

Target

For the people of Tayside Contracts

Issue 58 ~ August 2015



Abbey Road, Liverpool or Charleston Street, Dundee?

Dundee's West Fest's Big Sunday which started in 2010 and has grown over the years into a very popular attraction for Dundonians and visitors alike. The event was held this year on Sunday 7 June and due to its popularity and continual growth in size with the addition of the new Roseangle play park at Magdalen Green, Tayside Contracts was asked to provide the services of a School Crossing Patroller to be on duty during the busiest part of the day.

Due to the volume of people expected to visit the new Roseangle Play Park and a "risk assessment" having been carried out at the location it was decided that a crossing point was necessary to ensure the safety of the public.

Robert Stewart was the official School Crossing Patroller on 'Big Sunday', helping children over the Riverside Approach Road to the new play park. Robert is a very conscientious School Crossing Patroller, who normally carries out his duties in the Balgarthno Campus area. He took great pride in ensuring the safety of the public on what was a very busy and successful day for Dundee.

Robert is seen here with 'The Purple Felts', winners of the 'West Fest Battle of the Bands' contest at Buskers. They won the right to play WestFest and joined a host of other acts on the main stage. Robert was on hand again to help the lads across Abbey Road (or was it Charleston Street?!)



pictured above is Robert Stewart, School Crossing Patroller
with The Purple Felts

by Denise Mathew, Facilities Officer

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Grapevine

"Adapting for Success"



I am pleased to say that the management and administrative restructuring is progressing well and you can read more about the creation of the new Business Support Section elsewhere in this issue. As I explained in my previous Grapevine article all the changes are being made to ensure that Tayside Contracts will be best placed to deal with all the challenges and opportunities coming our way over the next few years. At the same time it will help to protect jobs within the organisation.

As part of this restructuring we have now appointed our new Head of Financial Services, Wendy Grant, who joins us from the University of Abertay on 31 August 2015. There will be more about Wendy in the next edition of Target.

It is also very pleasing to report that the integration of the Janitorial and School Crossing Patrol Services from both Angus and Dundee City Councils as well as the Vehicle and Fleet Management Services from Angus Council have all gone well and the identified savings are now being delivered to these Councils.

The first three months of the year have been very busy for all sections of Tayside Contracts with our income some £1.7 million (10.5%) ahead of where we were at the same period last year. In part this is due to the new services being provided, as mentioned above, along with a £551,000 surface dressing contract won from Stirling and Clackmannanshire Councils.

As I said in my recent team briefings and as advised to you in an employee pamphlet I am changing the ways in which we communicate and provide information to employees within Tayside Contracts. As I have said before it is important you hear about significant developments for Tayside Contracts from me before you read them in the press. One of the first things we have changed is to make all our employment policies available on the internet and full details about this will be sent out to you through an employee advisory note. However, if you want to have a look now then they can be found on the Tayside Contracts web site www.tayside-contracts.co.uk by clicking on the Support Section followed by clicking on the HR unit. All employment policies are listed and can be opened by double clicking on the policy name you want to look at.

