

## Proud winners of the Site Safety Initiative Award

**WJ design innovative and safe solution to a dangerous operation which keep both operatives and the travelling public safe**

WE are delighted to announce we were recently awarded the Highways Awards "Site Safety Initiative Award" in the jubilant atmosphere of the Nine Kings Suite at the Lancaster London. The evening was the biggest yet, with around 500 key industry professionals in attendance to network and celebrate a whole host of proactive approaches to change, innovation and collaboration. We were up against stiff competition with a record number of entries from across the highways industry including several major organisations and we are very proud of our achievement.

Dominic Browne, Editor of Highways, said "You know, I honestly felt sorry for the judges this year having to choose between such an excellent list of entries. As a civil engineering discipline, the roads sector has become one of the most exciting around and it takes something really special to stand out these days. All of the schemes, our judges looked over, had something exceptional about them and it is our honour to be able to celebrate the sector's great work."

Our entry was based on the WJ Guardian System, a Site Safety innovation for road stud installation designed to remove vulnerable



operatives from the carriageway and is a significant leap forward in managing the risks of People-Plant Interface.

The judges comment was "A very innovative and safe solution to a dangerous operation, that keeps both operatives and the travelling public safe."

We have supported the Highways Awards for many years and also feel privileged to sponsor the "Highways Partnership Award" which this year was won by the Dorset/Hanson Partnership.

However it feels good to win one too - we are already working on our submission for next year's event!



## Allux Road Studs light up Sultanate of Oman roads



ALLUX road studs are now providing a vital road safety enhancement in the middle east.

Following the appointment of Aquajet LLC, as the local WJ distributor, and visit to Oman, by Group Operations Director Martin Webb, to establish the correct installation method and live trial, Allux has been given full approval by the Sultanate of Oman Ministry of Transport and Communications (MOTC).

As well as satisfying the local specification requirements, Allux fully conforms to EN1463-1:2009 and EN1463-2:2000, but it was clearly the high levels of retroreflectivity that proved decisive. In an endeavour to improve lane demarcation and

road safety, especially on sections of the road network where overhead lights are to be switched off, Allux is proving the answer to meet the Ministries objectives.

Allux now demarcates sections of the Al Batinah Expressway which is an ambitious 272 Kilometre road linking Muscat in the Sultanate of Oman with Dubai in the United Arab Emirates.

Mark Kenneally Aquajet Project Director commented "The great support from WJ coupled with a controlled installation method and the enhanced retroreflectivity provided by the Allux prismatic lens system, have all contributed to the success of Allux."



# Supporting RSTA evidence on High Friction Surfacing

THE use of high friction surfacing (HFS) is proven to save lives. The tangible benefits from the reduction in accidents it brings far outweigh its initial cost but, in recent years, this fact has frequently been lost or ignored. Recent research has indicated that the case for HFS is stronger than ever. The Road Surface Treatments Association (RSTA) set out to change perceptions and, in 2016, held two one-day HFS seminars in London and Manchester specifically aimed at highway specifiers. Our Group Business Development Manager, Steve McGilchrist was among the specialist speakers at the events on the subject of 'Types of HFS'. Because of the evidence-based approach and the weight of the evidence in favour of using HFS, the reception from attendees has been very positive. As an active member of the RSTA, we are committed to supporting the events into the future. In 2018, two further events are planned, in Leicester and in Exeter with more being added if demand dictates.



## Round up from our MD

WELCOME to our summer edition, I am really pleased the weather is more suitable for road markings now. We have a very large order book ahead this year and it is going to be a challenge to deliver. This will mean we need to work together to achieve maximum outputs. We have had two long standing team members retire this year, and I would like to wish both Jim and Jeff all the best in their retirement and personally thank them for their contribution over the years.



I would also like to welcome as Rob Allison as our IT Director. Andy Stubbs has now become the MD for WJ South as Paul has moved on to become Sustainability Director. Andy Walker has become Group Commercial Director, I am really excited to see this new direction for the Company.

We had a very interesting Innovation day in Belgium in February. We were there with our joint venture ACBWJ followed up by Intertraffic Highways in Amsterdam in March. These events are invaluable to showcase our work and for collaboration within the industry to drive technology and innovation forward.

