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# Construct



## FOREWORD FROM MICHAEL CONWAY



WELCOME TO THE WINTER 2016 ISSUE OF *CONSTRUCT*. THESE ARE CHALLENGING TIMES FOR OUR INDUSTRY. THE IMPLICATIONS OF BRITAIN'S VOTE TO LEAVE THE EUROPEAN UNION ARE STILL YET TO BE UNDERSTOOD AND WE WILL NEED TO WORK TOGETHER TO OVERCOME THE CHALLENGES AHEAD.

Construction continues to face one of the worst skills shortages in living memory, which the uncertainty around the EU referendum vote is only likely to compound. I have always said that our people are at the heart of what we do and are critical to the success of this business.

In September this year, my daughter and FM Conway's central services director, Joanne Garwood, spoke at the prestigious Highways Skills event about some of the things we are doing as a business to continue to attract a pipeline of young talented people to FM Conway and the wider construction industry. You can also hear more from our term maintenance director James Tallon on page 11 about what the skills shortage means for term maintenance projects in particular, and why we need to do more to ensure that the knowledge of our more experienced colleagues is passed on to the next generation.

Despite the industry challenges ahead, I am confident that FM Conway will continue to go from strength to strength. We are delivering exciting projects across the capital and south east to support clients and meet the needs of their customers: local people and businesses.

Turn to pages four and five to read more about FM Conway's recent involvement in a project to upgrade the famous Electric Avenue in Brixton. Our lighting team is supporting the needs of local authorities across London and you can read about the start of our work on a major LED upgrade project with the London Borough of Bexley on pages 12 and 13.

Thanks to all of those who are continuing to work hard to make these projects a success. It is vital that we keep up this good work into 2017 and beyond to continue to deliver the best possible service for our customers, partners and colleagues.

**MICHAEL CONWAY**  
CEO FM CONWAY

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## HOSPICE CHARITY GETS £50,000 BOOST

**Pioneering hospice care provider ellenor has received a £50,000 donation from FM Conway. It is the only charity operating across Kent and south east London to provide support for people of all ages suffering from terminal illnesses.**

The donation came through the Conway Charitable Foundation – a charitable trust set up by FM Conway’s chief executive officer, Michael Conway, his wife Kim Conway and FM Conway central services director, Joanne Garwood. The Foundation donates £100,000 from FM Conway’s profits to worthy causes every year.

Chief executive officer, Michael Conway, said: “We are extremely proud to be supporting the great work that ellenor does. FM Conway has a long history in the Kent area and this donation cements our ongoing commitment to support the local communities in which we work.”

## FM CONWAY LANDS TRIO OF LIGHTING CONTRACTS

**FM Conway has won a hat-trick of lighting contracts with three London boroughs, worth up to £13m over the next five years.**

The Royal Borough of Greenwich has appointed FM Conway on a three-year maintenance and installation contract worth up to £1m per annum, covering 26,000 lighting units. The firm has also been awarded the London Borough of Merton’s maintenance and installation contract for the next five and a half years, worth up to £1m per annum and covering 20,000 lighting units across the borough.

In addition, FM Conway has secured a £3.8m LED conversion project with the London Borough of Bexley, which will see it replace 19,000 LEDs over the next 18 months.

Graham Cartledge, lighting director at FM Conway, said: “Lighting is a crucial part of London’s infrastructure and we’re well placed to support the boroughs in understanding, managing and maintaining these assets. These new contracts are testament to our growing presence in the lighting sector, and we look forward to adding to them in the coming months.”

## GOING FOR GOLD

**FM CONWAY HAS REAFFIRMED ITS COMMITMENT TO HEALTH AND SAFETY BEST PRACTICE WITH A GOLD MEDAL WIN AT THE ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS (ROSPA) 2016 HEALTH AND SAFETY AWARDS.**



The prestigious award is given to companies whose health and safety practices have been judged as gold level standard for at least five consecutive years. RoSPA commended FM Conway for the success of its People First health and safety programme.

## FM CONWAY KICK-STARTS FOOTBALL PROGRAMME IN KENT

**The Street Soccer Foundation has announced FM Conway as the official sponsor of the Gillingham Football Club Street Soccer programme for young people experiencing homelessness in Kent.**

FM Conway will provide financial support to the football-themed programme which offers enterprise and employability training sessions to help homeless young people achieve positive social change. Local youth team, Sevenoaks Town Tandridge U13s, has also received a £1,000 donation from FM Conway to purchase a new team kit.



