

THE WRIGHT STANDARD

MECHANICAL • ELECTRICAL • PLUMBING



MERRY CHRISTMAS



Welcome to the winter issue of the Wright Standard as we all look forward to spending

Christmas with our families.

It has been another extraordinary year in which we have had to face the challenges of Covid not only in our business but all areas of our life. I don't think anyone could have imagined how far-reaching and long-standing the impact of the pandemic would be.

As a company we addressed the required restrictions from the start with safe working protocols both in the office and on site and have continued to operate in a responsible way to the point where taking a lateral flow test each week has become almost second nature.

Like all companies in our industry, we cannot hide the fact that we have been facing other challenges especially in relation to material costs and shortages. We need to be prudent and innovative as we pull together to complete projects on time and to budget.

We are now an Employee Ownership Trust, which makes all our people true stakeholders in our future vision of being an all-round leader in the UK building services industry. Our robust management system and team will remain unchanged; so too I trust will be the loyalty and commitment of our employees as we look forward to managing a growing and developing order book for 2022.

Our apprentices and younger people are our future which is why I was so delighted that J S Wright achieved a major award last month for the quality of our apprentice training. After winning a national BAME award this time last year, I am equally thrilled by the way we are now striving to champion diversity and inclusion in the workplace.

In the meantime, it only remains for me to wish all our readers and their families a relaxing Christmas and a very happy New Year.

Phil Leech – Managing Director



□ A CGI of the third phase of Hallsville Quarter (Pic credit: Hawkins Brown)

GOING TO TOWN

One of London's biggest regeneration projects is to have its mechanical and electrical engineering infrastructure systems installed by J S Wright.

The M&E package, valued at more than £9 million, will serve 620 apartments being built in the third and largest phase of Hallsville Quarter, a new town centre scheme which is being developed by Bouygues UK for Canning Town in the east London borough of Newham.

The mix of private rented, shared ownership, affordable and extra care units, spread across the eight buildings constituting Phase Three, are part of ambitious £600 million plans to create a thriving community and establish a legacy for Canning Town.

J S Wright will provide a heating distribution network to circulate low temperature hot water from an energy centre to the apartments, along with the pipework systems from plantrooms to distribute mains and boosted cold water.

The mechanical works will also include installing above ground drainage in landlord areas and internal rainwater harvesting systems.

In addition, the company will install variable refrigerant flow heating and cooling services and domestic services for the extra care units. It will also provide domestic services for a management suite and a Shop Mobility facility.

The electrical works will involve fitting a low voltage power distribution network, fire detection, suppression and containment systems, landlord lighting and power services, and external lighting.

Work on site has already started on the project which is scheduled for completion in late 2023.

APPOINTMENTS



□ Sophie Westerna

Head Office has welcomed Sophie Westerna as Office Administrator, while the Wright Maintenance team has been boosted by the arrival of Kirsty Collins as Maintenance Contract Support.



□ Kirsty Collins

STARS OF THE MONTH

The pandemic hasn't dampened staff commitment to outstanding performance judging by the many nominations flying in for the latest Employee of the Month awards.

Apprentice George Gregory and Mechanical Design Engineer Peter Hamblen received the award jointly for August, while Contracts Engineer Zain Qasim took the honour for September, and Health and Safety Manager Emma Bromiley was presented with the accolade for October.



□ George Gregory celebrates his award with colleagues Ryan Quinlan (left) and Ricky Camilleri (right) at Aylesbury FDS



□ Emma Bromiley receives her award certificate from National Electrical Contracts Director and Regional Director



□ Managing Director Phil Leech presents Zain Qasim with his certificate (read his interview below)

HEALTH & SAFETY

STAYING SAFE THIS WINTER



By Emma Bromiley, Health and Safety Manager

Winter is here and this Christmas we are looking forward to sharing quality time indoors with loved ones and resting after a busy year. However we need to remain cautious given the ever-evolving risk of Covid-19, including the latest variant Omicron.

If you have:

- a high temperature (you feel hot to touch on your chest or back)
- a new, continuous cough (coughing a lot for more than an hour, or having three or more coughing episodes in 24 hours or, if you usually have a cough, it is worse than usual)
- a loss or change to your sense of smell or taste (you can't smell or taste anything, or things smell or taste different to normal)

then do a Lateral Flow test.

All JSW employees should be doing a weekly LF test on the Sunday night or Monday morning BEFORE coming to work for the week and sending the results into Head Office if the test is positive, then get a PCR test and stay at home until you get your result, even if you don't have symptoms. I can't stress enough that if you don't feel well, please stay at home. We encourage you all to get vaccinated, including having booster jabs as soon as you can.

Whether it's Covid-19, the flu, or something else - don't risk making your co-workers sick. Call your line manager and, if you feel well enough to carry out your work from home, see if you can. We all want to have a happy, healthy Christmas and be able to join in the fun, whatever that looks like for you.

When you come back to work, remember things may have changed. Bad weather, changes around site such as access points, welfare arrangements, damage to tools and equipment and your being out of practice, mean you need to be extra vigilant and careful. Think about what you're doing and be aware of what's going on around you. After a great Christmas, the last thing you want is to start off the New Year by getting injured or injuring somebody else.

