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SUMMER/AUTUMN 2014 | www.fmconway.co.uk

Construct



FOREWORD FROM MICHAEL CONWAY



WELCOME TO THE SUMMER/AUTUMN ISSUE OF *CONSTRUCT*. WE'VE HAD AN INCREDIBLY BUSY SUMMER, AND THE REST OF 2014 IS SHAPING UP TO BE JUST AS EXCITING.

One of the major milestones of the past quarter has been the opening of our new Imperial Wharf bitumen terminal, which commenced operations in August. Thanks to this new site and a collaboration with ExxonMobil, we are now able to import bitumen to supply our projects across London.

Along with our new Heathrow Asphalt plant – the official launch of which we are preparing for at the time of going to print – this new bitumen facility is a major boost for the 'self delivery' model that serves our customers so well, and provides even greater security of supply for key construction materials.

As always, we have continued to deliver projects at some of London's most iconic locations over the past few months. Our refurbishment of Twickenham embankment – pictured on the front cover of this magazine – is now complete, and we are starting on the regeneration of the town centre ahead of the Rugby World Cup in 2015.

It's not just in London where we're continuing to make our mark. For the Commonwealth Games site in Glasgow, we delivered all of the barriers, bollards and gates to protect members of the public from the threat of hostile vehicles – a project that built on the significant experience we gained at the London Olympic Games in 2012.

As we enter the final months of the year, we can reflect on the successes we've had through 2014, but also on the challenges we face in the years ahead. Bringing new talent into the industry remains a key issue for our sector and needs to be one of our top priorities in coming months and years. However with institutions like the London Highways Academy for Excellence and the skills partnerships we have with our customers, we are confident we can face this challenge head on and make our business and the industry an attractive, exciting place to be.

MICHAEL CONWAY
CEO FM CONWAY

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A GLIMPSE OF THE FUTURE

In June, our development director David Smith presented at the high-profile Future Highways 2014 conference.

Future Highways is the longest-running, best-attended annual exhibition and conference for the highways and road maintenance sector. This year, 180 professionals attended the event at the Kia Oval to hear industry experts speak about what the future may have in store for our sector.

David – one of a small number of experts invited to take part in the debate – gave a presentation to assembled delegates about the importance of data in unlocking the value of our roads. He set out why collecting data on the composition of roads was a vital part of a long-term asset management strategy, and explored how this data can be the catalyst for achieving more effective recycling of valuable road materials.



If you knew the street as it was, you'll understand how much it has changed and the positive effect it has had on people living here. We are very proud of Van Gogh Walk.

ELAINE KRAMER
chair of
Streets Ahead



LAMBETH PROJECT SCOOPS CIHT AWARD

We're delighted that our scheme at Van Gogh Walk – undertaken in partnership with the London Borough of Lambeth and residents' association Streets Ahead – has won the CIHT Highway Services Streets Award.

The award, which was presented by transport minister Robert Goodwill MP, celebrates the best highways projects in the country. We were recognised for our work at Isabel Street; a dimly lit back road in Stockwell, which was transformed between 2009 and 2013 into a clean safe space for the whole community, and renamed Van Gogh Walk.

We pedestrianised half of the street and set aside separate play areas and gardens. Raised planters housing some of Van Gogh's favourite flora, such as sunflowers and olive trees, have also been installed and engraved with some of Van Gogh's famous quotes about the city of London.

FM CONWAY RECEIVES 'BIG TICK' FOR SUSTAINABILITY PROGRAMME

In June this year, FM Conway was incredibly proud to be recognised with a 'Big Tick' as part of the prestigious Responsible Business Awards 2014, run by the charity Business in the Community.

A Big Tick is awarded to companies that demonstrate significant achievement in tackling key social and environmental issues.

We achieved our award in the Sustainable Products and Services category, in recognition of the work we have undertaken to make environmental sustainability a core part of our business. The fact that we are diverting 450,000 tonnes of construction waste from landfill each year, supplying 220,000

tonnes of recycled aggregate to our sites and recycling 98 per cent of all the waste we generate all contributed to us being awarded Big Tick status.

We were also one of six companies shortlisted from an initial 25 for the main Sustainable Products and Services Award. We unfortunately didn't win this year, but we are still extremely proud to have been shortlisted despite very stiff competition, and to have been awarded the prestigious Big Tick accreditation.