A PUBLIC REALM REGENERATION PROJECT FOR BRIXTON'S ELECTRIC AVENUE HAS REVITALISED THE LOCAL STREET MARKET, BREATHING LIFE BACK INTO THE AREA.

# PUTTING THE SPARK BACK IN BRIXTON



*Electric Avenue is, without a doubt, one of London's most iconic markets and I'm delighted that we can celebrate this fantastic milestone with the legendary Eddy Grant.*

**SADIQ KHAN**  
Mayor of London



As part of the ongoing regeneration of Brixton, FM Conway was commissioned by the London Borough of Lambeth to support a £1 million project to improve the market and public realm on Electric Avenue. Built in the 1880s, the street was the first market street in Britain to be lit by electric lighting and it still plays host to Brixton Market today.

Funded by Lambeth Council with support from Transport for London, the Mayor of London's High Street Fund and the Heritage Lottery Fund's Townscape Heritage Initiative, the project set out to deliver an improved environment for the street market to boost trade, make it easier for local people to shop and encourage visitors into the town centre.

In line with the design developed by urban architects Gort Scott, the improvements saw FM Conway lay more than 2000 sq m of new high-quality granite setts along the length of Electric Avenue in place of the old asphalt pavement, which was recovered and taken back to FM Conway's state-of-the-art asphalt plant in Erith for recycling. The team installed new kerbs and Giffa power units, upgraded the signage for the area and repaired and cleaned the street's drainage systems to improve surface run-off.

FM Conway also oversaw the upgrade of the street's lighting by a specialist subcontractor and the installation of a new illuminated Electric Avenue sign to attract visitors into this vibrant area.

Improving the experience for shoppers and market traders was a key concern for Lambeth Council. FM Conway's team rationalised the street furniture along Electric Avenue and relocated the market stalls to the centre of the street, allowing traders to have new, larger stalls which are quicker to set up and easier to transport. The new layout also allows for easier pedestrian flow, improving the market's accessibility for elderly or disabled people and those with young children.

Ensuring that stallholders and local shops could continue trading throughout the upgrade works was critical to minimising disruption. Karl Flanagan, delivery manager at FM Conway, explained: "We completed the upgrade works in two main phases to allow market stalls and local shops to remain open throughout. Some stall holders were required to temporarily relocate but this process was carefully managed. Traders were involved in the scheme at every step of the way to ensure that we could adapt our approach to meet their needs."

# ELECTRIC



FM Conway's business liaison officer, Helen McConnell, was on site throughout the works to ensure traders and local residents were regularly informed about progress with the refurbishment: "We were conscious that keeping the local community, and in particular the market traders, up to date throughout this project was crucial. We understand that change can be disruptive, so we were keen to work closely with the traders. Regular face-to-face visits and a fortnightly update newsletter ensured that we maintained good relations with them and that Electric Avenue remained its vibrant self throughout the project."

The refurbishment scheme was completed in October this year. The local community celebrated with a day of festivities, culminating in the official switch on of the street's new illuminated sign by Mayor of London, Sadiq Khan, and Guyanese British musician, Eddy Grant, the singer behind the iconic 1982 hit, "Electric Avenue".

Mayor of London, Sadiq Khan, said: "From Covent Garden to Brentford and Whitechapel to Romford, London's local markets have brought vibrancy and life to the streets of the capital for generations. It's vital we ensure they continue to thrive as an important part of our great city's culture."

"Electric Avenue is, without a doubt, one of London's most iconic markets and I'm delighted that we can celebrate this fantastic milestone with the legendary Eddy Grant."

CLLr Lib Peck, Leader of Lambeth Council, said: "Brixton's markets are world famous and none more so than Electric Avenue, largely thanks to Eddy's hit record and I'm particularly excited at rocking down to Electric Avenue with the man who wrote those words. Many people have played a huge part in the refurbishment work, but most of all the market traders and shopkeepers who've had many months of disruption. This is a huge investment in Brixton town centre and not only preserves our precious heritage, but signals our shared commitment to the future of our markets."

