

TARGET

For the People of Tayside Contracts Issue 40 October 2008

"Community Benefit Through the Pursuit of Excellence"

TAYSET® LAUNCH AT COLLACE QUARRY – By Ewan Duncan, Works Manager (East)

The recent launch at Collace Quarry of our new **Tayset®** sustainable road paving system was a huge success, and it has placed Tayside Contracts right in the forefront of the industry. A day of presentations and live demonstrations (featured on BBC news) was attended by over 100 people, including national and local politicians, representatives of a number of local authorities and existing customers, as well as industry and utility company representatives.



John Swinney with Surfacing Crew "Walking the Job"

The guest of honour was Mr John Swinney MSP, Cabinet Secretary for Finance and Sustainable Growth, who said that he was delighted to have been asked to launch **Tayset®**, a product that would bring many benefits from economic and environmental perspectives.

He described **Tayset®** as "unique", pointing out that it had taken three years of dedication and hard work between Tayside Contracts and Dundee University with invaluable input from specialist bitumen makers NYNAS, to develop the new asphalt road surfacing system made from recycled construction waste.

"It has the potential to produce savings of over £6 million per year when compared with using traditional asphalts, but **Tayset®** is more than just a low cost, road surfacing product. **Tayset®** offers numerous other benefits for contractors, clients and customers.

He went on to say, "We in Government have made no secret of our aim to increase sustainable economic growth and re-establish Scotland as an economic powerhouse. We can and, I believe we will, make Scotland the envy of those around us.

The launch event was opened by Iain Waddell, Managing Director of Tayside Contracts, who said "When the company started to look at the development of a sustainable road paving system it quickly realised that not all of the required skills and facilities were available in house. Scottish Enterprise Tayside had suggested that the best way to take the project forward was to try to have it accepted by the Knowledge Transfer Partnership (KTP) programme. This programme is intended to bring the different expertise of business and academia together for the mutual benefit of all involved.

"It didn't take us long in deciding that our academic partner should be the University of Dundee, with our other partner for the project being NYNAS, our bitumen supplier. "Our motivation was twofold, firstly, a deteriorating road network with an increasing backlog of repairs and secondly, the need to develop a sustainable process that would conserve precious non renewable resources". "At an estimated 15% reduction on the cost of traditional material it could save a potential £6M annually which could be reinvested in the road network. The guests were played a new DVD which has been produced by Tayside Contracts showing the various stages of the **Tayset®** process.

STOP PRESS - TAYSIDE CONTRACTS WIN APSE AWARD - See Page 2

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Grapevine



by Iain Waddell
Managing
Director

Is recession here or not? Whether it is or is not doesn't really matter because what we are facing is our costs rising quicker than general inflation. The increase is around 10% for construction materials, hired plant etc with similar levels of increases in food costs. In addition to this our wage bill has risen substantially as a direct result of the implementation of the new pay scales following the completion of the single status and job evaluation exercise. We also know that Council budgets are not going to increase over the next couple of years.

To date our business plan objective of increasing our income from both within the Councils and associated bodies and from other customers has been very successful. For example at the beginning of August we took over the catering contract with Tayside Police and we are looking to develop a strong partnership with them over the coming years. We have also been involved in road works and the supply of quarry material for the Drumderg wind farm near Alyth and also the infrastructure associated with the Gwest golf complex adjacent to Gleneagles.

While we intend to continue with this strategy there is a limit to how many new income streams we can obtain due to the uncertainty of the wider economy. However, if we are to remain competitive in the future we need to reduce our costs. We are therefore now bringing equal focus on "Becoming more Efficient". This is nothing new as under the Best Value regime we have had a requirement to deliver efficiencies year on year. The only difference is that we need to speed up what we were planning to do both in our business plan and in each unit's service plan. We are looking at all our processes and methods of delivering services both at the "sharp end" and in the back office services. You can help us with this as small changes can produce large benefits, for example studies have shown that changes in driving behaviour such as a) in the way you accelerate and brake, and b) turning the engine off when the vehicle is stopped can reduce fuel costs by around 10%. In money terms if this can be achieved we could reduce our fuel bill by around £120,000.

We are not only looking at efficiencies which can reduce our operating costs but are also looking for new ways of working. The development of **Tayset**[®] our new sustainable paving system is an example of this offering not only financial savings to our customers but it also helps to reduce our carbon footprint. I am delighted that this won the APSE national award for the Best Environmental Initiative at the ceremony in Nottingham on 11 September 2008. Congratulations to all involved in the development of this system which you can read more about on the front page. Congratulations also to everyone involved in the street lighting partnership with Dundee City and Perth and Kinross Council for reaching the final of the APSE national awards in the Public/Public Partnership Working category.

