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# Construct





## FOREWORD FROM MICHAEL CONWAY

AS I WRITE THIS FOREWORD FOR OUR WINTER EDITION OF *CONSTRUCT*, I AM LOOKING FORWARD TO CHRISTMAS AND ALL IT BRINGS.

It is a time to relax and enjoy being with friends and family; a time for giving, eating and drinking; a time of hangovers and sleep.

We are now at the end of one year and at the start of another – a time to reflect and plan. We can recognise success and failures, put in place some changes and remember what didn't work in the past!

We and the rest of this great industry have the same problem, which is poor planning by our customers who are funded by local and central government. The pressure comes when their funds have to be spent at the end of their financial year. For us, this is when the weather and short working day is against us. We are all striving towards better planning – and believe me when I say that it has been an awful lot worse in the past – but today it is still not acceptable and change needs to happen.

The pressure that it puts on our labour resource is huge; bringing in temporary people isn't the answer to this problem. The answer has to be in rigorous and enforceable planning. We have to learn to say NO.

With Brexit approaching, our very flexible migratory workforce are feeling nervous about their future. And I can understand why but I want to state that this labour force, and in fact all FM Conway employees, are truly respected within this business. We will strive to work together to overcome the challenges that lie ahead and will support our great people in every way possible.

Is the future a multi-disciplined workforce? Yes is the answer, with a highly trained and well-paid workforce that can multi task, train others and work safely and responsibly. We in turn can then offer consistent workloads for 52 weeks of the year.

We take great pride in our apprenticeship programme. These people are our future, the industry's future, so we need to set the scene now and give them the confidence to succeed in the construction industry.

Lastly, I wanted to mention HIR: honesty; inclusion; and respect. This is so important to us as a business and fundamental to our ethos, 'great people; great work'. I ask that you all treat each other with honesty, inclusion and respect every day.

I know that as you are reading this today, Christmas is a distant memory. So I would like to wish you all a healthy, happy and prosperous 2018.

**MICHAEL CONWAY MBE**  
CEO FM CONWAY

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## FM CONWAY CELEBRATES WINNING STREAK

**FM Conway has been recognised for its health and safety excellence and environmental best practice, scooping a quartet of industry-leading awards.**

The business beat competition at the Mineral Products Association's (MPA) annual Health and Safety Conference and Awards to win the coveted John Crabbe memorial trophy for outstanding excellence in health and safety. FM Conway was recognised for creating an open and positive work culture and for proactively engaging employees in workplace health and safety. FM Conway also received a special award for environmental management at its state-of-the-art Heathrow Asphalt plant.

The Highway Electrical Association has also commended the business' commitment to health and safety, with an award for safety at work in recognition of FM Conway's bespoke near miss app.

Finally, the civil engineering division has won a Green Apple Environmental Award for its sustainable drainage systems (SuDS) work with Hammersmith & Fulham and Kensington & Chelsea councils.



*Wendy will support our development and ensure we continue to deliver great work for our customers.*



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

## WENDY BATES JOINS SENIOR TEAM

**FM Conway has appointed Wendy Bates to the role of business services director as the company continues to expand its operations across London and the south of England.**

Wendy will be responsible for strengthening FM Conway's central services functions to support and consolidate growth, and enhance customer service delivery. She will oversee the company's central services, IT, resource and planning, marketing and communications divisions.

Joanne Garwood, central services director, commented on Wendy's appointment: "FM Conway's business services divisions have played a critical part in our growth as we expand our geographical reach and broaden our areas of expertise. With her commercial focus and leadership experience across linked industries, Wendy will support our development and ensure we continue to deliver great work for our customers."

Wendy Bates, business services director at FM Conway, said: "FM Conway is a market leader in the highways industry and I'm excited to be joining such a dynamic firm which retains family values at its heart."

## AGGREGATES AND ASPHALT EXPANSION CONTINUES WITH KEY HIRE



**THE BUSINESS HAS ALSO WELCOMED STEVE MILLBURN AS IT CONTINUES TO GROW ITS MATERIALS MANUFACTURING CAPABILITIES.**



Steve joins FM Conway as head of its aggregates and asphalt operations (East). In his new role he will be responsible for overseeing the efficient operation of FM Conway's asphalt manufacturing plants at Erith and Croydon, in addition to its bitumen terminal and Polymer Modified Bitumen (PMB) plant at Imperial Wharf and its Dartford recycling centre.