*Mayor of London, Sadiq Khan and musician Eddy Grant, the singer behind the 1982 hit "Electric Avenue", marked the project's completion this October.*



ELECTRIC AVENUE



A PROJECT TO TRANSFORM A FORMER YMCA INTO A NEW SCHOOL CALLED FOR COLLABORATION ACROSS FM CONWAY TEAMS TO CREATE A NEW LEARNING ENVIRONMENT IN JUST 40 DAYS.

## SCHOOLED IN THE ART OF DELIVERY



*Being open on 5 September for our students was a priority and one that we were so proud to achieve when they came back to school full of surprise and positive comments about the quality of this fantastic site. They feel so much more valued here and are really applying themselves to their studies as a result.*

**SUE BEAUCHAMP**  
headteacher,  
Two Bridges School



When Two Bridges School, a newly amalgamated behaviour support school in Southborough, Tunbridge Wells, needed a new school building it called on FM Conway's structures team to transform a former YMCA into a high-quality teaching facility.

"Our biggest challenge was the short timescales to convert the building so that it could meet the needs of pupils and teachers," says John Briggs, contract manager at FM Conway. "The new school had to be ready to welcome its first students on 5 September and we only had 40 days to transform the building's internal spaces and carry out essential work to the car park and grounds."

A complete revamp of the internal space saw the structures team put in place new stud walls to partition the space and create new classrooms as well as fitting them out.

In the school grounds, FM Conway extended the previously narrow road entrance so that it now provides two-way access and extended the car park, which involved excavation works and the construction of a new retaining wall at the rear of the property. A new garden area was created by transforming waste land in the grounds and felling trees.

"The project required the expertise and workmanship of a number of FM Conway divisions," adds John. "While the job was overseen by the structures team, the property's drainage was surveyed and mapped by our cleansing team, and new asphalt and white lining for the car park area completed by our surfacing team.

"It was a great team effort and our ability to draw on this in-house expertise to self-deliver a wide range of services helped us to significantly cut timescales for the school. Many other contractors would have needed to subcontract the work which would have added cost and potentially more time to the project."



# CONCRETE SOLUTIONS

**FM CONWAY HAS RETURNED TO THE PORT OF TILBURY TO DELIVER A £3 MILLION ENABLING PROJECT FOR A NEW GLASS RECYCLING CENTRE.**

*Thanks to the hard work of those involved we successfully delivered the works both on time and safely, pouring up to 500 cb m of concrete on site per week.*



Situated 25 miles downstream of London Bridge, the Port of Tilbury is London's principal port, handling 16 million tonnes of cargo every year. FM Conway's civils division previously delivered a £1.1 million package of works at the terminal to help owner and operator, Forth Ports, develop its container handling facilities.

Tilbury is home to a number of leading industrial companies, including glass recycling firm URM Group. Looking to expand its operations at Tilbury, URM recently appointed FM Conway to deliver a £3 million enabling project for its wharf at the docks. FM Conway contracts manager, Grant Lemmon, comments: "The project was to deliver complex concreting works to allow URM to use an existing shed at the port for its glass recycling operations. Our first task on site was to break out the floor slab for the building, which had sunk by up to one metre. With this complete we could then begin the piling works for a new stronger floor slab which would support the recycling machinery to be installed at the site."

One of the key challenges for the team was sourcing a rig with a small enough mast to fit within the structure but which could still provide the necessary power to drive the concrete piles up to the required depth of 18 metres.

Grant explains: "Working closely with specialist piling engineers, we were able to source a rig that could both deliver the power we needed and fit inside the shed. With the piles in place, our site team then broke them down to the correct height and cast the new 400mm thick floor slab, casting railway lines into the floor to protect it from the wear and tear of the loading shovels which would be used as part of URM's operations."

The team also installed new bund walls – special concrete retaining walls which would form bins for the glass – new external storage bins and concrete bases and ramps for weighbridges. In total, the team poured over 12,000 sq m of concrete.

Grant adds: "Intricate logistical planning was needed to make sure we could meet the material demands of the works. Thanks to the hard work of those involved, we successfully delivered the works both on time and safely, pouring up to 500 cb m of concrete on site per week."