Being awarded the Carbon Trust Standard for the 3<sup>rd</sup> consecutive year was very pleasing - year on year we have reduced our emissions. We have achieved this with changes in technology as well as running SAFED courses to enable our drivers to reduce their fuel consumption. And as you can see from the front page we have won the Highways Site Safety Initiative Award for our Guardian System too, which we are delighted about!

Well done Roy Williams (jnr) for being shortlisted for the Apprentice of the Year Award and Dave Jones for going above and beyond for our customer, Thinking Exceptional at its best! It is very pleasing to hear back from customers when our employees have done more than is expected of them.

It has been a very long and cold winter, which has caused chaos on the roads, including three of our Scottish trucks being stuck on the motorway for 18 hours! Let's hope the worst of it is behind us now we're in spring...wishing you all a productive, busy year ahead!

Please remember this is a company newsletter for all your news, views and ideas. If you have any suggestions regarding the newsletter please email [emma.reay@wj.uk](mailto:emma.reay@wj.uk)

## Embracing the future, new roles and a new member for WJ's Board

WJ signal their intent to embrace the future with changes in the Boardroom. Paul Aldridge is appointed Group Sustainability Director; Andy Stubbs becomes Managing Director at WJ South and Rob Alison has joined WJ's Board as IT Director. "These new roles embrace our 'Think Exceptional' vision, ensuring WJ will continue to offer an exceptional service through collaboration with our clients and other stakeholders laying the foundations for the delivery of tomorrow," said Wayne Johnston.

Paul Aldridge's new role as Sustainability Director is new at WJ. Sustainability is a 21<sup>st</sup> century need, businesses like WJ working in the public realm are more and more being expected to demonstrate positive social and environmental impacts as natural part of their operations. Statements that can not be substantiated are now being challenged. The larger a company becomes the greater the reporting requirements, so Paul will also take on Corporate Responsibility, QA and compliance in his new role.

'By 2050, the deadline set out in The Climate Change Act the world's population will have reached 9.5 billion. This equates to an increase in population of a city the size of Birmingham every five days, for the next 32 years. Yet we are targeting a 80% reduction in carbon emissions against 1990 levels over the same period, business, innovative business is key to our achieving this,' says Paul.

Andy Walker expands his role to become Group Commercial Director and Andy Stubbs takes up the reigns as Managing Director at WJ

South. Andy moves into the role bringing years of commercial and operational experience. He is very much a man with a drive to take WJ forward in these exciting times. Andy has led the pace of change negotiating and delivering many of WJ's most successful contracts and the introduction of WJ e Data. He has challenged others at all levels within the industry to embrace this change and drive efficiencies and Lean working practices. Andy is very much a people person and believes empowering his team drives productivity and efficiency gains.

We are entering the 4<sup>th</sup> industrial revolution, technology and the possibilities it is opening are practically boundless. The need to be able to compete successfully in this new era requires that we are not afraid to change. WJ believe in innovation as a key value and that more and more requires traditional industries like Highways to understand change and adapt to it. This is one of the drivers behind having Rob Alison on board as IT and Big Data are going to be fundamental to the highways of the future. Gathering data for Asset Management is already crucial and with highways looking likely to adopt BIM (Building Information Modelling) from the wider construction sector things will change.

With these changes WJ expect to continue as sector leaders and collaborate with the highways delivery supply chain to deliver a successful future.



# WJ receives prestigious Carbon Trust Standard

## Achieving a 10.1% reduction in carbon emissions, a sector leading outcome

THROUGHOUT recent years, we have been proactive in delivering several carbon management initiatives aimed at reducing emissions year on year. A recent report from the Carbon Trust highlights an outstanding 10.1% reduction in emissions which is a sector leading achievement.

The Carbon Trust is an independent, expert partner of leading organisations around the world, helping them contribute to and benefit from a more sustainable future through carbon reduction, resource efficiency strategies and commercialising low carbon technologies.

Transport Manager Scott Logan commented, "We are pleased to have been awarded the Carbon Trust Standard for a third consecutive year. This ongoing carbon reduction demonstrates our commitment to the responsible management of our carbon footprint and objective to leave a lasting positive effect on the environment".

