

BUSINESS INTELLIGENCE

The Magazine of Hull & Humber Chamber of Commerce

April/May 2015

Issue 25

Strong Prospects for Regional Growth



Start the New Year at the KC Stadium

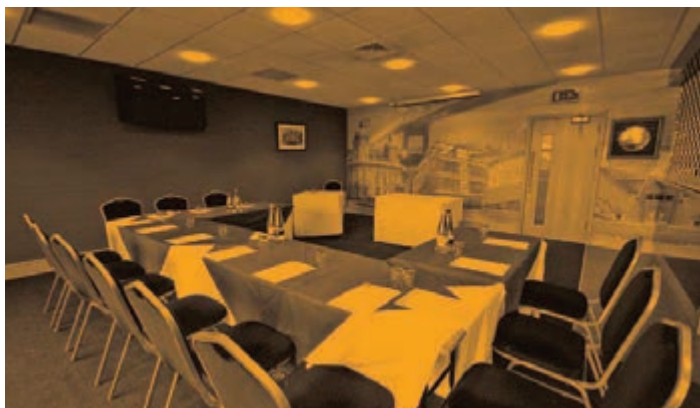
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CONTENTS

4-5	CHAMBER NEWS	28-29	BIG INTERVIEW
7-8	MEMBERS NEWS	30-35	FEATURE: CONSTRUCTION/ENGINEERING
9	ASK THE EXPERT	37	INTERNATIONAL TRADE
10	MEMBERS NEWS	38	MEMBERS NEWS
11	FOCUS ON LEGAL	40-41	WOMEN IN BUSINESS FEATURE
14	MEMBERS NEWS	45	MEMBERS NEWS
17	CHAMBER POLICY	48-49	PATRONS NEWS
19-20	MEMBERS NEWS	51	MEMBERS NEWS
23-25	MEMBERS NEWS	52	CHAMBER EVENTS
26-27	COVER FEATURE: CONSTRUCTION/ ENGINEERING	53	NEW MEMBERS
		54	LAST WORD / EVENTS DIARY

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www.hull-humber-chamber.co.uk



The Chamber's new President Steve Eastwood (left) and Vice President Owen Finn.

Chamber Elects New President and Vice President

The Hull & Humber Chamber of Commerce has elected Steve Eastwood as its 178th President at its recent AGM.

Mr Eastwood, who works for Lorica Insurance Brokers, takes over the presidency from lawyer Tim Durkin.

Mr Eastwood has worked with many businesses across the Humber during his 30 years in the insurance profession and has served as President of the Insurance Institute of Hull.

His direct involvement with the Chamber stretches back more than 20 years and he has served on local and regional councils as well as the board.

The Chamber's new Vice President is Owen Finn, managing director of Premier Building & Engineering Services UK Ltd.

Mr Finn has been a board member of the Chamber for a number of years and his knowledge and experience has contributed significantly to the growth and direction of the Chamber.

The AGM was accompanied by Speed Networking and Lunch events. These were sponsored by Humber Apprentice Support Services. The Chamber is very grateful for the support given by HASS.

Chamber Training Really are 'Good' Says Ofsted

Chamber Training is celebrating after receiving a 'Good' report from Ofsted inspectors.

The leading local private sector learning provider is the training arm of the Hull & Humber Chamber of Commerce and was inspected by Ofsted in January.

Rachel Mendham, the Chamber's Head of Training, was delighted with the result and paid tribute to the hard work of her staff. "My team do an excellent job and it's great to see them being commended for all their dedication and the support they give to our learners. It's also nice to hear our relationships with local employers have been recognised and our recent investment in the Refrigeration and Air Conditioning provision has paid off.

The Ofsted report says: "Teaching, learning and assessment are good, reflecting the good outcomes for apprentices and learners. The large majority of trainers and assessors have high expectations for apprentices and learners. Staff have extremely good knowledge of their apprentices and learners and they use this very effectively to determine and provide appropriate levels of support."

The Ofsted inspectors found "a high proportion of apprentices and learners make good progress and achieve well, leading to sustained employment in their workplaces, with staff providing good information, advice and guidance. This results in students being employed in good workplaces which meet their aspirations."

Ofsted's inspectors also commended the leaders and managers at the Chamber and Chamber Training for working closely with and responding well to the priorities of local partners, including the Humber Local Enterprise Partnership, local councils



Director of Training Rachel Mendham and some of the Chamber Training team celebrating their 'Good' Ofsted report.

and, most importantly, employers, to establish a curriculum which meets the existing and emerging skills development needs for the Humber region.

The report found that learners and apprentices gain good vocational skills and a range of wider personal and social skills which prepare them effectively for employment. Pass rates were particularly high for apprentices taking English, Maths and Information and Communication Technology (ICT) functional skills tests.

In Health and Social Care Ofsted noted that "high proportions of apprentices and learners successfully complete their courses, and the well-qualified and experienced assessors have

high expectations of apprentices and learners and provide particularly good support for apprentices."

Chamber Chief Executive Dr Ian Kelly welcomed the report, saying: "Rachel and her team work very hard and are doing a great job for the Chamber and the local area. This excellent report from Ofsted is testament to their dedication and the results really do speak for themselves."

Chamber Training (Humber) Ltd offers apprenticeships at levels 2 and 3 in Health and Care, Engineering, Retail and Commercial enterprises, Business and Administration and Warehousing, plus a small number of higher apprenticeships in Health and Social Care.

Cash Available Now In Yorkshire and Lincolnshire

Start up Business and those that have been trading less than two years can now gain loans between £1,000 and £25,000 on a great rate of 6% per annum.

The Chamber Acorn Fund has been delivering the Start up Loan, as a partner for the last two years.

We have been able to help 223 businesses in this

time and 17 of these have had the full £25,000.

The variety of businesses we have worked with is vast, from Chimney Sweeps to Internet application development and everything in between.

"Any business sector can get this, and it is not linked to job creation. We offer free business mentoring to help you get started", said Contracts

Manager, Craig Simpson.

If you are over 18, and resident in the U.K with a valid visa for the full period of the loan and have a business idea or business younger than 24 months, then look at the website for more information. Register your interest at www.startuploanshumber.co.uk



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Dave Blades, business development director (left) and Dan Dowling-Brown, regional manager - Lincolnshire (right).

Lincoln Office Move Signals Intent For Construction Firm Hobson & Porter

Construction firm Hobson & Porter has secured new offices in Lincoln to strengthen its association with its supply chain in the region.

The company, which is headquartered in Hull, is currently undertaking a series of multi-million pound projects across Lincolnshire, including part of a £17m regeneration scheme in Scunthorpe, the new £13m Riseholme College – the country's first new-build agricultural college in half a century – and a £3.4m development for Dong Energy Power (UK) in Grimsby.

Now, as its portfolio continues to grow south of the river, Hobson & Porter has moved to commit further to its clients and supply chain in Lincolnshire by securing state-of-the-art offices in Lincoln.

The new premises at Burton Waters in the city will provide Hobson & Porter with a permanent presence in the region, something managing director Graham Beal says will serve to strengthen existing associations as well forge new ones.

"We have had a presence across Lincolnshire for a long time now without having a permanent base there, which is something we have always wanted to address" he said.

"With our portfolio continuing to grow in the region, it was a perfect time to move to secure offices here. The acquisition will allow us to assign a full-time team in the heart of the region and provide our clients and supply chain with an easily accessible contact in the company.

"This expansion into Lincolnshire also serves to reaffirm our commitment to undertaking projects,

and growing our presence, across the whole of the Humber region. It will also help us to develop new links with potential contractors and supply chain partners."

Hobson & Porter has recently undertaken its 100th build under the Considerate Constructors Scheme (CCS) – a prestigious milestone in the industry.

In the last year, it has also announced a unique collaboration with East Yorkshire-based Bishop Burton College, owners of Riseholme College, to allow construction students to apply their learned skills on Hobson & Porter project sites.

Set up in 1971, Hobson & Porter enjoyed one of its most successful years to date in 2014, having completed a series of high-profile builds, including Bishop Burton College's Agri Crop Technology Centre, with turnover expected to top £45m this year, compared to £30m in 2013.

Mr Beal is hoping the company's commitment to Lincolnshire will maintain its progress and help secure new projects in the region.

"I am extremely confident that we can continue to grow and develop as a business at a rate we have done over the past 12 months and that can only be supported with this new office," he said.

"We do not want to rest on our laurels, we want to do all we can to become the region's leading construction firm, all the while ensuring we are giving something back to the communities in which we carry out our works."



Kerrie Dusher (left) and Francesca Akdemir.

Tasty Serves Up a Success Story

A snack and sandwich shop which was saved from closure less than two years ago is continuing its expansion with a corporate catering facility now added to its café service.

Tasty, which is in Humber Place, next to Hull Marina, was set to close and Kerrie Dusher faced losing her job after her boss decided to call it a day in summer 2013.

But the shop's landlord, AA Global Language Services, decided to keep the sandwich shop in business. A year later the shop became a café after spreading next door into the former AA Global reception area which became available as the language business expanded on the upper floors.

Now Tasty has added a corporate service with the recruitment of Francesca Akdemir as Corporate Business Executive.

Kerrie said: "It looked as though the shop would have to close and I would be looking for another job, but then AA Global stepped in. As our landlords and neighbours they didn't want the unit to be empty and they knew we had a growing customer base with great potential."

Francesca, who comes from Worcester, has worked in various areas of food retail but is new to Hull.

She said: "I'm finding my way round the city but I like what I've seen so far and I love the Hull accent. A job like this will help me make new contacts – we already get a lot of business people coming in here and many of them suggested that we start catering for business events.

"We'll be catering for breakfast and lunch meetings as well as events after work, and we'll be able to provide any special dishes that clients require, from canapés and platters to caviar and champagne!"

To contact the team at Tasty call
01482 221218

Petrochemical Technical Services Ltd

The challenge which faces all businesses is maximising revenue. In bulk storage terminals this means tanks must be available to rent. ED&F Man have tank farms across the UK including a 23 tank terminal in Hull. Petrotech Services (PTS) have developed a strong working relationship with ED&F Man providing them with on-site services such as the cleaning of their stainless steel tanks. The ability to be versatile on the job and the excellent communication between the staff and terminal operations are just some of the reasons ED&F Man choose PTS to work with both time and time again.

Recently PTS was awarded the cleaning of multiple tanks at the site on King George Dock terminal. The non-hazardous product Soya Oil dries with exposure to air leaving a hardened residue on the inside of the tank walls. With the base of the tank having a dense sediment (foots) created by the fine particles in the oil settling to the bottom during storage, this had also dried solid. Although heating coils are present in the tank, heat can't be applied to soya oil to soften it due to its nature. It would scorch it rather than improve its mobility.

The solidified sediment at the bottom of the tank was manually removed and the waste taken



Tank cleaned by PTS after holding Soya Oil

off-site to a local licensed company where, as a biodegradable waste, it is used for composting. Using high pressure water jetting the tank bottom and the lower part of the walls were cleaned first. Then to clean the rest of the 22m high tank a rotating device is attached to the access hatch in the roof. As the pump pushes the water, in this case a mild caustic solution, through the device, the pressure of the water jets spins it around giving even coverage on the underside of the roof and

walls. This was rinsed again with fresh water. The turnaround for the tank clean was quicker than expectations and the tank was free for hire for another client and product. Please view our website for further information on the industrial services PTS can provide:

Call: 01482 633901

Email: sales@petrotechservices.co.uk

www.petrotechservices.co.uk

How Can Cloud Computing Help Grow My Business?

Amazon Web Services (AWS) is a cloud computing platform that offers a huge range of cloud-based IT services at low cost pay as you go pricing.

The official local user group, comprising of over 70 members, holds monthly meetings aimed at anyone interested in using cloud computing to help their business and those already using AWS who would like to learn new things and share ideas and experience with other users in the area.

Previous meetings have featured a range of topics on Amazon Web Services with interactive sessions and talks from group members and guest speakers, including regular talks by Ian

Massingham from Amazon Web Services. Ian returned in March to speak about Amazon's new code hosting and deployment services and also covered any questions from attendees about AWS and what it can do for their businesses. This was an excellent chance to ask questions directly to an AWS member of staff.

In April guest speakers from Certivox, an internet cyber-security company, will be discussing security technology and how it can be used for your business in a cost-effective way.

Meetings are held on the last Thursday of each month at the C4DI, 47 Queen Street, Hull at lunchtime, with lunch provided. To book your place online for the next meeting on 30th April and to see more information about how Amazon Web Services can help your business, go to:

<http://bit.ly/awshull>

Keith Escreet

I am an effective and self driven manager with over 20 years experience in the automotive glazing industry. I have developed a wide range of management skills with a proven track record of leading teams and delivering on key performance indicators and budgeting targets. I can demonstrate great flexibility and adaptability and remain positive throughout periods of change. I have managed teams of up to 27 staff successfully dealing with a variety of issues, such as personal development, training, recruitment and personnel matters. I am now looking for a new challenge and opportunity.

Contact details
07964800733
or email
keithescreet@gmail.com



Major Investment Puts Grimsby Business in Fine Form

Finance Yorkshire is committed to continuing its vital investment work in providing gap finance to businesses across Yorkshire and the Humber.

This follows the full investment of its initial investment fund. Almost 700 investments have been made in SMEs, creating and safeguarding 8,716 jobs and increasing overall turnover in Yorkshire and Humber by £265m.

A grant from Round 6 of the Regional Growth Fund has been secured by Finance Yorkshire to continue investment activity. Chief Executive Alex McWhirter said: "Our investments have already given businesses a substantial boost, enabling them to grow and expand and create jobs in the region. We will build on our strong track record and further invest in companies, supporting them in their ambitions to succeed and grow."

Grimsby-based Fast-Form Systems Limited secured a £350,000 funding package from Finance Yorkshire's Seedcorn fund. The business began trading early last year and was formed by Tony White, a construction industry veteran who initially designed a steel bracket system for concrete pouring almost 20 years ago. It evolved into Fast-Form™, a series of reusable, adjustable stainless steel brackets that replace timber frames and hold either plywood or polymer board securely in place.

Faster, stronger and cheaper than traditional timber shutters, it also offers a unique handrail



Finance Yorkshire Investment Manager Graham Davies (left) with Tony White of Fast-Form Systems

and access system for additional safety. The system is complementary to larger panel-based formwork systems and can be adapted to a variety of applications from sheet pile capping to basement walls.

So far the Fast-Form system has been used at high-profile projects including flood defence works for the Environment Agency, London Cross Rail, and the seating conversion for the new Olympic Stadium, which re-opens to the public in 2016.

The funding from Finance Yorkshire will allow Fast-Form to ramp up its marketing activity, as well as invest in product development, new stock, staff, and costs associated with the patenting process. The product is patented in the UK and the business is in the process of filing an international patent.

Tony White said: "The initial 12 months of trading have been a bit of a whirlwind, but we have clearly hit upon a market need because demand from civil engineering and marine contractors has been incredible.

"Securing financial support as an early stage business is never easy, and we are delighted that Finance Yorkshire has recognised the huge

potential of our product, both here in the UK and worldwide.

"One of our key aims for 2015 is to explore export markets, particularly Europe and the USA."

Finance Yorkshire Investment Manager Graham Davies said: "While Fast-Form is only 12 months old, its reputation for delivering on high profile projects, coupled with Tony White's innovative vision and experience, ensured that the business was an ideal candidate for investment."

The Humber Local Enterprise Partnership's Executive Director Richard Kendall, said: "It's encouraging to see the remarkable demand for Fast-Forms Systems' products and their ability to secure some very prestigious contracts. This is the kind of innovation happening in the Humber that we should be telling the world about."



Alex McWhirter, Chief Executive of Finance Yorkshire



For more information about Finance Yorkshire, please visit www.finance-yorkshire.com or call **0845 649 0000**.

Have You Heard of Young Enterprise?