THE CONSTRUCTION OF THE TRACK FOR SHELL'S 2016 ECO-MARATHON CALLED FOR A PACY AND SUSTAINABLE APPROACH.

# THE NEED FOR SPEED



*Thanks to the hard work from the team led by Trevor Cole and Terry Gough, the event was a great success with over 30,000 visitors attending over the four-day period to watch 200 teams compete.*

“”

**JAMES SLATFORD**  
production  
manager,  
Imagination





With sustainability a business priority for FM Conway, the task of constructing a race track for cutting-edge fuel efficient vehicles was a chance not to be missed. The Shell Eco-marathon brings together university engineering students from around the world to compete in vehicles they have designed and built to maximise fuel efficiency. FM Conway was commissioned by Imagination, the company producing the event on behalf of Shell, to build the track for the 2016 European stage and World Championship Finale of the event programme, held at the Queen Elizabeth Olympic Park in Stratford between 30 June and 3 July.

While the focus for those competing was on energy efficiency over speed, the FM Conway team was under tight time constraints, with just over a fortnight to construct the track. The project was made more complicated by the fact that spectator stands, temporary structures and utilities for the event would be constructed simultaneously at the site to ensure the deadlines for the race could be met. Much of this infrastructure would be located adjacent to, and in some cases, over the temporary track.

The design of the track saw the FM Conway team link existing roads at the southern end of the Olympic Park by laying temporary trackway plates across grass lawns and resin-bound surfaces, totalling 4,500 sq m. Terry Gough, contract manager at FM Conway, explains: "The track needed to be both strong enough to take the weight of 40 tonne trucks delivering production equipment and smooth enough for the tight tolerances of the aerodynamic vehicles which would be taking part in the race.

"The course was varied, with long straights leading on to Z-shaped sections of track. To create these sharp bends, we laid fanned metal plates infilled with ply wood. With the track plates in place, we then laid Type Four recycled asphalt planings from our state-of-the-art asphalt recycling plants to form the sub-base for the track. Our surfacing division created a large stockpile of planings on site to minimise the installation time. A 60mm binder course was laid on top followed by a 35mm surface course. All of the planings were recovered after the event and returned to our asphalt manufacturing plants for recycling."

Perhaps the biggest challenge for FM Conway during the track construction works was logistical. With only two access ways to the site and multiple works ongoing simultaneously, constant cross-team liaison was required to revise work areas and ensure the health and safety of all those on site.

James Slatford, production manager at Imagination, commented on the project: "With challenging time and space constraints on this project, the FM Conway team provided efficient and attentive service on site, responding with flexibility to ensure the programme of works was on track. From topology surveys at the project's inception through to site clean up, FM Conway provided an effective, full-service solution. Thanks to the hard work from the team led by Trevor Cole and Terry Gough, the event was a great success with over 30,000 visitors attending over the four-day period to watch 200 teams compete."



## FM CONWAY CELEBRATES APPRENTICE SUCCESS

14 YOUNG ADULTS HAVE GRADUATED FROM FM CONWAY'S APPRENTICESHIP PROGRAMME AND WILL NOW GO ON TO TAKE UP FULL-TIME ROLES AT THE BUSINESS, INCLUDING SURFACING, STREET LIGHTING AND FINANCE POSITIONS.

FM Conway currently has 52 apprentices as part of a multi-faceted training and development programme aimed at tackling the construction industry's skills gap. This includes a higher education scholarship programme and mentoring scheme.

The 2016 graduating apprentices celebrated their success at a lunch event on Thursday 24 November with chief executive officer, Michael Conway. FM Conway also announced apprentice highways maintenance operative, Tony Augustine, as its apprentice of the year and Rob O'Grady as mentor of the year.

Liz Garvey, head of HR at FM Conway, commented:

"The construction and highways industries are facing one of the worst skills shortages in living memory. It's vital that businesses do what they can to attract talented individuals and showcase the opportunities a career in infrastructure can offer for people at every stage of their professional development. We need a wide-ranging approach to skills development if we are to make an impact and engaging with young people via apprenticeship programmes is a key part of this. A number of FM Conway's senior employees started their careers as apprentices and we hope this year's graduates will remain with us for many years to come."

