

THE WRIGHT STANDARD

MECHANICAL • ELECTRICAL • PLUMBING



WELCOME



Welcome to the winter issue of the Wright Standard as we begin what looks likely to be another

challenging but nevertheless exciting new year.

Already suffering from the remnants of the Covid pandemic, Brexit transition and the war in Ukraine, the economy is not making life any easier for us with rising interest rates, rampant inflation and rocketing energy prices.

Of particular concern to our industry are the increasing costs of materials and shortages that have been hitting many building projects.

However, I remain cautiously optimistic for our business. Thanks to our prudence and excellent record in completing projects on time and to budget, we have a substantial order book for 2023.

With all our people enjoying a stake in the business now that it operates as an Employee Ownership Trust, and a management structure that is being strengthened with some well-deserved internal promotions, I am delighted to be leading a company that aims to become the full-service M&E building services provider of first choice for customers in all our sectors of activity.

After only a few months in my post, I have been especially thrilled by the quality, enthusiasm and commitment of our apprentices and young people, which makes me so confident for our future.

Our people are our biggest asset, and we will continue to invest in their personal development and provide them with a diverse, supportive and inclusive environment in which to thrive.

We will also continue to nurture the long-standing relationships we have built up with our customers and suppliers, and hope to partner others that share our values of trust, quality and integrity. I was delighted to start the new year by presenting awards to our most outstanding suppliers in 2022.

Away from our regular business activities, we will remain an active fundraiser for Molly Ollys, our adopted charity, which does such a wonderful job in supporting children with life-threatening illnesses.

Here's to a brighter 2023!

Peter Grierson – Managing Director



□ An artist's impression of the Rennie Estate in Bermondsey

PUMPED UP

J S Wright is to provide the heating and ventilation services for a new affordable housing scheme in south east London.

The company will design and build the energy efficient services for the Rennie Estate, comprising 49 apartments in two new blocks of twelve storeys and four storeys on Galleywall Road in Bermondsey, for award-winning housebuilder The Hill Group and its housing partner Southwark Council.

The contract, valued at more than £1.5 million, will include the design and installation of air source heat pumps (ASHP), which absorb heat from outside air, to deliver hot water at low flow temperatures to the individual apartments via heat interface units for radiators and domestic services.

J S Wright will reduce noise generated from power generation by surrounding the ASHP plant with acoustic enclosures. It will also equip the development with mechanical heat recovery ventilation systems.

The design and build brief will extend to providing residential sprinklers for fire protection, above ground drainage, and all sanitaryware, the latter also supplied by J S Wright. A building management system for monitoring and controlling all the mechanical systems is also part of the deal.

Work on site is scheduled to begin in June 2023 with completion due in April 2024.

Managing Director Peter Grierson said: *"We are delighted to have been awarded this opportunity to help support a major local need for affordable housing by delivering high quality mechanical services that will reduce carbon emissions and running costs."*

'MO' POWER



The Movember campaign to raise awareness of men's health issues was given a boost by Peter Hamblen.

The Design Engineer made the 'mo'st' of the month by growing a moustache that was truly 'fan-tache-tic' - and raised £320 from sponsors.

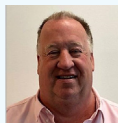
APPOINTMENTS



□ Dean Burgess



□ Kevin Cowling



□ Sean Hughes



□ Iain Johnson



□ Ron Hemmings



□ Avon Hopkins



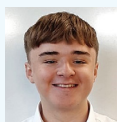
□ Sharon Gill



□ Katie Orchard



□ Connor McGarry



□ Freddie Camilleri

Dean Burgess, who was previously Head of IT for national children's charity NYAS (National Youth Advisory Service), has been appointed as the company's new IT Manager.

With more than 15 years' experience in the IT industry, Dean will be responsible for developing and maintaining the electronic network systems for both J S Wright and Wright Maintenance, which includes ensuring that all their systems remain secure and compliant.

Kevin Cowling has joined the company as Health & Safety Advisor, dealing with day-to-day health and safety matters, and will support Health & Safety Manager Emma Bromiley after her return from maternity leave.