Tim Metcalf, executive director of aggregates and asphalt at FM Conway, said that Steve's appointment will further support

FM Conway's position as a leading supplier of high-quality materials:

"FM Conway's aggregates and asphalt division has experienced great success over the past few years, continuing to grow and drive materials innovation with the potential to transform the highways industry. With his vast experience in the sector, I'm confident that Steve will further support our vision to be the leading manufacturer and supplier of high-performance products for both the strategic and local road networks."



# SMARTENING UP JERMYN STREET

EXPERT CRAFTSMANSHIP FROM FM CONWAY IS HELPING LONDON'S JERMYN STREET LIVE UP TO ITS REPUTATION AS A RENOWNED SHOPPING DESTINATION.



*The aim of the scheme is to improve the shopper experience and upgrade the area's public realm so that it mirrors Jermyn Street's reputation.*

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FM Conway has been working with Westminster City Council and the Crown Estate to deliver public realm improvement works along Jermyn Street, in the heart of London's St James's district.

Famous as the home of high-end tailors, boutique retailers and art galleries, the street has become tired and cluttered over the years and no longer matched customer expectations.

Ciaran Ward, head of Westminster services at FM Conway, explains: "The aim of the scheme is to improve the shopper experience and upgrade the area's public realm so that it mirrors Jermyn Street's reputation, creating an environment that is both welcoming and inclusive.

"With shoppers in mind, we are widening footpaths to improve pedestrian accessibility and installing attractive York stone paving and granite setts, which reflect the rich heritage of the surrounding buildings. The street's carriageway is also being raised to footway level in localised areas, providing defined pedestrian crossing points to compliment the many shopping arcades within the street."

Attention to detail has been vital to achieving the high-end finish expected by

visitors. The granite sett loading pads have been installed at the same level as the footway to accommodate the needs of the pedestrians whilst creating loading facilities for businesses.

The scheme has also provided an opportunity to deliver wider upgrade works, making sure the street continues to attract shoppers for years to come. FM Conway has fitted modern wall-mounted lighting, thus reducing street clutter, and is also working to future-proof the area's utility network.

Ciaran continues: "To prepare the street effectively for the 21st century, all the existing drainage and drainage runs have been renewed. We're also working closely with utility companies to provide high-speed internet connections to benefit shoppers and businesses alike."

Close collaboration between FM Conway and local businesses is imperative to the success of the works, and the company is continuing to liaise regularly with retailers to keep them updated on progress.

With the works expected to complete in autumn 2018, Jermyn Street will soon once again be suited and booted - living up to its name as the home of high-quality British artistry and craftsmanship.





# FM CONWAY UNWRAPS BOND STREET REVAMP

WORLD-FAMOUS SHOPPING STREET UNDERGOES PUBLIC REALM IMPROVEMENTS, READY FOR THE CHRISTMAS COUNTDOWN.

FM Conway recently unveiled the first phase of Bond Street's public realm improvements, helping London's home of premium shopping gear up for the festive season.

Working in partnership with Westminster City Council, FM Conway delivered a high-quality engaging streetscape in the heart of Mayfair. The project has seen the company widen and pave the footpaths with durable granite slabs as well as upgrade lighting along the street. Subsequent phases of the works will be completed by July 2018.

Commenting on the works, Lawrence Upton, operations manager at FM Conway, said:

"Bond Street is one of the world's most prestigious shopping destinations, requiring a public realm which meets customers' high expectations. With the first phase now complete, we're pleased to see the street looking its best in the run up to the festive shopping period."

*Bond Street is one of the world's most prestigious shopping destinations, requiring a public realm which meets customers' high expectations.*

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A GREATER UNDERSTANDING OF MATERIALS CAN DELIVER A NEW GENERATION OF RESILIENT HIGHWAYS, EXPLAINS FM CONWAY'S DEVELOPMENT DIRECTOR DAVID SMITH.

