

BENCHPRESS

I hope that you all have enjoyed the exceptional summer and now it's already time for the autumn edition of Benchpress. I am not sure where the last three months, or indeed the year, have gone but as you will all know we have been keeping ourselves busy and Benchmark has now progressed to regularly achieve a monthly turnover in excess of two million pounds. That is quite a lot of scaffolding.

As you may well have heard on the grapevine we were successful in securing the £6M+ contract for Mace at Battersea Power Station along with other good work to maintain our order book at an all-time high. This strong pipeline of work enables us to plan efficiently regarding investment in materials and vehicles as well as the recruitment of the best people to ensure we can continue *setting the standards* and delivering the quality, safety and service which underpins our position as a market leader in our sector of the construction industry.

This month we embark on a refresh of our safety culture with the help of a highly regarded trainer whereby we will have a couple of in-house training workshops involving all of our leading people who are in charge of putting people to work. Please see page 2 for more information on this. As I say it is not a change to our guiding principles or attitude to safety - it is simply an initiative to refresh it. We understand that our people come to work to make a living and everyone has the right to go home to their families safely at the end of every day. Consequently we continue to train, educate and develop our people on an ongoing basis so they can deliver for the business and stay safe whilst doing so. Thanks to our reputation and market positioning we are in the fortunate situation of being able to select the customers who uphold the same values as we do, we know that ultimately the job has to be done but remember; no risk taking and **if it is not safe don't do it!**

In the summer I told you that we were cycling for charity again on 30th September and so now it is your chance to chip in and support our fundraising efforts with a small donation. We are happy with £5 or £10 at a time and they all count towards our team-benchmark target. Our justgiving website is www.justgiving.com/fundraising/team-benchmark and there are some memories from last year's London to Brighton adventure on the back page.

As always, thanks for your ongoing support whether you are reading this as supplier, customer or employee.

Regards,
Rob West - Managing Director (& Deputy Leader of Team Benchmark ☺)

I was a member of the NASC Safety Committee from 2006-2011 and in that time had worked on several Working Parties.

Working parties I was involved in, reviewing or creating new guidance notes.

SG4:05 Appendix A, 2008, Interim Guidance.

SG10:08, Requirements for Use of Brickguards.

SG32:11, Application of Inside Board Brackets.

SG33:11 Constructing and use of Loading Bays.

SG4:10, Preventing Falls in Scaffolding. Plus a few more.

Benchmark was not in the NASC from 2011 till 2016 and when we re-joined, Rob asked me to apply for a place back on the Safety Committee. On the 13 July I had a call from Adrian Rooney (Safety Committee Chair) inviting me back on to the Safety Committee, which of course I accepted. The first meeting will be in September.



NATIONAL ACCESS & SCAFFOLDING
CONFEDERATION



Peter Booth
Company Safety Manager

BENCHMARK SCAFFOLDING



Setting the Standards



CHAD LILLEY
INTERNATIONAL

Creating a Positive Culture™

Creating a Positive Culture™ is a new approach which aims to address safety at an individual level, however, more importantly, it aims to address the working environment the individual is put into, and people grow to their environments.

Creating a Positive Culture™ has been designed to influence people to build upon the safe working practices they already carry out, it has been designed to look at the wider picture to develop the existing culture, to take us through the three stages of safety, from 'Having to work safely' onto 'Wanting to work safely' then to, 'Why wouldn't I work safely'. In order to do this, we need to create a positive environment and a compelling vision for people to grow into and flourish, therefore learning from unsafe behaviours and reinforcing safe behaviours. Instead of working away from what we don't want, we aim to work towards what we do want. This is partly based on the basis of what gets recognised and rewarded gets repeated.

If your Safety observation process only works due to it being part of the KPI's then you do not have a compelling vision – simple!!

Human beings modify their behaviour according to their environment. If we want people to act differently then we have to do something different, it is as simple as that. By creating a positive environment where people feel free to have the courage to care and to look out for each other we will be creating something different. Having a clearer understanding of human beings and how to positively influence them helps creates rapid change. The more we take all the learnings from the systems and policies we have created and attach the human element to them people will naturally grow into that environment.

"It's not that simple" is a common phrase used, however, in truth, it is simple, just not easy, we have twenty to thirty years of conditioned behaviour to influence. Behaviour is strongly influenced by not only a person's personal values and beliefs, but by the imposed values of an organisation i.e. the prevailing culture.