The Carbon Trust Standard report highlighted that close to 90% of our carbon emissions come from fuel usage, so the changes made in the way we operate our road marking vehicles have been pivotal to lowering emissions. Innovations such as vehicles designed with triple boilers, has enabled road marking schemes requiring three colours, such as London's Red Routes, to



be completed in one site visit that would normally have required two visits. This design change has effectively halved the fuel usage and therefore lowered emissions on this type of work. Alongside this initiative, combi trucks with demountable boilers have also been in regularly use to increase utilisation and reduce the need for extra vehicles or additional trips to site.

It was not technology alone though that enabled us to reduce carbon emissions, by a huge 616 tonnes, it was the engagement of our workforce and focused driver training that has provided a significant contribution to this outstanding achievement.

Our Training Academy regularly run Safe and Fuel Efficient Driving (SAFED) courses, designed to get our drivers thinking and driving in a way that reduces fuel consumption. Drivers who take the course on average see their fuel consumption reduce by 10.88% over the 20mile course and make 30% fewer gear changes.

# Growing partnerships with young talent and the exciting opportunities that lie ahead

IN recent years, we have forged close relationships with schools, sixth form colleges and universities in our local communities. The aim has been to foster an awareness and understanding of the different and exciting types of careers and opportunities that we and the highways industry can offer for young people.

The highways maintenance industry generally has a skills shortage and the road markings sector may seem an unsuspecting place for students to find new and exciting careers. However, that perception may change with autonomous transport becoming an ever-closer reality. In addition, the number of cars in use worldwide is set to double by 2040, and as a country with one of the safest road networks in the world, second only to Sweden, the UK has an exceptional chance to export its products, services and expertise around the globe.

Working with Haywood Sixth Form Academy, we held an exciting open day, in our Stoke depot, where pupils were able to experience the steps involved in laying road markings and learn about work experience and apprenticeship opportunities. Subsequently, Nick Holt Operations Director and Sandy Alexander Facilities Manager attended the Academy's Open Evening. Nick commented, "It is a great opportunity for us to engage with the



**Left: Rob Elsby, Business & Marketing undergraduate**

students at this important time in their lives and present them with apprenticeship options they may not have considered before."

WJ's presence at Keele University Careers Fayre resulted in two undergraduates

from Keele gaining internships at our Stoke depot. Business & Marketing undergraduate Rob Elsby explained "I am really pleased to have secured a Marketing Assistant Internship with WJ. It is a great opportunity to gain practical experience to complement the academic knowledge I am gaining at university. So far, I am thoroughly enjoying my time here; I am learning a lot,

receiving great support and it's a brilliant working environment."

Georgia Cope a Business and Psychology undergraduate also at Keele added "During my internship with WJ, I have discovered that there is a lot more to road marking than you might think, and the experience has inspired me to hope for a full-time career opportunity."

Over the years, stereotypes surrounding the construction industry have grown with the idea that it is solely a place for unskilled and uneducated people, and we are proud to be proactively changing that thinking and providing awareness of varying career development opportunities for young people within our sector.



## TRAINING UPDATE

THE training department has had a busy start to the year! The 3 trainers have all recently passed the Level 3 in Education and Teaching Award, which will really benefit the staff they are training. They have been joined by new team member Tina Marples, who has started with us as Training and Engineering Administrator, Tina has worked in admin for 20 years and is settling in well. And they have had a shiny new LGV training truck!