STOP PRESS - TAYSET[®] WINS - APSE - NATIONAL AWARD

Tayside Contracts has just picked up a major national award for **TAYSET**[®] launched in June, winning the Best Environmental Initiative category in the Association of Public Service Excellence (APSE) annual service awards which attracted 350 entries.

Representatives from Tayside travelled to Nottingham for the award ceremony at APSE's annual seminar. Pictured above from left to right are



Councillor Bob Myles (Angus Council Leader and Vice Convener Elect of Tayside Contracts Joint Committee), Annabel Croft (presented award), Dennis Day (Nynas Bitumen), Ewan Duncan (Tayside Contracts), Grant Milne (Tayside Contracts) Councillor George Regan (Vice-Convenor of Dundee City Council), Wayne Fortune (Tayside Contracts), Gordon Archer (Carbon Accountable).

Councillor Myles said "Tayset has put Angus, Dundee, and Perth and Kinross Councils in the forefront of the nationwide environmental movement, and it is also a highly valuable commercial product".



Shona receiving her Award

The National Final of the School Chef of the Year (SCOTY) 2008 organized by Local Authority Caterers Association (LACA) took place on 11 June in Birmingham.

Shona Sutherland, Cook in Charge at Coupar Angus Primary School, reached the final by winning the Regional Final in March at Tyne Metropolitan College, Tyne and Wear.

The SCOTY competition puts the preparation, cooking, creativity and presentation skills of school chefs to the test with each entrant required to produce, in just one and a half hours, a healthy balanced two – course meal comprising of a main dish and dessert that would appeal to 11 year old school children.

The dishes must conform to national nutritional standards and can be made up of poultry, meat, fish and non meat proteins. A maximum of 90p a head is allowed for the food cost of a main course and dessert for one child. Shona impressed the Judges with her high standards, skill & professionalism.

Her culinary delights comprised a main course of Sesame Chicken, Julienne of carrots and broccoli, layered on a butternut squash croquette cake topped with sweet and sour sauce followed by a mouthwatering dessert of Oatmeal and Honey cookie with fresh raspberries pear yoghurt medley on drizzled caramel sauce.

Shona's hard work and innovative flair shone through when she was awarded the prize for Highly Commended Main Course. She was presented with a Trophy by celebrity chef John Burton Race, who joined the judging panel for the second year and described himself as "an avid supporter of the School Chef of the Year Contest". The catering unit is very proud of Shona and all her achievements and wishes her every success for the future.

Osiligi (Masai) Warriors in Auchterarder

By Ralph Anderson, Area Supervisor (Perth & Kinross Catering)

During a recent British tour a group of Osiligi Warriors attended an African Themed Week in the Community School of Auchterarder. On the day of their visit they took lunch in the dining room and were very happy to find Lamb Bobotie on the menu.

This is a dish that has been recognised as the national dish of South Africa since 1954, and is a lightly spiced lamb mince dish with an egg custard mixed through.



Bobote (Serves 4)

- 500g Minced Lamb (Beef if preferred)
- 1 Large Onion
- 20ml Oil
- 3 Cloves of Garlic (Finely Chopped)
- 3 Teaspoons Mild Curry Powder
- 1 Teaspoon Mixed Herbs
- 1 Tbsp Tomato Puree
- 50g Dried Apricots (Finely Chopped)
- 3 Desert Spoons Mango Chutney
- 250 ml Whole Milk
- 3 Large Eggs - Seasoning

Method

- 1 Gently fry off onions for 5 minutes in the oil.
- 2 Stir in the mince and cook off for a further 15 minutes.
- 3 Stir in the garlic, curry powder, herbs, tomato puree, apricots and chutney.
- 4 Continue to cook gently for 10 minutes.
- 5 Beat egg with milk adding seasoning to taste.
- 6 Place meat mixture into a baking dish, pat down and pour egg mixture on top.
- 7 Place dish into a preheated oven at 180°C .
- 8 Bake for 35-40 minutes, remove from oven and cool for 10 minutes.
- 9 Serve with crusty bread and a tossed salad.

4 Craighall Gorge - By Sandy Morrice, Senior Project Agent

Many of you who have travelled on the A93 north of Blairgowrie would be aware of the temporary bridge and traffic lights put up as a "short term" measure due to a landslip in Craighall Gorge way back in 1985.

Last year a contract was awarded to I&H Brown to build a new road on a new alignment, completely bypassing the gorge for a value of £5.4million. Works started late October 2007 and Tayside Contracts managed to secure the supply of dry materials to the site from Collace Quarry and the sub-contract for all the surfacing, signing and road marking works. The sub-contract works alone were in the order of £900,000.