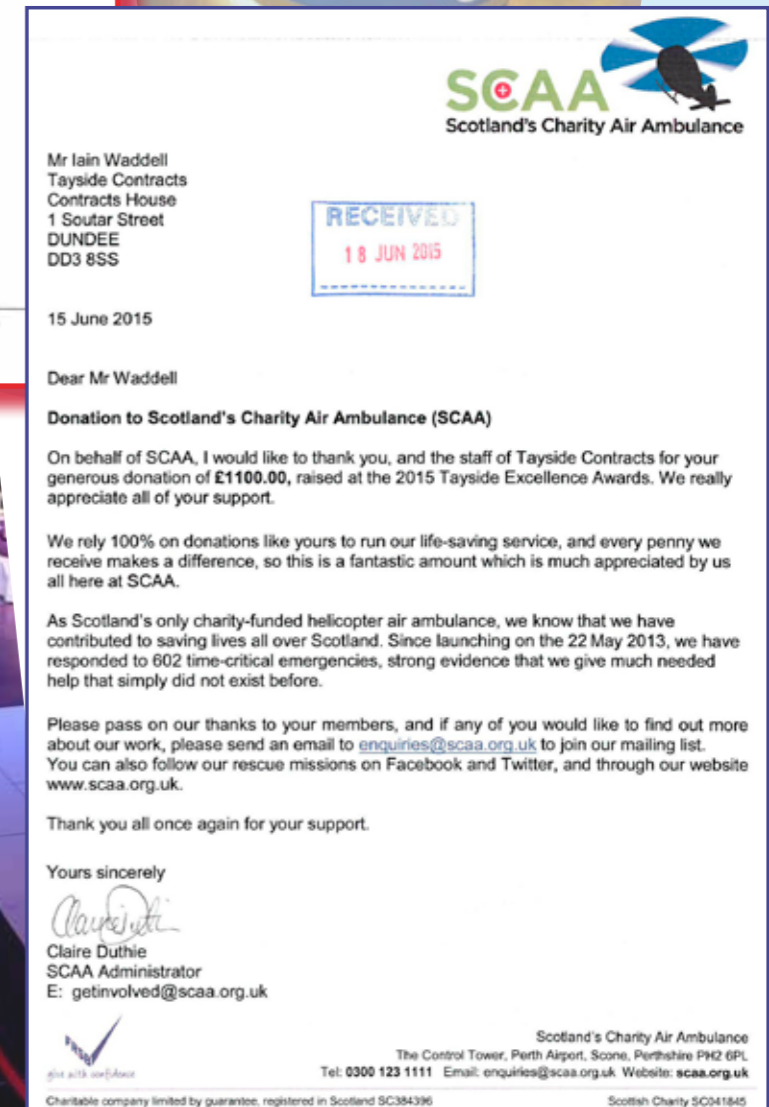
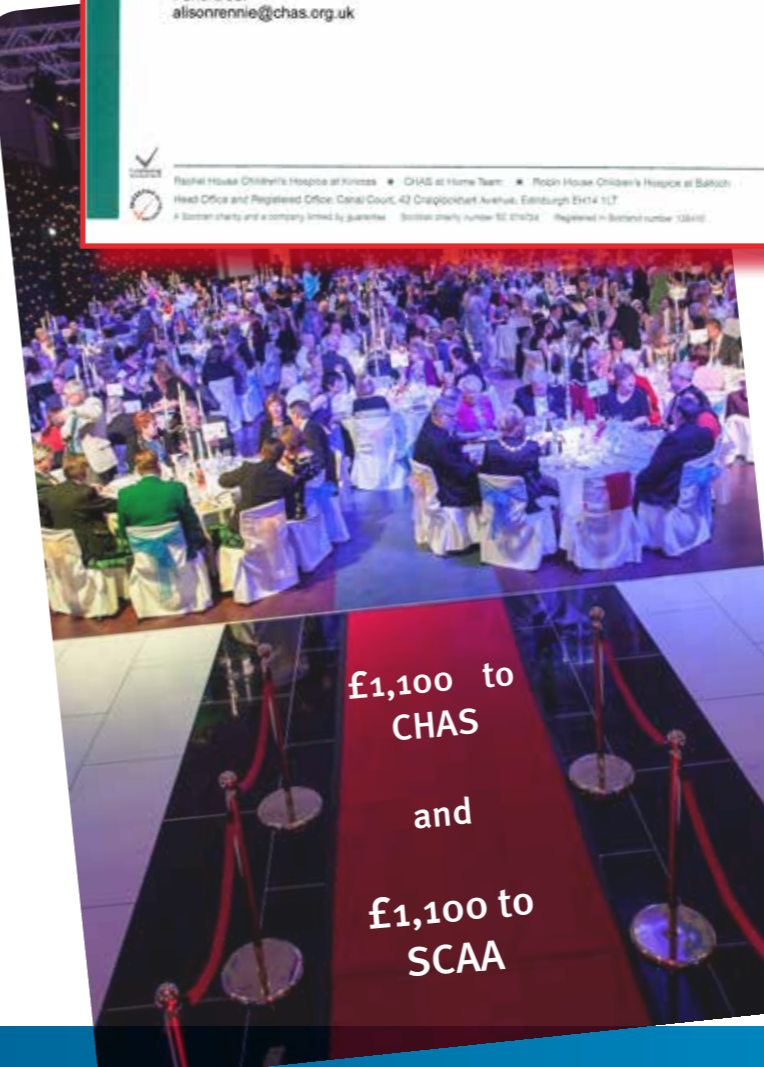
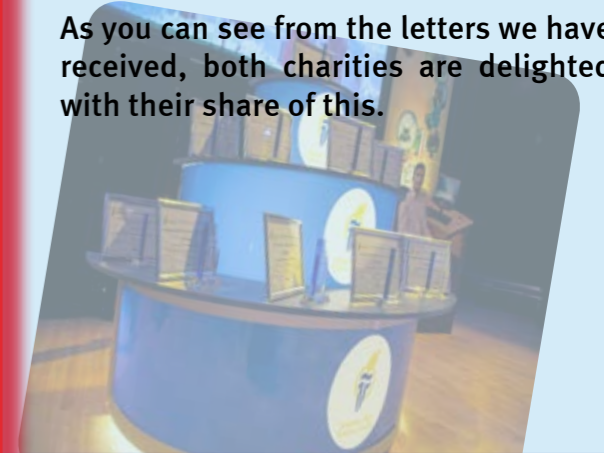
Ian C. Waddell
Managing Director

Thanks to your generosity.....