# DESIGNING AND DELIVERING A RESILIENT ROAD NETWORK

## **MATERIAL PERFORMANCE: IN THE LAB AND ON THE ROAD**

*Working with the Universities of New Hampshire and Nottingham, FM Conway has been pioneering a research project to understand and bring greater certainty to the performance of road materials.*

*The team identified a crucial disconnect between the properties of asphalt mixes when prepared in laboratory conditions compared to production on an industrial scale, where conditions are typically less controlled. Bridging this*

*gap is essential to effectively designing materials which will meet the challenges of the live road network.*

*The project therefore set out to accurately measure and determine how the manufacturing process can alter the material properties of the asphalt mix. By identifying these factors, FM Conway is now able to adjust conditions at its technical laboratory to emulate large-scale manufacture, delivering much greater reliability for customers.*





### Challenges on the network

As an industry, we are preparing for a period of significant investment in our roads. On the strategic network, much of which was built during the period of highways expansion in the 1960s and 70s, Highways England is tasked with upgrading ageing infrastructure while meeting new capacity demands. At the same time, local authorities are grappling with the need to address years of underinvestment from government, with one in six roads in need of replacement over the next five years according to the Asphalt Industry Alliance.

The need to deliver this investment brings financial and industrial challenges, as operators identify how best to mobilise resources. However, it also provides an opportunity to create a network which is more resilient and durable, provides a better customer experience, and which effectively marshals precious resources through modern techniques and a data-driven approach.

### Understanding materials

Creating more resilient roads relies on combining our understanding of the specific requirements of the network with our knowledge of materials. At FM Conway we have been continually investing in material research and innovation for over thirty years, both to source but also understand how materials perform on the network.

Our industry-leading recycling technology allows us to harvest existing materials from highways to reduce the cost and environmental impact of quarrying virgin aggregates. At the same time our technical team is breaking new ground in our knowledge of material properties so that we can devise increasingly sophisticated products to use on the roads themselves.

Most recently, in partnership with the University of New Hampshire and University of Nottingham, we have been testing how the asphalt production process affects material properties to create a closer link between laboratory conditions and those on the network itself. (See box on opposite page.)

Having taken great strides forward in asphalt recycling, as an industry we now need to focus on understanding and maximising the value of bitumen. Changes in the uses and refining of petrochemicals mean that we are seeing a significant shift in the market for binder materials. As other industries, including shipping, move towards cleaner fuels, refineries are producing less bitumen resulting in a fall in availability and thus rising costs. As a result, we must make sure that we are maximising the value of this material.

### Designing-in durability

Our investment in manufacturing our own polymer modified bitumen allows us to do this, creating sophisticated binder material to enhance performance. Polymer modification can create bitumen mixes with greater elasticity, providing more resistance to rutting and cracking in the pavement.

Combined with our greater understanding of material behaviour under real-life conditions, this means that we can address these traditional causes of pavement failure, as well as meeting the challenges posed by climate change such as wetter winters and greater temperature fluctuations across the seasons.

Having invested in developing new materials, the final and critical step is to measure and record performance on the road itself, amassing a body of data which can be used to inform future innovation. By using intelligent paving technology, we can record the conditions under which a material is laid so that we have a full picture of the composition of the pavement: the structure and properties of the material; the conditions under which it was mixed; when and how it was transported; and how it was used on the road.

By designing-in durability and monitoring performance in this way, we can maximise the impact of the current investment being made in our roads – making better use of materials to manage costs, reducing the need for reactive maintenance, and providing a better network for those that use it.

*Our technical team is breaking new ground in our knowledge of material properties so that we can devise increasingly sophisticated products to use on the roads themselves.*





CONWAY AECOM, WORKING IN PARTNERSHIP WITH TRANSPORT FOR LONDON (TfL), HAS DELIVERED A COMPLEX FLYOVER RENEWAL PROJECT ON THE A406 NORTH CIRCULAR, ADOPTING A LEAN AND INNOVATIVE APPROACH TO MINIMISE DISRUPTION AND SPEND WHILE REPLACING A CRITICAL PIECE OF INFRASTRUCTURE.

# LEANER APPROACH SEES WORKS FLY BY ON THE A406

CONWAY AECOM – FM Conway’s joint venture with AECOM – has completed a major refurbishment scheme for Staples Corner Flyover on the A406, one of London’s busiest roads. The flyover is located on the busy intersection between the A406 and the A5, just south of junction one of the M1 and west of Brent Cross Shopping Centre, and carries over 100,000 vehicles each day.

Delivered under CONWAY AECOM’s London Highways Alliance Contract (LoHAC) with Transport for London (TfL), the brief for the team was to replace the two 22-metre steel joints that hold the central portion of the flyover in place, thereby extending the structure’s lifespan for an additional 25 years. Alongside this, the project covered associated resurfacing works, drainage maintenance, carriageway lining and signage.