Our first surfacing visit to the site was in February this year with several more visits as and when sections became available. Throughout the duration of the contract, Collace Quarry has supplied 43,000 tonnes of dry material to I & H Brown and 12,500 tonnes of coated material to our own surfacing crews. We managed to achieve the main contractors deadline for having to have the new road open to traffic by 18 August this year and my thanks go out to all personnel involved in helping us to achieve this. The new section of road had it's official opening by Stewart Stevenson (Transport Minister) in September.

Find and Fix Partnership Success at Award Ceremony - By Alasdair Angus (Summer Student)

The triumph for the Roads and Transport Defects Kaizen Blitz Team, a joint project between Tayside Contracts and Perth & Kinross Council, occurred at the Perth & Kinross inaugural "Securing the Future" awards ceremony which took place at Perth Concert Hall in May 2008. These awards set out to recognize teams of employees demonstrating high levels of achievement in their various projects.

Nominations were made on behalf of teams and work colleagues for an award, based on the four defined categories:-

Award Category 1 - Securing the Future, 3 Levels

Award Category 2 - Community Engagement

Award Category 3 - Promoting Sustainability

Award Category 4 - Equalities

The partnership team won the Gold Award in Category 3 of the award scheme, Promoting Sustainability, with the award scheme organising committee recognizing how staff from both Council and Contractor (Tayside Contracts), undertook a review of existing practices and developed new ways of working which have resulted in a more responsive, efficient and sustainable approach to defect repairs.

From the initial pilot scheme, the Find and Fix squads act on reports of serious defects in roads or pavements found by inspections and general public information using new purpose built liveried vehicles, electronically linked to the Council control centre.



Dave Gillies, Margaret Norwell, Gillian Robinson, Gavin Stevenson, Graeme Fergusson, Hazel Hutchinson, Gillian Lumsden



There are three classifications of road defect;

Category 1: Must be repaired within three hours.

Category 2: Must be repaired within 24 hours (or by the end of the following day).

Category 3: Within seven days

The Find and Fix squads will react immediately to reports of Category 1 and 2 repairs. There are also squads covering Perth City, Highland Perthshire area and the Kinross area. Other workmen will work to repair Category 3 defects on a more structured and scheduled basis.

Pictured left are Miller Cleland, Dave Nicoll, George McNeil and Dennis Gilzean

New Talent Boosts Training Team -

By Ron McCabe, Training & Development Manager

Tayside Contracts Training team has been boosted by the appointment of Melanie Webster and Colin MacDonald. Mel's role as clerical support will be the first point of contact for any training related questions and queries. Colin was recruited as an instructor responsible for developing plant and drivers training and work-related learning. Previously Mel worked in DC Thomson's offices in Dundee and is looking forward to meeting many of our internal customers. Colin joined us from Perth and Kinross Council, Environmental Services and brings a wealth of knowledge and skills to his post and is looking forward to a new challenge within the training team.



Cleaning Staff Avert Disaster at Kinross High - By Ibukun Strachan, Area Cleaning Services Manager (Perth) 5

Kinross High School cleaners were praised for their actions due to their quick thinking during a fire emergency at the school.

On a recent Friday in June, Sandra Dick a cleaner at Kinross High School, thought she could smell smoke coming from a classroom in the IT department. On opening the door, she discovered thick smoke coming from the corner of the room. After closing the door, Sandra alerted the Cleaner in Charge, Violet Wardrope. They both checked that all nearby fire doors were closed, activated the fire alarm and contacted the emergency services before evacuating the building.

The fire crews soon arrived to find a well developed fire which took around two hours to dampen with firefighters remaining on the scene for several hours after the flames were extinguished. The fire had destroyed one classroom and had threatened much of the ground floor of the school. It was reported in the Courier that only the quick thinking of the cleaning staff, and the efforts of the emergency services saved the building from catastrophe. Following an investigation, an electrical fault has been identified as the cause of the fire.

The Kinross HS cleaning staff were all involved in the clean up operations in the days that followed, and did a great job. Violet and Sandra were presented with flowers and gift vouchers for their prompt actions and quick thinking by Andy Cook, Perth and Kinross Council, Ibukun Strachan Cleaning Area Supervisor, and Dawn Killean, Cleaning Services Manager.

BE SAFE, BE AWARE – Don't give Fire a Chance.....



Ibukun, Dawn, Violet, Sandra and Andy



Developing our People - By Susie Boffey, Assistant Training Officer

On 11 August 2008 we welcomed 13 new Roadworkers to Tayside Contracts based in Forfar, Arbroath and Fairmuir Depot. They embarked on a week's long programme with the Training Section to deliver key skills before being placed in their working squads.