|  |    |
|--|----|
| Abrasive Wheels                              | 4  |
| Applied Computing                            | 1  |
| BFFA Hydraulic Hose & Connectors             | 8  |
| BFFA Hydraulic Hose & Connectors - Refresher | 8  |
| CITB H&S Awareness                           | 69 |
| CPC Training                                 | 11 |
| Emergency First Aid                          | 87 |
| Fire Safety & Environmental Awareness        | 82 |
| 3 day Instructor First Aid                   | 2  |
| Fork Lift                                    | 21 |
| FORS Practitioner Course                     | 6  |
| GripTester: Operation and Maintenance        | 1  |
| HE Common Induction                          | 1  |
| IOSH Managing Safely                         | 1  |
| IPAF 1b                                      | 1  |
| Konica Minolta Sensing Colour Education      | 2  |
| LGV Class 2 licence                          | 20 |
| LGV Driver Assessment                        | 16 |
| Safe Vehicle Operations (inc. Banksman)      | 34 |
| Skid Steer                                   | 6  |
| SMSTS  | 2  |
| SSSTS  | 10 |
| Sub-Contractor Equality & Diversity Training | 1  |
| Sweeper Driver Assessment                    | 1  |
| Terrorism Risk and Incident Prevention       | 3  |
| TM12D T1                                     | 46 |
| TM12D T1&T2                                  | 2  |
| TM12D T7                                     | 9  |
| Transport Office Administrator               | 2  |
| Uni8 Overhead System                         | 14 |
| Induction Course                             | 15 |

# Collaborative Working for a sustainable future

THE benefits of Collaborative Working are well known and celebrated, achieving economic efficiencies, improving safety, reducing environmental impacts, improving design, empowering people, reducing risk and removing limitations on solutions and thinking. Yet there is still so much more value to accrue through capturing and measuring the sustainability efforts of the whole supply chain.

Collaboration is a WJ core value and we know working more closely with our supply chain partners, employees and the community delivers benefits for all. The highways network in its simplest form is the basis of our social networks.

WJ are keen to help realise these benefits employing, Fairness, Inclusion and Respect (FIR) in Construction, the ethos of which is relevant to everyone. By encouraging FIR we will create an industry that respects and creates value from all parties establishing a climate in which collaborative efforts can flourish releasing creativity, new solutions and innovations, particularly when extended across the entire supply chain. This potentially delivers not just economic but social and environmental benefits too.

Many of our employees, including Wayne himself have risen through the ranks to become supervisors, managers and directors. Now working with the Institute of Highway Engineers (IHE) we are ensuring the wider industry recognize their skills and experience to gain professional qualifications signalling to others that they are professionals with value to add. This

enhances the whole collaborative process.

Collaboration has enabled, empowered even, organisations such as WJ to take part in the wider sustainability debate and add its strengths and supply chain to the greater collective whole. Collaboration with the supply chain releases enormous potential in this area. WJ are working to improve safety and air quality for our communities, engaging with organisations such as Construction Logistics and Community Safety (CLOCS), Fleet Operator Recognition Scheme (FORS) and LoCITY, working towards a better safer environment.

The Social Value Act requires organisations who commission public services, to think about how they can also secure wider social benefits. When it comes to skills, WJ are providing access to Specialist Applied Skills training and graduate career paths, also local employment and apprenticeship opportunities. We are also working with organisations like the Construction Youth Trust to provide opportunities for disadvantaged young people, Not in Education, Employment, or Training" (NEET) and Young Offenders. Careers Fairs at local schools and colleges where WJ staff engage with students and regional events at Newark Show Ground through collaboration with organisations such as the RSMA and other lining companies. This is just a fragment of the social value that collaborative working can release to the wider community through conscientious staff and the many socially responsible and hardworking organisations that make up the supply chain.

## Jimmy retires after 23 years!



Left: Jimmy pictured centre and above looking very Steve McQueen working in Saudi in the 90's

JIMMY Smallwood has been a much loved member of staff since the early days, he joined Martin and Wayne in 1995 as Contract's Manager, working out of Wayne's fathers' garage in Congleton.

Not long after he started with WJ, Jim started to build lorries and specialised machinery which he continued to do throughout his career. Most recently working with the team at Elland. Jimmy

played a very important part in the innovation, research and development of WJ, and Martin and Wayne are sure the Company would not be where it is today without him. Wayne said, "Jim has been a key member of the team at WJ, he has worked tirelessly to make sure we are the best in our field, and for that we can't thank him enough. Enjoy your retirement Jim, you most definitely deserve it!"

## Sincere condolences



WE regret to report the death of Mr Ian Thickett (Barney) who passed away in January after a short illness. Over the years Barney was a great friend to everyone at WJ and he will be greatly missed by all.