Young Enterprise is the UK's leading enterprise and financial education charity. Every year it helps 250,000 young people learn about business and the world of work in the classroom, under the guidance of a network of 5,000 volunteers from 3,500 companies.

Young Enterprise relies on committed volunteers who advise and inspire students, particularly to support our flagship programme; the Company Programme. As they participate in this, students run a business over a school year, selling either a product or a service that they, as a team, have come up with.

So how can you help?

We are looking for volunteers who can support students through the Company Programme. You would be required to attend weekly meetings with students either at lunchtime or after school, to provide support when the students reach the

competition stage and to help if they attend trade fairs. Typically the students are aged between 15 – 19 years old.

Volunteers are needed for schools and colleges within the Grimsby and Scunthorpe area. I appreciate that this can take up a lot of time, though it is possible for two or three volunteers to share a school. Many employers are supportive of employees volunteering in the community and taking part in charity work, so if you are interested, please approach your employer to discuss this further.

You don't need to be an expert in any specific area of business – your experience in the workplace, in whatever field, will be of value to the students and help them to think about their business in a wider context to that which they have been used to at school.

We are also always looking for volunteers who could help deliver a day programme, or be a

judge at competition time, both of which are one-off events, not requiring a weekly commitment.

Not only is volunteering really rewarding but it is also a great opportunity for personal and professional development and is something that could be built into your Personal Development Program.

If being a Business Advisor in the Company Programme is of interest to you – or if you would be interested in taking part in other Young Enterprise activities, please get in touch with jane.howden@y-e.org.uk or call **07917 185582** to find out more about what is involved and how to sign up if you want to.

Chamber Chooses The Deep as Meetings Go on Tour

Top tourist attraction The Deep added a first to its list of business credentials when it hosted a meeting of the Chamber's Hull Area Council.

The January meeting was the first time the event had taken place outside the Chamber's own offices in Beverley Road, Hull. Phil Ascough, Chairman of the Area Council, said other businesses in the Hull area have expressed an interest in hosting future meetings.

Top of the agenda for the meeting was a presentation by Councillor Daren Hale on the budget options facing Hull City Council, and Members were also given an insight into the business of running a top tourist attraction by Freya Cross, Business and Corporate Manager at The Deep.

In addition to housing an internationally acclaimed aquarium which has hosted such events as the Olympic Torch Relay, the Queen's Baton Relay for the Commonwealth Games



and the FA Cup Third Round Draw, The Deep is home to a business centre which plays a key part in the region's economy.

Freya said: "We look after more than 40 businesses and between them they employ more than 170 people. Many began here as start-ups and have really thrived, so we've got some great success stories to tell.

"I am proud to be one of The Deep team because we have delivered what we promised and much, much more. We have spearheaded the city's regeneration, not just for our staff and our organisation, but also for all those companies who started their business in Hull in the business centre, subsequently moving into their own larger premises, leaving room for other new companies to start their journeys."



Sam Booty, solicitor and commercial property expert at Wilkin Chapman LLP solicitors explains why landlords need to be aware of the issues when a tenant wants to assign their lease to another tenant.

If you are a landlord and your tenant has made a written application requesting consent to assign their lease, then you owe a legal duty, within a reasonable time, to give consent unless it is 'reasonable not to do so'. You need to provide the tenant with written notice of your decision, stating any conditions which the consent is subject to, or providing the tenant with reasons for refusal.

So, when is it reasonable not to provide consent? In a recent 2014 case the landlord alleged that the tenant was in breach of the terms of the lease. The tenant used the premises as a dental practice and had carried out refurbishment works without the landlord's consent. The works included moving two partitioning walls and replacing chairs, sinks and floors. When the tenant asked the landlord for consent to assign the lease, the landlord refused consent until the alleged breaches were rectified, an inspection of the rectification had taken place and the tenant stopped trespassing on adjoining property owned by the landlord.

The judge decided that the alleged breach was not proved and even if it had been proved neither the breach nor the trespass was sufficient to justify the landlord's refusal to provide consent. Therefore, it was not reasonable to refuse consent.

This illustrates that there is a high threshold to pass before a breach would be considered by the court as serious enough to justify a refusal to provide consent.

The consequences of breaching the legal duty can be extremely costly. In this case, the tenant was awarded damages in the sum of £183,000 plus interest of £34,000.

If you receive an application from your tenant to assign their lease, it is important to speak to a solicitor before responding. Remember, in such circumstances the existing tenant or the new tenant will be obliged to pay your legal fees. This will ensure that you avoid the dangers and potentially expensive costs of refusing consent in breach of your legal duty.



If you would like to discuss a lease application, please contact Sam Booty at Wilkin Chapman LLP solicitors on **01482 398398** or email **sbooty@wilkinchapman.co.uk**
www.wilkinchapman.co.uk

wilkin chapman llp
solicitors

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Things are Changing in Business Intelligence

The promise of business intelligence (BI) software is to enable decision makers, at all levels in an organisation, to leverage data for business advantage—to explore data, draw insights and meaningful conclusions, and make better decisions.

Traditional BI solutions have delivered reliable, operational data tied to pre-defined, static reports—but haven't provided the self-service, on-the-fly, user-driven source of insight people crave for addressing daily business challenges.

Empowered consumers are driving change en masse an article

The problem is that people's expectations of business software have changed dramatically during the last decade. Applications from Google and Apple invite users to click on an icon, interact with a simple, friendly interface, and become instantly productive. The search bar, status box, 'like' button, and multi-touch screen have transformed the way people explore, consume, and share information. Today, people want the same ease of use and high relevance from their

business tools as they get from their consumer tools at home.

Business Discovery: the next generation of BI

Business Discovery is what's next in BI. With Business Discovery, business users pursue their own path to insight, make discoveries collaboratively, and arrive at a whole new level of decision-making.

With Business Discovery platforms, users are not limited to predefined paths they must follow, or questions they must formulate ahead of time. They ask what they need to ask, and explore up, down, and sideways rather than only drilling down in predetermined ways. While organisations will continue to need standardised reporting for some use cases, Business Discovery is the approach that ultimately fulfils the promise of BI.

Introducing Qlik Sense – unleash your intuition

Imagine an analytics tool so intuitive, anyone in your company could easily create personalised reports and dynamic dashboards to explore vast amounts of data and find meaningful insights. That's Qlik Sense – a revolutionary self-service data visualisation and business discovery application designed for individuals, groups and organisations. Qlik sense lets you rapidly create visualisations, explore data deeply, reveal connections instantly, and see opportunities from every angle

To find out how Qlik Sense can work for your business, contact Vanilla Solutions **0845 388 3936** or email info@vanillasolutions.co.uk

www.vanillasolutions.co.uk/qlik

What information do you not know about your business?

Time to regain control with the next generation in business intelligence software

For many businesses, information is held in silos across many systems whether that's accounting, HR, sales or CRM. Valuable insights can often be hidden within this data and it was the promise of business intelligence tools to access these insights. The reality, however was often pre-defined reports and rigid user interfaces.

Qlik Sense - putting the power back in your hands

Qlik Sense moves from business intelligence to business discovery. It is a self-service analytics tool that allows you to explore data relationships across many sources, uncovering insights that previously had been hidden.

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Then Chamber President Tim Durkin (left) and Ed Balls

Chamber Annual Dinner – An Excellent Evening

The Mercure Hull Grange Park Hotel at Willerby was the venue for the 2015 Chamber Annual Dinner, held on Friday 27th February. Nearly 300 guests attended the Dinner, which has been an annual event since the mid-nineteenth century.

The Chamber Members and their guests enjoyed a three-course meal before listening to Chamber President Tim Durkin speaking about his year in office and his thoughts on regional issues which affect business. The guest speaker, Shadow



VIP Guest Line up during pre-dinner drinks

Chancellor of the Exchequer Ed Balls, then rose to tell the audience about his years in politics and to respond to Mr Durkin's words about regional issues.

The entertainer for the evening was comedian Brian Newbold, known as 'The Man From The Coal Board'. Brian regaled the guests with hilarious tales of his time as an engineer at British Coal and some excellent one-liners and anecdotes about his past experiences.

The Chamber is very grateful to our Sponsors for the event - KLM Royal Dutch Airlines, in Association with Humberside International Airport, Saville Audio Visual and Young's Seafood.

The President's chosen charity for the evening was Mind, the mental health charity. The total raised

from donations on the night was a very healthy £3009.07. KLM kindly donated two business class tickets to fly from Humberside to Schipol Airport, which were raffled on the night.

The support of the Sponsors enables the Chamber to make the Dinner a quality and enjoyable evening for all the guests. Plans are already in hand for the 2016 Dinner!

For more information about the 20 networking and corporate events the Chamber organises for you, the Members, please contact Janice Harrison on **01482 324976** or at j.harrison@hull-humber-chamber.co.uk

A list of forthcoming events is on page 54.

Have You Checked For Fraud and Error?

By Kevin Hopper, Partner

Forrester Boyd is warning businesses to check their accounts regularly to identify errors and fraudulent acts that could potentially harm their business. It comes after a new report produced by the Centre for Counter Fraud Studies at the University of Portsmouth uncovered an increase in the amount of fraud and error found within UK businesses and the public sector during the last year. Their research revealed that these mistakes cost organisations more than £98.6 billion a year in turnover. It also discovered that losses from these activities as a percentage of annual expenditure increased by 18 per cent from 2010/11 to 2012/13.

The report's figures are based upon valid loss measurement exercises, which estimate fraud in an organisation by checking one type of its expenditure for fraud and extrapolating it across the other areas of the business.

Kevin Hopper from Forrester Boyd, said: "Fraudulent actions and errors can easily be missed within a busy business, but failing to spot them and rectify the problem could soon eat into profits and turnover. This report highlights what a significant issue this is in the UK and with many small and medium-sized enterprises already facing issues with late payments; this is the last thing they need. "However, by ensuring you have a robust set of accounts and a monitoring system in place you can identify problems and deal with them quickly."


Kevin added that many firms needed to create a culture that made reporting fraud and errors in the workplace second nature. He also recommended introducing tougher internal guidelines to reduce complacency and prevent mistakes from happening in the future.

Liam Green

I am a highly motivated individual who is keen and enthusiastic in any task I set myself. I have experience in using IT programs such as Word, Excel, Powerpoint, Publisher, Adobe programs, Flash, Dreamweaver, and Fireworks. I have successfully completed work experience at BAE Systems in Brough, I spent time on the shop floor experiencing how all departments worked together to generate a smooth model of operations and was able to understand how teamwork was essential. I also spent time in other departments where I completed teamwork tasks relating to business and finance, procurement and planning. I am very keen and motivated to find a trainee or apprentice role, particularly in the renewables sector.



Liam Green
Call **01482 665797** or
07885 560813 or email
2lg6505liam@gmail.com

Does your company 'make a difference'?

Do you want the best selection for recruitment?

Autism Plus are opening their new centre in Hull. We provide support for people on the autistic spectrum so they can achieve their goals – and potential – which in 80% of cases is work! This benefits everyone – including employers who may find a hidden gem.

We provide a library of free practical tools to make the workplace more accessible for people with autism. Please contact us if you would like to find out more about providing work opportunities.

Give us a call – you could gain something!
01482 795700 | www.autismplus.org

registered charity number 518591

Autism Plus

In 1986 a group of parents of young adults with autism battled to create a service that would provide the best possible home and support for their children, and would be there for them through the years.

The result was Autism Plus, now one of the leading providers of services for people with autism and other complex conditions in the north of England.

Autism Plus support adults and young people with autism, learning disabilities and mental health conditions. We offer support throughout Yorkshire, with Hull being a main area of service provision. We have 29 years of experience in providing a range of services including supported living, adult education, community outreach and transitions support.

All our services are delivered in a person-centred way. This means that the client is at the heart of everything we do so that we are providing the most appropriate care and support to help them develop and live the most independent life.

We have just moved into Hull – re-opening the Ings Resource centre – including a commercial kitchen. We have received funding from the Big Lottery to provide Food on the Run – a meals on wheels service - and from Hull City Council to provide sensory facilities including a sensory library.




TEL: 01724 230240

www.flixecotech.co.uk

Flixborough Eco Technologies; your partner in energy efficiency.








Flixborough Eco Technologies are a company based on quality and professionalism. Our team of energy saving experts have all worked in and around the industry for many years. Not only do we provide the design and installation of energy saving technologies, such as solar, renewable heating and LED lighting, but also offer energy auditing and project development services. Our wide skills set enables us to take projects from conception to completion.

We are able to provide each client with the most appropriate technologies and behavioural change solutions to maximise energy savings. Our aim is to minimise your expenditure by lowering utility bills and helping to future proof your business. Green policies are gathering momentum as governments seek to improve the sustainability of the country and funding is available to those seeking to act now. Commercial Finance is available with attractive interest rates and government backed incentives which can reduce potential barriers to achieving energy efficiency.

We have experience in both the public and private sector arenas so we can offer a comprehensive service which is tailored to specific stakeholders.

Genesis Business Systems Doesn't Stand Still

At a time when everyone is looking to improve business productivity and increase profits thinking outside of the square is called for. Rather than delivering the same solution everyone else was, Hull-based Genesis Business Systems set out on a mission to uncover a real game changer for its customers.

Since 1986, Genesis has been delivering innovative and cost-effective software and IT systems to businesses in the North. It has its finger on the pulse of changing business needs and recognised a growing demand for comprehensive, integrated enterprise resource planning (ERP) systems – in other words a fully integrated business management software solution capable of running your entire company.

Genesis wanted to offer its clients an ERP solution that was flexible enough to accommodate a wide range of companies – from service providers, to manufacturers, distributors and much more. It had to be user-friendly, require minimal configuration and customisation, and be able easily to handle the changing business challenges faced by its users.

Having mounted an extensive search to find the right solution, the answer materialised in the form of Greentree Software UK, part of the global Greentree International community.

Greentree has been developing business software since the 1980s and serves more than 10,000 companies in the UK, USA, Australia and New Zealand. Greentree Software UK has a strong network of partners across England (now including Genesis) with customers including TATA UK, Alimak Hek, Bronx Engineering, JR Tusting, Strutt & Parker, Ocean Integrated Services, Adcock Refrigeration, Edwards & Godding and Concern Universal.

One of the things that first attracted Genesis to Greentree was that its customers were happy to testify to the benefits it delivers. Quantifiable benefits such as: paperwork cut by 50% or more; reporting processes slashed from days to hours; tax calculation time cut from three days to 15 minutes; thousands cut from monthly printing bills; administration work and costs reduced by 30%; an 80% reduction in order errors...exactly the kind of benefits Genesis wanted to offer its customers.

Genesis is now delivering Greentree's next-generation product, Greentree4. Accessed by both Windows client and browser, it offers comprehensive ERP capabilities anywhere, anytime.

Greentree invests 40% of its revenue in research and development and is supported by a global partner community that shares knowledge and listens to its customers; many of its innovations are customer-driven. Genesis says this refreshing approach to using information was a key factor in deciding to become a Greentree Partner.

Genesis Business Systems brings together a multi-disciplined team able to undertake every aspect of consultancy, sourcing, installation and support. Its relationship with key technology providers like Greentree ensures it can offer expert advice on the most advantageous networking, hardware and software solutions for businesses in the North.

For further information about Greentree4 or to book a demo, contact Luke on **01482 210999** or email luke.pykett@genesisit.co.uk.

Delivering the next generation ERP software

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'The Lights Will Stay On'

The Secretary of State for Energy and Climate Change, Ed Davey, reassured Humber business leaders that 'the lights will stay on', despite concerns in some quarters over energy security and supplies.

The Minister enjoyed a heavyweight round table discussion with senior energy industry leaders from around the Humber at a meeting hosted by the Hull & Humber Chamber of Commerce at its Beverley Road offices in Hull.