The training covered areas such as corporate induction, COPSAR (Code of Practice for the Signing of Roadworks), abrasive wheel, cat and genny and plant training on Tracair. This training was put into full practice when Colin MacDonald, Assessor/Verifier placed them in three working squads throughout our training centre at Cleaves on various tasks which enabled them to use the skills they had learnt and also give us a good indication of the level of support which is needed/required when they return into the workplace.



On behalf of the training section, I would like to wish these employees "The Baker's Dozen", all the best in their employment and hope that we all offer them the same kind of support they require on the jobs.

Stores Achieving Success - By Susie Boffey, Assistant Training Officer

During 2007 the Scottish Government funded the *Speed* Training Course which was part of a pilot programme aimed at the logistics and transport industries. Go-Ahead Training, Dundee were allocated a number of training places and Tayside Contracts took the opportunity to make it available to some of the stores personnel. The learning and employee involvement was supported by Derrick Howie Stores Manager who recognised the opportunity to develop members of his team.



Mel Lackie, (Ruthvenfield Stores) successfully completed the programme and his certificate was recently presented by Iain Waddell, Managing Director.

George France (Ruthvenfield Stores) who recently achieved his SVQ Level 3 Distribution Warehousing & Storage Operations was also presented with his certificate by Iain Waddell, Managing Director.



6 Single Status – Achieving Equality - By Frank Reilly, Head of Personnel Services



Back: Joyce Buist, Clarcq Neville, Leanne Reilly
Front: Mandy Leeder, Frank Reilly, Angie Dodds

Single Status has been the largest and most complex employee reward and relations process Tayside Contracts has ever had to deal with. Unlike previous major changes in employees' pay and conditions, which were largely determined at national level. The Single Status pay system and the range of associated employee relations issues had to be designed, negotiated and implemented at local level. This represented an unprecedented challenge to Tayside Contracts and placed a heavy burden on the Personnel Unit. As you know, Single Status was successfully implemented on 1 July 2008.

The vast majority of Tayside Contracts employees saw their pay increase through Single Status and the new terms and conditions were implemented with the greatest level of consensus which could possibly have been achieved in the circumstances. I appreciate entirely that there are colleagues who remain disappointed. However, all employees whose contractual pay will reduce under Single Status will receive pay protection for up to three years. We will also continue to explore ways through, for example, job redesign to avoid those employees remaining in detriment at the end of the three year protection period. I am also aware that a significant number of employees have indicated their intention to appeal.

Appeals will be heard by panels made up of management and trade union representatives and we are committed to ensuring that appeals are considered fairly, objectively and as quickly as possible. The first stage of the appeals process is already under way and it is our intention to begin hearing appeals towards the end of this year.

I would like to express my gratitude to the Single Status Project Team for their individual contributions and for being a team that remained wholeheartedly committed to doing whatever was necessary to get the job done. All great teams develop their own unique "personality" over time, it becomes a reflection of everyone involved. Along with me as the core members of team were Angie Dodds, Personnel Project Manager and Clarcq Neville, Financial Services Officer. As someone once said, 'to err is human, but to really screw things up on a grand scale you need a computer.'

Both Angie and Clarcq are systems experts in their particular fields and given the volume of HR and financial data involved and the degree of systems customisation and reconfiguration required they had limitless scope to 'screw up on a grand scale' but despite the intense time-pressure they were working under they got it right first time, every time and on time.

Angie as Project Manager has been involved in Single Status from the outset and was one of only 9 job analysts selected from throughout Scotland to develop the Job Evaluation Scheme. This was a highly complex and technical process and her involvement and contribution at national level is a tremendous accolade for Angie personally and for Tayside Contracts. As we moved towards implementation the core members of the Project Team were joined by Leanne Reilly, Senior Personnel Officer, Joyce Buist, Personnel Administration Officer and Mandy Leeder, Personnel and Payroll Systems Administrator. Leanne along with Angie is now responsible for the Single Status appeals process. They will design and deliver a training programme for managers and trade union representatives who will hear appeals and will also attend the appeal hearings as technical advisers to the panels.

This was a 'create from scratch', 'once in a lifetime' project (I hope) and as Project Leader it was my job to ensure that the 'big picture' goals and objectives were clearly communicated from the outset, and that everyone had a stake in, and a share of, the responsibility and accountability for the outcome of each phase whilst never losing sight of how and where their individual tasks fitted into the final product. This project was genuinely seen as the property of the whole team and not just 'owned' by the Project Leader or Project Manager.

Appeals Process - What Happens Next?