OLD TOWN GETS NEW LOOK

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GEORGE WRIGHT
Project Manager,
Transport Planning
and Strategy,
London Borough
of Lambeth

Thanks to our partnership with FM Conway, we have successfully completed a large and complex scheme that's delivered a new town square, wider pavements, new pedestrian crossings and over 100 new trees.



WE HAVE JUST COMPLETED A MAJOR £1.8M RESTORATION PROJECT DESIGNED TO BRING A NEW LEASE OF LIFE TO THE CLAPHAM OLD TOWN AREA – PART OF LAMBETH COUNCIL AND TRANSPORT FOR LONDON'S FLAGSHIP 'CLAPHAM OLD TOWN REGENERATION PROJECT'.



At the heart of the historic district of Clapham is the Old Town area; a central open space lined by Georgian and Victorian heritage buildings, which opens up to the 220-acre green expanse of Clapham Common to the South.

The area has become increasingly popular and affluent, thanks to the attractive combination of town centre amenities, green open spaces, and easy access to the city. However, an exponential increase in both road traffic and pedestrians at Clapham Old Town is putting increasing strain on the area's infrastructure.

FM Conway was commissioned by the London Borough of Lambeth to carry out a complete renovation of the area; revitalising the open piazza in the centre of Old Town and completely redesigning the ageing gyratory system to make it fit for purpose for all road users.

A two-way process

Improving Old Town's outdated one-way system – previously described as 'deadly' by the ward councillor for Clapham Town, Nigel Haselden – was one of the key challenges on the project.

We replaced it with a two-way system with improved cycle and bus lanes, and far greater accessibility to the main Old Town area. By extending the footway by around 1m and creating several new zebra crossings, we also reduced the potential for conflict between pedestrians and other road users.

Key to the success of this major change was good forward planning and ongoing engagement with local residents and businesses. Two-way temporary works were used while the construction works were underway to make sure that road users became acclimatised to the changes as early as possible. Working closely with the council, we also deployed our own Mobile Communications Unit where people could find extra information and ask any questions they might have about the project.

A new lease of life

Despite making the road two-way we were still able to extend footways, meaning that the road to pavement ratio is now 65% pavement, 35% road (previously 65/35 the other way). This created additional space for al fresco dining areas, in keeping with the vibrant streetscene of the area.

Aesthetic detail was also crucial to the scheme, so we used 2,230 sq m of high-quality York paving stones and 1,843 sq m of Appalachian paving, with 726 sq m of resin ground gravel for the pedestrian areas.

The pedestrian zone includes a brand new outdoor seating space for local arts centre charity Omnibus. Built around a large planter – which also serves to segregate the pedestrian area from the new cycle and bus lanes – Omnibus' new area was created at no extra cost to Lambeth as a charitable gesture by FM Conway.

What next for Clapham Old Town?

The timescale for the scheme was originally set for a year, but we have been able to complete the project in ten months. An opening event was held in June, which saw the new-look Old Town officially opened by Lambeth Council leader Lib Peck.

Following the success of the project, Lambeth Council is now looking at renovating a number of other roads in the area – and FM Conway is in line to lead on these projects as well.

George Wright, the project manager for transport planning and strategy at London Borough of Lambeth, sums up the success of the project: "We have successfully delivered another complex, major scheme thanks to our partnership with FM Conway. I have been particularly impressed with the quality of workmanship shown by FM Conway and the regular liaison with residents and businesses throughout the project, and I look forward to working with them on future schemes."

Key to the success of this major change was good forward planning and ongoing engagement with local residents and businesses.





THE SAFETY OF ATHLETES AND SPECTATORS IS THE NUMBER ONE PRIORITY AT ANY SPORTING EVENT AND THE 2014 COMMONWEALTH GAMES IN GLASGOW WAS NO DIFFERENT.

SHOW OF STRENGTH AT THE COMMONWEALTH GAMES



The 20th Commonwealth Games, held this summer in Glasgow, saw nearly 5,000 athletes from 71 different nations and territories competing in one of the world's top elite sporting events. Millions of spectators visited the games over this time, travelling from all over the world to enjoy the 18 different competitions on display.

As with any event of this scale, safety is of the utmost importance. FM Conway worked directly with Selex ES – the company that held the contract for venue security – to install measures designed to keep the public safe from the potential threat posed by hostile vehicles. These measures – including barriers, bollards and gates – were already owned by FM Conway from our work with LOCOG at the London 2012 Summer Olympics and supplemented those held by the government's National Barrier Asset.