Merry Christmas everyone!

PROMOTIONS



□ Patrick Duffy



□ Richard Lazenby

Congratulations go to Patrick Duffy and Richard Lazenby who have both been promoted to the position of Senior Contracts Engineer.

DIGITAL ADVANCE

Project management is set to become more effective and user-friendly through a major new software initiative.

Project Symphony, which is currently under development, aims to digitise the financial and job management systems within JSW, including its procurement process.

Working with software vendor 4PS, the company is looking to replace its current system with one that is more modern and robust and capable of

supporting its growth plans.

The phase-by-phase project will ultimately give all staff a better user experience by making working practices easier with more automation and even the ability to manage by mobile App on the move. The software will provide more up to date details, quicker and better looking reporting, and slicker and faster purchase order and invoice processing.

More details will follow in the New Year.

IF YOU ONLY KNEW...

Name and job title?

Zain Qasim, Contracts Engineer

Which site are you currently working at?

Nine Elms Parkside at Vauxhall, on a contract for its amenities.

What do you like best about your job?

I love technology and using it to provide technical support on projects.

What is your proudest achievement, in any field?

Completing my first project by myself: an approved premises facility on the Aylesbury Estate in Southwark.

What new skill have you acquired most recently?

Solving the Rubik's Cube in under 40 seconds.

How do you like to spend your weekends?

I like going to the cinema or catching up with friends and family. I pretty much go to the cinema every week if there is something good on.

What is your favourite kind of movie?

I love action thrillers. My favourite would probably be Inception or Commando.

You have been known as a bit of a magician. What is the best magic trick you have learned?

A trick from Wayne Houchin called Sinful. It's basically a coin magically penetrating through a sealed can.

What kind of music do you like and who is your favourite musician?

I listen mostly to Hip Hop and RnB. Right now, my favourite artist is Griselda.

What is most guaranteed to make you laugh?

Dave Chappelle's stand-up. I'm a big stand-up comedy fan.

If you had the chance to learn something new, what would it be?

I would like to learn to play the piano.





By Darrell Mitchell,
HR Manager

I've really enjoyed spending time on site during the past few months and talking to my colleagues on the 'front line'. I have enormous respect for the job they do, working their way through endless complexity, solving problems and keeping the quality of our work high. Recent times have presented challenges for us all, but I would like to send my special thanks to those on site who have demonstrated their resilience, professionalism and good humour.

November saw the first of planned monthly meetings of our new Diversity and Inclusion Working Group. The purpose of the group (attended by Board Directors Phil Leech and Andrew Smith and colleagues from various parts of the business), is to find practical ways to celebrate our differences at J S Wright and to ensure that everyone is included. I particularly enjoyed hearing well-considered contributions from people who are clearly invested in the business.

The group will be producing a Diversity and Inclusion Action Plan, with initiatives based around the nine protected characteristics of the Equality Act 2010. During our first two meetings we looked at what Diversity and Inclusion really means and did some work around the differing needs and expectations of a multi-generational workforce including those with invisible disabilities: something very relevant for us here at J S Wright with a workforce ranging from those just out of school to others in their seventies. As I write, I am looking forward to the group's next meeting in January 2022.

The second of our Shine appraisal meetings are just taking place around the business, allowing colleagues some protected time to talk to their managers about their work and their personal development and aspirations. I know that it means a lot to be able to have a real two-way conversation with your manager or foreman and receive some constructive and balanced feedback.

As my first year with the company approaches, I want to say a huge thank you to everyone for making me feel part of the team from day one.

I hope you all have a merry Christmas and a happy and healthy New Year.

SHOWCASING DIVERSITY

Winning the 2020 BAME Construction Services Employer of the Year award was not complete without the official presentation.

Postponed because of the pandemic, Assistant Director and Academy Leader Paul Millington stepped up to receive the award on behalf of the company at a celebratory dinner last month.

J S Wright beat off scores of other challengers in the industry to clinch the award for championing diversity, equality and inclusion in the workplace.



Paul Millington is pictured with the BAME award flanked by J S Wright's BAME Apprentice of the Year finalist Shaun Donaldson (left) and Foreman Joe Millington (right)

BUSINESS TRANSFERS TO EMPLOYEE OWNERSHIP

Marcus Aniol retires as Chairman

The ownership of J S Wright and Wright Maintenance has been transferred to an Employee Ownership Trust (EOT).

The newly formed trust will support the company's long-term planning and vision as well as enable employees to hold a stake in the business.

The move was announced to all employees by the board directors during face-to-face presentations of the latest Business Plan within Head Office and across the worksites.

Managing Director Phil Leech said becoming an employee-owned business was "an entirely positive progression for both our people and the business".



Marcus Aniol

Holding the shares in trust for all the employees' long-term benefit,

he believed, will increase employee involvement, motivation and innovation within the business.

Phil also said: "Clients and suppliers can be assured that it will be business as usual as far as the management of J S Wright and Wright Maintenance is concerned because it will continue to be carried out by all the current board directors, with the exception of Marcus Aniol."