Several options were considered in terms of the methodology for delivering this comprehensive works programme, both to avoid disruption for the flyover’s many users and to protect the safety of workers and drivers.

Initially, the project was planned to be delivered over 57 nights in four-hour working windows, closing the flyover in one direction with an additional lane closure on the opposite side to create a safety zone. By taking a more innovative approach, CONWAY AECOM was able to reduce this to a single week of night-time lane closures for enabling works, followed by full closure of the flyover over two weekends.



**JOHN HOLLIDAY**  
contract  
manager,  
FM Conway

*By planning these works down to the hour and utilising every moment available to us within a tight window, we were able to reduce the overall timespan of the project.*



*The works were planned and executed perfectly, which ensured the project was a success and completed to time, quality and cost.*



**BELINDA LYDGATE**  
project manager  
(structures), TfL

John Holliday, contract manager at FM Conway, explains: "Through the LoHAC framework, CONWAY AECOM regularly carries out surfacing and maintenance works on the A406 so we understand the sensitivities and challenges of working on this part of TfL's network. This experience meant we were able to collaborate with TfL to develop a leaner approach and maximise lane availability.

"Our approach was to opt for shorter, intense periods of activity rather than a long programme of partial closure. By planning these works down to the hour and utilising every moment available to us within a tight window, we were able to reduce the overall timespan of the project."

An innovative communication plan across multiple media channels to widely publicise the closures and provide alternative options for the travelling public was essential to making this leaner approach work. The scheme was advertised on local radio, through online advertisements in the London press and across 18 variable message signs strategically positioned on both TfL's and Highways England's networks.

On the ground, this approach was backed up by two public liaison officers who kept key stakeholders informed, including the London Boroughs of Brent and Barnet, Brent Cross Shopping Centre, local businesses like Ikea, and London Buses. In total over 22,000 letter drops were also made to local residents to make them aware of the project.

Regular communications between the delivery team during the works were crucial to keep the programme on track. Four-hourly updates were sent to CONWAY AECOM's operational control room, who in turn liaised with TfL's London Streets Traffic Control Centre and emailed interested parties to keep them updated.

This close collaboration ensured that the scheme was a success, delivering a structure that will be fit for purpose for the next 25 years. The leaner approach selected for the project saved TfL £900,000 and required 488 fewer working hours.

Over the entire period of the works just 12 complaints were received about delays – a remarkable feat for such a complex engineering scheme. On both weekends of full closure, the flyover was re-opened ahead of the 5am Monday target.

"The A406 Staples Corner Flyover joint replacement project was a very complex and challenging project," says Belinda Lydgate, project manager (structures) at TfL. "The works were planned and executed perfectly, which ensured the project was a success and completed to time, quality and cost.

"The key to the successful outcome was extensive stakeholder engagement and having mitigation plans in place to manage traffic effectively and ensure no overrun of possession occurred. Working with the right people at the right time who shared the same vision made a positive difference."





FM CONWAY IS TAKING AN INNOVATIVE APPROACH TO ATTRACTING NEW TALENT AND EMPLOYEE TRAINING TO TACKLE THE SKILLS GAP.

*There are fantastic opportunities on offer in our sector and we need to make sure as many people know about and capitalise on them as possible.*

““”

**WENDY BATES**  
business services  
director,  
FM Conway

The infrastructure sector is under pressure to build capacity and attract the talent it needs to continue meeting the UK's development demands.

More than £600 billion worth of projects are planned under the Government's National Infrastructure and Construction Pipeline over the next decade. In the case of highways, the industry is ramping up for the next package of schemes under Highways England's current and future Road Investment Strategies, while local authorities are facing ongoing scrutiny to upgrade the local road network.

In addition to the pressures created by this busy works programme, the infrastructure sector also has an ageing workforce, calling for greater efforts to bring in young, talented people as well as presenting new challenges for the way it supports long-term employees.

With Britain's departure from the European Union just over 12 months away, which could see the sector lose access to EU talent pools, the need to find a sustainable solution to the skills puzzle is more pressing than ever.

Business services director Wendy Bates, who leads FM Conway's recruitment programme, explains how the company is meeting these challenges head on:

“Our approach is built around getting people from all walks of life into our business – young or old – including those who might never have considered a career in construction before or are far from employment. There are fantastic opportunities on offer in our sector and we need to make sure as many people know about and capitalise on them as possible.”