- ▶ **29 August 2008** ~ Appeal submission window closed
- ▶ **1 September 2008** ~ Sifting and grouping process began – this will help ensure all valid appeals are dealt with as soon as possible
- ▶ **28 October 2008** ~ Employees informed if their appeal is inadmissible and will not progress any further or admissible and will progress to the hearing stage (appeals will only be considered inadmissible by agreement with the Trade Unions and it is likely that only very few appeals will be ruled out on the grounds of inadmissibility)
- ▶ **October & November 2008** ~ Appeal Panel members undertake a 3 day training programme (the Appeal Panel pool consists of 10 management and 10 trade union representatives)
- ▶ **December 2008 – August 2009** ~ Appeal hearings. Due to the volume of appeals we are estimating it will take this amount of time to hear all the appeals
- ▶ **September 2009** ~ Overall appeal validation carried out to ensure consistency and final decisions made on appeal outcomes
- ▶ **October 2009** ~ Employees informed of the outcome of their appeal and backdated to 1 July 2008 if a higher grade is awarded

There is no further right of appeal after this stage.

The new multi million pound Gwest development started in May 2008 with the new access road expected to be completed in October this year. The Gwest project is being developed at Gleneagles with the creation of a luxury golf resort and housing development. Ochil Developments Limited are heading the Gwest project with Tayside Contracts as their main contractor. Tayside Contracts are responsible for all the setting out and financial running of the project. Their sub contractor, King Contractors Limited will be responsible for all construction works on the site.



Last November, Tayside Contracts alongside King Contractors completed the first phase by widening the Braco Road with a successful outcome and in August of this year we successfully completed a series of passing places. The work is being managed by an engineering team consisting of Jimmy Laing (measurement), David Gray (setting-out), with Neil Adams and Alasdair Angus giving technical assistance to them both.

The Gwest project has started to gather a fast pace with the earthworks stage almost complete and drainage about 40 per cent complete. So far we have moved an estimated 30,000 cubic metres of suitable material ready for TYPE 1 to be laid on top after the kerb log is complete. The kerb log and concreting for the bridges is due to start in mid September, so we are hoping for a dry spell.

The picture above shows the main access road consisting of two kilometres of road, four bridges and a kilometre of watercourse, which is a massive job in itself. Tayside Contracts are also earmarked to construct the complete road network (12km) in total within the complex which will include the construction of the main access road leading to the new 5 star, red star Hotel and new Golf Clubhouse.

Best Roads Maintenance Contractor 2008 - *By Alasdair Angus, Summer Student*

Tayside Contracts has won the West Lothian "Considerate Contractor Scheme Award" for the Best Roads Maintenance Contractor 2008. The awards ceremony was held at the Cairn Hotel, Bathgate with Tayside Contracts being shortlisted for three of the four awards, Most Improved Contractor, The People's Award and Best Roads Maintenance Contractor. Tayside Contracts involvement in West Lothian's Capital Programme started in 2004 assisting with a programme of works, updating the standard of roads on which West Lothian Council have invested a total of 81 million pounds. The Considerate Contractor Scheme aims where possible to reduce inconvenience, frustration and unnecessary danger to road users and pedestrians caused by the works. Inspectors from Roads Services and trained members of the public (lay assessors) inspected sites with the results reported on a monthly basis.



Dave Gillies, Peter McCormack, Jim Laing, Brian Angus & Davy McCormack

These results, together with quality, safety and cost assessment were collated for every Contract worked on by all the contractor's employed on the programme. Every contractor was then assessed, scored and nominated subject to qualification criterion for award in the 4 categories with award's made at the Annual Awards Ceremony. Collecting the top award is seen as a job well done for both Tayside Contracts own personnel and our contracting partners, McCormack and Kilmac since it was won in the face of stiff opposition from over 20 Civil Engineering and Surfacing companies.

The LACA (Local Authorities Catering Association) Awards for Excellence 2008 –

By Ian Shepherd, Head of Facilities Services



Each year the Awards acknowledge individuals and teams of people who continue to make a real difference in Education Catering. The Awards Ceremony took place at the LACA National Conference Gala Dinner on Thursday 10 July at the Hilton Metropole Birmingham.

This year the LACA National Chairman's Award was awarded to eight individuals from throughout the UK of which Tayside Contracts Catering Services Manager Bill Kennedy (far left of picture) was honoured by the National Chairman for having made significant contributions to the Association and Education Catering.

8 Couttie Bridge, Blairgowrie - *By Colin Henderson (Blairgowrie Depot Supervisor)*



Those of us who use the rural roads become complacent about the permanent structures that make it easy to get from one place to another, yes, I'm talking about bridges.

In bygone days when there were no permanent bridges over rivers, our ancestors had to either wade across or look for a suitable point to cross with their horse and cart, that wasn't too deep or sludgy, otherwise they were stuck or at the very best delayed in arriving at their destination. Times have moved on.