## WJ management, part of the team

ON a recent high profile site for High Friction Surfacing, the site was both a BBA assessment and a new material trial for Stirling Lloyd, MMA High Friction Surfacing system, all hands on deck were needed.

Mark Archer, Operations Manager WJ Elland, was on site to brief the operatives and to oversee the operations on this high profile site. At the beginning, there were some issues with road surface compliance for the materials, and this took a considerable amount of time to resolve. After Stirling Lloyd had addressed the issues, this left a very small window before traffic management had to be removed.

In true WJ style, Mark pitched in with the application of the HFS MMA system to ensure the work was completed before the traffic management had to be removed and road space open to the public.

In times of difficulty, we all work together to maintain the WJ Group image and professionalism that makes us the leading road marking company in the UK.



## WJ South apprentice makes RSMA Awards shortlist



WJ South apprentice Roy Williams (jnr) was shortlisted for the Apprentice of the Year Award by the Road Safety Markings Association (RSMA).

Roy is quite an exceptional apprentice who

came to us through family connections and arrived with the right attitude. He immediately demonstrated a commitment and willingness to learn and following the successful completion of induction training at WJ, earned himself a place on the RSMA Apprenticeship Scheme.

Roy has been learning quickly and whilst ambitious he is not impatient, taking time to ensure everything is understood and delivered safely and to his own high standards.

Roy Williams commented "I am committed and interested in the job and my apprenticeship has given me the confidence and skills needed to be successful. It was difficult at first with so much to learn but WJ provided the environment where I felt supported and valued. I take great care and pride in my work and get a lot of compliments now, for my high standards".

His broad experience has helped but it is his personality and work ethic that has made him a likeable member of the team within both client and company situations. Whilst still learning himself it was noticeable how he would help and encourage other apprentices and new starters.

One key contract where Roy has been employed is the Birmingham Highways Partnership operated by Amey, who also employ an inhouse lining crew. The core of that crew retired and new starters were recruited by Amey all requiring training. Amey chose and showed significant confidence in Roy to provide the guidance and help with their own new trainees. It is exceptional that an apprentice, albeit one who has just completed their curriculum, to be trusted to mentor the client's workforce but then again, who better to explain the correct skills and procedures than someone who has just excelled in the process.

Roy attended the RSMA Gala Awards Dinner in Nottingham and whilst he did not win it was quite an achievement to reach the final stage. Hopefully Roy will be the first apprentice to be enrolled on the IHE EngTech scheme, potentially adding a professional qualification to his CV.

Surely an industry first and in our mind already a winner!

## Technical Seminar puts ACBWJ on the starting grid

DURING February 2018, our joint venture business delivered a road marking technical seminar held at the Zolder Racetrack, a former Formula One venue just outside Brussels. The event, which was our first, was supported by around 100 delegates representing European contactors, Belgian government, distributors from France, Italy and Holland as well as guests from the UK.

Joris Spruyt Technical Director ACB commented "The Zolder venue for this event was quite apt really because I believe it puts ACBWJ on the starting grid, in our ambition to raise the profile for our high-quality range of road marking materials, throughout Europe"

Wayne Johnston WJ Group Managing Director explained the background to the joint venture, the invaluable shared technical cooperation and the ACBWJ product development objectives for the future. He also provided an overview of how the UK road networks were structured and managed.

As well as input from the ACB and WJ management teams, the technical seminar was supported by presentations from Philippe du Bus de Warnaffe, Certification Manager for Control of Products (COPRO), John Kreps, Director Signeq representing the Belgian road marking industry and a client view was delivered by Sophie De Vlieger Head of Department of Roads and Traffic, Flemish Government.

Delegates also heard from Christophe Nicodème, Director General of the Brussels-based European Road Federation (ERF). He explained the complexity in delivering automated transport and how innovation in road markings will be



needed to assist new technologies as we enter the driverless age.

During the afternoon session, many live innovations were demonstrated.

Kris Nijs of Nijs BVBA provided a demonstration of high performance extruded thermoplastic using a Borum Master 2000 machine.

Frederic De Groote of De Groote Roadmarkings provided retroreflective measurements using a Zehntner Retroreflectometer, while Jan Vanpeteghem of ACB unveiled the new MMA photoluminescent surfacing.