*We need a wide-ranging approach to skills development if we are to make an impact and engaging with young people via apprenticeship programmes is a key part of this.*

**LIZ GARVEY**  
head of HR, FM Conway



## EXTENDING THE SOUTH BANK

FM CONWAY HAS WON A £1.6 MILLION CONTRACT WITH THE LONDON BOROUGH OF WANDSWORTH TO DELIVER PUBLIC REALM UPGRADE WORKS FOR THE THAMES PATH.

Part of the wider regeneration of Nine Elms which will see the South Bank extended along the river to Battersea, FM Conway will provide specialist paving services, lighting works and horticultural services along the Thames Path. The route will also feature new street furniture, including an ornate pavilion specially constructed by the company's structures division.

Term maintenance director James Tallon said: "This contract demonstrates our proven ability to deliver high-quality public realm upgrades that meet the unique needs of the local community. Thanks to our self-delivery model, we are able to tailor our approach to each area, while passing on time and efficiency savings to our customers."

# HIGHWAYS SKILLS

## HOW CAN WE NURTURE TALENT?



**JAMES TALLON**  
term maintenance director,  
FM Conway

**THINK BACK OVER THE LAST FEW YEARS. HOW OFTEN HAVE YOU READ THAT THE CONSTRUCTION SECTOR FACES A "SKILLS SHORTAGE" OR A "RECRUITMENT CHALLENGE"?**

It's a well-worn theme which dominates the skills debate. The construction industry is facing a labour crisis and needs to fill 182,000 jobs by 2018 to deliver the UK's infrastructure plans just for the next few years. The harsh reality is that the industry employs 324,000 fewer workers than it did before the 2008 financial crisis.

So, against this backdrop, how do we attract more people into the highways and infrastructure sectors? To stand a chance we need to communicate the opportunities that our industry offers to those outside of the sector. It undoubtedly calls for greater industry-wide engagement with young people, their parents, teachers, training providers and recruitment consultants.

But critically we also need to change the way we position our collective offer. It's a fantastic time to be working in infrastructure and we need young people to be inspired by the opportunity to shape UK construction.

This will require us all to showcase the industry not in terms of what we do, but what we can achieve. And we need to tackle industry perceptions too. Perceptions can be seen as facts if they're not challenged – so we must challenge them, whether at school talks, careers fairs or in our recruitment strategies.

But as well as attracting new recruits we also need to train, retain and nurture our best asset – our people. Formalised skills programmes and training are critically important to doing this, but so is the knowledge and expertise that can be passed down from an experienced and dedicated member of staff.

I'm a great believer that mentoring - where an experienced member of the team gives a colleague the benefit of their experience across all areas of professional life - is really important to help new recruits understand all aspects of the job, from the standard of workmanship we expect to professional conduct.

We'll be developing a mentoring programme for recruits in our term maintenance team so that the knowledge, expertise and talent of our most experienced people is cascaded to the next generation.

Training our existing talent is not a 'silver bullet' to tackle the industry resource challenge. But it's critical to developing careers, retaining experienced professionals and making our people engaged advocates for the industry. Let's not lose sight of the need to attract new industry entrants, but we must also nurture and mentor our existing talent too.



# SHINING A LIGHT ON EFFICIENCY SAVINGS

A MAJOR LED REPLACEMENT PROGRAMME IN THE LONDON BOROUGH OF BEXLEY IS SET TO HELP THE LOCAL AUTHORITY IMPROVE STREET LIGHTING AND UNLOCK SIGNIFICANT FINANCIAL SAVINGS.

In September, FM Conway's lighting division commenced an LED (light-emitting diodes) replacement programme which will ultimately see 19,000 lanterns across the London Borough of Bexley replaced over an 18-month period.

The move to energy efficient lights will enable the Council to halve its street lighting energy usage and deliver an annual saving of £330,000 in 2017/18 which will increase in subsequent years. The project goes beyond delivering financial savings according to Dave Green, Head of Service, London Borough of Bexley. He says: "Well-designed street lighting is important to ensuring people feel safe and secure, and it plays a vital role in delivering urban environments that are sustainable – socially, environmentally and economically. With this major roll-out of state-of-the-art LEDs we will be delivering high-quality public lighting while using considerably less energy."