The Minister's grasp and depth of knowledge as well as understanding of the complex issues raised was felt by local leaders to be very impressive. The 'Energy Estuary' experts in the Humber reviewed existing energy supply issues, international oil price impacts, European and American regulatory issues as well as the exciting new opportunities for the renewable energy industry in the Humber.

Colleagues noted that the Humber is now home to every form of energy activity, with the exception of nuclear, and with the price of oil having plunged in recent weeks to a five-year low, the Minister reassured oil industry leaders that we've been in similar situations before, and have come out of the other side.



Ed Davey (centre) with Chamber executives (from left to right) Chief Executive Dr Ian Kelly, President Elect Steve Eastwood, President Tim Durkin and Vice President Elect Owen Finn.

The discussion noted that oil is mainly used for petrol and diesel, while gas is predominantly used for electricity and energy production, and so when Government sets its budgets, it builds in contingency and headroom for these types of price fluctuations.

Also noting political volatility with a General Election coming, it was pointed out that the Climate Change Act and the Carbon Energy Act were the two big recent pieces of legislation that this Government has brought in. These Bills are expected to provide a long-term legal framework of stabilisation, around which a general consensus on the future direction of the UK's

power requirements can be modelled, in order to maximise future investment confidence.

It was pointed out that with eight of our nine nuclear power stations going off line in the next 10 years, the UK needs to find massive increases in electricity supplies just to stand still. Offshore wind, therefore, still has the potential to fill many of these gaps over the next 40 to 50 years.

All round the table agreed it was crucial to upskill and retrain the Humber workforce to ensure we can keep the investment coming with a well-trained and skilled local labour supply.

'Energy Estuary' is right on track, PM promises Chamber

Prime Minister David Cameron promised his backing for HS3 and improved rail connectivity for both banks of the 'Energy Estuary' when he was challenged to support Humber businesses by the chairman of the Chamber's Shipping and Transport Committee, Graham Cross.

Mr Cross lobbied the Prime Minister during his recent visit to Leeds with the Chancellor George Osborne to discuss the Northern Powerhouse with the region's MPs and business leaders.

Mr Cross said: "The Prime Minister was very supportive of the 'Energy Estuary' and mentioned Hull, the Humber, North and North East Lincolnshire several times during their speeches, so our area is definitely on the Government's radar.

"I introduced myself as the chairman of the Chamber's Shipping and Transport Committee and explained that we are working hard to improve transport and infrastructure links across the Pennines to both sides of the Humber which is the fourth largest trading estuary in Europe," Mr Cross said.

"David Cameron said he is backing plans for HS3 which will link the ports of Hull and Liverpool, or the 'Hullapool line', and the electrification of the railway line from Selby to Hull, as well as south bank connectivity to Cleethorpes."

"I explained to Mr Cameron that while we support HS2 and its benefits in relieving network congestion, HS3 will deal with some restrictive pinchpoints on the 'Hullapool' line and will be more important for the development of the Northern Powerhouse than HS2."

Mr Cross was invited to attend the presentation in Leeds by Cleethorpes MP Martin Vickers who has also been very active on the region's rail issues, working with the Chamber and others to save the direct rail link from Cleethorpes to Manchester Airport.

The Chamber, with others, has recently been increasingly involved through evidence to the House of Commons Transport Select Committee and direct lobbying of Secretary of State for Transport, Patrick McLoughlin about



Mr Cross (right) talking with the Prime Minister in Leeds.

transport links and has been lobbying for HS3 to ensure a 'Hullapool' line is established.

During their visit to the region, the Prime Minister and Chancellor also confirmed the building of Ron Dearing University Technical College (UTC), which will be based at Hull University, the expansion of Capitol Park enterprise zone, rail electrification from Selby to Hull and £1.5-million funding for the Ferens Art Gallery to help it host the Turner Prize in Hull during the City of Culture year in 2017.

Legal matters

Commercial contracts: avoiding the pitfalls



N A B A R R O
CLARITY MATTERS

There's no substitute for obtaining expert legal advice before contracting, but anyone tasked with dealing with contracts in-house can help to mitigate the risks by avoiding the common pitfalls.

Know who you are dealing with

Organisations should try to acquire as much relevant information about the other party as possible before they contract. For instance, they should investigate the financial standing of the other party and their level of experience and reputation in the particular field.

If the other party is a company or limited liability partnership, it is a legal entity separate from its directors and shareholders, who will not usually have personal liability under the contract. The personal wealth of directors and shareholders is therefore no guarantee of a company's financial position. If there is doubt as to a company's financial standing, consideration should be given to steps such as seeking a personal guarantee from a director or shareholder, requiring up-front payment or seeking a form of security.

Keeping a record

Contractual disputes often arise because of uncertainty. Although a contract can be formed verbally or by exchange of emails, it is preferable for the terms of the contract to be set out in a single written document. A contract should be clear and unambiguous and record all of the agreed terms. Checks should be made to ensure the contract will make clear to an independent third party what has been agreed.

Termination

Whilst, understandably, the focus of negotiations is often to get the deal agreed, a business should also think about how and when the contract will end. Businesses will often want to be able to terminate, for example, if the other party's financial position deteriorates or if things are just not working out. These rights will not usually exist unless they are expressly provided for in the contract.

Liability






Most organisations will want to limit their liability to the other party. This can be achieved in a number of ways, such

as a statement in the contract that liability will be limited to a specified sum. Organisations should also be careful to review a contract drafted by the other party to ensure that liability isn't limited to an unacceptably low sum. Anyone dealing with contracts should also make sure they are aware of the legal rules on how, and to what extent, liability can be limited.

Managing the contract

Once a contract has been completed, key dates such as expiry dates should be diarised and any agreed changes to the contract should be documented. Regular reviews should be carried out to ensure that the organisation is complying with its own obligations and that the other party is performing.

5 Top Tips

-  **Do** – make sure you know about the other party's track record and financial position
-  **Do** – write the agreed terms of the contract down
-  **Do** – think about when and how the contract can be terminated
-  **Don't** – forget about the contract once it's been signed
-  **Don't** – accept uncapped liability

Contact Katie Cooper on +44 (0)114 279 4064
www.nabarro.com

Goole & Howdenshire Business Awards 2015

This year's Awards, in Association with the Chamber, was attended by 300 business people, who enjoyed a superb evening at Goole Academy Conference Centre.

Held on Friday 20th February, the black-tie event featured a champagne and buck's fizz reception, before guests were seated for a splendid three course meal. This consisted of a starter of Smoked Salmon Parcel, a main course of Confit of Duck and a 'Trio +1' of desserts. All agreed that the food and service were first class.

A 'poetic' opening speech was made by committee Chairman Garrey Haase, with comedian 'the Bank Manager from York', David Kendall entertaining the audience. The Larkin String Quartet provided excellent background music at various times throughout the evening and were well appreciated by the guests. Committee member Shaun Pinchbeck said grace with more than a tinge of irony.

A record eighty entries were submitted by 75 different companies, another indication of the continuing growth of the Awards. There were eleven categories Awarded on the night, the winners being:

Learning and Development

The Salon
Sponsored by Goole College

Marketing Excellence

Dale Turner Photography
Sponsored by H. Walton Ltd

Employee of the Year

Charlotte Broadhead of the Press Association
Sponsored by ABP

Service Sector Business of the Year

Westfield Park Nursing Home
Sponsored by Goole Academy

Customer Service Excellence

Flourish and Prosper
Sponsored by Townends Chartered Accountants

New Business

Saltmarsh Hall
Sponsored by Cobus Communications Group.

Retail Business of the Year

Parkin Family Butchers
Sponsored by Goole Times

Charity of the Year

Goole & District Community Transport Group
Sponsored by Filplastic

Innovative Business of the Year

Collett & Sons Ltd
Sponsored by Press Association

Small Business of the Year

The Jug & Bottle
Sponsored by FSB

Large Business of the Year

Simon Gibson Transport Ltd
Sponsored by HSBC

Lifetime of Achievement Award

Hugh Walton (Director of H. Walton Ltd)
Sponsored Hull & Humber Chamber of Commerce

Overall Business of the Year

Drewton's Farm Shop
Sponsored by RMS Group Limited



McAusland and Turner: Global Company with Home-Grown

McAusland and Turner have joined the Hull and Humber Chamber of Commerce. As a local establishment that has been within the community for over 125 years McAusland and Turner can truly bring something wonderful onto the table.

The company has a wide range of clientele from P&I Clubs, Ship Owners, Charterers, Underwriters, Lawyers, to Government bodies. They are also official Lloyds Agents for Eastern England.

The company's CEO Albert Weatherill said: "Our company vision is to be the preferred surveying company with home-grown professional values operating on a global, worldwide scale. Every time, everywhere, guaranteed. Our mission is to provide our clients with stability and consistency of reliable, quality services offering over 125 years of experience as well as the best professionals in the field whose work ethic is built on a firm foundation of integrity, independence, responsibility and morality."

Based with its Headquarters in Hull, McAusland and Turner have operated on a global scale for many years; the company prides itself in excellent strategic problem solving as well as their operational capabilities, stretching out across Eastern Europe and South Africa. The business is proudly developing a strong professional presence all around the globe.

The organising committee and the Chamber are very grateful to the Sponsors of the Awards. The event is only made possible by their support. All in all, guests enjoyed a fantastic evening. For information about the 2016 version of this increasingly successful event please contact Shaun Pinchbeck on **01405 765661** or at **info@goolebusinessawards.co.uk**

www.goolebusinessawards.co.uk



What's Resilience?

AXA PPP healthcare are the Chamber's private medical insurance partners.

As a business, your employees are your most important assets. Whether you're a sole trader, a rapidly growing small business, or a large corporation, you simply couldn't function without them. So making sure your people are resilient - being fit and healthy, both mentally and physically, should be at the heart of what you do.

Being resilient is about functioning in a healthy manner when faced with risk or stress.

People who are resilient are able to withstand considerable difficulty and bounce back from difficult events. Resilience is not to be mistaken for simply being seen to act tough or to pretend everything is fine when it's not: it's about having the inner resources to assess a situation, look at what's needed and take appropriate positive action.

It's possible to increase personal resilience by making subtle changes to your life, your work, your relationships and your thought patterns. And as a business owner, encouraging your team to do the same or facilitating ways for them to get the support they need can contribute to building a more resilient organisation.

Find out what you can do to build resilience in your workplace by visiting www.axapphealthcare.co.uk/bhc

Resilience and your work life balance

From time to time, the challenges of balancing home and a busy work life can start to have an impact on your overall health and wellbeing. This presents a problem, not just for you and your team, but for the productivity of your business.

Making sure you're able to find the right balance between the competing demands of home and work, and supporting your team to do the same, can often be tricky to achieve. Below are some suggestions to help you and your team achieve a better work-life balance and help maintain your resilience.

Understanding your current position

Work-life balance means different things to different people at different stages of their lives. Jobs and careers, children and other dependants, leisure pursuits and impending retirement will each assume a different level of importance as you move through your working life. Understanding your own needs and priorities is the first step to improving the balance.

Read the AXA PPP healthcare article on the website to see what changes you can make in your team to maintain the balance and protect your wellbeing.

Find out just how resilient your business is by taking AXA PPP healthcare quiz!

A New Chapter For Ex-President

A former President of the Hull and Humber Chamber of Commerce has now started his own consultancy business, building on 32 years' experience in the region.

Malcolm Joslin has formed Strategy Engage Ltd to support organisations who are looking to develop, communicate and implement a strategy or major change, particularly where they want the feedback and support of key groups of people. These could include employees, community, consultees or other stakeholders.

During his career with BP Chemicals, Malcolm delivered planning consents for some £500 million of inward investment as well as taking senior roles in plant and site closures, reorganisations and strategic development. He served as President of the Chamber during 2013 / 2014 and still chairs

the Chamber Training sub-committee.

He also remains as Chair of the Board of Trustees of HETA (Humbly Engineering Training Association) and has recently joined the Business Engagement Committee of the University of Hull's Business School.

Malcolm said: "I felt that it was important for Strategy Engage Ltd to become a Member of the Hull and Humber Chamber of Commerce, partly because of the valuable role that the Chamber plays in promoting the interests of the Humber region, but also because it provides such a strong support network for local businesses."

Please contact Malcolm on **01482 644936** or at malcolm@strategyengage.com.

www.strategyengage.com



Employers Urged To Act on Auto-Enrolment

Employers are being urged to act quickly as deadlines loom for the move to auto enrolment pension arrangements.

Every business with at least one employee must enrol them into a pension scheme, and the advice from Chamber Member Golding Computer Services is to prepare at least 12 months before the staging date set by The Pensions Regulator.

Vic Golding, Managing Director of Goldings, said the number of businesses affected will rise dramatically from the beginning of 2016, with penalties for failure to comply starting at £400.

Vic said: "The Pensions Regulator has been processing businesses with more than 50 employees and figures have been relatively low, with a peak of 17,100 employers registering during the quarter from April 1 in 2014.

"But in 2015 numbers will rocket, with 110,000 employers required to implement the scheme from January 1 until March 31, and 512,000 businesses to join during the whole of 2016."

The Pensions Regulator has been writing to businesses 18 months in advance to set their staging date. Vic warns auto enrolment is a big job that should be neither underestimated nor ignored and employers should be thinking seriously about the process a year before their date and making detailed plans with six months to go.

Vic said: "It is a long process. Some businesses may have problems finding a pensions provider who will take them because the volumes involved mean that big companies are more attractive than small companies.

For further details contact Vic at Golding Computer Services on **01482 328706**.

Who is Stealing Your Time?

When business owners attend the time management workshops, I always start by saying that there is no such thing as time management – it is actually self management and a step further than that – energy management. It's not about having enough time, it's about how you use the time you have. Time is our most valuable asset and it is important to invest it rather than spend it. Most 'time management' tips will tell you how to save some time. My view is different – when you know clearly what you need to be doing, have the energy and feel motivated by it... you'll be much more likely to do it. Rather than trying to save time, focus on USING time in the most effective way. This greatly reduces the chances of you misusing and wasting time.

So here are my top 5 tips to use your time most effectively:

1. Have a plan - think longer term about where you want to be so that you use your time now effectively.

Create a plan for the next five years, then for the coming year as part of it, and then for the next 90 days. If you don't think you have time for this you should seriously question what needs to change for your business to be successful and for you to be driving your business not your business driving you and your life. This is a non-negotiable – you MUST have a plan for effective time/self management. Everything else flows from the plan.

2. Schedule the goals for the next 90 days

In your 90-day plan you need to identify a few goals to focus on that will be completed. For a sole-trader this might be one or two big goals and for a company with lots of team it might be many more goals. I recommend having one main theme per quarter (eg lead generation, training, sales, cost reduction, recruitment, or whatever).

Allocate ownership of each goal to ONE person. Have that person create a calendarised plan, a default diary, containing a 'what, when, who' breakdown of the tasks necessary to complete the goal. Agree milestones and review dates. Now here's the most important point – put all the review dates and key actions into each person's diary so that time to work on the projects is reserved ahead of time. Do this and you'll be massively productive, fail to schedule the time and the goals will not be achieved and everyone will tell you "we didn't have enough time". It is critical to work proactively rather than reactively to achieve goals and manage your time.

3. Follow-up and manage – top priority!

As the business owner or manager, recognise that your most valuable time will be invested in following-up with everyone assigned to achieve goals. Schedule meetings early in each goal and

then part way through and before the end. A common mistake is to say "do this in a month's time" and then leave them to it. After a month you find they haven't started or they went down the wrong track! Don't leave it so long that you catch them failing – it's your job to ensure that your team succeed.

4. Productivity = Knowledge x Skill x Motivation

Check that each of your assigned goal owners have the necessary knowledge. And also check that they've had the necessary practice and guidance to develop the right skills. In the workplace, just because you've told someone what to do or even how to do it does not mean they will be able to do it! Make sure they are effectively applying the learning and getting the results. (In coaching sessions with my clients, I teach the Dilts pyramid which addresses this issue for achieving results).