This year a low loader lorry had an argument with the Couttie Bridge over the River Isla on the North side of Coupar Angus. The result was the lorry won and a fair section of the bridge wall ended up in the river. "Couttie Bridge" has probably had

many a knock over the years, but this one in May must be recognised as one of the worst accident damage it has had since it was built. The history of the bridge as far as I can piece together is that during the Georgian Era (1740 – 1830ish) the Government constructed the bridge across the river Isla in 1766.

Around this time Coupar Angus seems to have been an important stopping off point for Government forces stationed at Cumberland Barracks (Coupar Angus) on route north or south following on from the Jacobite Rebellion of 1745.



Michael Downie and Alan Findlay

Prior to the bridge, the road stopped at the riverside, where there was a "riding stone" and "wading stone" (which may still be below the bridge) originally to mark the course of the "Ford" used before the erection of the bridge. Fords were places where the river or stream ran shallowly and where the surface of the riverbed might be paved or at least worn flat.

The bridge was obviously a great benefit to the residents of Coupar Angus and Blairgowrie areas and would be sorely missed, so it's thanks to the Road Maintenance crew from Blairgowrie, Alan Findlay and Michael Downie who have completed the repairs to the satisfaction of Perth & Kinross Council.



Alan Findlay puts last stone in place

Local Authority Caterers Association (LACA) in Conjunction with the Craft Guild Of Chefs – Finishing Touches Static Display Culinary Talent Competition 2008 - *By Bill Kennedy, Catering Services Manager*

"Finishing Touches" is a static display class organised by the Local Authority Caterers Association (LACA) in association with the Craft Guild of Chefs. It is aimed at all levels of staff employed in any aspect of local authority catering who are capable of producing excellent craft pieces, and provides entrants with the opportunity to show off their skills which would not normally be seen during their everyday profession.

The Finishing Touches Competition took place at the LACA National Conference on Thursday 10 July at the Hilton Metropole Birmingham. This competition is in its second year, and this year Tayside Contracts Catering Unit put forward two extremely enthusiastic and talented individuals namely Shona Sutherland (Cook-in-Charge) from Coupar Angus Primary School in Perth & Kinross and Scott Shaw (Baker) from Tay Cuisine our Cook-Chill Production Unit in Dundee.

Scott entered the Decorated Novelty Cake Class and was awarded a Highly Commended Certificate whilst Shona entered the Cold Canape, Petit Fours and Decorated Novelty Cake Classes and was awarded the Bronze Award in all 3 classes. This is an exceptional achievement given the exacting criteria to be met within each class coupled with strong competition from a total of 88 UK local authority entries.

The criteria for each category is been set by the Craft Guild of Chefs with Senior members of the Craft Guild of Chefs chaired by Steve Munkley judging all classes in the Competition. The success is testament to the high level of creativity, skill and professionalism that exists within Local Authority Catering and indeed Tayside.

Victorian Lunch @ Ancrum PS on Friday 20 July 2008 –

By Sheila Petrie,
Assistant Area Catering Manager (Dundee)



*Ancrum Road Primary
Victorian Lunch Menu
Friday 20th June 2008*

*Tayside Salmon Croquettes
(Homemade Salmon Fish Croquettes)*

*Dundee Victorian Casserole
(Beef or Vegetable Hot Pot)*

*Law Hills
(Creamed Potatoes)
Jute Strands
(Boiled Green Beans)*

*Dundee Orange Marmalade Cake
(Steamed Marmalade Sponge)
River Tay Sauce
(Lentil Sauce)*

*Tay Berry Blancmange
(Fruit Jelly Milk Pudding)*



Dundee City Councils' Quality Contact Team worked with Ancrum Road Primary 7 pupils to make over the school dining hall/packed lunch room in the style of a Victorian Classroom. Tayside Contracts were invited to produce and serve lunch using local fayre in keeping with the Victorian theme.

Our team came up trumps, creating a well balanced menu becoming of any stately home, themed using all the history Dundee is famous for, Jute Jam & Journalism and the Discovery Ship.

The children and the Quality Contact Team recreated handmade wallpaper, printed using wooden blocks on fabric, made sculptures of dead animals and hanging chandeliers, painted in rich bright colours to make them look realistic.

The tables were set to receive 20 invited guests and 150 children. Both staff and P7 pupils donned

costumes of the era to become maids and butlers for the day! The event was deemed a resounding success by all the guests who took away a bookmark and favours, along with lots of memories of the occasion.

Invitation



*Ancrum Road
Primary*



Victorian Classroom

Kingspark Primary, Dundee - Spot the Difference Competition - By Gail McMillan, Area Supervisor (Dundee)



Cameron Edwards (P1) pictured with his teacher Marian Mansell, was the winner of the Tayside Contracts "Spot the Difference" competition which was run in all Dundee primary schools.

