENTING ACCIDENTS. SOUTHWARK COUNCIL'S HIGHWAYS ENGINEERS JOINED OUR HGV DRIVERS ON A JOURNEY THROUGH THE BOROUGH FOR AN INSIGHT INTO HOW THE ROAD LOOKS FROM A DRIVER'S POINT OF VIEW.

# A VIEW FROM THE TOP

**Cycle safety is high on the political agenda at present and there is a huge impetus for councils, highways contractors and fleet operators to implement changes that will reduce the number of deaths on the road.**

Heavy Goods Vehicles (HGVs) were involved in more than half of London cyclist deaths between 2008 and 2012, despite making up only four per cent of traffic. One of the main challenges faced by HGV drivers is more limited visibility compared with other vehicles, particularly in the nearside blindspot and at the rear.

*The hope is to use this knowledge to inform road planning and design and guide how we keep roads safer for both pedestrians and cyclists alike.*



The main change that can be made by fleet operators is in implementing technology to improve visibility. All of our vehicles are fitted with blindspot cameras, improved mirrors and side sensors for that very purpose. We're also trialling a nearside glass door that provides a direct line of sight to the left of the vehicle.

For the councils that build and maintain roads, it is improvements to design and layout that have the biggest impact on cycle safety.

In September, a team of Southwark Council's engineers toured the borough in an FM Conway HGV in a bid to better understand what the driver can and can't see, especially with regard to cyclists. By seeing the road from an HGV driver's point of view, Southwark's engineers will be able to work with CONWAY AECOM to better plan future routes through the borough and mitigate the risk that large vehicles can pose to cyclists.

Councillor Mark Williams, cabinet member for transport at the London Borough of Southwark, said: "We are committed to keeping all road users safe on our roads and to making Southwark as safe as possible for cyclists. This is why we felt it was very important for our engineers to get first-hand experience of what HGV drivers face every day. The hope is to use this knowledge to inform road planning and design and guide how we keep roads safer for both pedestrians and cyclists alike."





**AN ONGOING INVESTMENT IN SKILLS AND APPRENTICESHIPS IS A KEY FEATURE OF CONWAY AECOM'S ROLE AS A LONDON HIGHWAYS ALLIANCE CONTRACTOR (LOHAC).**

## CONWAY AECOM HOSTS FOURTH LOHAC APPRENTICE FORUM

**On 9 October, CONWAY AECOM played host to over 80 apprentices and industry professionals in one of the highways industry's most important skills events: the LoHAC Apprentice Forum.**

The event is held every six months, and provides an opportunity for apprentices to discuss their careers and share experiences in an open and honest environment, supported by leading figures from across the industry.

Senior executives from various LoHAC contractors and Transport for London (TfL) spoke at the event, including TfL chief operating officer for surface transport, Garrett Emmerson.

FM Conway chief executive Michael Conway gave an inspirational speech about the "long and remarkable journey" that FM Conway has experienced as a business, and advised the assembled apprentices about the importance that they will play in the future of the industry.

After the Forum had ended, the apprentices were taken on a tour of FM Conway's new Heathrow Asphalt plant to learn more about its recycling capabilities and see the state-of-the-art facility in action.

John Blower, LoHAC partnering manager at TfL, said: "This was the fourth forum since the start of LoHAC and we seem to be going from strength to strength. Thank you to CONWAY AECOM for their hard work in hosting the event – it is great to see the talent we are growing and the opportunities being provided through the LoHAC contract."

The next Apprentice Forum will take place during National Apprenticeship Week on 9-13 March 2015.

## LHAE'S SECOND APPRENTICE PROGRAMME HAILED A SUCCESS

**September saw the London Highways Academy of Excellence (LHAE) run its second apprentice programme for young people looking to begin a career in the highways industry.**

The LHAE is a training centre run by FM Conway, CONWAY AECOM and the Worshipful Company of Paviors to provide aspiring highways operatives with the basic training and skills required for the demands of working on the roads of the capital.



MASON CORNISH



SHAE HENRIQUES



HARRY CALLEAR



LONDON  
HIGHWAYS  
ACADEMY OF  
EXCELLENCE

They had the benefit of talking to two current FM Conway apprentices – Mason Cornish and Harry Callear – about their experiences with the company. Also speaking at the event was Shae Henriques; a former LHAE trainee who went on to a full-time apprenticeship role with FM Conway.