Then comes motivation. If someone is assigned a task that they lack motivation to complete, or lose their motivation, there's little chance it will be completed to deadline or with quality. Check at the outset and continually check on the motivation of the team leader and team. If you think you're not very good at motivation... a vital business skill... there's a great goal for next quarter – get good at it! Give yourself the role of CMO (Chief Motivation Officer).

5. Show Gratitude

Too many business owners and managers believe that their employees should be grateful that they have a job and almost never say thank you, let alone demonstrate gratitude in more imaginative ways. On the contrary – if they're good team members you show your gratitude and make them feel valued. If they're not good team members – you either need to be better at recruiting or at training your team. Thank team members for arriving on time. Thank them for attending meetings on time. Thank them for completing projects even if they're late (in which case you need to apologise for letting them down – no team will deliver late if you managed them well). This may seem harsh but it is about taking responsibility to get the results you want.

When you show genuine gratitude, you'll definitely have a lot more to be genuinely grateful for.

So who's stealing your time?

In case you hadn't guessed, the uncomfortable answer to the question I posed at the start is that no one is stealing your time. The reality is that you're giving it away. Focus on the important goals and let everything else be squeezed out.



Keep a weekly time log when you feel that you do not have enough hours in the day – what you measure, you manage.

If you've found this article useful, give me a call to find out more about our time management workshops, or the business growth workshop which includes time management as well as how to get better results in your business. You can also book a complimentary 1:1 coaching session to look at your own time challenges individually and get strategies in place, so that you are working proactively and not dashing round like a headless chicken working reactively. Make sure you are in control of your business and not your business in control of you.

Visit my website for time saving tips too and the free business health check.

www.actioncoach.com/pamfeatherstone

Call today to discover how coaching can benefit you and your business on **07540888016** or **01482 227060** or alternatively email pamfeatherstone@actioncoach.com



Pam Featherstone,
ActionCOACH,
Business Coaching, Yorks/Lincs

ActionCOACH
business coaching

NORTH Lincs TYRES



01472 360369
info@northlincstyreslimited.co.uk
www.northlincstyreslimited.co.uk

North Lincs Tyres Limited was established in Grimsby in 1994 and has grown to be one of the areas leading tyre companies. We have earned a reputation for providing a high quality and personal service to meet requirements of a wide range of customer.

Three directors who collectively have over 90 years experience in the industry manage the Company on a day-to-day basis. The fitting staff of eleven is fully trained in every aspect of tyre, battery and exhaust fitting as well as wheel alignment.

The Company prides itself on being an innovator, using the latest technology to enhance the customer service from Retail to commercial customers.

Heavy Goods Vehicles

North Lincs Tyres operate a modern fleet of Mercedes service vehicles all equipped with the latest fitting technology, 2 way radios and tracking systems.

Fleet Audit

Fleet Audits are carried out using the latest handheld computer system. This allows us to manage tyre wear and replacement planning in conjunction with our customers.



Roadside Assistance

We offer a full 24 hour roadside assistance service both locally and throughout the UK, using the Independent Tyre Distribution Network for national coverage.

Earthmover

The areas Earthmover tyre specialists maintaining the majority of all dockside equipment as we have done since incorporation in 1994.

Forklift

North Lincs Tyres offer a full solid and pneumatic fitting service. Carrying a large variety of stock allows us to provide a fast and efficient response to all forklift tyre problems.

Educare Nursery

Caring is something special



Full time and part-time places available in our Children's Nursery for children Aged 0 to 5 years
 (Government grants available)

Pre-School and After School Care for children to the age of 12 years and Full Time care during school holidays

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For children (0 -5 years) during school term
 Short, hourly sessions between 10.00 am and 2.00 pm

Call **01482 873344** for details.

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Please call Kathie or Vicki

Telephone **01482 873344**

enquiries@educarenursery.karoo.co.uk

Or visit our website: www.educarenursery.co.uk

Nominations For The Yorkshire Coast Business Awards 2015!

There is still time to enter your business or nominate companies and/or business people for the Chamber Bridlington and Yorkshire Coast Business Awards. Whether it is a company that has impressed you, either as an employee or as a customer, or perhaps, as a business, client or supplier, you will be able to make a difference by nominating them.

This opportunity is open to all businesses based within the catchment area of Scarborough Borough, East Riding of Yorkshire and Hull City local authority areas, you may nominate a business or your business, providing you meet the published criteria for the category, in as many categories as you wish.

This year there will be ten different business categories. You can view these by visiting the 'Categories' page on the website www.cbycba.co.uk Some of the categories include:

Best Small Business

Sponsored by Humberside Airport in partnership with KLM Royal Dutch Airlines

Best Medium / Large Business

Sponsored by Bee Health

Best Retail Business

Sponsored by Inifiniti Centre Hull

Best Tourism & Hospitality Business

Sponsored by Wold Top Brewery

Best 'Green' Business

Sponsored by Muntons PLC

Entering is free, and a great way to promote your business as your name will be listed and hyperlinked through to your own website, providing you supply us with your website address. Simply visit the event website at www.cycba.co.uk and click on the 'Enter Now' button on the Home page. Complete the online form by following the instructions. Once your entry has been received, a confirmation of receipt message will be sent to you. Your company will then be listed as 'Entered' on the 'Entries' page.

There will also be two further awards: Judges Award for Business Innovation - Sponsored by Williamsons Solicitors, all finalists are automatically entered into this category. The Overall Business of the Year - Sponsored by Lloyd Dowson Chartered Accountants, this award will be chosen from the ten winners of the various categories.

All finalists will receive an award plus two complimentary tickets to attend the event on 16th October 2015. The closing date for entries is 31st August 2015 at 3pm.

Check your Tax Codes for HMRC Errors

Hull-based accountancy Smailes Goldie is warning that up to three million people that have more than one source of income potentially face backdated tax bills of £2,000 per year because of errors made by HM Revenue & Customs (HMRC).

Among those most likely to be affected are veterans who draw a military pension and have taken a civilian job after leaving the Armed Forces. Pensioners with two pensions and those who work part-time after retirement are also likely to be hit.

Steve Bramall, Partner at Smailes Goldie noted that problems typically arise because tax offices across Britain are failing to share information about taxpayers' incomes.

"Often when people have two sources of income, whether that's from pensions, PAYE employment or a mixture of the two, there are two tax codes issued by separate HMRC offices because each acts on the information given to them by an employer, pension provider or the taxpayer. The mistakes are discovered by HMRC years later, leading to unexpected tax demands," said Steve.

For help and advice on whether your tax code could be incorrect, or if you would like help with any other tax issue, please visit: www.smailesgoldie.co.uk or call: **01482 326916**.

Parkin Family Butchers Savour Their Slice of Success

Parkin Family Butchers sliced and diced the competition in the Retail Business of the Year category of the Chamber Goole and Howdenshire Business Excellence Awards – and Philip Parkin got the biggest cheer of the night as he collected his award!

The popular Howden butcher paid an emotional tribute to his parents as he collected his award, and particularly his mum, who was recovering from an operation which prevented them from being at the ceremony.

Philip took over the business from his parents, Roy and Sylvia, 11 years ago, carrying on the family tradition after their 30 years in charge, with Roy having learned his trade under previous owner Jack Moor before that, working from the age of 13.

Philip, who came to Howden as a six-year-old, is clearly loved by his customers and is part of the fixtures and fittings of life in Howden. His partner, Marie Hall, who was a Class 1 HGV driver before getting involved with Philip and the butcher's shop, said: "His gift of the gab means his customers can't keep a straight face, with some

just popping in for a chat and spending an hour in the shop without buying anything, but that's great, because we treat our customers as friends".

Philip personally shoots some of the game which he sells in the shop and is the local oracle of the Howden community. Step over the threshold of Parkin Family Butchers and you are met by his catchphrase, issued with a booming voice and big grin from the back of the shop: "Now then, what do you know?"

Marie said: "There are three forms of communication in Howden, television, telephone, and tell Parkin!"

Philip, Marie and shop assistant Caroline Battye were thrilled with their win. Marie said: "We didn't think we'd win it, especially when we saw who we were up against. We're not ones for blowing our own trumpets and we don't advertise. We just do what we do and rely on word of mouth, but some of our customers are now third and fourth generation. We were deluged by emails and Facebook messages congratulating us".

Philip admitted: "Saturday morning was a bit hazy!" "Yes," interrupted Marie, "He was drinking red wine with pints of lager as chasers to celebrate!"



Celebrating their win are (from left to right) Caroline, Philip and Marie in their shop.

Philip and Marie said they wanted to thank the judges for picking them, and their customers who recommended them. "It's just nice for a small family business to get a bit of recognition against the big players," they said.

After receiving his award, Philip's first thought was to ring his mum to tell her the good news – and that is the measure of this big-hearted local celebrity – and what the Chamber Goole and Howdenshire Business Excellence Awards are all about.



RGF Boost 'Excellent News' for Yorkshire and Humber SMEs

Finance Yorkshire has secured £10 million from Round six of the Regional Growth Fund to invest in businesses across Yorkshire and the Humber.

Chief Executive Alex McWhirter said: "This is excellent news and a tremendous boost for Yorkshire and the Humber. The grant will allow Finance Yorkshire to continue its vital investment work in providing gap finance to companies with viable and achievable business plans, allowing them to grow and expand and create jobs in the region."

This RGF announcement follows the full investment of Finance Yorkshire's £90m fund, which saw 694 investments in businesses across Yorkshire and the Humber. It also created and safeguarded 9,240 jobs and increased overall turnover by £265m and raised the prospect of the job figures and turnover rising in the future as companies exploit the investment from the Fund.

Alex McWhirter added: "Our investments have already given businesses a timely boost which has led to substantial private sector investment and more employment opportunities being created. The RGF grant will further increase that effect and with growth firmly back on the business agenda, the economic impact of the new investment available should not be underestimated."

James Newman, Chairman of Finance Yorkshire and Chairman of the Sheffield City Region Local Enterprise Partnership said: "Finance Yorkshire's investments to date have had a huge impact on the regional economy, enabling businesses to grow, create jobs and wealth. The RGF grant provides the opportunity for Finance Yorkshire to build on its track record and further invest in companies right across the region, supporting them in their ambitions to succeed and grow."

The award is subject to the completion of satisfactory due diligence.

The Government's Regional Growth Fund has invested nearly £3 billion to help businesses in England to grow; so far generating more than 100,000 jobs.



Hull Celebrates Second Purple Flag Success

Hull has been recognised for the safety, quality and diversity of its city centre evening economy with the second award of a Purple Flag.

The Association of Town Centre Management confirmed the award after assessing their findings from a thorough inspection of the city centre.

Their report praises the partnership efforts of various organisations who worked jointly to secure the accreditation, including HullBID, Humberside Police and Hull City Council.

It also highlights key achievements since Hull was first awarded a Purple Flag, including reductions in alcohol related crime and violence, increasing footfall figures and an 'excellent relationship' between police and other partners in a 'Purple Flag community'.

The report says: "Hull are considered valuable members of the Purple Flag family. The application team have a reputation for good work, enthusiasm and are seen very much as Purple Flag exemplars."

Kathryn Shillito, HullBID City Centre Manager, said: "It was a great achievement to secure



Courtesy of Hull Daily Mail

Hull's Purple Flag partners

Purple Flag status in 2012. We knew we had to be even better this time, and we got there as a result of the hard work and dedication of our partners and the city centre businesses.

"The next two years will be even more challenging but also more rewarding as we work with existing partners and new organisations – not least the City of Culture Company – to continue the transformation of Hull."

Councillor John Hewitt of Hull City Council said: "This is fantastic news and it makes an important statement about Hull's night-time economy in the run-up to UK City of Culture in 2017."

Matthew Grove, Humberside Police and Crime Commissioner, said: "Hull city centre has become a much safer place at night, a welcoming and safe place for people of all ages."

What Could Poor Maths and English Skills Cost Your Business?

Over the years companies across the UK, and beyond, have reported the impact poor English and Maths skills have on their business.

Research has found the average annual cost to employers of low basic skills is £3.2 billion per year whilst a recent spelling mistake by Companies House – which caused a business to collapse - cost them £9million in legal bills.

If poor Maths and English skills are affecting the productivity of your employees, learndirect can help.

Thanks to European Social Funding (ESF) in the Yorkshire and Humber area, we can upskill your staff with our free Maths and English courses so they can improve their confidence and efficiency at work.

The ESF Funding can support up to three employees if they're aged 19 and over and are employed for a minimum of eight hours per week. What's more, if you have fewer than 250

employees you may also be entitled to additional financial support for up to three staff members of £800 each - so you could receive £2,400.

Whether they need to communicate professionally with customers, write emails, deal with petty cash or keep on top of a budget, our Maths and English qualifications can help your staff to be more productive, increase customer satisfaction and improve communication.

Sarah Carey, an inclusion manager at her local school did a Maths qualification with learndirect to help her in her career. She said: "I now feel much more confident when working with data and working out things like percentages. Not having a Maths qualification was always a barrier to progressing my career but now I've removed the barrier I'm confident I can go after the job I really want."

To find out how learndirect can help your business call our local representative, Sarah Stevenson on **07508 654 412** or email sarah.stevenson@learndirect.com

Creating a Publishing Track Record

Ex-Hull Daily Mail and Press Association employee Sam Hawcroft formed publishing company Hawk Editorial Ltd in late 2011, when she was working for New Freedom Publications in Goole and editing the long-established monthly magazine, H&E naturist.

Sam, 36, spotted an opportunity and, to cut a long story short, in October 2012 she ended up going it alone and taking over the publishing of H&E.

The job involves everything from design and layout, to retail, advertising and marketing, and running the 92-page magazine's website and online shop. When she can find the time away from her desk, Sam also visits a number of naturist events around the country each year to further promote the magazine, which is the world's oldest naturist title (established 1900). Some of you may remember it as Health & Efficiency!

Sam also set up H&E's social networking presence (which has steadily grown to a total of more than 9,000 followers on Facebook and Twitter), overhauled the website and shop at www.henaturist.net, as well as launching a new page-turning online edition and a smartphone app. She has also developed a range of merchandise based on H&E's rich history,



and is currently developing a new website to sell archive naturist images.

In 2014, Sam worked closely with Leeds TV production company Daisy Beck Studios as a consultant on the successful More4 show, The Naked Village (broadcast 11/12/14).

Outside of work, Sam is a Hull City AFC season-ticket holder and a member of up-and-coming Hull folk band Beggar's Bridge (performing as Sam Martyn).

Hawk Editorial: www.hawkeditorial.co.uk
H&E naturist: www.henaturist.net

HBP Prepares to Expand its Hull Operation

Specialist IT company HBP Systems is celebrating its Hull office's first birthday by recruiting two more employees and hunting for larger premises.

The company, which has been supporting businesses in the Hull area with accountancy software and IT support since 1991, set up a base in the city's Priory Park East a year ago – but growth in the client base means those premises are already getting too small.

"With new premises and two more members of staff, whom we're searching for at the moment, we shall be able to do even more for the city I grew up in, and which is still dear to my heart," said HBP Systems MD Joanne Dixon.

"Establishing a permanent base in Hull has been a great move for us. The response to our presence in the city from its dynamic business community has been really encouraging, and we've now reached the position where clients are recommending our services to others," she added.

Like Company Chairman David Smith, who also

grew up in Hull, Joanne believes the city is poised on the brink of a major renaissance. She said: "Since we opened our base at Priory Park East there have been major developments, like the Siemens announcement about its wind turbine factory and the City of Culture success.

"We are committed to working with and in the city. This is why we are continuing our sponsorship of the Renewables Awards this year, which will be the third time we've done that, and why we remain committed to BizWeek, where we have two people on the steering group.

"Hull is an aspirational city because of the people who live and work in it. Realising its ambitions will be achieved only by a lot of aspirational companies like HBP Systems showing a similar commitment to building on the successes already achieved, and creating even more in the future. We've played a greater part than ever before during the last year, and I'm confident our contribution will only grow in the months and years ahead."