This ambition has recently seen the business enter into a partnership with London South East Colleges (LSEC). Through this relationship, Jonathan De Costa, who has autism, has started a formal internship with the transport team after completing a successful work placement. His exceptional mapping skills have proved a fantastic addition to the team and FM Conway is now looking at how Jonathan's internship can be developed to make best use of these.

“The partnership with LSEC and Jonathan's internship have highlighted the value of thinking outside the box when it comes to recruitment,” says FM Conway's HR director, Liz Garvey. “Work placements are a great way to get people into jobs who might not be successful through traditional selection processes. The partnership has also shown us the merits of shaping roles around people's skills instead of trying to make them fit rigid job descriptions.”





# CAPACITY

The company has been reassessing the way it engages young people and their influencers to challenge old stereotypes. One of the business' female quantity surveyors recently visited a junior school. Asked to guess her job role, the children's answers included fashion and retail positions. They were surprised to see her arrive in PPE.

Liz says the company is learning from the experience: "The school visit prompted a really productive talk about careers for women in construction and the breadth of opportunities available. We're now looking at how we can better manage our relationship with young people, including restructuring our work experience placements. It's about getting them to think differently about construction and what it can offer them."

Once people have joined the business, FM Conway's focus is on helping them to stay with the company for as long as possible,

with activity overseen by Liz Garvey and led by learning and development manager, Liz Chasteauneuf. The Conway Academy gives employees the skills they need to grow and enjoy a multi-faceted career with the company.

"We're finding the Academy particularly useful for helping older employees and are now introducing a re-training programme so that they can move away from more physically demanding roles," says Liz Garvey. "The age demographic of our industry is changing so it's important that we support employees at all stages of their careers."

Wendy adds: "Construction has the potential to be a tremendous force for good in society – not just through the projects we deliver but also in terms of job opportunities. It's up to businesses to make sure we're shouting about the enriching careers we offer so that we can attract the talent we need for the future."

*Our approach is built around getting people from all walks of life into our business – young or old – including those who might never have considered a career in construction before.*

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## APPRENTICES IMPRESS AT LOHAC FORUM

**A TEAM OF CONWAY AECOM APPRENTICES SCOOPED FIRST PRIZE AT THE LONDON HIGHWAYS ALLIANCE CONTRACT (LOHAC) APPRENTICE FORUM COMPETITION, DELIVERING AN INSIGHTFUL PRESENTATION ON HOW TO GET MORE WOMEN INTO CONSTRUCTION.**

Presenting at the Institution of Civil Engineers, the nine-strong team impressed judges with their thorough research and fresh perspective on the challenge which was set by FM Conway's CEO, Michael Conway. The team identified the best time to influence children's career choices and proposed solutions including school visits by current apprentices to champion construction roles for women.

CONWAY AECOM – a joint venture between FM Conway and AECOM – is currently working with Transport for London and the London boroughs of Brent and Barnet to deliver the LoHAC contract for the north west of London.



# FM CONWAY HELPS LOUGHBOROUGH JUNCTION'S RICH CULTURE TO SHINE

FM CONWAY'S CIVIL ENGINEERING TEAM HAS DELIVERED A VIBRANT COMMUNITY-DESIGNED PROJECT FOR LOUGHBOROUGH JUNCTION'S RAIL BRIDGE TO CELEBRATE THIS DIVERSE PART OF LONDON.

*Our job was to oversee the public's involvement in the works, making sure that they could participate in a safe and fun way.*

“”

FM Conway has been working with the London Borough of Lambeth to showcase the art and culture of the community living in Loughborough Junction, south London.

As part of an ongoing initiative to upgrade the area's public realm by Lambeth Council in partnership with Transport for London, FM Conway's civil engineering team was brought in to deliver an exciting design project intended to celebrate local identity and creative talent.

FM Conway's senior project manager, Kevin Brown, explains: "Working with local arts initiative 7 Bridges, our brief was to makeover Loughborough Junction rail bridge on Loughborough Road to transform it from a drab structure into a vibrant focal point for this busy local thoroughfare."

Inspired by the area's African and Caribbean culture, the new bridge design features UV lighting and luminescent geometric patterns and lettering. Getting the community involved in the delivery of the bridge upgrade was an important part of the scheme's aim to bring local people together. FM Conway's painting team, managed by Dave Otter, prepared and painted the base structure before local artists stencilled on the decorative designs.