Since completing the programme, 12 of the 21 youngsters have already found work: five with CONWAY AECOM, five with FM Conway and two with other highways contractors.

To find out more about the London Highways Academy of Excellence, go to [www.lhae.co.uk](http://www.lhae.co.uk)



## INSPIRING BUDDING BUILDERS

WITH THE CONSTRUCTION INDUSTRY FACING A SKILLS SHORTAGE AND BUSINESSES STRUGGLING TO ATTRACT NEW YOUNG TALENT, FM CONWAY MADE BEST USE OF A MERTON COUNCIL SCHOOL EXPANSION PROJECT TO INTRODUCE PUPILS TO THE WORLD OF CONSTRUCTION.



In September, the London Borough of Merton commenced a project to significantly expand Dundonald Primary School in Wimbledon and create places for an additional 210 pupils.

The project involved a reconfiguration of space in the Dundonald Recreation Ground – a 4.86 hectare park adjacent to the school – to improve amenities for the school and regenerate older elements of the recreation ground. The Rec's pavilion will be repositioned, and a large multi-sports space and children's public playground will replace a bowling green that had ceased to be maintained.

FM Conway has been contracted to deliver the groundwork and resurfacing elements of the project, installing the sports area and public playground which make up approximately one third of the park. Once this has been completed, Merton Council will then demolish the existing and outdated pavilion and build the school extension and replacement pavilion building.

On Friday 24 October, FM Conway hosted a visit by 220 pupils and 17 teachers –



including the headteacher, Fiona Duffy from Dundonald Primary School to experience the project first hand and learn more about what a construction firm does on a day-to-day basis.

The project team from FM Conway showed the visitors around the site before holding a Q&A session for the children and teachers to learn more about the extension and FM Conway as a business.

For the pupils, though, the highlight of the day was the chance to don PPE and watch FM Conway's heavy duty excavators in action!

# CONWAY PEOPLE

# EMPLOYEES OF THE QUARTER

CONGRATULATIONS TO OUR EMPLOYEES OF THE QUARTER: KAROLINA MICHALAK, RACHEL MASTERS, RICHARD SPRINGETT AND YIN MAN. EACH HAS BEEN IDENTIFIED BY THEIR COLLEAGUES AS GOING THE EXTRA MILE TO DELIVER GREAT RESULTS FOR OUR CLIENTS.

## ▼ KAROLINA MICHALAK, Office Manager



### KAROLINA'S COLLEAGUES SAY:

*"Always willing to help, ensuring an easy process with no follow-ups."*

*"Any problem, big or small, she is always willing to help."*

*"She is under extreme pressure but still manages to laugh and help out with any queries."*

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## ▼ RACHEL MASTERS, Proposals Manager



### RACHEL'S COLLEAGUES SAY:

*"Rachel has proved to be a dedicated hard worker. Under immense pressure she keeps a cool head and gets the job done."*

*"Despite a heavy workload she maintains a calm and professional demeanour."*

*"Rachel will often come in early and work late to make sure that a bid is completed and uploaded on time."*

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## ▼ RICHARD SPRINGETT, Driver



### RICHARD'S COLLEAGUES SAY:

*"His work ethic, commitment and hard work have always impressed me. It is obvious to me that he's a hard and conscientious worker."*

*"Everything works easier with Richard around!"*

*"It is a pleasure working alongside Richard – his work makes the working day easier for me, the gangs he serves and the supervisors he works under."*

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## ▼ YIN MAN, Administrator



### YIN'S COLLEAGUES SAY:

*"She has managed communications extremely well with our Westminster clients and ensured that we meet all of our financial targets."*

*"She always puts herself out to get everything done in time."*

*"She takes on additional tasks when she sees they need doing."*

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# COMPLIMENTING CONWAY

*"I just wanted to say how helpful and pleasant your workforce was when carrying out the work to the pavements on our road. It was never a problem when we were driving into our road; your guys would move out the way straight away and never moaned about anything. They've also have done a great job and left the road clean and tidy. Keep up the good work."*

**A member of the public** thanks Mick Johns' team – Grant Taylor, Malcolm Smith, Gary Cornish, Robert Wickenden, Graham Wilkinson, Cristy Madden and Kieran Cawley – for their considerate working in Sutton.