Mark Hunt (left) with Iain Elliott outside HETA.

Engineers Aim to Energise Parents to Tackle Skill Gap

Engineers and educators identified parents as key to tackling skills gaps as the head of a leading industry body visited the Humber.

Mark Hunt, President of the Institution of Mechanical Engineers, underlined the need to show parents the rewards of a career in engineering. He found an ally in Iain Elliott, Chief Executive of Chamber Member Humberside Engineering Training Association (HETA), during a visit which also took in Vivergo Fuels, Siemens Wind Power and the University of Hull.

Mr Hunt said: "Parents are a real challenge. While we're talking to the students their parents are sitting in the car, or have left after dropping them off."

Mr Elliott reported on his recent 'grand tour' of schools in the Humber region. He said: "There is a growing appetite amongst young people and their parents to come into engineering as a profession but it is nowhere near what it should be.

"We still have a big job to do to convince young people that engineering is a profession they should be looking at, and parents need to get that message as well."

A Wing Commander in the RAF, Mr Hunt spoke of the importance of the engineering in the Humber to all sectors. But the theme of the visit was Green Port Hull.

He said: "I had heard that the Humber region is championing the green agenda. That's something which interests me and which is topical and relevant.

"When we look at how the port of Hull grew the Victorian engineers demonstrated exactly what we see today, great enterprise and innovation driven by some world class engineers and it's really quite impressive. They are pushing that part of the country back onto the industrial map. We have a lot to do but I was struck by the vision in the Humber area."



Strong Prospects for Regional Growth

As in any general election year uncertainty is rife across all industries but for construction firm Hobson & Porter 2015 brings only optimism and a wealth of opportunities.

Having enjoyed its most successful year to date in 2014 with turnover rising to around £45m, the Hull-based firm enjoyed further success in the first quarter of 2015. The highlight was the completion of its planned expansion into Lincolnshire to reaffirm its commitment to its existing clients and supply chain in the region.

With an increasing portfolio of work on both sides of the Humber, it has also pledged its support to bridging the skills gap in Hull by signing up to the Humber Local Enterprise Partnership's (LEP) Skills Pledge and continues to support homeless charity Emmaus Hull.

With Hull moving a step closer to arguably its most defining year, 2017, when it becomes UK City of Culture, Hobson & Porter Managing

Director, Graham Beal, believes the region is on a path to prosperity, no matter the outcome of the general election.

"A general election brings uncertainty but I firmly believe 2015 will be a prosperous year for Hobson & Porter and the Humber region as a whole," he said.

"The construction industry has continued to grow steadily over the last few years, helped by low interest rates and government programmes aimed at boosting demand, as well as the broader economic recovery."

"As a business, Hobson & Porter is in a very buoyant period. We are working on some fantastic projects that will make a huge difference to the communities they serve and our order book is continuing to grow. However, we are acutely aware of the need to plan for future growth, highlight potential new business opportunities and markets and continue to drive innovation in the construction industry."

Set up in 1971, Hobson & Porter has completed a number of high-profile projects across the Humber region over the last 12 months, including the multi-million pound Agrii Crop Technology Centre at Bishop Burton College in East Yorkshire and a £3.4m development for Dong Energy Power (UK) in Grimsby, North East Lincolnshire.

Other completed schemes include a major redevelopment of the East Riding's Haltemprice Leisure Centre and a new learning resource centre at Bishop Burton College, while works continue to progress well on a £2.7m homeless shelter in Hull for Emmaus.

Hobson & Porter completed its 100th building project under the Considerate Constructors Scheme (CCS) in 2014, a barometer by which delivery standards are measured across the industry. The company continues to make a positive difference across the Humber region through its work and the outlook for the construction industry as a whole looks bright.

Rising private sector confidence and investment are driving growth in construction activity. Output volumes rose 0.8 per cent during the third quarter of 2014 to stand 2.9 per cent up on a year earlier, the sixth consecutive period of annual quarter on quarter growth.

"A general election brings uncertainty but I firmly believe 2015 will be a prosperous year for Hobson & Porter and the Humber region"



Industry experts predict rising private sector investment and improved consumer confidence to underpin further growth in both detailed planning approvals and project starts during 2015. Underlying project starts are forecast to grow by 7.3 per cent this year, building upon an estimated eight per cent increase during 2014.

Light through a general election cloud

With the approaching election looming large in the minds of UK businesses and with George Osborne having outlined the 2015 Budget, there is an uncertainty hanging over the construction industry.

These concerns were highlighted by 58 per cent of those responding to the 2014 Q4 Construction News barometer survey of major contractors concerned that the general election could stall construction activity - up from 51 per cent in Q3.

However, there is an understanding from all political parties of the importance of long-term stability in infrastructure planning.

In the key areas of housing and infrastructure, the policies of Labour and the Conservatives, one of whom will almost certainly choose the next Chancellor, are closely matched.

The coalition government's approach has been the creation of the National Infrastructure Plan and related planning reforms, while Labour has committed to going further in the form of setting up the Armitage Review's recommendation of a National Infrastructure Commission.

The rise of BIM

From 2016, Building Information Modelling (BIM) will be mandated on all central government projects.

Repeat private sector clients are also increasingly looking to BIM to help deliver cost savings, accelerate construction times, cut risk and improve asset management.

To date, BIM usage has been on a small, but rapidly expanding proportion of projects.

However, the current year promises to be a year of transition as the government's 2016 deadline approaches. BIM proficiency may quickly become a widespread requirement for clients, making training and development a priority for the year ahead.

Hobson & Porter was one of the first construction firms in Yorkshire to adopt BIM and five of its employees have gone on to become BIM Champions.

Diversity at a premium

Following the best 12 months for British construction for more than 18 years in 2014, the need for diversity among services has never been more important.

The general housing market has emerged as a key growth driver for both construction activity and the wider economy. In contrast, government-funded investment generally remains constrained. Social Housing starts are a particular weak spot, with the value of project starts falling by four per cent this year and further decline forecast for 2015.

However, education is a relative bright spot. The sector is benefiting from increased investment as local authorities adapt and extend their primary school estate to accommodate rising pupil numbers. In addition the government's free schools, Priority School Building Programme and university investment schemes are all fuelling sector activity.

Office project starts are expected to pick-up in major metropolitan areas as the demand for more quality office space spreads beyond the capital. Retail and leisure project growth is expected to be spread widely across the UK as consumer spending picks up across the country.

The focus of government capital expenditure on transport will broaden from rail towards road projects, and this will lead to a more even spread of infrastructure work across England.

Hobson & Porter has positioned itself since its foundation in such a way as to offer a broad range

of services to all sectors. Supported by its minor works division, the firm's in-house expertise allows it to undertake a broad range of project from housing, industrial units and commercial buildings to healthcare facilities and schools.

What the ONS highlights

New work fell by 4.2% while repair and maintenance showed no growth.

Compared with January 2014, output decreased by 3.1 per cent. This was the first year-on-year decrease since May 2013 when it fell by 2.8%. It was a marked decline from 5.3 per cent growth seen in December 2014 compared to December 2013.

Year-on-year, all new work and repair and maintenance fell by 2.7 per cent and 3.7 per cent respectively. Within all new work, private commercial provided the largest contribution to the decrease compared with January 2014, falling by 8.9 per cent. Smaller decreases were reported by infrastructure (-2.4 per cent) and public other new work (-2.3 per cent). The decrease in repair and maintenance was primarily due to total housing repair and maintenance which fell by seven per cent.

Housing output fell by -5.0 per cent on the month in January 2015, moderating the annual rate of growth to 0.8 per cent. On a monthly basis, the fall in housing output was driven by both the public and private components. In contrast, the annual growth rate eased due to a sharp contraction in public housing.

The ONS said that the slowdown in housing output was consistent with a range of external indicators which have shown that both demand and supply side factors may be subduing housing construction. In January 2015, the number of mortgage approvals for house purchase fell by 19.6 per cent from the same month a year earlier.

Richard Hunt
Business Development & Marketing Manager
richard.hunt@hobsonporter.com



Building a Business Success Story

Paul Barker

Managing Director of JemBuild Limited

Paul Barker's story is a celebration of the value of starting small and having the ambition and confidence to grow.

Having created his business four and a half years ago and initially working from home, today he employs twenty people and has an annual turnover just short of £5m.

JemBuild is a Grimsby-based construction company operating in the commercial sector, including civil engineering, design and build, refurbishment and marine works carrying out works throughout Lincolnshire and Yorkshire, with contract values ranging between £1,000 and £5m.

Paul formed the company in 2010, having joined the construction industry in 1988 after working in site management roles for local and national companies on projects including bridges, railways, highways and marine works.

He rose to a senior management position within a local construction company before leaving to form JemBuild.

Paul said: "I had worked in the industry for 25 years but running my own business was something that I had always wanted to do, it was always there in the back of my mind, and by 2010 it felt like it was inevitable so I left my job and set up JemBuild.

"Born in Grimsby and living and working in the area for 25 years, I had watched a steady decline and virtual extinction of quality construction companies in North East Lincolnshire.

"During the latter part of the past decade, I was dismayed to see the majority of our local construction companies disappear completely with companies from outside our region carrying out all the available local construction work, and bringing in their own labour and sub-contractors.

"This does not benefit our local economy in any way and I could see that there was a real need for a quality, smaller construction company to compete against them.

"Initially I worked from home before moving into the NELC Alexandra Dock Business Centre, Grimsby where we have resided for the last three years. However, to facilitate our continued expansion we are currently constructing a new 260m² two storey office building with associated storage facilities." (see image to the right)

Paul recruited long-time colleague, Mark Kitchener. Mark joined the company as commercial director during 2012 and together they have seen JemBuild grow from a first year turnover of £350k to £3.4

million by year three, rising to £4.8m in year four operating with a pre-tax profit of nearly 10%.

And all that despite launching into a recession. Paul said: "When I formed the company we were still in the deep grip of recession, a recession that hit the construction industry before much of the country became affected.

"With the construction industry being a major service industry and one of the first to be hit by the culling of many planned projects, I realised that, in time, it would return and starting from absolutely nothing it would only grow and prosper for JemBuild.

"With this mindset we have not really been affected by the recession but just have grown through it.

"We were in the ascendancy and not a company with large offices and overheads and, although we were appear to have grown quickly, this has been planned growth totally controlled by our management team.

"Also our decision to employ our own workforce offers us the ability to offer a quality and personal service which I believe has reaped dividends."

The result is a success story. In 2014 the company won the North Lincolnshire e-factor small business award (for best business under £5million turnover), an LABC (local authority building control) award for construction excellence and quality workmanship, and an associated RIBA award (with Hodson Architects) for the same contract.

That adherence to quality means that the company has developed a portfolio of prestigious clients such as Associated British Ports, Centre4,

eFactor, The Grimsby Institute, Franklin College, Healing Academy, Hodson Architects, Humberside Airport, Humberston Park School and North East Lincolnshire Council.

Paul remains ambitious but also realistic about what can, and should, be achieved. He said: "In four years, JemBuild has evolved from a business with no borrowing, financial backing or any other form of support with all initial funding from personal savings alone. From the sole employee in a home office, we are now in a strong position going forward into our fifth year of trading now operating a company with 20 employees and a healthy order book for 2015.

"This sustained growth and success has been achieved during one of the most difficult economic recessions in the past 70 years and particularly in an industry that has suffered a huge downturn during this time.

"The construction industry is a notoriously difficult industry and we have demonstrated that we can not only grow and prosper, but that we can compete with larger contractors on every level.

"Our aim is to grow our turnover and profitability steadily year on year, with a target turnover of £10m by 2018.

"Once our target turnover is reached, our aim would be to maintain this level, not growing significantly beyond this as we believe this level of turnover can be managed efficiently by the current management team and the focused, quality product and service we offer can be maintained at this level to our portfolio of clients."





“A Fresh and Forward thinking approach to construction build, Built on a Personal and Honest Relationship with our Customers”



Formed in 2010, we are an award winning construction company that offers a fresh and forward thinking approach to all projects undertaken.

We are committed to delivering excellent service levels in every sector in which we operate, sectors including Civil Engineering, Construction Management Design & Build, New Build, Refurbishment Works, Maintenance Works, Marine Works, Residential Self Build, Development Works and Project Management.

Our key clients include Associated British Ports, e-factor, Franklin College, Healing Academy, Hodson Architects, Humberside Airport, Humberston Park School, Leeds City Council, North East Lincolnshire Council and the Grimsby Institute.

We aim to work with our clients, in an open partnership approach, which means that we can offer real innovation, with alternative solutions thus creating better value, delivering projects to budget and on time, in a friendly and common sense approach.

On completion of the project our support does not stop there. We have a dedicated customer support service dealing with any post completion issues demonstrating our quality commitment and our desire to develop long term relationships.

Currently our geographical area covers the Yorkshire and Lincolnshire regions, but we would work nationally should our client request us to do so.



info@jembuild.co.uk
www.jembuild.com



In our relatively short existence we have developed these relationships by being open and honest

Paul Barker, Managing Director



Delaney Marling Partnership on Regenerating Hull

Chartered Surveyors, Delaney Marling Partnership (DMP) are currently working on a variety of projects with Probe (Hull) Limited as part of the Empty Homes Initiative.

Property clients rely on advice from DMP regarding the condition of their properties. Once the condition of the property is established DMP can undertake a feasibility study then produce the specifications, tendering and project manage the building works from design to completion, as well as undertaking the role of Construction Design & Management Consultants on Health and Safety matters on site.

DMP is currently working on four projects with Probe as the principle consultant managing a team of property professionals, including architects, as well as structural engineers and ecology consultants.

The Rank House is being restored from dereliction into four new social housing units to help the shortage of 1-2 bedroom accommodation in Hull. The building has become the centre of media attention as the birth place of Hull industrialist and film maker, J. Arthur Rank, who grew to dominate

British film production in the 1940s and 1950s, operating the Odeon cinema chain and building Pinewood Studios, and is part of the larger Rank family legacy in Hull.

This property has tested every aspect of the project process, being in poor condition with Japanese Knotweed, rats, pigeons and illegal squatters to name a few issues.

With approximately 9,000 applicants awaiting suitable accommodation, high unemployment and a major skills shortage in Hull, Probe is responding to these issues in the city. DMP is very proud to be a part of Probe's mission to regenerate Hull for the good of everyone.

For more information about DMP please visit www.delaneymarlingpartnership.co.uk

 Follow on Twitter @DMP_Surveying



L-R: Kevin Marling (DMP) Minister for Empty Homes Stephen Williams MP, Simon Delaney (DMP) at the Rank House, Hull

Sustainable design solutions: Italian edge

- At ACA+I, we believe in a total design inspired by our Italian heritage
- Our use of colour, natural materials and light considering internal and external factors - creates healthier and happier experiences to live, work or heal in.
- With national and international collaborations, using sketches, 3D modelling and over 15 years' qualified experience designing buildings in England, Spain and Italy, we help you to achieve green buildings designed around your needs

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Getting it Right Time After Time

When it comes to quality and expertise, you need look no further than PBS Construction (N.E.) Ltd, which has been providing the very highest quality work since its formation in 1988.

PBS has carried out many Civil Engineering Contracts in Yorkshire and the North in the past 27 years, all of which are evidence of the professional quality and expertise of its service.

Indeed, the company, which is on a number of select tender lists and is a Chartered Building Company, takes pride in the fact that its clients come back with repeat orders. Long relationships



have been established with Hull City Council, East Riding of Yorkshire Council and North Yorkshire County Council.

PBS Construction is committed to a service which is fast, efficient and offers value-for-money and its team works in compliance with statutory codes and back-up services.

Since its formation, the company, which is also a member of the Civil Engineering Association (CECA), has displayed its professional competence time and again, completing contracts large and small on time and within budget.