Kevin comments: "Our job was to oversee the public's involvement in the works, making sure that they could participate in a safe and fun way. We held safety inductions with local people and helped them access the bridge with our scissor lifts and cherry pickers. We also put part road closures in place during the works to protect both our teams and the public."





The bridge will be an important part of the community for many years to come so it was important that the new design was durable to minimise lifetime management costs for Lambeth. The civils team therefore provided guidance on the bridge's computerised UV lighting system to support the long-term efficiency of the scheme.

"The decorative design has been painted with a mix incorporating luminescent paint, with the UV lighting system intended to make this really stand out at night," says Kevin. "In cooperation with Lambeth Council's lighting team, we proposed a specialist astronomical timing system for the lights which adjusts with the seasons to make sure that the lights come on and go off at the correct time of day. Without this system, the timers would have needed to have been adjusted by hand to keep up with annual changes such as British Summertime, so it's a much more cost-effective way of managing them."

“““

**KEVIN BROWN**  
senior project  
manager,  
FM Conway

*Working with local arts initiative 7 Bridges, our brief was to makeover Loughborough Junction rail bridge to transform it from a drab structure into a vibrant focal point.*

The bridge carries the Thameslink mainline and the FM Conway team worked closely with Network Rail to confirm that the specification for the new lighting and paint met railway safety standards and would not cause any structural corrosion. The high-quality lighting system installed by the civil engineering team can also be easily removed to allow Network Rail to carry out any bridge repair works that might need to be made in future.





FM CONWAY HAS BEEN WORKING WITH BROMLEY COUNCIL IN SOUTH EAST LONDON TO TRANSFORM TWO OF THE BOROUGH'S HIGH STREETS.

# TRANSFORMING BROMLEY'S

The London Borough of Bromley is delivering two major investment programmes to revitalise Bromley and Beckenham high streets. As the borough's infrastructure services partner, FM Conway is leading two concurrent projects which reflect the individuality of the communities they serve.



*The council recognised the importance of a better public realm to make sure that the town centre continues to thrive.*



**DEREK SAMPSON**  
senior contract  
manager,  
FM Conway

## CREATING A BETTER TOWN CENTRE FOR BROMLEY

**Bromley town centre is the borough's main shopping destination. Originally a busy market town before the suburbanisation of this part of London, the centre retains its own unique character boasting a busy shopping centre, The Glades, as well as big-name stores such as M&S, Next and Primark.**

FM Conway is currently delivering the detailed design and build of a regeneration public realm project across the length of the high street to make sure it provides an attractive and comfortable environment for shoppers.

Derek Sampson, contract manager at FM Conway, explains: "As with many towns, Bromley was pedestrianised in the late 20th century and a lot of the landscaping and materials had become tired and outdated. The council recognised the importance of a better public realm to make sure that the town centre continues to thrive."

The vision and concept design by SEW architects includes wall-to-wall repaving with high quality granite material and raised

urban gardens of trees and mixed plantation. Working with SEW, FM Conway's in-house consultancy team provided detailed construction design, including structural engineering of bespoke street furniture for the project and accommodating a fire path and service vehicle access within the space, while preserving the integrity of the overall design concept.

Although the project is transforming the area for the better, it's been essential to make sure that the works themselves consider existing businesses, as Derek explains:

"Bromley has a bustling market each Thursday, Friday and Saturday and our dedicated community liaison officer has worked closely with the traders, as well as permanent stores along the high street, to make sure that we coordinate our deliveries to minimise any disturbance."

The first phase of the current programme of works was completed at the end of 2017, just in time for the busy Christmas trading period. The final phase of the project is then due for completion over the course of 2018.





# HIGH STREETS

## BECKENHAM

**Just up the road in Beckenham, FM Conway is delivering a £2.4 million joint project with the borough and Transport for London. The ambitious programme is seeing improvements to the streetscape from Beckenham Junction station along the length of the high street.**

Here the focus is not just to improve the experience for pedestrians, but how the space is shared between shoppers and motorists. “Unlike Bromley, Beckenham high street is open to traffic. Providing an attractive and accessible destination for shoppers therefore needs to be balanced with the need to keep vehicles moving,” explains Derek.