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*"Just to say I am not happy with the works on the pavement taking place at the moment ... I am delighted! Thank you all very much; the workmanship is yielding brilliant results."*

**A member of the public** writes to Andrew Brown and his team about their works on Abercorn Close, Barnet.

*"Well done to all the staff involved in the implementation of the traffic switch over last night, and for carrying it out in such a professional and efficient manner. Many thanks for all the time and effort you have put into delivering this phase of the project."*

**Jeff Cox from London Borough of Brent** thanks Peter Broughton and his team for a job well done.

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*"Over the past five or so weeks, FM Conway has been redoing the pavement along Great Titchfield Street. I was so impressed with the work I thought I would write and say thank you. It's a fantastic job very well done, and makes the street look so much better. It is clear that a lot of time and effort has been put into the job."*

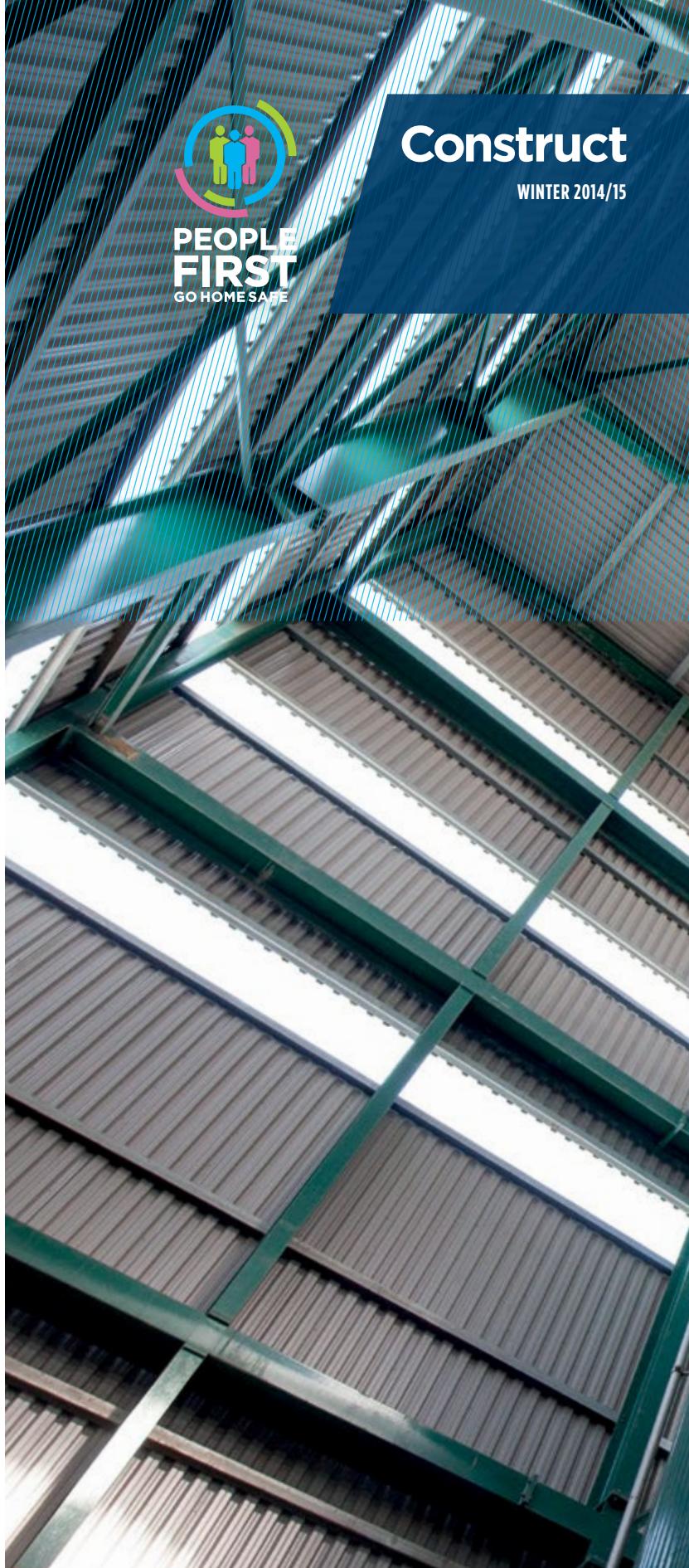
**A member of the public** compliments Ed Jennings and his team on their work at Great Titchfield Street.

# Construct

WINTER 2014/15



PEOPLE  
FIRST  
GO HOMESAFE



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