All of the measures installed were surface mounted, meaning they could be deployed and then removed quickly and efficiently to minimise disruption. We installed 2,700 metres of Hesco barriers – wire cages similar to those used by the army which can be rapidly assembled and then filled with gravel or sand to create strong protective barriers.

In total, we installed 2,000 barriers filled with 6,000 tonnes of sand around the perimeters of six venues including the Chris Hoy Velodrome, Games Village and Hampden Park Arena.

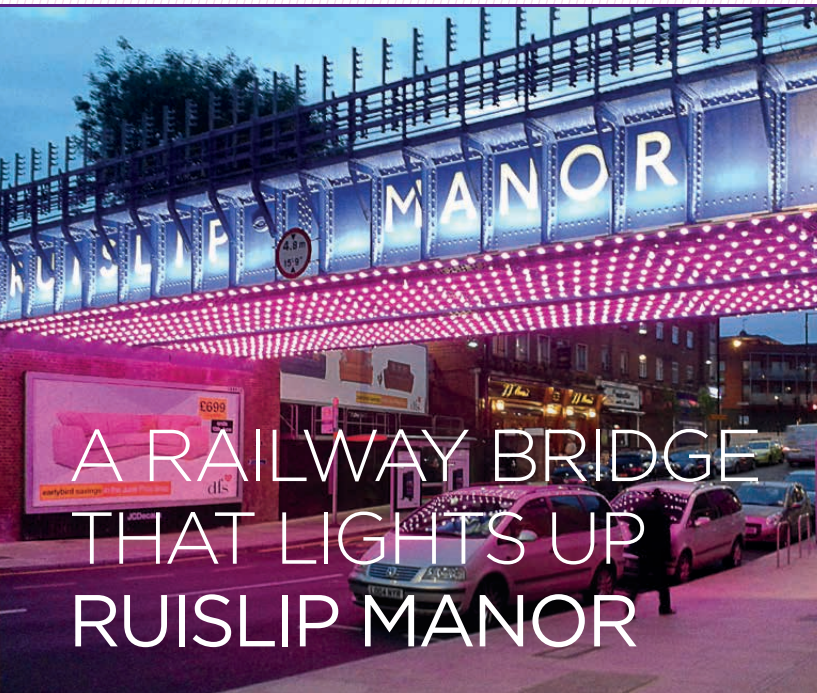
We also installed 11 'dragon teeth' gates and two rising arm barriers; the same which had been used at Admiralty Arch during the Olympics. Some 160 surface-mounted bollards were also put in place as part of the project.

Brian Morris, civil engineering director at FM Conway, said: "Our experience at the London Olympics was of huge benefit when coming into this project. We already had the specialist equipment and the knowledge of how to deploy it.

"The project did have some interesting logistical challenges. A number of journeys were required to move all of the equipment up to Glasgow which then needed to be stored. There was also lots of work required to close certain roads when works were taking place – something which required close collaboration with the local police force."

Our experience at the London Olympics was of huge benefit. We already had the specialist equipment and the knowledge of how to deploy it.





A RAILWAY BRIDGE THAT LIGHTS UP RUISLIP MANOR



A JOINT FM CONWAY AND HILLINGDON COUNCIL RENOVATION PROJECT FEATURING A UNIQUE LIGHTING DISPLAY HAS TURNED A TIRED RAILWAY BRIDGE IN RUISLIP MANOR INTO A SPECTACULAR GATEWAY TO THE TOWN CENTRE.

Hillingdon Council – with the help of the Mayor of London's Regeneration Fund – has dedicated £2 million towards refurbishing Ruislip Manor town centre to make it a better place for people to live, work and visit.

One of the key elements of the project was the restoration of Ruislip Manor Station Bridge – a railway bridge that crosses the high street near the heart of the town centre.

Logistical challenges

Right from the start the renovation threw up some difficult logistical challenges. In order to minimise disruption to commuters, Hillingdon required all works to be carried out at weekends. Complex forward planning was needed to ensure that works could be delivered in a two-day window each week.

This was further complicated by the fact that throughout the project, the bridge remained a live and busy railway line. Any work on the top section of the bridge not only had to be delivered at weekends, but also when the railway line itself was closed. Our team had to be in constant contact with Transport for London in order to keep on top of scheduled closures and plan works accordingly.

Lighting up Ruislip

Cleaning and re-painting the bridge restored it to its original state, but Hillingdon Council

wanted to go a step further and create a new, unique lighting system that would make Station Bridge truly stand out as a feature of the town.