The electrical arm of the business has been strengthened following the recruitment of Avon Hopkins as Electrical Foreman and the promotion of Ron Hemmings to Senior Electrical Design Engineer.

On the mechanical side, Sean Hughes has joined J S Wright as Mechanical Project Manager, while the design department has been boosted by the arrival of Iain Johnson as Senior Design Engineer.

Sharon Gill has been promoted to Accounts Administrator and Katie Orchard has moved over from site administration to the position of Trainee Business Systems Auditor.

Elsewhere, Connor McGarry has joined as a Site Administrator, supporting the team at Hockley Mills in Birmingham, and Freddie Camilleri has been taken on as a Technical Apprentice in London.

STARS OF THE MONTH



Colleagues have sung the praises of Rosie Cannon and Shaun Donaldson for their contribution to the business in the Employee of the Month Awards.

Their outstanding performance last Autumn won them the highest number of nominations for the coveted awards.

Rosie (above left), a London-based Site Administrator, received the September award, presented by IMS Manager Dave Dimmick. Shaun (right), a Plumber who works for both J S Wright and Wright Maintenance, won the award for October.

Rosie and Shaun were both presented with certificates and gift cards.



MAJOR PROMOTIONS



□ David Bradbury



□ Simon Bevin

Two of J S Wright's senior managers have been promoted to Associate Directors.

Simon Bevin has been appointed Associate Director – IT & Support Services, while David Bradbury has taken up the role of Associate Director – Design, both based in Birmingham.

Simon joined J S Wright in 2007 as a CAD Technician and rose to CAD Manager and then CAD & IT Manager, having been successfully involved in a number of challenging technological projects.

David Bradbury joined J S Wright in 2014 as a Senior Design Engineer before being promoted to Design Manager. The mechanical engineering graduate is a fully accredited Heat Network Consultant and was recently made a Member of the Chartered Institution of Building Services Engineers.

Managing Director Peter Grierson said: *"These promotions will strengthen our management structure and ensure that our ever-increasing workload is carried out to the highest standards."*

"They are also fitting reward for outstanding management success and show our commitment to investing in the training and development of our people."

HEALTH & SAFETY

H&S STAYING KEY FOR 2023

By Peter Grierson
Managing Director

The focus on health and safety remains our key priority for 2023.

It is the responsibility of us all to look out for each other and to report anything that we feel could impact on the health and safety of everyone in our business and other people around us.

My request is if you see something that needs attention then don't walk by. The 'it was unlikely to be a problem as it's never happened before' is a common answer when investigating an accident. There is always a first time, and we can avoid that and ensure that we remain in control of our own safety by being diligent.

Mental health is a subject that we don't discuss as often as we should. There are several factors that can impact your mental health; asking someone how they are is the start of the conversation. If someone says 'living the dream', then invariably they are not. Eating well, taking exercise and getting enough sleep are hugely important in helping with mental health but it doesn't mean that things no longer affect you.

I would ask anyone who feels under pressure and/or is suffering with mental health to reach out to your line manager or a number of other avenues - JSW Mental Health First Aiders, Mind, NHS, The Samaritans or Sodexo (our new benefits provider) - to talk about it. There will always be someone who will listen and there is no stigma attached in asking for help.

CLOCKING UP 25 YEARS

Major career milestones have been reached by two employees.

Foreman Roy Burton and Plumber Alex Hood have both achieved 25 years of service with the company.

Beginning his career with J S Wright working on a residential block in Lambeth, Roy's first contract as foreman was at Angel School in London on its conversion to apartments. He has gone on to work on major projects including New Union Wharf, Blackwell Reach and GEQ.

Alex's first job with JSW was working on a student accommodation project near Elephant & Castle. He was responsible for the installation of soil and rainwater pipes at Indecon and Wimbledon, and has recently worked on Queensland Road, Capital Towers and Bream Street in Canary Wharf.



□ Roy (left) and Alex are presented with specially numbered Tottenham and Chelsea football strips during a celebratory lunch to mark their long service

ANNUAL REVIEWS



By Peter Grierson
Managing Director

We are currently looking at introducing a new annual review process to go alongside the new 1-2-1 meetings that are currently happening or being planned.