So, having managers adopting the right approach starts to change the culture, But how do we positively influence people to change their behaviours?

If you think safety is expensive, try having an accident!

So, how do we move forward? We at Chad Lilley International acknowledge that change is required at all levels of management in order to affect a development in our culture towards safety. How do we take something that is already working well and take it up to a whole new level? Over the last 15 years Chad Lilley International have worked predominantly with Senior managers through workshops and follow up coaching on Behavioural safety/ Value added safety and through seeing the benefit in a shift in thinking towards safety, and therefore, created a platform to create sustainable change and influence.

The Creating a Positive Culture workshops and coaching has proven over many years to have a significant influence in every working environment we have been with some companies reporting up to a 72% reduction in accidents, plus, a reduction in re-work, improvement in quality, a reduction in employee sick days and an overall improvement in morale.

During the initial workshops the topics covered will be:

- The History of safety and why development is a must
- The power of a compelling vision
- Understanding of how to positively influence people
- A new understanding of the engaging the workforce prior to starting a task
- A clear understanding of holding people accountable and how it should be used to help develop a positive culture and people's integrity
- The power of open effective communication
- And an invite to ongoing coaching in the development in our culture.

The Creating a Positive Culture workshops has been proven over time to help companies to develop their culture that it not only improves their true safety culture, it can also improve planning, morale and quality. This in turn has a direct positive influence on profit.

For more information on how we can help you influence the culture in your workplace please visit us at: www.chadlilleyint.com or www.safetycoachacademy.co.uk.



Be the Change That You Want



June Safety Award

The monthly safety award goes to Robert Young, Sweet Street, Interserve site, Robert observed one of our staircases being lifted by a crane to enable materials to be lifted in, then the staircase was lifted back. Robert removed the tag, informed the PC then dismantled the staircase and re-erected it.

Our vision is to be the scaffolding contractor of choice to our customers and employer of choice to our people.

July Safety Award

The monthly safety award goes to Winston Fenton who won the individual monthly safety award at Royal Docks West, Mount Anvil, for his general attitude to safety. He received £50 in vouchers from Mount Anvil which was matched by Benchmark. He will also receive the £100 monthly safety bonus.

Jack Murphy won the individual monthly safety award at Triton Square, Lendlease, for Lendlease management noticing that Jack was being very observant. He received £50 in Vouchers from Lendlease which Benchmark will match.

Mount Anvil, Kidderpore Ave, Benchmark Scaffolding won the contractor of the month of June for their safety record. All BSL operatives received a breakfast on Benchmark.

August Safety Award

The monthly safety award goes to Jack Hoy who won the individual monthly safety award at Triton Square, Lendlease, for his attention to safety. He won £50 pound in vouchers, he also won the Benchmark monthly safety bonus of £100 for this month.

Mount Anvil, Kidderpore Ave, Benchmark Scaffolding won the contractor of the month of July. This is the 5th time in 7 months that Dave Harding and his team have achieved this.

Mark Smith won the Best Safety Observation of the month at Triton Square, Lendlease Project.

Mick Harrington, reported a public lift in Westfield shopping centre, White City to be faulty, (the lift was shuddering and shaking on its route between floors) when he reported it to the Otis site manager he investigated and closed the lift immediately saying the bushes had probably worn, he was very appreciative of Mick reporting the fault as it could have been very dangerous.



1TS Monthly Safety Awards lendlease

OPERATIVE OF THE MONTH

Georgi Dimchev
Of
Wilson James

SUPERVISOR OF THE MONTH

Altin Frisku
Of
Keltbray

BEST SAFETY OBSERVATION OF THE MONTH

Mark Smith
Of
Benchmark

MESSAGES TO THIEVES

To whoever stole my mirror - You need to take a long hard look at yourself. (On reflection you will probably feel guilty).

To whoever stole my bed - I will not rest until I find you.

To whoever stole my copy of Microsoft Office - I will track you down. You have my Word.

To whoever stole my water pistol while I was on the bouncy castle - Just grow up.

To whoever stole my anti-depressant tablets - I hope you are happy now.

If you've recently had a new addition to your family,
or have a birthday coming up
send us a photo to the Barnsley office
and we'll make sure we show them in the next edition.
Or you could email us:

barnsley@benchmarkscaffolding.com

Our mission is to not only "Set the Standards" but to progressively and continuously raise them across all aspects of our business.



<https://www.justgiving.com/fundraising/team-benchmark>

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