We worked with Hillingdon Council and professional lighting design consultants EQ2 Light to create an 'armadillo shell' fixture of nearly 1,000 LED bulbs. The bulbs can be set to 2,700 different colours and use different styles of lighting, so Hillingdon Council can completely change the look and feel of the bridge depending on the season or occasion.

Creating the lighting feature was a challenging process, technically and logistically. We installed a galvanised mesh structure that runs under the soffit and around the bearing seat area of the bridge to stop pigeons from nesting in the structure or the lighting fixture. This also created the framework to support the lights in a way that kept them uniform across the underside of the bridge.

The bulbs are specially made in China and require a 12 week lead time; it was only through intense negotiations with the manufacturers that we were able to have them delivered in nine weeks, in order to meet our project timescales.

"We're very pleased with the end result. The bridge has been a real talking point and we have had some very positive feedback from residents and traders."

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RESURFACING CARRIAGEWAYS ACROSS HYDE PARK CALLED FOR CAREFUL PLANNING AND SENSITIVE DELIVERY TO ENSURE THIS HISTORIC LOCATION COULD REMAIN OPEN TO THE PUBLIC THROUGHOUT THE WORKS.

TURNING DOWN THE VOLUME AT SPEAKERS' CORNER

“ ”

PAUL MARTIN
contracts
manager,
FM Conway

We supply our own materials and operate our own logistics fleet – meaning we can carefully schedule when deliveries arrive, plan exactly when the work will take place and consequently minimise our impact.



Everytime there was an approaching horse rider or dog walker we reduced noise levels from plant equipment so that we didn't disturb the animals.



We were commissioned by The Royal Parks this summer to deliver a major resurfacing of carriageways at Hyde Park. The project – which builds on our previous works at Regent's Park and Greenwich Park – saw us resurfacing and fitting new metal edging to 3,000 m² of carriageways across the historic park; including around one of London's most famous forums for free speech and debate, Speakers' Corner.

Working within a window of 9.00am–4.00pm each day, the overriding objective was to minimise the impact of our works so that visitors – whether on foot, horseback or bicycle – could continue to enjoy Hyde Park throughout the duration of the project.

Prior to the works commencing, we advised cyclists of any diversions and set out clear detours. Extensive pictorial signage was also used throughout the project to help communicate diversions to non English speaking tourists. A team of FM Conway marshals was on hand to ensure that disruption was kept to a minimum.

FM Conway contracts manager, Paul Martin explains: "Our marshals were our 'eyes and ears' on the ground, making sure that every time there was an approaching horse rider or dog walker we reduced noise levels from plant equipment so that we didn't disturb the animals."

We planed existing carriageways and undertook the surfacing with high-quality asphalt supplied directly from our state-of-the-art asphalt plant in Erith. Paul Martin adds: "Our unique self-delivery model makes a real difference on projects like this. We supply our own materials and operate our own logistics fleet – meaning we can carefully schedule when deliveries arrive, plan exactly when the work will take place and consequently minimise our impact."



AS PART OF OUR CONTINUED COMMITMENT TO HEALTH AND SAFETY ACROSS OUR BUSINESS, IN JUNE WE TEAMED UP WITH THE HEALTH AND SAFETY EXECUTIVE TO DELIVER A SAFE-WORKING AWARENESS SESSION TO STAFF ACROSS FM CONWAY.



FM CONWAY HEADS TO THE DEN FOR HSE SEMINAR

Approximately 200 managers, supervisors and operatives from all of FM Conway's business divisions descended on Millwall Football Stadium in June for a health and safety awareness conference, organised by the Health and Safety Executive (HSE).

The event saw HSE Inspector Tony Webb sharing best practice with our workforce around a number of key health and safety topics – with particular emphasis on the dangers posed to construction workers by airborne silica dust.

This is an issue that's high on the priority list of the HSE, who are on a mission to highlight the immediate dangers and long-term health effects posed by silica dust – which can cause serious respiratory ailments including bronchitis, emphysema and lung cancer. Tony talked about the use of appropriate mechanical aids to eliminate or reduce risk, and also outlined best practice techniques for handling dust control.

The event was supported by WWT – the industry-wide health and safety campaign by the Construction Industry Advisory Committee (CONIAC) – who delivered a presentation on improving health and safety in general across the construction industry.

As part of the conference, we took a number of photographs of delegates on the terraces of the stadium, which Working Well Together will be using as part of their next national campaign.