Cameron won a £100 voucher for "Toys 'r' Us" for his winning entry, and was presented with it by Gail McMillan, Area Supervisor (Dundee) from Tayside Contracts.

Men's Health Week - June 2008 - By Christine Young, Assistant Personnel Officer

Having taken up the opportunity offered by the Community Health Nursing Team on behalf of the Dundee Healthy Living Initiative, Tayside Contracts benefited from the attendance of 3 Community Health Nurses who were visited by 37 men at Fairmuir Depot in Dundee. The scheme targeted men in light of evidence that many men tend not to actively approach their GPs for minor, or occasionally serious, health concerns or queries and have less awareness than women of healthy living issues.

Given that early intervention for many ailments can prevent serious future problems, the scheme was planned to target men to offer advice and information and to encourage a healthier lifestyle. Of the 37 men who came along to Fairmuir on 9 June 2008, several were referred to their own GPs due to high blood pressure, eye checks, chest pain and high glucose. In addition, others were referred to the active for life programme (local gym scheme).

Some men had better eating habits than others, some were very fit and a few had succeeded recently in stopping smoking which was very positive.

Despite the early start for many of our employees it is recommended that all individuals give themselves a good start to the day by eating breakfast and also ensuring that they keep an ample supply of water close by for regular access. Whilst this opportunity was only on offer in Dundee to men, it is hoped that other health initiatives will be available in the future for other locations.

In the meantime, if you have any concerns about your health, or wish some advice about healthy eating habits or stopping smoking this will be readily available from your GP. Any health issues which are impacting upon your ability to carry out your duties should also be raised with your line manager who will liaise with the Personnel Section to ascertain if the advice of our Occupational Health Service should be sought.



*Vicky Park, Louise Smart and Catrina Boal
Community Health Nurses*

10 Retirals - By Garry Mitchell, Project Manager

April saw the operational office in Forfar lose 3 valued members of staff, Kerr Evans (Top) and Chris Thompson (Below), on the construction side, with Joan Findlay in administration.

Kerr, Chris and Joan had been with us for 26, 29, and 36 years respectively, and were all valued members to my team in Angus and more importantly in Forfar for the past 10 years while I was manager.

Kerr has taken a well earned all year round holiday break but Chris has come back to haunt us as a Clerk of Work with Perth & Kinross Council at the Drumderg wind farm, where our Blairgowrie squads are carrying out another £820,000 worth of roadworks. This is a far cry from the 'wee' job, 2 days a week at Tescos he was after.

Joan also left us at the end of April and moved on to do some part time work and spend time with her grandchild. Everybody wishes them well whatever they decide to do with their free time.



New Start at Forfar Depot



New boy on the block in Forfar is Wayne Fortune who started in July. While not exactly new to Tayside Contracts this is his first venture into the big bad world of construction and Angus Council.

Wayne had previously been working within a partnership agreement with Dundee University on the **Tayset**® trials and the successful launch of the product on the 20 June this year.

Sudoku Prize Winner



June Napier, Cook in Charge, Arbroath High presents Sheila Crawford, Catering Assistant, Arbroath High School, with her £50 Shopping Voucher for the winning entry of the Sudoku Puzzle.

Prestigious Catering Contract for "Tayside Contracts" - By Gary Conway, Catering Manager (Tay Cuisine)

Following a successful tender submission, Tayside Contracts are delighted to have been appointed as the nominated Catering Service Provider to 'Tayside Police Joint Board'.

The Catering Contract which commenced on 4 August 2008 has been awarded for a 3 year duration with an extension option of a further year.

Included in the catering contract is:

- Staff Catering
- Hospitality and Function Catering
- Corporate Hospitality
- Emergency Call Out Catering
- Custody Suite Catering

It is hoped that there is scope to further develop the core catering service and extend the current services to include other operational units within the Dundee and wider Tayside Area. It is planned to progress this in the months ahead in close consultation with Tayside Police.

The awarding of this contract is testimony to the reputation we have established for the provision of quality Catering Services to a diverse customer base in the public and private sector and the fact that we pride ourselves on the achievement of high standards throughout. We believe that Customer Care is paramount in the delivery of quality and responsive services and look forward to what we hope will be a long and mutually beneficial partnership.



Tayside contracts **TAYSIDE POLICE**

JOINING FORCES

to bring you a quality catering service from the 4th August 08

VISIT YOUR INTRANET AND "CLICK" ON CATERING FOR MORE DETAILS

Congratulations to two of our apprentices Callum Mitchell at Blairgowrie and Rory Forsyth at Arbroath who successfully completed their modern apprenticeships on 8 August. Both are now 'time served' and have now accepted positions as mechanics within Tayside Contracts.



Callum and Rory were a credit to themselves and their work colleagues for the way they had applied themselves during their apprenticeships, they were proof that apprenticeships were very worthwhile and something that Tayside Contracts remain committed to.