Preparing for a replacement programme of this scale requires comprehensive asset mapping. FM Conway's lighting team worked closely with the council to map its lighting assets to understand which LED lanterns would be suitable for each unit and location.



*Well-designed street lighting is important to ensuring people feel safe and secure, and it plays a vital role in delivering urban environments that are sustainable – socially, environmentally and economically.*



**DAVE GREEN**  
head of service,  
London Borough  
of Bexley

Graham Cartledge, lighting director at FM Conway, says: “The planning phase was a meticulous process. To make informed specification decisions, we first needed to look at all 19,000 lights to understand their wattages as well as how many hours each unit is typically turned on for each year. Across all of the Borough’s lights there are 30 different lighting sources which all required potentially different LED lanterns.”

The specification of the LEDs has also been carefully considered to reduce the impact of lighting on local wildlife. In locations such as local parks, the team is fitting warmer white LED lights which have been chosen to mitigate the light impact on bats.

As well as replacing units, the project provides an opportunity to support the council’s long-term asset management of street lights. “While doing the works, we’re also carrying out visual inspections of all of the lighting columns, mapping the asset so that electrical tests will not be required for another six years. It’s an efficient approach which will help the council to understand the condition of lighting columns to feed into its asset management plan,” concludes Graham.



# FUTURE-PROOFING OUR ROADS

OUR ROADS ARE BEING PUT AT RISK BY THE UK'S RAPIDLY CHANGING WEATHER PATTERN. FM CONWAY DEVELOPMENT DIRECTOR DAVID SMITH CONSIDERS WHAT NEEDS TO BE DONE TO HELP PROTECT OUR INFRASTRUCTURE FROM THE EFFECTS OF EXTREME WEATHER EVENTS.

*The bill to repair the damage wrought on Cumbria's roads last winter by Storms Desmond and Eva alone cost over £100 million in government funding.*

“““

**DAVID SMITH**  
development  
director,  
FM Conway



Many of the UK's local authorities have already had first-hand experience of the damaging effects of climate change on the highway network. The bill to repair the damage wrought on Cumbria's roads last winter by Storms Desmond and Eva alone cost over £100 million in government funding. With global temperatures set to continue rising, such intense weather events are likely to become ever more frequent.

It's not just the one-off repair bills we need to be wary of. The long-term, incremental damage caused by the UK's changing weather pattern will by far have the greatest impact on our infrastructure as well as on the fortunes of neighbouring residents and businesses. With the UK's roads continuing to play such a vital role in our economy – road freight alone contributes around £11 billion every year – policymakers and the construction and civil engineering community need to do more to prepare our roads to cope with the impact of our changing climate.

### Getting the design right

The vulnerability of a road to the impacts of climate change will vary depending on a number of factors, from its material composition and state of repair to the geology of the surrounding area. Concrete roads, for example, can expand beyond capacity as a result of higher temperatures, while increased rainfall and storm runoff can damage a pavement structure's underlying layers if water can find its way in.

European research projects, such as the 'forever open road', are now underway to look at how we can make our roads more resilient to the effects of extreme weather. New drainage systems for major roads, for example, are being created to minimise potential weather damage by diverting away surface water. Changes to the material composition of roads, through the addition of polymer modified binders, are helping to enhance performance and build in resilience to temperature extremes.

Some European nations are also exploring the use of white aggregates to lighten the colour of asphalt mixtures. By reflecting a higher proportion of light off the road's surface, these mixes are more resistant to temperature-related damage and offer the added benefits of improved driver visibility and a reduced need for street lighting, as well as potentially minimising urban overheating.

### A new approach

The solutions exist, but we aren't deploying them as effectively as we should and the UK Climate Change Committee has called for further action to address the risks posed by climate change to our infrastructure.

For a start, the highways industry and its partners need to put in place a clearer and more consistent strategy for managing the effects of climate change. Adopting more collaborative working methods will be key. The Department for Transport (DfT) has long promoted the introduction of whole-life asset management plans for our infrastructure. Local authorities and their contractors need to work together to make highway maintenance programmes more holistic, making provision for periodic deep reconstruction of the lower layers of our roads rather than just focusing on their surface courses to improve structural resilience throughout their lifetimes.