NEAR MISS CAMPAIGN GOES LIVE

IN SPRING THIS YEAR, WE ROLLED OUT A NEW CAMPAIGN AIMED AT ENCOURAGING OUR STAFF TO REPORT ANY NEAR MISSES EXPERIENCED WHILE AT WORK.

Near miss reporting – feeding back on anything that nearly caused an accident on site – is a vital part of health and safety best practice. These reports give us an opportunity to fix problems before they cause an accident, helping guard our operatives and members of the public from harm.

The drive is part of People First – our initiative aimed at bringing health and safety to the forefront of the business agenda.

The roll out of our revamped Near Miss campaign focused on raising awareness across the business and making reporting as simple and accessible as possible. We now have posters across all our sites and offices calling on operatives to report near misses, and providing information about the ways operatives can file reports. These posters will be updated each quarter from now on.

We informed all of our operatives about the campaign in our internal staff publication Conway Central. We're also carrying out a series of training modules for all staff to explain the reporting process, and drive home the message that near miss reporting is about improving safety for everyone; not about apportioning blame.

A range of options have been made available for staff when it comes to reporting. We're aware that some would like to speak directly

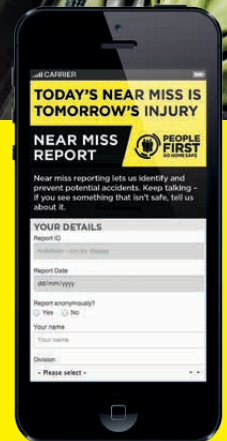
with a member of the team, while others may prefer to make contact electronically – so our operatives can now call, text or email their reports. This can be done anonymously, if required.

We have also built our very own mobile app which allows anyone to upload and post a report using their smartphone. In future, we plan to integrate a function which will allow them to upload photos taken on their phone to illustrate near misses.

The campaign has already been a major success and shown a clear impact on the number people feeding back to the business. In June this year we saw a twelvefold increase in the number of reports received compared with June 2013.

Our long-term goal is for near miss reporting to become the norm and an integral part of our working culture – and the best way to achieve that is showing that near miss reporting leads to real, positive change.

We're committed to responding to all reports made, and acting on them in every instance where an improvement can be made. By doing this, we'll not only improve the number of reports coming to us, but will make a marked improvement to health and safety procedures and practices here at FM Conway – improvements that could one day save someone's life.



Our long-term goal is for near miss reporting to become the norm and an integral part of our working culture.

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**CLLR PAMELA
FLEMING***Cabinet Member
for Environment,
Richmond
Council**Twickenham now has a
Riverside to be proud of.**It's now a beautiful
stretch for people to
walk along, view from
the river, or just sit
back and enjoy.*

TWICKENHAM TRANSFORMED

FM CONWAY IS PLAYING A KEY ROLE IN THE REDEVELOPMENT OF TWICKENHAM'S TOWN CENTRE AND RIVERSIDE AREA; A £12M PROJECT BY RICHMOND COUNCIL TO MAKE SURE THE HOME OF ENGLISH RUGBY IS MATCH FIT FOR THE 2015 RUGBY WORLD CUP.



We want to make sure the town of Twickenham is the absolute best it can be ahead of next year. It's a challenging project in a busy town centre, but thanks to our partnership with FM Conway we are making great progress and are well on track for completion of this phase in 2015.



CLLR PAMELA FLEMING,
cabinet member
for environment,
Richmond Council

In September and October next year, England will be hosting the 2015 Rugby World Cup. More than 800,000 fans from around the world are expected to arrive in the UK for the biggest event in the rugby calendar – with Twickenham Stadium hosting the final.

Ahead of the arrival of this prestigious sporting event, the London Borough of Richmond upon Thames is undertaking a £12m redevelopment of Twickenham to make the town as visually appealing as possible and ensure that its infrastructure has the capacity to handle the major influx of visitors.

As the long-term infrastructure services partner to Richmond Council, FM Conway was contracted to deliver this major renovation project; transforming a key part of the town's riverside area into a picturesque embankment and overhauling the whole of the town centre's streetscene and transport network.

Rejuvenated riverside

We have just completed the renovation of the western half of the Twickenham Embankment – the riverside area that stretches from the Diamond Jubilee Gardens to York House Gardens.

The £800,000 project saw our teams create four pedestrian crossings leading to the walkway, refurbish and repaint all railings along the riverbank, install new street lighting and furniture, and plant new foliage around the area including eight semi-mature Pin Oaks and five new flower beds.