The informative and interesting day was finalised with a variety of driving challenges provided by 'Promove' on the Zolder skid pan. Delegates were shown how to improve their driving skills and respond to difficult driving conditions which just goes to prove, safety can be fun.

The success of this first technical seminar will be carried through to the Intertraffic Highways Exhibition in Amsterdam where ACBWJ are exhibiting their full range of products and innovations.

## In the spotlight!



The series which offers an alternative view of the people you thought you knew best! In this issue of Chapter 5 we feature Alun Howard

### Where do you work in the business and what is your role?

Area 9, working in collaboration with Kier, Assistant Asset Engineer.

### How long have you been in the industry?

I've worked in Construction, in many roles for 30 years and I've worked for WJ for about 18 months.

### Are you married and do you have any children or grandchildren?

I'm not married, I've been with my partner for 27 years and have 1 son and 1 daughter.

### What is your favourite holiday destination and why?

Spain, Costa del Sol - sunny and warm.

### What is the best piece of advice you have ever been given?

Duck, no duck.

### If you were stranded on a desert island what would be the ONE thing you could not do without?

Food.

### Do you do any cooking at home and what's your favourite food?

I do not cook much at home, my favourite food is fish and chips.

### Where do you live and what do you like most about it?

I live in Stafford, just outside of the town centre, so it's fairly quiet.

### What music do you like listening to?

I like all sorts of music, but my favourite band is Coldplay.

### What would be your dream job - apart from working for WJ of course!!

Astronaut, the sights you would see would be amazing.

## NEW TEAM MEMBERS

|                        |  |
|------------------------|--|
| <b>Jim Donnelly</b>    | 2nd Man, Airdrie                             |
| <b>Chris Kelly</b>     | 2nd Man, Airdrie                             |
| <b>Craig Dickson</b>   | 2nd Man, Airdrie                             |
| <b>John Wright</b>     | Support & Maintenance Technician, South West |
| <b>Zbigniew Zawila</b> | Operative, South West                        |
| <b>Jason Marsh</b>     | Operative, Stoke                             |
| <b>Jonathan Twigg</b>  | Sweeper driver, Stoke                        |
| <b>Ethan Jenkins</b>   | Apprentice tool maker, Stoke                 |
| <b>David Robertson</b> | Operative, Stoke                             |
| <b>Rob Elsby</b>       | Marketing Assistant, Stoke                   |
| <b>Georgia Cope</b>    | Commercial Assistant, Stoke                  |
| <b>Daniel Phillips</b> | Operative, Stoke                             |
| <b>Martin Binns</b>    | Chargehand, Elland                           |
| <b>Ryan Waller</b>     | Vehicle Technician, Elland                   |
| <b>Anthony Thomas</b>  | Operative, Elland                            |
| <b>Andrew Walker</b>   | Chargehand, Elland                           |

## WJ Group selected as Highways England Safety Innovation Award finalist

BASED on our Guardian road stud installation system we were delighted to be selected as a finalist for the Highways England Health, Safety and Wellbeing Awards.

The new HE awards scheme specifically dedicated to Health, Safety and Wellbeing was open to all the supply chain as well as Highways England own organisation.

Lucy Fell, Highways England Health, Safety & Wellbeing Director commented "Health, safety and wellbeing sits at the core of our culture; it drives all of our decisions and behaviours. I am delighted that we now have a new awards scheme which is, for the first time, dedicated to health, safety and wellbeing achievements. We can now celebrate success and share accomplishments of people, both in our supply chain and our own company".

The awards are designed to recognise, celebrate, and share achievements and excellence in health, safety and wellbeing performance across the industry and this



focussed event will help drive further innovation and change.

We attended the prestigious awards event in London recently and whilst we did not come out winners of the award we were proud to be there amongst the elite and be recognised for our achievement in making the road marking sector a safer place to work.

## Mental agility with Zip Zap Boing!

WJ South have found a new way to start their Friday mornings! Andrew Fawcett, Operations Manager explains, "ZIP-ZAP-BOING" is a practical game of mental agility that kick starts the brain and gets you ready for anything. It's a good ice breaker and is something we learned as part of our Leadership Course."