The impact of changing weather patterns needs to be thought about from the very start of maintenance projects to ensure the planning, design and procurement processes can be altered as needed to mitigate the risks. Finally, the research community, policymakers and the private sector all need to collaborate to improve our understanding of the effects of weather-related damage on our roads and drive innovation.

Climate change poses significant challenges for our industry. Progress is being made but we need greater understanding and a clearer strategy for how to tackle its effects across the highways sector. Adopting periodic reviews, preventative rather than reactive maintenance plans and more collaborative working practices will ensure that we can create a sustainable, adaptive and resilient road network that will stand the test of time.

# PAVING THE WAY FOR CONVOYS WHARF

FM CONWAY IS HELPING A TEN-YEAR MIXED USE DEVELOPMENT PROGRAMME ON A SITE ADJACENT TO THE BANK OF THE THAMES TO GET OFF THE GROUND WITH THE CONSTRUCTION OF A CRUCIAL 600M HAUL ROAD.



*By utilising the rubble rather than transporting it offsite, we were able to save more than 1,000 HGV journeys, therefore vastly reducing our impact on local traffic movements.*

**MARTIN PHIPPS**  
contracts manager,  
FM Conway



Convoys Wharf, formerly called the Kings Yard, is a 40 acre site on the banks of the River Thames, and is the location of Deptford Dockyard, the first of the Royal Dockyards. The site had been lying dormant for a number of years, but in 2015 ambitious plans to unlock the site's potential through a mixed use development were submitted by Hutchison Property Group Ltd and approved.

Over the next ten years, the site will be transformed through the provision of 3,500 new homes – more than 500 of which will be affordable – a new primary school, public amenities and retail and office space. The development will also see this part of the riverside opened up to the public for the first time in 500 years.

The first phase of the development at Convoys Wharf, a road and drainage infrastructure project anticipated to take 20 weeks, is now well underway with FM Conway commissioned to install a 600m haul road running the length of the site.

Martin Phipps, contracts manager at FM Conway, explained: "When we arrived on site, the area had mostly been levelled down to existing concrete slab level with extensive building demolition, leaving a large stockpile of broken reinforced concrete.

"We were able to recycle more than 10,000 tonnes of this, crushing it down to produce 6F5 capping material for use in the road construction works. By utilising the rubble rather than transporting it offsite, we were able to save more than 1,000 HGV journeys, vastly reducing our impact on local traffic movements."

The haul road will not only be the main site route throughout the development of the site, but will also be constructed in accordance with highways standards, allowing it to be adopted by the London Borough of Lewisham on completion of Convoys Wharf. Service duct crossings have been constructed beneath the road and new precast kerbing installed as well as access ramps off the carriageway, which will form entry points to various parts of the site in the future.

In addition, the surface and foul water drainage which runs the length of the road is to be adopted by Thames Water on completion and will be connected into the public sewer systems outside the site boundary.

Martin continued: "We're proud to have been able to help get this project off the ground, and look forward to seeing how Hutchison Property taps into the history of a section of the Thames bank that has been shut off from public access for more than five centuries."

# 30 SECONDS



## WITH TRISTAN MILES, CLEANSING DIRECTOR

**Q** Tell us about the cleansing team's operations?

**A** Every year we clean more than one million road gullies to keep them operational. We also recycle what's undoubtedly an undervalued waste stream to cut waste to landfill.

We now employ around 150 people and we're continually expanding our services and investing in new technology.

**Q** What does FM Conway do with gully waste?

**A** We're committed to playing our part in the circular economy so we collect the gully waste and transport it to our Drainage Treatment Plant which recycles 30,000 tonnes of gully waste each year. It's the only full process recycling plant of its kind in the UK, and one of only four in Europe. Gully waste is treated at the plant to make the majority of constituents suitable for reuse.

The plant is linked to an aggregate washing facility to help us recover sand and stone so that we can divert and screen it, and then reuse it in the production of our concrete.

**Q** What other services does the cleansing team provide?

**A** As well as cleansing systems, we work on behalf of utilities companies to map drains and sewers and record new assets. We've invested in CCTV services to provide clients with greater network coverage - helping them to understand their drain and sewer assets and maintain them to the highest standards.

**Q** How is investment in new technology delivering client benefits?

**A** We've recently expanded our portfolio of services to include pipe lining, which is essentially 'no dig technology' to minimise the need for clients to have to undertake expensive excavation work.