The company, which trains all its own people and employees more than fifty, also prides itself on contributing to the health of the local and regional economy.

Recent projects have shown the company's versatility and have included the installation of



the cycle/pedestrian bridge over the York to Scarborough railway line near Haxby, selection to work on Hull's Centre for Digital Innovation next to 'The Deep', the new boat slipway at Withernsea and the upgrading of Riby Square and Lockhill roundabout in Grimsby.

You can contact PBS at **01482 211132** email, info@pbsconstruction.co.uk or visit, www.pbsconstruction.co.uk



Specialist Construction Recruitment Agency

The key to any successful construction project is reliable workers that are qualified, experienced and know how to get the job at hand done as quickly and as safely as possible.

This is something Gary McMullen, Managing Director of Tower Staff Construction, understands thanks to his own experience on site, enabling him to develop a growing base of trade and labour contractors.

Tower Staff Construction Ltd., based in Grimsby, is a specialist construction recruitment agency which supplies skilled candidates, from hourly-paid contractors to senior appointments. Supplying plant operators, crane and lifting operations,

trades and labour. Each candidate is CPCS/CSCS accredited, with the skills, knowledge, competence and qualifications to meet industry standards.

The company sends candidates to construction sites locally, nationally and internationally, to renowned clients which includes Bowmer & Kirkland, Kier Infrastructure & Overseas, and Balfour Beatty, in addition to small, local companies based around the Humber.

Gary established Tower Staff Construction in 2010 after an extensive career as a crane operator, and ensures each client's requirements are met to provide an excellent standard of service. Mick Donovan, of Bowmer & Kirkland, said: "Tower Staff has been a leading supplier to our group throughout the UK of drivers and slinger signallers... Gary has been un-faltering in providing a first class service with a personal touch at all times."

The business is now continuing to grow year-on-year thanks to its specialist knowledge of the industry's requirements, and is earning an



excellent reputation as a highly respectable construction recruitment firm.

For more information, contact Gary McMullen at info@towerstaffconstruction.co.uk. Call **01472 350498** or **07714291867**.

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Celebrating The Engineers

It can be easy to under-estimate the importance of engineering to the modern world.

Take any major industrial project and it needs engineers; any large investment will always include them because they are the ones who narrow the gap between a bright idea and a design on the board to the reality on the ground.

They were the ones who shaped the Industrial Revolution through their skills in bridge-building, furnaces, mining equipment and shipbuilding and they are the ones who continue to shape the world today. They are the ones who make things happen.

But the importance of engineering is not just about large buildings and big bridges, it is about the smaller things in life as well. The house gutter and the electronic device, the battery and the garden gate, each one has an element of engineering in it somewhere.

There are plenty of skilled men and women already working in the field but there is some concern about the shortage of replacements when they retire.

Companies and trade bodies are already doing their bit to change that, running apprenticeships and training schemes which will unearth the next generation of talented engineers.



Ensuring that enough youngsters progress to careers in the field is seen as crucial to ensure the future of our companies and our nation as it competes on the world scale.

One of the challenges is changing the perception of the industry, making young people realise that it is not just about huge construction projects but

also about everything from chemical engineering and nano-technology to drawing and logistics.

At a time when some other professions are seen as having more 'glamour', those working in industry are speaking out to celebrate the importance of the engineer.

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With over 80 years' combined experience in providing recruitment and temporary labour services primarily across the South Bank, Apollo has a well established reputation for providing the right people, in the right place, at the right time.

Established in 1995, Apollo Recruitment has grown to become one of the most successful independent recruitment services in North Lincolnshire. With a long-term development strategy now focussing on the North Bank, Apollo's team of experienced professionals provide high quality end-to-end service with exceptional client support across a broad range of business sectors.

Not all Recruitment Businesses are the same; we believe the right job can transform a

person's life, and the right person can transform a business. At Apollo we do much more than simply match candidates to vacancies; we only put forward reference-checked people with the right skills and experience; we also aim to ensure interviewees are a good cultural fit for the organisation.

Apollo provides an effective means to fill both temporary and permanent positions saving businesses time and money, our clients benefiting from the specialist sector knowledge of our consultants and our extensive network and industry contacts.

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Charity Summer Ball



The Guildhall, Hull City Centre
Friday 26th June
7pm for a 7:30pm sitting

Please join us for a fantastic evening of fundraising including live entertainment, casino games, amazing prizes and appearances from very special guests, all in the beautiful setting of the Guildhall

£55 individual tickets, table of ten £500



HETA Looks to Export Training Expertise

A Humber-based organisation which is a leader in training young people for engineering careers is to step up efforts to export its expertise with the help of the Chamber.

Humberside Engineering Training Association (HETA) already takes on board nearly 200 apprentices a year in the local area. The company used a trade mission to Malaysia, organised by the Chamber and Humber LEP, to explore bringing trainees from businesses around the world to learn core skills at

HETA's sites in Hull, Scunthorpe and Stallingborough.

Mike Cargill, HETA's Head of Teaching, Quality and Innovation, said: "Everybody around the world has the same issue of motivating and inspiring people into STEM careers, particularly where there's a high degree of industries run by expatriates.

"The Emirates and Malaysia in particular are working to get young people involved in industry. We have been to Dubai and as a result of that

we are putting together a proposal to work for the Applied Institute of Technology in Dubai in partnership with other local organisations. The visit to Malaysia helped us look for opportunities in such sectors as oil and gas, food processing, manufacturing and with other training providers.

"The ideas we are looking at are opportunities to train international colleagues at one of our training centres, allowing our instructors to go abroad for short periods of time to train people in their home countries, and exporting some of the STEM projects that we have been working on."

Pauline Wade, the Chamber's Director of International Trade, said: "HETA is taking an approach which is particularly innovative, developing its own business by offering international colleagues the training expertise which already supports more than 250 clients in the Humber area."

"Everybody around the world has the same issue of motivating and inspiring people into STEM careers, particularly where there's a high degree of industries run by expatriates."

East Yorkshire Business Helps Boris and His Bike

The Transport for London (TfL) Cycle Hire Scheme has rapidly become iconic on the capital's streets. This TfL mode of transport is often called the 'Boris Bikes' as they were introduced by Boris Johnson's mayoral administration in 2010. Its popularity has surpassed expectation with some 10,000,000 journeys a year, and rising. However, anyone who owns a bike will know they must be maintained and repaired. Heavy public use on a daily basis really takes its toll, and it is the challenge of Serco to keep the wheels turning in the capital.

This presents a problem: 11,500 bikes in 750 locations maintained in two depots by dozens of staff. Lots of factors affect the demand for service and repairs including usage, time of year, day of the week, etc. Similarly many factors affect their capacity to deliver repairs and services; sickness, holidays, performance rates, training, indirect work, to name a few. Getting the demand and capacity model wrong would leave too few bikes on the street impacting the London transport infrastructure and attracting penalties from TfL.

Serco turned to East Yorkshire company Vensis to help with this complex data problem. With only six weeks straddling Christmas 2014 to complete the work, Vensis rose to the challenge and designed a bespoke solution. Firstly they delivered the 'Analysis phase' – which predicted repairs and services and therefore, the capacity required to ensure Transport for London performance targets are met.

The second phase involved building a live, multi-user database to enable the operations team to profile day-by-day demands and capacity requirements. This mapped individual performance targets and attendance to the predicted delivery capacity.



Kirsty Jewell, Operations Delivery Director at Serco, said "Vensis quickly got under the skin of our operation and produced a modelling tool that genuinely took into account the intricacies of a complex and often rapidly changing operating environment. In a very short space of time they've enabled us to hit the ground running in early 2015, and we can now address challenges the model is helping us foresee in a way that is dramatically improving our delivery."

Matt Allison, MD of Vensis said: "We are very proud to be supporting Serco. Data is to the digital age, what oil was to the industrial age. Many businesses are failing to capitalise on the business opportunities hidden in their own data. It is very satisfying to help them get great results from this hidden resource."

Vensis provides support to all types of business with complex data challenges. Anything from invoicing, reporting, planning, forecasting... even handling nuclear waste. They connect sets of data using coded Excel, Microsoft Access and SQL Server.

You can find Vensis at vensis.co.uk or get in touch by calling **01482 762102**.

The Culture House

Grimsby-based arts company The Culture House presented to the Chamber at the January networking lunch, raising awareness of the arts and cultural activity it delivers in the region.

Director, Charlotte Bowen talked about the company's People's Park summer programme - for which The Culture House is seeking additional funding support.

The programme, part-supported by Arts Council England, brings national touring street theatre and high quality music to the park, bringing the space to life and attracting large crowds over five Sundays in August.

North East Lincolnshire is an area of 'low arts engagement' and activity seeks to redress this.

The Culture House is also a partner in delivering Grimsby's Big Christmas Event, curating and managing a programme of street theatre, live music and lantern parades. In addition the company hosts the annual Fabulous Christmas Fair, which brings together more than thirty creative and craft stalls within Grimsby Minster.

A sand-sculpture weekend with add-on arts performances is being planned for Cleethorpes this year.

To find out more visit www.theculturehouse.co.uk

Gosschalks Welcomes Mark Reeves As New Head Of Family Law

Law firm Gosschalks Solicitors has welcomed Mark Reeves as its new Head of Family Law.

Mark, who has more than 20 years of expertise in Family Law, joined Gosschalks on 2nd February.

Joint Managing Partner of Gosschalks Solicitors, Nigel Beckwith said: "Mark has a great reputation and terrific track record in all aspects of divorce, relationship breakdown and children's law, and has particular expertise in resolving complex financial disputes.

"We believe Mark will bring a new vibrancy to our family law team, enhancing the specialist expertise that our clients deserve and expect. We have no doubt Mark will be a real asset to the firm and will take the department forwards."

On his appointment, Mark said: I leapt at the opportunity to take up the reins as Head of Family Law for Gosschalks. As a premier law firm it has an enviable reputation.

"Gosschalks is perfectly geared up for the provision of modern day family law services with a dedicated family law suite and mediation facilities at its Queens Gardens offices. I look forward to working with my new team and getting started in what I believe will prove to be a very satisfying and rewarding role."

Mark brings with him a strong reputation and considerable advocacy experience in the courts. He is an accredited specialist of Resolution, a member of the Law Society's Family Law Accreditation Scheme and a qualified mediator. Mark was previously a partner and head of Family Law at Myer

Wolff prior to its merger with Pepperell's last year.

Mark is one of a number of new arrivals at Gosschalks in the last few months. Chris Adams and Matthew Hudson have recently joined the firm's Litigation and Commercial Property departments respectively, along with Julia Madden who took over as head of the Gosschalks' Conveyancing department.

Five new members of support staff have also been recruited throughout the firm, and Claire Hill has joined as a Business Development Executive.

Andrew Johnson, Joint Managing Partner with Nigel Beckwith, said: "These are busy and exciting times at Gosschalks and we are hopeful there will be further opportunities to take on new recruits in the near future as the firm continues to grow."

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As I have loved and enjoyed dj-ing for a number of years and invested in the necessary equipment as a hobby, I have built up quite a good reputation having done various venues and events across the city. Having already established myself as a resident disc jockey at the Empress public house in Hull City centre on a Saturday night, and having gained extra work through word of mouth, I believe there is strong demand for my services.

My business will meet the demands of both public and private sector and I will offer a free private consultation beforehand to ensure that I can meet the needs or requirements of my prospective clients.

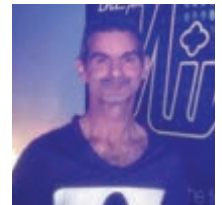
During consultation each client will be presented with a client agreement outlining the details of their event or function.

The agreement will be signed by both parties to ensure professionalism between consultant and client.

With regard to myself I feel I will offer a professional and an affordable service whilst ensuring my client comes first and if the client is happy then I can feel a great sense of pride in knowing I have made their event special and memorable.

In the future I aim to branch out into more corporate and high profile events such as being part of the City of Culture 2017 and events such as the Freedom Festival.

For more information contact Paul on **01482 642477** or **07958 607320** or email brooks.1966@hotmail.co.uk



Dalby Offshore Services Team Up With Scarborough Borough Council

Leading marine renewables company Dalby Offshore Services have teamed up with Scarborough Borough Council to deliver Yorkshire's Offshore Renewable Energy Centre in the Port of Whitby.

Being the closest port to the Dogger Bank and within easy steaming distance of Westernmost Rough and Hornsea Offshore wind sites, there is significant potential for Whitby and its sister port in Scarborough to act as hubs for servicing the round 2 and 3 offshore wind developments.

The Renewable Energy Centre and the parallel investment in the local industrial parks, provide a new opportunity for investment and together



are expected to create in excess of 300 jobs in a cluster of training and renewable businesses. The Centre aims to be fully operational in early 2016.

Councillor Derek Bastiman, Scarborough Borough Council Deputy Leader said:

"We are very pleased to be working with Dalby in bringing forward these proposals. If

Dalby Offshore support vessel in Scarborough Harbour - From left: Cllr Derek Bastiman (Scarborough Borough Council) Cllr Mike Cockerill (Scarborough Borough Council) Stuart McNiven (owner of Dalby Offshore)

successful, they could prove a massive boost for our economy, potentially bringing hundreds of new jobs and an entirely new industry sector to our borough. A diverse economy is critical to future stability, resilience and growth."



Liz Parry of Abbys & Riverside

Over the past 11 years, Abbys located in Abbeygate in Grimsby, has grown to become one of North East Lincolnshire's most respected restaurants, and a prestigious venue for all types of meetings, seminars and celebrations. This is down to the hard work and dedication of the Abbys team and Owner, Liz Parry.

Liz, who won the Northern Lincolnshire Business Personality of the Year Award in 2014, took over Abbys in 2004 when it was a failing business, and transformed it into one of the area's most popular restaurants, earning an excellent reputation for serving produce of the best quality within a welcoming, relaxing atmosphere. In 2011, Abbys expanded to include Abbys Upstairs, a function suite boasting two rooms that can be hired by businesses for networking sessions, meetings, presentations and seminars, as well as patrons for private celebrations. The team at Abbys provides the first class service for which it is renowned to business clients from all sectors.

Abbys also hosts regular events, such as Gin & Jazz, Murder Mysteries, Wine Tasting and Lobster Evenings, which caught the attention of Harriet Harman, Labour MP, during her visit to Grimsby in March 2015. Harriet tweeted: "What a lovely bistro! Thanks so much for having us. Wish I was there for Lobster night!"

In late 2014, the Abbys group expanded to include a new venue, Cleethorpes' Riverside Tapas & Cocktail Bar. In addition to the restaurant serving Spanish cuisine, and the bar area hosting regular live music, the Acoustic Session, Riverside boasts 'El Bolero', the venue's own business conferencing facility right in the heart of Cleethorpes.

For more information about Abbys Bistro and Riverside and how the venues can host your business event needs, please contact Liz Parry by emailing liz@abbysonline.co.uk, or visit www.abbysonline.co.uk



Microsoft Office, Bespoke and Tailored Training Courses

K2 Training Services Ltd was started in 2007 by Debbie Kuhr-Jones following redundancy from a local IT Training Company.

Having worked in a training environment for the previous 8 years, Debbie used her experience to set up a company which would offer scheduled training courses, tailored courses aimed towards specific business objectives, as well as training consultancy. Courses available from K2 Training Services Ltd are based around the Microsoft Office Suite of products, ranging from Introductory courses up to Advanced level skills.

K2 Training Services Ltd works with companies from small local businesses to global household names. Most new business is often introduced through recommendations, which is testament to the quality of training offered.

Courses can be delivered within the dedicated training suite, based in The Deep Business Centre Hull, or anywhere in the UK on a client's site.

Debbie is Hull born and bred and is extremely proud of the city she lives and works in, believing the City of Culture win and the Siemens investment, to name just a few, will make Hull an even more desirable place in which to live and work. Debbie says "Hull has received a lot of unnecessary bad press over the years without justification. There's so much happening, so much new investment and Hull may finally be recognised as a friendly, hard-working and enjoyable city to be part of."