We also resurfaced the carriageway and the Riverside Walk with high-quality Heritage Gravel, and replaced the pavement from Church Lane to Wharf Lane with York Stone to complement the works being undertaken across the town centre.

Richmond Council's cabinet member for environment, Cllr Pamela Fleming, said: "Twickenham now has a Riverside to be proud of. It's now a beautiful stretch for people to walk along, view from the river, or just sit back and enjoy."

Tackling the town centre

Following the success of the Embankment project, work is now underway on the key phase of the Twickenham regeneration: the redevelopment of the town centre.

We have completed the first phase of repaving the town centre with 2,000 sq m of York Stone. We are also installing new street furniture and seating areas, removing unnecessary signage and clutter, improving street lighting systems and planting new trees across the area – all designed to reduce the dominance of traffic and revitalise the visual appearance of the town.

The town's transport infrastructure is as important as its aesthetics on this project. Making the town centre pedestrian-friendly was vital to ensure that the town is ready for the volume of people expected during the 2015 event.

We are widening pavements on key roads in the town centre by up to 1.5m and relocating key pedestrian crossings. A 20mph speed limit will also be introduced throughout the town, with new cycle lanes created to allow cyclists better and safer access to the centre.

Overcoming challenges

It's been a challenging project for FM Conway and Richmond Council, because works are being undertaken in an extremely busy area – with high pedestrian footfall and roads that form one of the main commuter routes for Transport for London (TfL) buses.

However, by taking a phased approach to the project, using smaller delivery vehicles to bring materials to the site, and keeping local residents and businesses well informed of developments, we have been able to minimise disruption during the works.

MAYOR OF LONDON BORIS JOHNSON RECENTLY VISITED EAST STREET IN BROMLEY NORTH VILLAGE TO SEE FIRST-HAND OUR HIGH STREET IMPROVEMENT SCHEME.

MAYORAL SEAL OF APPROVAL FOR BROMLEY



Mr Johnson spent the day in Bromley, touring our surfacing and public realm project in East Street which is part of the larger Bromley North Village improvement area.

The mayor was guided by Toby Pyper, term maintenance director at FM Conway, and took the opportunity to speak with local traders and hear how the project was helping to increase footfall along the high street.

In order to make East Street more pedestrian and shopper friendly, we have narrowed the carriageway from nine metres to three and significantly widened the pavements. This has created new areas which local restaurants use for outdoor dining, weather permitting.

East Street is part of the wider £5.5 million Bromley North Village scheme which encompasses Market Square, High Street North and East Street areas of Bromley town centre and is scheduled to be completed before the busy Christmas period. When complete, the project will have seen the installation of 11,000m² of high-quality yellow granite paving, the planting of 48 trees and installation of 1,450 solar powered streetlights.

The mayor used his trip to East Street as a springboard to launch his 'Action for High Streets' plan to help town centres compete with e-commerce and out of town retail. The report details City Hall's future plans to help the capital's high streets to thrive and commits £9 million of further funding for improvements in areas similar to Bromley. Mr Johnson has made this financial support available from the autumn and has encouraged local businesses and community groups to bid for the funding.

Boris Johnson said: "Our High Streets have been under great pressure from the rapid growth of retail parks and internet shopping. But their great strength is that they offer so much more than simply shopping. They are where Londoners come together to work, relax, meet and play and they buzz with activity from morning to late at night. However they are also key to the London economy and that is why we must make the most of their huge potential."

NEW BITUMEN TERMINAL BOOSTS SECURITY OF SUPPLY FOR LONDON



FM CONWAY HAS BEGUN IMPORTING BITUMEN AT IMPERIAL WHARF, KENT, PROVIDING CUSTOMERS WITH GREATER SECURITY OF SUPPLY.

We are already maximising the site's riverside location by using the Thames as a strategic waterway to reduce road transport movements and cut carbon emissions.



A new collaboration with ExxonMobil sees us importing bitumen from the oil and gas company's refinery near Antwerp, Belgium. We will have the docking and storage capacity for up to 7,500 tonnes of bitumen thanks to a £2.5 million refurbishment of the facility, which is located on the River Thames.

The refurbishment of the industrial site's jetty and tank farm ensure that FM Conway can provide highways clients and partners with a long-term, secure supply of bitumen and help it to manage supply chain costs.