FM Conway is creating a sense of place with a durable pallet of material and design features to increase pedestrian permeability and connectivity for the benefit of Beckenham’s retail economy. Trees provide a green backdrop to reduce the physical dominance of vehicles while footways are being widened to increase footfall. Designated and integrated parking areas complement the community look and feel of the space.

“One aim of the works is to encourage traffic to slow down and improve accessibility for pedestrians between

different stores, cafés and restaurants on each side of the road,” Derek points out.

Working on the busy route has brought challenges, with FM Conway’s traffic management team introducing a one-way system while works are ongoing. The phased programme is due for completion at the end of August 2018, when the carriageway itself will be replaced with a new asphalt surface.

A major objective for the borough is to improve the night time economy for the town centre and Beckenham has been awarded a purple flag award by the Association of Town Centre Management. Plans are also afoot to celebrate the area’s lively heritage, with the installation of an ‘Aladdin Sane’ flash in the pavement to celebrate the town’s links to David Bowie, who was a leader in Beckenham’s art scene in the 1960s.

Commenting on both projects, Garry Warner at the London Borough of Bromley added: “Creating an attractive, accessible and vibrant physical environment is essential to making sure our high streets thrive. Through these two exciting projects, we making sure that both town centres meet the needs of the community and support successful businesses.”



*Creating an attractive, accessible and vibrant physical environment is essential to making sure our high streets thrive.*

“”





# 5 MINUTES

...ON THE CIVIL ENGINEERING DIVISION

**WITH MATT SMITH**

DIRECTOR OF CIVIL ENGINEERING, FM CONWAY

**Q** So what does the civil engineering division do?

**A** Our civil engineering team builds and maintains major infrastructure assets for the UK's transport networks, including its roads, railways, ports and airports. On any one day, we might be building a new rail bridge or delivering major drainage works for one of London's busiest roads. We also carry out enabling works for large developments, paving, landscaping and public realm schemes, as well as looking after assets over the course of their whole lifetimes.

**Q** How do you work with the rest of the business?

**A** Civil engineering is part of FM Conway's self-delivery promise for customers so we work alongside the company's other divisions to support major contracts with long-term clients like Westminster City Council and the London Borough of Merton. A large proportion of our projects also see us working directly with private and public customers across London and the south of England.

**Q** What are the key issues for the civil engineering sector at the moment?

**A** As for the construction industry as a whole, the skills shortage remains a major issue for civil engineering. FM Conway takes a holistic approach to tackling it, concentrating on getting new people into the business, but also helping them to stay with us and develop their careers. We currently have six apprentices in the division as well as staff studying to further their professional development.

In terms of the work we do, one of the biggest challenges is the effect of population growth, particularly in London and the South East. How can we create assets which not only meet the demands placed on them now by users but also in 20 and 30 years' time? It's especially important for our railways - the number of UK rail passengers has doubled over the past twenty years, so we need to make sure we're building in capacity now to deal with further growth in the future.





It's also essential that we manage the effects of climate change and prepare our infrastructure to cope with changing weather patterns. Building in resilience is an important area of focus for FM Conway across the business and a key theme of its research and development work.

### **Q** How is the civil engineering division tackling these challenges in terms of customers' projects?

**A** Essentially, it's about future-proofing assets so that the time and money you invest upfront delivers a better return over the long term. As an engineer you're always looking for ways to improve processes and projects, whether that's honing the construction method or advising the client on the best materials to reduce wear and improve durability in the long run.

We often work with our consultancy division at FM Conway to develop bespoke designs and specifications for customers with long-term efficiency in mind.

## PROJECT UPDATE

### **FM CONWAY SHOWS A WILD SIDE**

*FM CONWAY'S CIVIL ENGINEERING DIVISION HAS TAKEN THE RESIDENTS OF LONDON'S WILD STREET ESTATE ON AN EXCITING JOURNEY, CONSTRUCTING A NEW PLAY AREA JUST YARDS FROM BUSTLING COVENT GARDEN.*

*Working on behalf of housing association Peabody, FM Conway has led construction of the project which has re-envisioned the estate's public space, combining an office, gardening club, seating and a play area to create a dynamic and inclusive hub that suits the needs of a range of residents.*

*Community involvement has been key to the project's success to ensure that the final scheme encourages residents to actively use the space. Engagement with local stakeholders throughout construction was essential and FM Conway worked closely with Peabody to support its consultations with residents, informing them of plans and progress with the scheme.*