Personal development is not always about how far you want to go in the business but also about how you can get more job satisfaction and improve in some areas, personal and professional.

There is also an element of enjoying what you do – a job that you don't enjoy can be soul destroying – and these reviews will help you and the business to identify areas of improvement to help you enjoy the activity you undertake each day.

Also, please remember that you can nominate any of your colleagues for Employee of the Month for examples of going above and beyond as well as embracing our core values.

CONGRATULATIONS



Two colleagues have been presented with their certificates after graduating in a world-leading training programme.

Senior Contracts Engineer Patrick Duffy and Technical Apprentice Adam Bourn have both completed the Effective Communication and Human Relations course run by Dale Carnegie.

The course is designed to help participants master the communication skills necessary to strengthen their interpersonal relationships, develop a commanding attitude and instil confidence and enthusiasm in the workplace.

Patrick Duffy and Adam Bourn are pictured with Contracts Director Matt Coy and Electrical Design Manager Neil Brazier.

SUPPLIERS HONoured



□ Peter Grierson (second from right) presents trophies to (from left) Jan Hansen, Steve Cargill and Matt Pullin at San Carlo restaurant

It was two years in succession for all three companies that picked up the prizes at J S Wright's Supplier Awards.

The awards are an annual event celebrating outstanding levels of quality, commitment and service delivery by the company's suppliers.

National building fixings and support products supplier R&M Fixings & Supports, underfloor heating specialist Mec-Serv and renewable energy systems supplier SAV Systems, were named as Supplier of the Year, Subcontractor of the Year and Manufacturer of the Year, respectively.

All three companies also won the same awards last year, while for SAV Systems, it was the eighth time that the company had won the Manufacturer of the Year title.

Managing Director Peter Grierson presented the trophies in a ceremony held at San Carlo restaurant in Birmingham.

Peter said: "We would not be the successful business that we are without the support of our key subcontractors, suppliers and manufacturers.

"Partnerships like these, built on trust, honesty and great service and supply, play a vital role in enabling us to continually grow our business."

Steve Cargill, R&M Fixings & Supports Director, said: "We are delighted to have been named Supplier of the Year by J S Wright for two consecutive years. This award would not have been possible without the hard work and dedication of our entire team.

"Our partnership with J S Wright is vital to our success and we are committed to continuing to provide high-quality service and products to them in the future."

Matt Pullin, Mec-Serv Director, said: "I am thrilled that we have won the best subcontractor award for the second year running. I am proud of all our team for their continued hard work that has again resulted in this coveted honour from a key client."

Jan Hansen, SAV Systems Sales Director, commented: "This year we are particularly proud to win the Manufacturer of the Year award, with 2022 having been a difficult year with supply chain issues. So this award does give us some acknowledgement that our efforts were well received.

"We are proud to work with J S Wright and look forward to many more years of doing so."

The awards were based on nominations by J S Wright's mechanical and electrical design and contracts engineers and the company's foremen.

IF YOU ONLY KNEW...

Name and job title?

Patrick Duffy, Senior Contracts Engineer

What does your job involve (in a nutshell)?

Managing projects from the start of work on site until completion, which includes handling any potential issues, procuring plant and equipment, and managing subcontractors and our own workforce, while also liaising with our clients to ensure we exceed their expectations.

What is the project you are currently working on?

The third phase of the new Hallsville Quarter development in Canning Town, London.

What do you like best about your job?

That no two days are the same; no matter what you think your day's work will involve something always pops up out of the blue. I also like learning

about new technology and how this helps drive our working methods.

Which football team do you follow?

Aston Villa. With an elite manager now in place and big developments planned for the ground and surrounding areas, these are exciting times.

Do you go to matches or are you an armchair supporter?

I have held a season ticket for the past 15 years and still go to the odd away game.

How do you like to spend your weekends?

By waking early and spending time with my kids. If Villa are playing at home, I enjoy meeting up with my friends before the game, before watching Villa win - and then returning home to have a takeaway with my wife Helen (pictured) in front of the TV.



What is your idea of the perfect family holiday?

Just spending time with my wife and kids, whether that's on a beach – St Ives has been a popular spot for the past few years - or on a trip to Center Parcs.