Debbie has a passion for learning and believes in delivering quality training as well as offering support for delegates following each training experience.



Rapid Growth For Mother & Daughter Team

A Lincolnshire based company is changing the way companies accommodate their travelling workers and as a result are experiencing astronomical growth.

Rapid Accommodation are a personal service, dedicated to finding cost-effective accommodation for Contractors and Business Travellers all across the UK.

Having spotted a gap in the market in early 2012, Linda Anderson-Smith (with direct experience in the Construction industry) and daughter Rebecca (with an established Property Letting business) founded the company to cater to the booming Humber Renewables industry. With a fresh approach, cutting-edge software and a real dedication to its customers, Rapid Accommodation found itself expanding with its customer base all across the UK; following its clients from site to site.

Over the last 3 years, the Mother and Daughter team have helped to grow Rapid Accommodation into its current position as one of the leading Contractor Accommodation providers in the UK. "We take the service to the next level. Our staff find the very best accommodation to suit our customer's needs; whether that is secure, off-road parking for vans, or wifi to keep in touch with family. We go beyond the standard budget and distance needs to a much more personal service" explains Rebecca Anderson-Smith. This unique approach has led to strong relationships with clients; from Blue-Chip Organisations to small-scale Contracting companies.

"The Contracting teams are enjoying great quality digs, and their companies are saving huge amounts of money on their accommodation bills" explains Director and Company Founder, Linda Anderson-Smith.





Helen Schofield, Director of Hull Kingston Rovers Community Trust

I joined the Community Trust of one of Hull's professional rugby league teams in December 2014. As a registered charity, The Trust undertakes work within communities and schools across the city and the East Riding. We have a team of highly qualified Community Coaches who work with all age groups delivering a very successful schools programme, dance academy and we are developing a growing presence within our local communities.

Rugby league is one of my passions. Prior to my appointment I was (and still am) a season pass holder with Hull KR and have been a fan since childhood. My other great passion is working with charities and community groups as they do the most remarkable work in often challenging circumstances. When this job was advertised I jumped at the chance of applying as it brings together all of my skills and expertise which alongside our fantastic team of coaches, I can then use to make a difference using the power of sport whilst doing this with the club I love.

I am one of thousands of women locally, regionally and nationally involved in sport at a range of levels. Every day I come to work, I feel privileged to be part of this group.

The Trust makes no profit and relies on donations and funding to deliver this work.

If you would like to find out more please go to www.hullkr.co.uk/community or contact the Trust on **01482 780912**.



Mrs Karen Newton, Operations Director Spire Healthcare

After almost 30 years in private healthcare at Spire Hull & East Riding Hospital Karen's career has progressed from the early days of developing and opening the hospital on the Anlaby site back in 1986. Having qualified as a RGN at the Hull School of Nursing in 1982 and worked in the NHS in critical care, Karen applied for the Ward Sister post at the Hospital. Taking her MBA at Hull University Karen chose to work corporately to focus on re-engineering processes to improve patient's experiences and provide measured outcomes of care. She then returned to the hospital and progressed to Matron and then Hospital Director in 2007. Her achievements with the local health economy and her involvement with Women in Business group are well recognised, becoming Chair in the WIB organisation in 2003. She continues to be a significant asset to the judging panel for the Women of Achievement awards.

"The opportunity to apply for the Operations Director post came along at the right time in my career; whilst I have loved every minute of being at Spire Hull & East Riding my broader healthcare knowledge and re-engineering experience will be a great asset to other Spire Hospitals who are needing to adapt to the new pressures seen in healthcare in the UK." Explains Karen. "I have also worked in the Middle East and as a Quality Auditor in South Africa and this has given me a great depth of knowledge."

Spire Hull & East Riding Hospital has seen significant investment over the years and has developed into one of Spire Healthcare top 5 performing hospitals. It has just opened new facilities at Hesslewood Country Business Park. The new facility includes 6 consulting rooms, 2 operating theatres and 5 daybeds.



Jane Stafford Managing Director of Child Dynamix

I founded Child Dynamix, a social business and charity in April 2005. Our vision is of communities where children and young people thrive. The Charity now has an annual turnover in the region of £1.7 million, employs 110 people and supports 60 active volunteers over a wide range of projects. The Charity provides Community Day Nurseries, Family Support and Youth and Community work aimed at improving the life chances of disadvantaged children, young people and their families. The charity has worked mainly in the City of Hull with some services across the Humber region, supporting over 22,000 people during its lifetime.

My background is in Early Years where I worked for many years before moving into Social Regeneration work. My first management role was for Hull College in 1993. Academic pathways where only just being developed in the Early Years industry and I was lucky enough to be able to complete my HNC and then Degree through Colleges in Leeds and a University in London (through day release and distance learning). Early Years now has a higher profile and over the past 20 years opportunities to pursue higher qualifications has led to a much more professionalised industry.

I started work for the New Deal for Communities scheme in Hull in 2001 and from there developed a range of services for local children and families to support the regeneration of the area. I have been privileged to work with some amazing people over the past 10 years and look forward to what the future holds for the Charity.

To find out more please go to www.childdynamix.co.uk or contact the charity on **01482 221425**



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The new BMW 1 Series, with its completely new look and attitude, offers a best in class driving experience and a completely refreshed design that has sport at its heart. An iconic BMW shape, new LED lights, a redesigned kidney grille, front bumper and rear end give it a more sporting stance. Under the bonnet, the redesign continues, with enhanced engines offering improved torque characteristics and power.

EVERYDAY EXCEPTIONAL

The BMW 2 Series Active Tourer meets the demands of modern family life. This family-friendly car combines an eye-catching design, class-leading driving dynamics, ample space and exceptional comfort. Added practicality comes from the sliding rear seat bench, which can be folded down to increase load capacity, and the electrically operated automatic tailgate which makes light work of a long day's shopping.



THIS SUMMER IS GOING TO BE A GOOD ONE

With its elegant and sporty design, the new BMW 2 Series Series Convertible is a breath of fresh air. A well-insulated soft-top adds to the convertible luxury without dampening the thrill of the drive. With the soft-top dropping down in a fleeting 19 seconds, even at speeds of up to 31mph. You will also marvel at the agile handling and exceptional driving dynamics that will set the pulse racing.

BARKS AS BAD AS IT BITES

Unleash the BMW 2 Series Coupé, a car with a wild nature that sets a new benchmark for performance and handling. The muscular yet elegant design delivers the promise of a sporty coupé and simply demands to be driven. With the Twin-Turbo engines that combine to deliver unrivalled performance and agility and the superior handling of the only rear-wheel drive car in its class.



OUR FAMILY IS EXPANDING

The new BMW 2 Series Gran Tourer is the first premium compact model to offer seven seats, giving you comfort, roominess and flexibility. Available with xDrive, it's also the only car in its class that comes with four-wheel drive. Family-focused features include an automatic tailgate, electronically folding middle seats and luggage capacity 100 litres larger than the spacious Active Tourer.

Cheaper Business Energy through YORSwitch

Local businesses looking for a hassle-free way of paying less on their energy bills are being encouraged to sign up to the YORSwitch Cheaper Business Energy scheme. The scheme is targeted at the twelve thousand micro, small and medium sized businesses in the East Riding, as well as community buildings and charities.

Only around twenty percent of these businesses currently engage with the energy market, paying on average thirty five percent more for their energy. Switching suppliers is complex due to the numerous tariffs and meters, most not published by the energy companies, and time bound termination periods. Many businesses do not have the time or resource to understand and tackle the energy market, even though the cost savings which could be achieved are considerable.

Run by East Riding of Yorkshire Council, YORSwitch takes the hassle out of switching suppliers. Businesses who register with the scheme are contacted at a time convenient to them to chat about their business and energy requirements.

The council's appointed energy broker searches the whole market for the best, bespoke energy deals available and presents them to the company, clearly highlighting the key terms, with no obligation.

If the offer is accepted, assistance is offered in serving termination notices, making sure credit score criteria is established and other duties required for switching. Contracts can be arranged electronically or on paper and each business chooses the length of the contract that best suits them.

YORSwitch is there every step of the way: looking after post-sale management, providing support for the duration of contract and managing the renewal process if requested.

There is no fee for signing up to YORSwitch Cheaper Business Energy, as the energy broker is paid a referral fee by the energy suppliers each time a business switches. For competitive reasons, the fee is undisclosed but the broker is committed to providing a non-biased service, for example, sales representatives do not know the referral fee amounts.

There is no obligation to accept any offer, so YORSwitch is a useful way to benchmark your existing contract and find out if you are paying too much.

To sign up or find out more, visit www.eastriding.gov.uk/yorswitch or call **0800 140 4619**.

YORSwitch
CHEAPER BUSINESS ENERGY

Businesses that use heating oil can also join YORSwitch Cheaper Heating Oil Together by contacting Humber and Wolds Rural Community Council, tel **(01430) 430904** or email oil@hwrcc.org.uk Average savings to date have been around 10p per litre compared to the average market price on the day.

The scheme is also open to residents and registration closes **Monday 18 May 2015**.

To sign up or find out more about the scheme, visit www.eastriding.gov.uk/yorswitch or call **(01482) 393939**.



YORSwitch
CHEAPER BUSINESS ENERGY

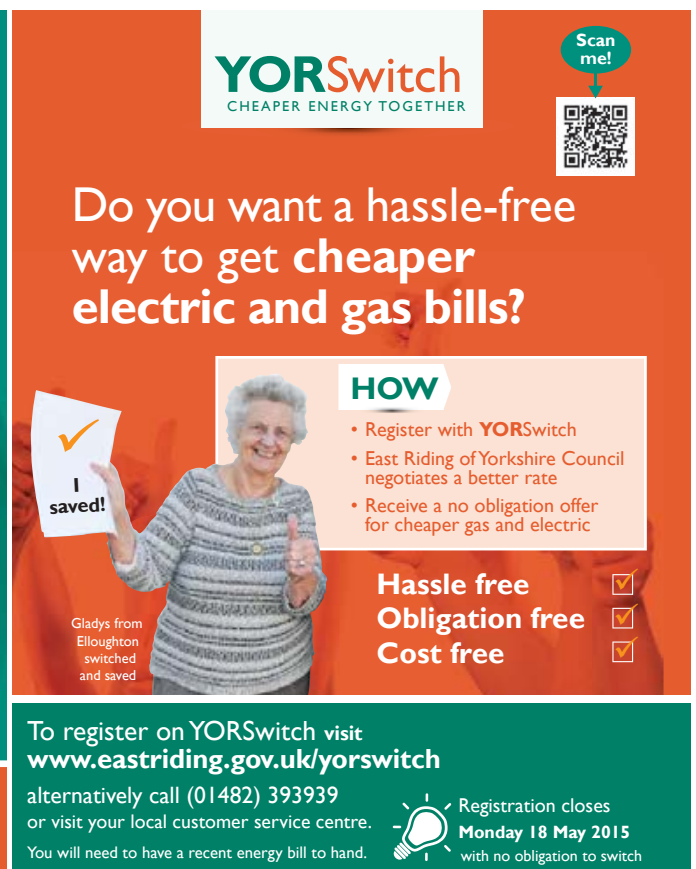
Do you want a hassle-free way to get cheaper energy bills for your business?

HOW


- Register with **YORSwitch**
- East Riding of Yorkshire Council negotiates a better rate
- Receive a no obligation offer for cheaper gas and electric

Hassle free ✓
Obligation free ✓
Cost free ✓

www.eastriding.gov.uk/yorswitch
to register on YORSwitch today, call 0800 140 4619



YORSwitch
CHEAPER ENERGY TOGETHER

Scan me!


Do you want a hassle-free way to get cheaper electric and gas bills?


HOW

- Register with **YORSwitch**
- East Riding of Yorkshire Council negotiates a better rate
- Receive a no obligation offer for cheaper gas and electric

Hassle free ✓
Obligation free ✓
Cost free ✓

Gladys from Elloughton switched and saved

To register on YORSwitch visit www.eastriding.gov.uk/yorswitch
alternatively call (01482) 393939 or visit your local customer service centre.
You will need to have a recent energy bill to hand.

 Registration closes **Monday 18 May 2015**
with no obligation to switch

Chamber Primary Health Plan

Harder working health cover for your business.

The Chamber Primary Health Plan is an exclusive, affordable and highly valued Chamber Member benefit brought to you by award winning health provider, Westfield Health.

We've been working in partnership with the Chamber for more than 10 years and have been supporting people throughout their working lives and beyond for almost a century. Our innovative, best-in-class health cover starts from just £4.77 per employee, per month, and includes Personal Accident Cover as standard. And as a leading provider of corporate health insurance nobody knows more about keeping people healthy, motivated and fit for work than we do.

The Chamber plan provides health cover that really works hard for you and your employees. It can be purchased as a standalone product, or combined with Hospital Treatment Insurance, to provide a more continuous health package by combining everyday health cover and essential diagnostic benefits with access to prompt private surgery.

The plan provides your staff with a range of valuable cash benefits and services. They will receive money back, up to set limits, towards the cost of their essential healthcare including new glasses or contact lenses, dental treatment and physiotherapy.

It also includes the valuable DoctorLine™ service providing policyholders with confidential telephone access to a practicing UK GP, 24 hours a day – every day, from anywhere in the world; quick access to MRI, CT and PET Scanning Facilities;

and access for your employees and their resident family to a 24hr Freephone Counselling and Advice Line and up to six face to face counselling sessions (including Cognitive Behavioural Therapy – CBT). So you can help to keep your staff at their healthy best.

Key features

- Available to all Members of Accredited Chambers of Commerce on a corporate paid basis, from sole traders upwards
- Four levels of cover to choose from
- From just £4.77 per employee, per month
- No medical required to join
- Cover for pre existing medical conditions (except Personal Accident cover)
- 100% reimbursement, up to set limits, on cash benefits
- Immediate cover on all benefits
- Worldwide cover
- Company Health Report for you, the employer
- Westfield Rewards, giving policyholders access to offers and savings on a huge range of goods and services from over 350 leading high street and online retailers.
- Options to upgrade cover, cover employees' partners and dependant children (different terms and conditions apply).

Please visit

www.westfieldhealth.com/chamber



Householders are Being Encouraged to Switch

The Department of Energy and Climate Change (DECC) has launched a massive advertising campaign aimed at encouraging householders to switch energy suppliers.

It is difficult to miss the adverts as they are appearing on TV, online and across the national press. The central claim is that householders can save about £200 by shopping around and switching from one supplier to another.

Chamber Energy Solutions have switched thousands of businesses

Of course switching energy supply is something that we have been making easy for some time and we have already demonstrated the power of switching to many thousands of businesses.

Switching has value - it can unlock new deals from suppliers you might not have heard of, for lengths of time that are advantageous for your business. It also allows us to put your energy supply into a more managed state – sorting out problems, putting contracts onto common end dates, and generally making it easier for you to understand what is happening. All our contracts also come with advice to help you reduce your energy consumption.

Switching is safe - Chamber Energy Solutions has switched hundreds of businesses. We switch over 80% of all new clients and about 52% of our renewal clients.

Switching is easy with Chamber Energy Solutions: one call is all it takes to find out what benefits you can get. A company's energy portfolio can be much more complicated than a household which is why it needs an expert to manage the switch. This also leaves the business owner free to get on making money for the business rather than chasing energy suppliers.

Want to find out if your business could benefit from switching? Call **0800 923 0210**

Alternatively, please e-mail help@chamberenergysolutions.co.uk for more information.



How Best to Manage Your 'Shop Front'

Marketing departments across all ranges of trades and industries strive to find the best way to communicate their message to existing clients and potential customers.