*Situated between two roads, the safety of children and residents was integral to the planning and development of the space. Part of the job involved building speed bumps using coloured asphalt mixes at the entrance to the site to slow vehicles, as well as hoop barriers and bollards to separate parking spaces from the central community area.*

*The final project has created a high-quality public space where the Wild Street community can come together, play and relax – a haven in the heart of London.*

Footbridge works  
start here  
18 July  
until 9 Sept

# CONWAY PEOPLE

## EMPLOYEES OF THE QUARTER

**CONGRATULATIONS TO EVERYONE WHO WAS NOMINATED:** RYAN MACKIE, PHIL HARTLEY, ELLIE STEVENSON, PAUL MARTIN, JEMMA WATTS, JADE MOULE, KEMAL MEHMET, BEN CARTLEDGE, LEE FULLER, PAUL DELANEY, MARK DYSON, BEN COSTLEY, NICK ORCHARD, TOBY ALLEN, JOSH BRANCH, TOM O'DONOVAN, PHIL MADGETT, STEVE SMITH, SEBASTIAO EMANUEL, DARREN HARLEN, PAUL HOLDSTOCK, DAN CASEY, THE TRANSPORT TEAM AND THE SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHEQ) TEAM.



### TREVOR COLE civil engineering

#### TREVOR'S COLLEAGUES SAY:

*"Trevor's been working on the Western Access Project since its inception and has consistently dedicated a great deal of his own personal time into each evening to seeing the project through and keeping ahead of the game.*

*"He sets a high standard for ensuring work is carried out and creates a strong atmosphere across the site at all levels, and maintains a strong level of professionalism in everything he does. The project is demanding and puts a high degree of pressure on everyone, but Trevor remains a highly reliable team player."*



### ADRIAN OLTEAN traffic management

#### ADRIAN'S COLLEAGUES SAY:

*"We would like to say a big thank you to your sweeper driver Adrian, who has been going over and above. Adrian does a fantastic job with the sweeper but has also been out using a shovel for areas with some larger piles of silt.*

*"Adrian is also the first sweeper driver to get to the tip and return for a second load. The shift managers are very impressed with his communication as Adrian is always keeping them up to date. Adrian puts FM Conway in a great light."*



## TEAM OF THE QUARTER

OUR TEAM OF THE QUARTER IS **THE CLEANSING AND TRAFFIC MANAGEMENT TEAM:** BYRON WAUGHMAN, LLOYD WAUGHMAN, STEVE WICKHAM, TREVOR LAKER AND TONY HUNTER.

#### THEIR COLLEAGUES SAY:

*"I would like to point out that the crews were absolute superstars on site. They worked through all sorts of different problems and were the perfect crews to be able to get the job done – the use of CCTV with their experience and the jetting crew's knowledge of the systems were vital; the same with the traffic management operatives setting up the correct site and controlling the traffic, as it's a fast road and needed extra signage out to be controlled."*







# A JOB WELL DONE

“”

*“I thought I would write in to say how good the team is who are repaving the paths at Addington Square, Southwark, London. Working outside my property has given me a chance to chat with them briefly and to observe their work. They are both really friendly and terrific workers. These guys take pride in their work and work really hard. The attention to detail to keep good levels and lines is excellent and they clean up brilliantly every evening.”*

**A member of public** thanks George Muscal, Claude Cretiu and the team working in Southwark.

“”

*“I live on Edge Street and just wanted to say how impressed I have been in the last few weeks with the quality of care and workmanship of the operatives who have been working on replacing the old pavement at the end of my street. They are always very polite, hardworking and professional. The street looks great. They also wear proper safety clothes so they are visible and leave the pavement clean and tidy when they go home. Thank you for managing the process so well.”*

**A member of public** thanks Rushit Ahmati, Nicole Andreica and the team.

“”

*“Just wanted to let you know I think the work done at the Boship Roundabout is excellent! As a driver and motorcycle rider who uses that piece of road regularly the surface was appalling, the improvement to my journey is very much appreciated and I’m sure I am not alone. Please pass along my thanks for a job well done to the rest of your team.”*

**Nick Killick from East Sussex Highways** thanks the surfacing team.

“”



**PEOPLE  
FIRST**  
GO HOME SAFE

# Construct

WINTER 2017/18



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