Players gather in a circle and one person gives a "Zip" to the next person who then continues to "Zip" all the way around the circle. You can change direction with a "Zap" sending the "Zip" back around the opposite direction. Once the players get used to the "Zipping" and "Zapping" a "Boing" is added which bounces a zip over a player to the next but



one who must continue the "Zip" in the same direction it was going.

Andrew says "We normally play at 11am every Friday for 15mins so all the departments in WJ South can meet up, do a bit of team bonding and share anything that anyone may be doing special like birthdays or charity events etc.

We also talk about the 4 core values, Delivery, Safety, Collaboration and

Innovation if anyone has any ideas they want to share with the group.

It is important to remember though, you can zip a Zip, you can zap a Zip, you can Boing a Zip, but you can't zap a Zap, Boing a Boing, Zap a Boing or Boing a Zap!"

## Congratulations to our WJ proud parents



**Bouncy baby boy** - weighing 8lbs 2oz. Born March 16<sup>th</sup> to Andy Willis and his partner Lorna.



**Alice Molloy** - weighing 6lbs 11oz. Born 2<sup>nd</sup> November 2017 to Rob and Julie.



**Isobel Morris** - weighing 7lbs 11oz. Born 28<sup>th</sup> November to Chris Morris and partner Hayley Gair.



**Blake MacDonald** - weighing 8lb 5oz. Born 23<sup>rd</sup> November to Ronnie MacDonald and Jillian.

## Charge Hand wednesday's

ROY Williams Snr from our Milton Keynes depot has been leading the way in training his apprentices to an exceptionally high standard. Roy came up with "Charge Hand Wednesday's", where he puts the apprentice in charge of the crew for a day. It gives them experience of the responsibility and knowledge required to be a Charge Hand. This includes doing all of the liaising with the Contract Mangers and the clients, reading and interpreting the drawings for the day's work and completing the electronic daily return sheet. Roy is always on hand if there are any issues. Roy works for WJ South on Amey's 25 year Birmingham Highway Maintenance Contract. The supervisors and managers who deal with Roy are aware he does this on a Wednesday so they give the apprentice the additional support they need.

Roy has trained two apprentices over the last two years with one of them becoming a charge hand. He has shown a lot of dedication and initiative in doing so...Well done Roy!



## This girl can!

EMMA Reay from the Stoke depot took part in the Company's induction course recently, all of our new employees benefit from a week's induction course which includes a banksman course, driver assessment, medical, classroom learning along with some practical work, to ensure that good practice and safety is established from the start. The induction is delivered jointly by the Health and Safety department along with the Training Academy.

Emma said, "I have worked in the offices at WJ for years but I didn't really have any idea what goes on out on site, it was a real eye opener to try some of the hands on tasks during the induction, and with it being International Women's Day the following day I felt I should give it my all and really get involved! It was hard work, but I thoroughly enjoyed it, and would encourage more women to think about a career in the industry."

Over the last few years, the WJ training academy has firmly established its reputation

for quality and an individual approach to training for numerous operatives within the road marking industry where safety and high-quality training is demanded. All driver training is delivered by DVSA qualified LGV training instructors.

Some of those trained operatives, whilst presently in a minority, have been women, and it was noted how they excelled.

While International Women's Day is just one day, the idea is to foster inclusion and diversity 365 days a year and the professional approach to safety and training delivered by WJ goes a long way to providing the right environment and inclusive career option for all.

## Happy retirement Jeff!

JEFF Brown, accounts manager at our South West depot is taking well-earned retirement this month. Catherine Caple, Office Manager said, "It will be the end of era for Jeff, and for us, when he retires at the end of March. He has been with us from the early days when we started in Taunton in 2010 and we'll definitely all miss him, not just for the sterling work he has always done with our accounts, but for his whole persona: he has been a huge part of our team and a great friend and all we can do now is to wish him a very, very happy and long retirement."

Leah-Marie Cutts, who has been with us since October 2012, will be stepping into Jeff's shoes, good luck Leah, they are big shoes to fill!