At SJG Temporary Works Ltd, we can in the majority of cases allow our expertise within a very niche area of Construction to speak for itself. But to continue any professional momentum, exposure is key. Recent Trade Shows that we've attended in both Birmingham and London have sparked healthy debate around the office, as to how best to put out your stall...online or offline?

Aspects of the Construction Industry, like in all modern business, have been swept into world-wide cyber space and large amounts of business is being won from an impressive website and even through the reach of Social Media. Despite this we believe there are still huge benefits from investing in Trade Shows and discussing your services face-to-face with an old fashioned handshake.

The truth is you cannot ignore either. SJG Temporary Works Ltd has grown exponentially since its inception and has in recent months invested in both a re-designed website, trade show exhibitions and traditional magazine advertising.

All of which have the same aim: to increase our reputation as the expert consultancy in the Procedural Control of BS5975 and as a 'one-stop shop' for Temporary Works Construction through our Training courses, Site Support services, Contract Support and our full range of Temporary Works Design.

So, ambitious construction contractors of the UK, contact us today via our website, by phone, e-mail, tweet or a hand-written letter! Let us be 'Your Permanent Contact for Temporary Works'.

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www.semsltd.com



When Good Book-Keeping is Not Enough..

There comes a point in a business lifecycle when a company needs more than just good book-keeping, this may be due to expansion, change in markets and even changes within the economy.

Greater finance insight, focused around your specific business needs can often help you in deciding what the next steps are and what is needed to achieve them.

Access to professional accounting services can be daunting and expensive and may not create the business relationships you are hoping for. At BiO Associates we aim to bridge the gap between having internal permanent finance experts and employing external consultants.

The services we provide build upon the financial essentials of your company to provide greater insight into your business operations and provide solutions to ensure your business goals can be reached.

These services BiO offers are based around the following areas:

Essentials: finance policies, book-keeping systems, financial reports, PAYE and HMRC submissions.

Insight: forecasting, resource planning, risk analysis, product profitability and Key Performance Indicators.

Solutions: change management, project management, capital appraisal, business cases, risk appetite reviews and cost management.

Strategy and Assurance: competitor analysis, market analysis, innovative business structures, modelling, creative business strategies and assurance reviews.

To deliver these services we can work alongside your staff and help strengthen your financial resources or provide a one-off consultation for a specific issue.

If you would like to see how BiO can assist your business, contact Andrew at a.green@btoassociates.co.uk or telephone **0800 2289702**.

Alternatively visit www.btoassociates.co.uk for more information.

THE ST JAMES HOTEL - GRIMSBY



For over four decades The St. James Hotel has been at the heart of Grimsby's town centre providing accommodation for visitors and offering an excellent service to customers.

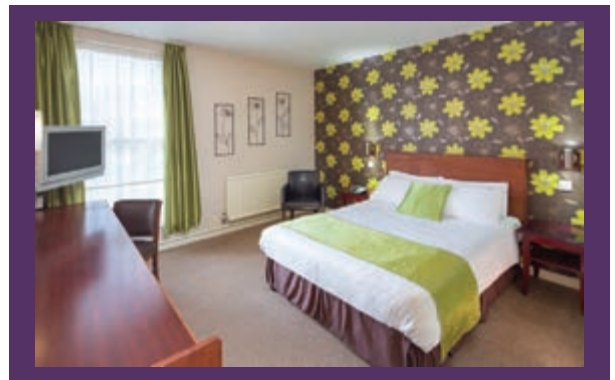
Within the Hotel there are 125 rooms, all of which boast:

- En-suite bathroom
- Tea and coffee making facilities
- Complimentary Parking (80 spaces including 4 disabled)
- Flat Screen Television
- Free Wi-Fi throughout

Easy access, with a short walk to the nearby train and bus stations.

Close to a number of family-friendly amenities, a bustling shopping centre and thriving nightlife.

Conferencing suites which are suitable for seminars, presentations and meetings can be customised to suit individual requirements and essential equipment is provided along with refreshments and meals.



On the ground floor is the Chantry Restaurant which serves a delicious variety of dishes throughout the day, 7 days a week.

The restaurant along with the relaxing bar and lounge area is available to hire for a wide variety of functions.

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hotels

For more information about The St. James Hotel
Telephone **0844 736 8612** or visit the website at www.corushotels.com



Changes to Threshold Bring Debt Warning for Businesses

Government moves to raise the bankruptcy threshold have prompted a warning to businesses from debt collection specialists at Bridge McFarland Solicitors.

The changes, due to take effect in October, will increase the minimum level of debt for bankruptcy from £750 to £5,000. The aim is to provide easier access to debt relief for individuals who are financially vulnerable and to dissuade creditors from using bankruptcy to collect relatively small debts from individuals. The threshold for liquidation, the insolvency of a limited company, remains unchanged at £750.

Rob Ripley, Head of the Dispute Resolution Department at Bridge McFarland, said: "Although the new threshold is aimed more at individual debt than business debt many businesses operate as sole traders or partnerships and the increased threshold will apply to them too. Creditors of those businesses will lose a powerful tool to pursue

business-to-business debt where the amount is less than £5,000, which is very often the case."

Caron Kendall, the firm's debt recovery specialist, added: "The increase in the threshold will make it more important than ever for those doing business with sole traders and partnerships to manage the amounts they are owed and to keep on top of credit control and debt collection.

"It is natural to worry that taking a firm line on debt recovery could lead to the loss of clients; we can take a robust approach while being one step removed from the relationship between debtor and the creditor.

"It will be interesting to see the effect of the change but it is another reminder that businesses, especially small businesses, should monitor their debts and not let small amounts build up into something serious that leaves them more widely exposed. The old adage that cash is king is as valid today as it ever was."



Rob Ripley

Seek Professional Advice When Pension Reforms are Introduced

The Insurance Partnership Financial Services (TIPFS) is urging retirees to seek professional, personalised advice due to new pension reforms coming into force this spring.

The 6th April, dubbed 'Pensions Freedom Day', saw the most radical changes to pensions in almost a century take effect. The changes will give people aged 55 and over more control over how they withdraw benefits built up in their pension fund.

Retirees now have the option to make as many withdrawals from their pension fund as they wish, with the option to withdraw their entire pension. 25% of each withdrawal will be tax-free, and the remainder taxed as income. Whilst these changes give pensioners more freedom, experts are warning them to be cautious, as Paul Hodgson, Managing Director of TIPFS, explains:

"We want to make sure everyone has the right information to hand before they withdraw funds from their pension, so we advise anyone thinking of doing so to seek impartial advice. Pensions are designed to provide an income for retirement, so anyone thinking of withdrawing funds should consider what they will require for later years. Also, withdrawals will be added to any other income you receive, so individuals could unwittingly find themselves paying a higher rate of tax – 45% in some cases."

Other changes announced by the Chancellor include the abolition of the 55% tax rate on death and an increase in retirement age to 57 in 2028. To help people make sense of the



Director Paul Newman receiving a plaque from Membership & Business Manager Bruce Massie on becoming a Patron of The Chamber

changes, TIPFS has launched a factual mini-site at 'ukpensionchanges.com' where people can find out more about the freedoms and any tax implications.

Tel: 01482 217234
<http://ukpensionchanges.com>
<http://tipfs.co.uk>

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We believe that wine should be fun when you're drinking it so with more than 1350 varietals of wine to share with you. So when we recommend a wine we know you the customer will enjoy the experience of experimenting with wines.

Fleur du Cap Chenin Blanc Bergkelder Selection, Coastal Region 2013

The nose is very fruit driven with aromas of citrus and green apple rounded off with hints of vanilla oak. Medium-bodied wine with a good balance. The grapes were sourced from selected low yielding vineyard blocks in Stellenbosch, Darling and Elgin.

Villa Maria Clifford Bay Reserve Sauvignon Blanc Marlborough 2013

A quite superb Sauvignon Blanc, from premium vineyards in the Awatere Valley. The benefit of the moderating sea breezes during the warm summer months helps produce fruit with great intensity of flavour. Awards GOLD (2013) International Wine Challenge



Jack Nicklaus Private Reserve, Napa Valley 2010

Deep black cherry fruit with accents of vanilla and smoky spice on the nose. The concentrated layers of dark fruit, black cherry and black raspberry are wrapped with velvety tannins on the long finish.



Nederburg Ingenuity Red Western Cape 2012

An innovative blend of Italian varieties Sangiovese, Barbera and Nebbiolo Shows ripe aromas of blackberry, cherry and plum with a note of spice; supple with fine tannins this has an elegant and muscular palate. Awards COMMENDED (2011) International Wine Challenge.



Man O' War Dreadnought Syrah, Waikato Island 2010

Sourced from the steepest hillside vineyards, the Syrah for the Dreadnought was hand-harvested, de-stemmed without crushing and fermented in small open-top fermenters. The aroma opens up with white pepper, star anise and blueberry and shows hints of wild game and a subtle floral fragrance. Awards SILVER (2010) International Wine Challenge.



Wise Sea Urchin Cabernet Rosé, Great Southern 2012

Using the traditional 'saignee' method to achieve a delicate colour, the juice spends about 18 hours on its skins, then the free run juice sent to stainless for ferment. Shows incredibly intense bright red berries on the nose and a palate of strawberries and cream.

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San Pietro, Restaurant with Rooms Awarded AA 4 Gold Star Recognition

We are delighted to announce that San Pietro has been awarded AA recognition with a quality rating of Four Gold Stars for the category 'Restaurant with Rooms'.

San Pietro has also been given the Double AA Rosette Award for Culinary Excellence.

This puts San Pietro in the Top 10% of all UK restaurants.

AA Star ratings are awarded annually for quality and consistent standards of hospitality, service, food and comfort.

Michelle Catalano, co-owner of San Pietro commented.

"We are thrilled to receive the prestigious Double Rosette award and Four Gold Star accreditation from the AA. We are delighted that Piero and our kitchen team have got the recognition they

deserve for all their hard work and diligence".

"The new boutique style bedrooms are proving very popular with both corporate and private guests and we are looking forward to a very exciting year ahead."

San Pietro is also featured in the Michelin Guide 2015

For more information and details see our website and sign up to our newsletter

info@sanpietro.cuk.com
www.sanpietro.uk.com



Chamber Expo 2015

Book Your Stand and Gain Contacts and Business!
 Tuesday 2nd and Wednesday 3rd June 2015
 The Airco Arena, (next door to the KC Stadium), Walton Street, Hull, HU3 6GA

CHAMBER Expo 2015, the region’s premier and largest business event, is filling up quickly, but there’s still time to book a stand. This is great way of raising the profile of your company, your products and services and to gain business contacts and sales.

The two-day event is staged as part of Humber Business Week 2015.

Organised by the Hull & Humber Chamber of Commerce and now in its 19th year, the annual Expo is the region’s largest business-to-business event, with over 1000 business people, from all types and sizes of company, in attendance.

With more than 100 exhibition stands all on one floor level, it’s the ideal opportunity for companies of all sizes to showcase their products and services to hundreds of business people across the length and breadth of the region.

Exhibitors have a choice of two different sized stands, either 3m x 2m, or 4m x 2m. These are

fully-working, ready-to-use exhibition stands.

Chamber Expo 2015 represents a huge networking opportunity, as well as showcasing your products and services,

Speed Networking sessions will also be held. These are fast and fun and are very beneficial for people looking for new contacts and more work. There will be three sessions over the two-day Expo, and it’s completely free to get involved and promote your firm to potential clients and customers. Speed Networking ensures that you meet around 20 people per session – contacts you may otherwise never have made.

There is also a Networking Lunch at the KC Stadium, immediately after the Expo’s 12 noon Opening Ceremony. The guest speaker at this Lunch is Martin Green, Chief Executive of Hull: City of Culture 2017. Martin will give an outline of the exciting events and activities that will involve and benefit businesses in Hull and Humber region in 2017.



If you need to stay in touch while you’re at the Expo, complimentary Wi-Fi will be provided and there is plenty of free parking.

All business people are welcome – you do not have to be a Chamber Member to attend. The aim is to have as many companies at the event as possible.

For more information, or to book your stand, call Bruce Massie or Janice Harrison at the Hull & Humber Chamber of Commerce, on **(01482) 324976**, or alternatively, email **b.massie@hull-humber-chamber.co.uk**
www.hull-humber-chamber.co.uk



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01482 762102
Lean Data Management

Name

Adrian Smith

Company

Adrian Smith Rating

Job Title

Director



I joined the Valuation Office of the Inland Revenue in 1975, and worked in various locations across the country until 2000. Then went from 'poacher to gamekeeper' using my expertise to advise the Private Sector on all aspects of Business Rate Liability

Adrian Smith Rating provides specialist advice on Business Rates to a range of clients in the industrial, manufacturing, transport, storage, retail, commercial and public service sectors across the United Kingdom, but primarily in the Humber Region.

I am married to Ann, who is always there to support me, and I am fortunate to have the support of many others who work both in and with my company.

My interests are rock music, motorcycles and eccentricity.

What was your first job and what was the pay packet?

A Saturday job in a record shop while still at school. My pay was usually taken in the form of three 'albums' and the end of the day.

What do you always carry with you to work?

Diary and a sense of humour.

What is the biggest challenge facing your business?

The biggest challenge for me is keeping one step ahead of changes in Government Policy on matters relating to the Business Rates.

If you were Prime Minister, what one thing would you change to help business?

I would introduce a Business Rate Discount Scheme linked to the number of staff given, and retained, in employment by a company. A potentially complex issue, but one I believe could be self-financing. I am willing to advise the next Government over a coffee?

What can you see from your office window?

Potential Clients.

If you could do another job what would it be?

My current business would always be my first choice in fact, I would not wish to have another job. I love this one!

As a business person, what are your three main qualities?

Honesty, Experience, Humour.

What was your biggest mistake in business?

Underestimating my capabilities and potential.

What advice would you give to aspiring entrepreneurs?

Never be afraid of failing, you can always try again. Far better to look back and know you gave it your best shot, than to wonder what would have happened if you had. As a member of 'For Entrepreneurs Only', I know many local business men and women who are always there to offer advice.

Who do you admire most in business?

One I will choose not to name, but an MD of a very successful company who I now know personally. And the second, Katie Piper, who I saw at the Women in Business Awards last year – Inspirational!

Chamber Events Diary 2015

Members' Speed Networking and Lunch

Friday 24 April 2015

Hallmark Hotel, North Ferriby

Sponsored by Humberside Apprentice Support Service

Northern Lincolnshire Business Awards

Friday 15 May 2015

The Baths Hall, Scunthorpe

Bank of England Speaker Breakfast

Friday 22 May 2015

University of Hull, Nidd Building

Chamber Expo 2015

Tuesday 2 and Wednesday 3 June 2015

The Airco Arena, Walton Street, Hull

Members' Speed Networking and Lunch

Tuesday 2 June 2015

KC Stadium, Hull (Part of Chamber Expo 2015)

Members' Speed Networking and Lunch

Friday 17 July 2015

Oaklands Hall Hotel, Laceby, near Grimsby

St Leger Ladies Day with The Chamber

Thursday 10 September 2015

Doncaster Racecourse

Members' Speed Networking and Lunch

Friday 18 September 2015

Hull University Staff House

Chamber Bridlington & Yorkshire Coast Business Awards

Friday 16 October 2015

The Spa, Bridlington

Members' Speed Networking and Lunch

Friday 30 October 2015

Forest Pines Hotel, Broughton, near Brigg

Members' Speed Networking and Lunch

Friday 27 November 2015

Cave Castle Hotel and Country Club

Take advantage of your Chamber Membership by attending the wide range of events we organise to help you to meet potential clients and develop valuable business relationships. Please note that dates are subject to change. An up-to-date events diary is available on our website

www.hull-humber-chamber.co.uk



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or

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on the 2 and 3 of June at stand 28

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business coaching



PAM FEATHERSTONE is an award winning business coach with over 30 years of experience in running her own successful businesses

Accredited Growth Accelerator Coach
Approved Growth Voucher Coach
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