If you had the chance to learn one thing, what would it be?

Learning how to get my golf handicap down towards single figures.

Name one thing that always makes you laugh?

My five-year-old son Cian. No day goes by when his cheekiness or a phrase he comes out with doesn't make me laugh.

THE DANISH CONNECTION



□ A big welcome for the trainees at the headquarters of Danfoss in Denmark

Members of the JSW Academy jetted off to Denmark to learn at first-hand how the country has been leading the world in the application of renewable technologies.

The technical and craft apprentices were generously hosted by manufacturing supplier SAV Systems which introduced them to its technology partners.

The three-day Low Carbon Workshop began with a visit to the headquarters of engineering giant Danfoss where the trainees met engineers involved in manufacturing products used in residential heating, district heating, cooling food and air conditioning.

Then at Gemina Termix there was an opportunity to learn how this Danfoss-owned company has made use of its direct access to Danfoss' heat network technology to help make it the European leader in heat interface units.

The tech tour concluded with a visit to the Experience Centre at Kamstrup,

a world-leading innovator in intelligent energy and water metering solutions.

The apprentices also took part in a series of team-building activities and outdoor games in the grounds of an historic manor in the Danish countryside.

There was time too for a spot of sightseeing with a visit to Sky Mountain, which at 147 metres is one of Denmark's tallest points.

Joe Millington, Contracts Support Manager, said: *"A great informative trip was had by all and it was good to see the positive interaction between the technical and craft apprentices during the team-building activities and throughout our time in Denmark."*

"A huge thank you goes to SAV for organising such a successful trip."

Silas Flytkjaer, Head of Strategic Business Development at SAV, said: *"It was a great pleasure to spend time in Denmark with the team from J S Wright and exciting for me to learn more about the JSW Academy."*

"Hopefully everyone on the trip was inspired to see how J S Wright and SAV can make a real positive contribution to the UK's mission to provide reliable, high quality, low carbon, and low-cost heat."



□ Technical discussions during a factory tour



□ Relaxed learning in a group lecture

GOLF DAY SUCCESS

It was surely only coincidental that the winner of J S Wright's latest Golf Day was also the organiser of the event.

Quantity Surveyor Sam Inett won not only the award for best individual score but also the award for the longest drive at the tournament, held at Warwickshire Golf & Country Club in Warwick.

Senior Contracts Engineer Patrick Duffy (our winter issue employee interviewee) won the nearest to the pin award.

Directors, staff and suppliers were among the competitors in the much-enjoyed event, which was sponsored by Denco Thermal and Polypipe Terrain.



□ Steve Wright, Craig Stanton and Andy Walsh



□ Dave Green, John Stevenson, Scott Nash and Peter Grierson



□ Sam Inett, Tom Hollywood and Patrick Duffy



□ Simon Bevin, Martin Davis, Clive Bradley and Roy Stevens

MOLLY OLLYS CHAMPION



World Cup fever didn't just end with a thrilling final for Joe Millington.

The Contracts Support Manager (pictured) brushed aside all thoughts of an England missed penalty when he claimed victory in the company's World Cup sweepstake.

But the real winner was Molly Ollys, as the JSW contest netted a total of £100 for the company's adopted charity from those who participated.

After more than £7,000 was raised last year for Molly Ollys, which cares for children with life-threatening illnesses, JSW has chosen to support the charity again throughout 2023.

BREAM STREET ACCOLADE

Congratulations have gone to client L&Q on winning the Housing Project of the Year award for Bream Street at the 2022 Building Awards.

The prestigious award was presented to the client as the principal contractor on the exciting residential-led mixed use development at Fish Island in Tower Hamlets.

J S Wright was proud and delighted after L&Q praised every other contractor involved for their "professionalism and quality service" in helping to deliver what it regarded as its "legacy".

Staff felt extra rewarded for all their hard work and effort on the project, given that they faced the added challenges of construction taking place throughout the Covid pandemic.

CONTACT

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

Peter Grierson at:

J S Wright & Co Ltd
The Atlas Building
Portland Street
Birmingham, B6 5RX
Tel: 0121 322 4000

Email:

PeterGrierson@jswright.co.uk
www.jswright.co.uk