# WJ champion inspiring boxing club

KEITH Nugent, a former professional boxer and world record holder has been running Hulton Abbey Amateur Boxing Club for the last 19 years. Through their love of boxing, Keith and his colleague Shaun Bettaney have dedicated themselves tirelessly to the club with the sole aim of helping the guys and girls that walk through their doors. Over the years, they have helped not only with boxing skills, but by giving the kids an outlet, somewhere they can come and enjoy themselves and learn valuable life skills, such as discipline and teamwork and realise the rewards that can be achieved through hard work and dedication.

The club was located in the Wallace Sports and Education Centre, Stoke on Trent for many years. However last year following the revamp of the Wallace Centre, the team, with the support of Martin Webb and WJ, seized the opportunity and moved to a new facility at Hillchurch street in Hanley, which officially opened in September 2017. Shaun commented "The new building is



fantastic, before we were carrying all of our gear around in bags. We had to set the ring up for every session. Now, everything is here for us!

The equipment's all set out, we've got more than ever before, absolutely everything we need here. It's made everything so much easier." The Club also receives support from several local SMEs, alongside becoming a Community Amateur Sports Club (CASC).

Since the move the club has seen a steady growth in numbers. Keith remarked "It's great,

we regularly see over thirty people of all ages coming along to each of the three sessions we have a week. It's also wonderful to see how many girls we now have coming, and we're starting to see that number increase further. We've got a young girl who's a brilliant boxer and we've got high hopes for her in the future."

All club members also enjoy a yearly trip out to Blackpool, where parents are invited to attend. This enables kids and parents that normally wouldn't get chance to leave Stoke very often a chance to go and enjoy a day at the beach together."

This year the club, along with WJ, will be holding its fifth annual event on 11<sup>th</sup> May, where they will be joined by boxers from the Mercian regiment of the armed forces and special guest Glenn McCrory, former IBF cruiserweight world champion and Sky sports commentator.

For more information about tickets for the event or Hulton Abbey boxing club please visit: <https://www.facebook.com/Hulton-Abbey-ABC-644589615745438/>

# WJ supports Treo Memorial Statue - update

SOME of you may remember, this time last year we presented the Treo Memorial Fund with a cheque for £7,500 towards their dream of having a commemorative bronze statue commissioned and put on display in Congleton. They did incredibly well raising the rest of the funds needed and in January the stunning statue was unveiled in front of the local mayor and locals. Charley Webb was there to represent WJ. We are very proud to have been involved in such a worthwhile cause.



# Applied Media help with Royal visit

APPLIED Media is part of the WJ Group. They manufacture, supply and install heavy duty floor graphics, specifically designed to withstand heavy footfall and vehicular traffic. They were recently approached by Congleton Town Council and were asked to manufacture and supply a Floor Graphic Mat for Congleton Town Hall to support their incredible milestone of 700 years of Mayoralty. As part of the celebration was to include a Royal visit by HRH Prince Charles and Camilla the Duchess of Cornwall to Congleton Town Hall to meet Mayors both past and present they really wanted to impress!



# Wellington U15's get packing!

WELLINGTON under 15's Football team, who are sponsored by our South West depot, packed shopping bags in a local supermarket on Saturday 10<sup>th</sup> March to raise money for more equipment. They raised an amazing £619, £200 more than last year!

The boys have also made it into the semi-finals of Somerset Youth Cup and are waiting to see what team they are drawn against, with their grit and determination we are sure they will reach the finals. They are a division 1 team and at present 5<sup>th</sup> in the table. Good luck Lads!



# Our Christmas present to foodbank

Once again, instead of exchanging Christmas cards Stoke depot collected for the local foodbank. Newcastle-Staffs foodbank were overwhelmed with the 96kgs collected!! Well done to all concerned.

# Caption competition

The Guess the Caption winner from last time was Heidi Logan with, "Here you can have my spare tyre! Dave always thinking exceptional!" Well Done Heidi!

To win this edition's £50 Love 2 Shop voucher email your entries to [Emma.Reay@wj.uk](mailto:Emma.Reay@wj.uk)



# Above and beyond

WELL Done to Dave Jones from Stoke Depot, who won £25 from MSM for going above and beyond to get a job finished when weather conditions changed during his shift. Well done!