Pictured left is Callum and on the right is Rory, with Bob Ritchie presenting them with their Certificates.



Two new apprentices have now been recruited to replace Callum and Rory. They are Shane Mollison at Blairgowrie and Philip Larg at Arbroath. This now gives us a compliment of five apprentices – one per workshop, the others being Kenny Hynd at Perth, Patrick Bryceland at Dundee and Craig Kydd at Forfar.

APSE Apprentice of the Year Award - By Bob Ritchie, Transport Services Manager



Well done to Kenny Hynd, apprentice mechanic at Perth who has won his way through to the APSE Apprentice of the Year national finals in Stoke on 16 October. Kenny's written submission has resulted in him being short listed as one of the top candidates from Local Authority organisations in the UK.

The APSE representative said "the short listing panel had a difficult task in selecting the final candidates from the submissions received, such was the quality of entrants. All submissions reflected the quality and calibre of council apprenticeship and trainee schemes across the UK, producing highly trained craft persons'.

David Anderson, Transport Operations Manager – Maintenance (Pictured First Left) congratulated Kenny (Third from Left) and said that he wished him well at the finals and that getting there was a fitting recognition of his efforts to date.

KTP – Keeping the Success Story Going – By Ewan Duncan, Works Manager (East)

Following the successful conclusion of the Knowledge Transfer Partnership to develop **Tayset®** the Tayside Contracts Corporate Management Team have given approval to submit an application for grant funding to the Scottish Government and Technology Strategy Board for a further 3 year project in "**LEAN Construction Techniques**".

"**LEAN**" is a process originally developed and implemented by Toyota in Japan to design a production system to minimise waste of materials, time and effort, in order to generate the maximum possible amount of added value. LEAN is all about key processes and will dovetail well into the MAKING EXCELLENCE HAPPEN programme. Assuming that the funding application is successful our partners will again be The University of Dundee- School of Engineering, Physics and Mathematics who are internationally recognised leaders in LEAN thinking and construction productivity. Professor Malcolm Horner will lead the academic research.



The project will involve all units within the Construction Division and will encourage everyone's support and involvement to gain maximum impact. Led by Tayside Contracts Ewan Duncan, the initiative will see a full time associate employed to implement the programme over the 3 year duration. The associate will research, develop, train staff and roll out the tools required for embedding LEAN Construction under the supervision of Steven Allan in the Estimating Services Department.

On successful completion of the project Tayside Contracts will be one of the first UK construction companies to fully embed LEAN thinking into the whole construction operation, which will in turn bring many benefits to the organisation and its clients.



Sidlaw View Primary - Thespian Cleaners - By Mrs. D. McCaffery, Head Teacher Sidlaw View Primary School

We have always been aware of just how efficient Tricia and her team are at cleaning the school and recognize the standard of work which they produce is extremely high.

We were not aware however, of just how talented they are in other areas!

I would have to say that the 'Sidlaw Scrubbers' were definitely one of the star turns with their lively rendition of 'On Mother Kelly's Doorstep'. The Lord Provost is keen to keep them on the books for future events!

It was important that we came together and celebrated, as a school community, the many good things which go on in Sidlaw View. Our team of cleaners are very much part of that community and I would like them to be recognized for all of their efforts on our behalf.



From Left to Right, Angela, Pauline, Tricia, Elizabeth and Mary

They are without exception, an asset to the school and a real credit to everyone at Tayside Contracts.

Donation by Margaret Walsh to Castlepark School

By Margaret Davidson Area Cleaning Services Manager

Margaret Walsh, Area Cleaning Supervisor attended the Assist conference held in the Fairmont St Andrews Bay Hotel. Whilst there, she entered a prize draw and low and behold she won first prize of £100 worth of goods from one of the catering suppliers.

Margaret decided to donate the gift to Castlepark school and the Head Teacher Mr Gus Fotheringham chose colourful dishes to enable the children to enjoy their meals.

Gus was very grateful as he and his pupils do not receive much in the way of donations and he said the plates and bowls would help when they had hot meals delivered from next year.



Margaret with Gus Fotheringham

SUDOKU PUZZLE

April's £50 Voucher goes to Sheila Crawford, Catering Assistant at Arbroath High School

Just place the numbers one to nine in each vertical and horizontal line. Each number should appear only once in each line and in each 3 x 3 grid.

Please send your entries to the address below. The Winning Entry (that matches our solution) will receive £50 in Shopping Vouchers. Send your entry to the TARGET Team at:

Contracts House, 1 Soutar Street, Dundee DD3 8SS

Name: _____

Location: _____

Closing Date for Competition Entry is Friday 28 November 2008

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