The price of bitumen, which accounts for around a quarter of the cost to construct a new road, has been volatile over the last few years. This is linked to wider global factors such as the price of oil and the fact that more refineries are being converted to enable them to produce higher value products such as diesel. The general trend is for less bitumen to be available, further adding to price pressures.



Michael Conway, chief executive officer for FM Conway, comments: "The ability to independently import bitumen forms part of our core self-delivery model. It gives us full control over our supply, allows us to cut input costs, and crucially guarantees security of supply for our customers.

"It's an approach which delivers environmental benefits as well. At our asphalt plant in Erith we currently transport aggregates by river and have successfully cut 1,250 tonnes of carbon each year by removing 15,000 truck journeys on London's roads."



A HEAD START FOR THE NEXT GENERATION

IN JUNE, 10 YOUNG LONDONERS ATTENDED THE FIRST LONDON HIGHWAYS ACADEMY OF EXCELLENCE APPRENTICE PROGRAMME. AT THE END OF THE COURSE, ALL LEFT WITH TRANSFERABLE SKILLS, RECOGNISED QUALIFICATIONS AND – IN MANY CASES – A NEW CAREER.

The course was really enjoyable and gave me a range of skills I now use in my new job. I would recommend it to others looking to get into construction.



The London Highways Academy of Excellence (LHAE) was established in 2012 by FM Conway to manage its own training but was soon expanded to deliver training externally. The Worshipful Company of Paviers adopted the LHAE in 2013 to give it independence and register it as an academy.

The LHAE provides people with the training and skills required for the demands of working on the capital's roads and urban realm. It was designed to help companies and authorities give their people the knowledge and skills they need for perfect delivery in London. One of the key courses offered is the Bronze London Pass: a qualification designed specifically for young people to help them gain relevant construction industry skills and demonstrate their knowledge to potential employers.

Over 100 people not otherwise engaged in employment, education or training contacted the LHAE having met with FM Conway, LoHAC contractors, Transport for London (TfL) and London Councils at job fairs. Ten candidates ultimately attended the Bronze Pass, which is funded primarily by government with assistance from the Worshipful Company of Paviers.

This included a one-day emergency first aid at work course, fire warden training and a manual handling course. All candidates also took the test for the operative CSCS card, a requirement for working on any construction site in the UK.

In addition to providing practical training, the LHAE helps candidates improve their interview skills and identifies job vacancies on their behalf. Companies within the construction industry are invited to approach the LHAE with their entry-level positions, which are then made available to candidates.

Since the course finished in early July, four of the attendees have secured jobs. This includes one plant fitter apprentice and one highways maintenance operative at FM Conway, one operative at CONWAY AECOM and one apprentice at Cleshar – a track-fitting contractor for TfL. Two other candidates are progressing through interviews with CVU, Ringway Jacobs and Charterhouse.

Harry Callear, course attendee and apprentice at FM Conway, said: "The course was really enjoyable and gave me a range of skills I now use in my job. The practical elements – such as manual handling – are particularly useful. I would recommend it to others looking to get into construction."

The next course is being run this Autumn. Eleven companies have already contacted us with vacancies for the successful candidates, and we are confident that even more people will be helped into rewarding new construction careers.

LAST YEAR, WE COMPLETED THE RETROFIT OF ALL OUR HEAVY GOODS VEHICLES (HGV'S) WITH MEASURES INCLUDING SIDE GUARDS, SENSORS AND CAMERAS TO IMPROVE CYCLE SAFETY. WE'RE ALWAYS LOOKING FOR NEW WAYS TO IMPROVE SAFETY – AND WE ARE NOW TRIALLING A GLASS NEARSIDE DOOR DESIGNED TO ELIMINATE BLINDSPOTS AND, ULTIMATELY, SAVE LIVES.

A WINDOW TO THE FUTURE



London and the South East have seen a major increase in cycling over the past decade. According to a 2011 report by the Greater London Authority, the previous 10 years saw a 173 per cent increase in cycling on major roads. This means thousands more vulnerable road users coming into contact with traffic each day, which has led to a rise in accidents.

Despite making up only four per cent of traffic, HGVs were involved in 53 per cent of London cyclist deaths between 2008 and 2012. Nine of the fourteen cyclists killed on London's roads last year were involved in collisions with construction industry vehicles – an unacceptably-high figure.