We're providing these services to Southern Water and its contractor, Cappagh Browne Utilities, and we've also completed some airport projects using this technology. In addition to providing this technology to these sectors and highways, I think there's also an opportunity to work with the rail industry.



# CONWAY PEOPLE

## EMPLOYEES OF THE QUARTER

**CONGRATULATIONS TO EVERYONE WHO WAS NOMINATED:** BRUCE BENNETT, KEITH WRIGHT, IAN RUSSELL, MARK COLYER, MARTIN HOWARD, ALLEN ABBOTT, BRANDON TAGGART, COLLETTE THRELFALL, DAN CASEY, DARREN CATTLE, DAVE RENDELL, DEREK BUCKLEY, EMMA OAKLEY, HARRY BROSTER, THE HR TEAM, JAMES TWYFORD, JAMIE OSBORNE, KEVIN COLLINS, LORRAINE BURTON, LUKE WILLIAMS, MATT CHAPMAN, MATTHEW MOORE, MELVYN PACKHAM, PAUL MARTIN, RICHARD COUGHLIN, RYAN MACKIE, SCOTT TRACEY, SEAN DALEY, SEAN SOWNEY, SHIV JASWAL, STEPHANIE TURNBULL, STEVE GRIFFIN, TIM MARTIN, TOBY ALLEN, WAYNE FREWEN & ZACHARY TABRETT.

### ↘ JULIAN BARBU, aggregates and asphalt



#### **JULIAN'S COLLEAGUES SAY:**

*"He has orchestrated several improvements in mechanical engineering as well as endeared himself within the wider team"*

*"He is always looking for ways to improve the asphalt plant to minimise breakdowns"*

*"He is proactively engaged in improving health and safety through plant modifications and improving plant performance"*



### ↘ PATRICK EDWARDS, transport



#### **PATRICK'S COLLEAGUES SAY:**

*"He is helpful, keeps the office informed of any vehicle defects and follows the correct procedures"*

*"He is willing to be flexible and adapts to business and customer needs"*

*"At TfL's 'Transported by Design' exhibition he did a sterling job showing members of the public the benefits of a safer lorry"*



### ↘ PETER HUGHES, property



#### **PETER'S COLLEAGUES SAY:**

*"For the outstanding job he has done getting the Sevenoaks headquarters up and running in the limited time he had"*

*"For all of his hard work and the effort that went into preparing our new head office"*

*"The new head office is a superb achievement against exacting deadlines with an outstanding result! It has taken FM Conway to the next level!"*





# COMPLIMENTING CONWAY

## FM CONWAY SUPPORTS YOUNG FAMILY IN LEWISHAM

*FM Conway's surfacing division has been complimented on its quick-action response to help a young family in Lewisham. The team received an urgent call from Lewisham Council to install a disabled parking bay outside of a family home to help a seriously ill child, who had recently returned from hospital and required oxygen cylinders at all times to help him breathe.*

*FM Conway received the call at 11.20am and within two hours its lining crew – Robert Beadle and Alfie O'Connor – supervised by Tarkan Omer had completed the works for the new bay, providing much needed access for the family and their young son.*

*Sue Garlick, business support officer at Lewisham Council, complimented FM Conway on the fast turnaround and added that the family were very grateful for the team's efforts.*

*"I've just returned from Regent Street and FM Conway must be commended on how it has managed to return the road back to a usable state (indeed with improved surfacing on the northbound). Please pass on our gratitude to Lawrence and his team and many thanks to yourselves for facilitating this."*

**Takudzwa Chideme** thanks Lawrence Upton and the team.

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*"I am writing to congratulate and thank Hammersmith Council for the exemplary road resurfacing carried out this week on Jeddo Road, W12 9EQ. I and my neighbours have been impressed by the well-organised, efficient and rapid work that FM Conway has carried out. They did an excellent job preparing the residents for the operation and the disruption has been kept to a minimum. The road preparation, resurfacing and repainting of the lines and markings went like clockwork. It is only right that we give you kudos for a job well done!"*

**A member of public** thanks Greg Lavery and the team.

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**PEOPLE  
FIRST**  
GO HOME SAFE

# Construct

WINTER 2016



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