Phil commented: "Marcus, who has retired as our chairman, has been the main driver of the success of J S Wright since he joined the company back in 2004.

"J S Wright would certainly not be the company it is today without his drive, strategic thinking, energy and humility in all that he has done."

TOWNHOUSES ARE ADDED

J S Wright has added another element to its contract for a major residential-led development in Birmingham.

The company will provide the mechanical services for 102 townhouses in the Soho Wharf scheme (pictured right) at Soho Loop on the city's Main Line Canal, where joint venture partners Galliard Homes and Apsley House Capital are transforming a former industrial site in a £165 million regeneration project.

The works for the two and three-bedroom houses will include installing hot and cold-water services with associated pipework, ventilation services, and sanitaryware and brassware.

J S Wright is already working on the mechanical infrastructure services and fit out of all 650 apartments at the Soho Wharf scheme.

Work on the variation order will begin in the early New Year with completion scheduled for spring 2023.

Elsewhere in Birmingham, the company is completing another contract for Galliard Homes and Apsley House Capital to fit out 379 new-build apartments at The Timber Yard in the city's Chinatown.



TOP TRAINING AWARD



□ Paul Millington accepts the Best Medium Employer award at the Greater Birmingham Apprenticeship Awards in the company of Managing Director Phil Leech and other colleagues that have a major involvement in apprentice training

J S Wright's outstanding apprentice training programme has been honoured with a top award.

Beating off stiff competition, the company was named as Best Medium Employer at the Greater Birmingham Apprenticeship Awards 2021, held at Edgbaston cricket stadium.

J S Wright was chosen on the success of its academy which, since its launch in 2008, has taken on 55 apprentices on a range of craft and technical courses in which learning skills are also nurtured by existing employees.

The judging panel was impressed with how J S Wright's apprentices are given a complete understanding of the business and full support through on-site experience and individual mentoring – an approach that has seen no less than 33 of those 55 apprentices still with the company.

Motivated

Paul Millington, Associate Director and Leader of the J S Wright Academy, commented: *"I am delighted to have received this award on behalf of J S Wright."*

"We started our Academy to help our young people develop their careers within the business and to help

bridge the skills gap, with the result that we now have a sustainable and highly motivated workforce."

Managing Director Phil Leech commented: *"We regard our apprentices as our leaders of tomorrow and invest heavily in instilling in them the leadership qualities and values which have sustained us through our history and are key to our continuing to expand and diversify as an M&E services provider."*

The awards were run by BirminghamLive in partnership with the Ladder for Greater Birmingham campaign, and J S Wright's award was sponsored by Greater Birmingham and Solihull LEP.

HONoured



Outstanding progress has been rewarded for three of the company's apprentices.

Sonny Williams was named as J S Wright Craft Apprentice of the Year. He is pictured (top) receiving his winner's shield from Site Superintendent Roy Burton.

The Technical Apprentice Project of the Year award went to Adam Bourn and the Technical Apprentice of the Year award went to Peter Hamblen. They are pictured above with Associate Director Terence McLaughlin.

Now a design engineer, Peter also won the Employee of the Month award for August and the Education award at the CIBSE West Midlands awards.

SITE RECRUITS

Katie Orchard has joined the site team at Nine Elms Parkside in Vauxhall as Site Administrator.

Elsewhere Youcef Hamlaoui has been taken on at The Silk District in Whitechapel as an Apprentice Electrician.

NEW ARRIVAL

Congratulations go to Foreman Joe Millington, a Mechanical Foreman, and his partner Abbie on the birth of their son Harry on November 12, weighing 8lb.

A MO OF MANY COLOURS

It was any colour you like for John Darby in his fundraising efforts for Movember.

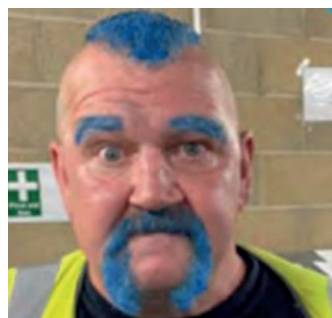
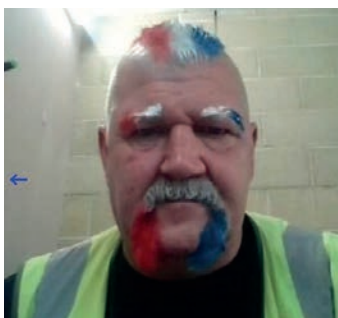
The foreman agreed to turn his big handlebar moustache any colour for sponsors throughout November in a bid to raise £1,750 for the national campaign, aimed at raising awareness of men's health.

Donations came in from colleagues and clients, as well as friends and family, all eager to see his moustache in the

colour of their choice or in a combination of colours.

John even went as far as including his bushy eyebrows and mohawk hair style as part of the sponsorship deal, as our pictures show.

Having raised £3,250 for Movember since 2017, John had raised £1,660 this year as this issue of the Wright Standard went to press. He is still accepting donations at <https://uk.movember.com/mospace/13562868>.



CONTACT

If you have any stories or pictures for the next issue of The Wright Standard, please contact Phil Leech at:

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