We completed our fleet retrofit in late 2013, fitting all 258 FM Conway HGVs with the latest safety measures including sensors, blind spot cameras and side-guard rails. Now, as part of our commitment to reduce risk to vulnerable road users wherever possible, we are trialling a new side door with an integrated glass panel below the window. It's a simple premise, but gives the driver a direct line of vision of their nearside blindspot, allowing them to see any cyclists

riding in an area difficult to see with mirrors alone. With left turns a major cause of collisions between HGVs and cyclists, this innovation could be a major step forward to mitigating this risk.

We asked our supplier Volvo to fit a glass panel door to one of our vehicles so that we could test its effectiveness in practice. This is the first time that Volvo has had this technology used on British roads. Feedback from our drivers has been positive, with all finding the additional visibility useful. As a result, we have asked Volvo to fit glass panel doors to all our new HGV orders and we are now looking into the possibility of retrofitting our existing vehicles.

Peter Parle, transport manager at FM Conway said: "Any driver will tell you that you can't beat direct vision when it comes to identifying vulnerable road users. Cameras, sensors and extra mirrors are all essential but this glass panel gives one more layer of assurance that a cyclist isn't sitting in the blindspot. This isn't a measure currently required by law, but one that will help further improve safety in the future."

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CONWAY PEOPLE

EMPLOYEES OF THE QUARTER

CONGRATULATIONS TO OUR EMPLOYEES OF THE QUARTER: DAMIAN BENBOW, MATT JENNER AND TERRY SNELLING. ALL THREE HAVE BEEN IDENTIFIED BY THEIR COLLEAGUES AS HAVING GONE THE EXTRA MILE AND HAVE EACH RECEIVED A WELL-DESERVED £250 IN HIGH STREET VOUCHERS. THANK YOU FOR YOUR OUTSTANDING WORK.

➤ DAMIAN BENBOW, Structures and Maintenance Apprentice



DAMIAN'S COLLEAGUES SAY:

"Damian has been with me for around seven months and in that time he has shown great passion for his day-to-day electrical duties and will always go that extra mile to help out."

"He always shows a keen attitude to learn new things."

"He works very hard taking all the information and training in."



➤ MATT JENNER, A&A Supervisor



MATT'S COLLEAGUES SAY:

"Matt constantly goes above and beyond to ensure the task is done, and does so with a smile on his face. It is a pleasure to work with Matt, he is a dependable employee and an example to all that he works with."

"No job is too much trouble for Matt who has improved customer service, truck turn around and saved costs."

"Matt has shown an enthusiasm for his new role and a drive for improvement."



➤ TERRY SNELLING, Term Maintenance Yardman



TERRY'S COLLEAGUES SAY:

"Terry is proactive in his role always prompting management if materials stocks are low, sweeping the yard and is always available to help out of hours if any emergencies crop up."

"Terry understands the need to get the right information to the right people on time."





COMPLIMENTING CONWAY

"Just a quick note on behalf of local residents and businesses to say thank you for the road resurfacing of Claylands Road, Trigon Road and Palfrey Place. FM Conway staff were polite and courteous and they got on with the job efficiently and effectively. I'm not a technical expert but it seems to me like they did a good job."

A member of the public compliments Steve Cole and his team for their resurfacing works near Oval, South West London.

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"A huge pat on the back; I reported two blocked drains in Spratton Road, Brixworth which was causing a disabled couple great concern and worry. Within a couple of days, both have been inspected and cleaned and the family are very relieved that there won't be overflow which might get into their property. Well done!"

District Councillor Ian Barratt thanks Jonathan Lee and Gary Inwards for their quick and efficient cleaning of blocked drains in Spratton Road, Brixworth.

"I just wanted to say the guys who are working on the White Estate complex are doing a fantastic job, absolutely fantastic. The work they have done looks great. I actually went up to them and asked their names."

Audrey Reid thanks Simon Eusebe, Ion Flore and Ion Coc for their hard work at the White City Estate.

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"I have had some very lovely comments from various traders in the area that is currently under construction, about the men that are working on the new pavements. They have all commented on how considerate and polite they are and I should be most grateful if you were to pass on our thanks to them."

Linda Arthur, South Croydon Business Association, thanks PJ Woods, Anthony Woods, Wayne Sansom, Dean Sansom, Gary Fuller, Mark Featherstone and Peter McAnany for their exemplary behaviour while on-site.

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SUMMER/AUTUMN 2014



FM Conway Ltd

Conway House
Rochester Way
Dartford
Kent
DA1 3QY

Tel: 020 8636 8822

www.fmconway.co.uk