Thanks to the generosity of everyone who attended the 2015 Tayside Excellence Awards ceremony on 15th May this year, a whopping £2,200 was raised in table collections.

As you can see from the letters we have received, both charities are delighted with their share of this.



To submit articles for future issues please contact the address on the back page.

We look forward to hearing from you! It's *your* newsletter so let everyone know what's happening in your area of work.

BUSINESS SUPPORT ~ RADICAL NEW 'LEEDERSHIP' INITIATIVE!

by Frank Reilly, Head of FM and Human Resources

On the 1st of April 2015, the new Business Support Section was formed. This was one of several radical changes arising from the recent management restructure.

Heading up the Section is the Business Support Manager, Mandy Leeder pictured left, (who will report to me at corporate level) and who will be ably supported by her direct report, Novella Tragham, pictured right, who is our new Business Support Officer.



The main purpose of the Business Support Section is to provide effective and efficient management information and administrative and systems support to business managers, operational managers and to our professional services teams. The more of these senior managers time that can be freed up from carrying out routine or administrative tasks the more value they can add to the business by spending time solely on matters which require their professional skills.



The creation of the Business Support Section epitomises Tayside Contracts' Business Plan theme 'Adapting for Success' and also our ongoing commitment to building the capability of our employees. Everyone in the new Section will be made fully aware of what is required and expected of them, not only in respect of their duties but also the levels of performance and productivity they must achieve. Our commitment to all employees in the Section is that they will receive the management direction, coaching, and development that they will need to be an effective player in a high-performing Section. The Business Support Section has a wealth of diverse knowledge, skills and experience amongst its twenty six employees. It is anticipated that bringing all of them together under one management structure will greatly increase the opportunity to share this knowledge, skills and experience and also share best practice in office systems and processes.

The Business Support Section consists of five teams:



HR Administration Team
(absent from the photo is Lesley Chalmers)



Payroll Team
(absent from the photo is Linda Martin)



Safety & Training Team



Construction East Administration Team
(absent from the photo is Bob Reid)



Construction West Administration Team
(absent from the photo are Nina Smith and Kenny Orange)

Currently there are five Business Support Assistants being recruited, who will be in post by the 1st of October 2015. The successful applicants will provide a supervisory role within each team – effectively 'team leaders'. These Business Support Assistants will formally report to the Business Support Officer. However, on a day to day basis they will be at the disposal of business/operational managers and professional services managers within their respective areas.

The Role of Business Support Manager will be critical to the success of the new Section. Mandy Leeder will oversee the management of the Section but the majority of her time going forward will be spent on producing valuable management information and developing new systems and processes. Given Mandy's track record of doing this in the past – generating tangible savings to the tune of hundreds of thousands of pounds – we have every right to feel confident that this will continue in future – especially when she will be assisted by such an excellent supporting cast.

Happy Retirement ~ Rosie Charles



After 23 years' service Rosie has retired and will now enjoy spending time with her family and having relaxing holidays abroad.

Rosie joined Tayside Contract in 1991 as Cook in Charge at Auchterarder High School. Rosie was then promoted to Area Trainer prior to being promoted (yet again!) to Sector Manager. When Catering and Cleaning services merged to become Facilities Services in 2011 Rosie took up her most recent post as Facilities Officer.

Best Wishes for your retirement Rosie - and thank you for all your hard work over the years.

by Carol Haxton, Facilities Business Manager (Perth)



Transfer of Angus Council Fleet Services

by Bob Ritchie, Transport Services Manager

On 1st April the 15 Fleet staff from Angus Council transferred to Tayside Contracts. All have remained in Arbroath except two who have transferred to Contracts House, Dundee. Under a partnership agreement we are now performing almost all Transport related work on Angus Council's behalf. This includes fleet maintenance, vehicle procurement and disposal, fuelling, taxation, etc. This is a significant undertaking given the size and variation of the Council's fleet.

A further significant step change will come in March 2016 when a new combined workshop facility is opened at the ACROP building in the Peasiehill Industrial Estate in Arbroath. This will mean full integration of all fleet maintenance staff in the Angus area under the leadership of Fleet Maintenance Manager, Derek Laing and Workshop Supervisor, Ron Wilkie.



employees absent from the photo at Cairnie Depot are Ron Ramsay, Gary Robertson and Jordan Ray

Celebrating Success in Perth Catering

by Carol Haxton, Facilities Business Manager (Perth)

Perth and Kinross Catering staff recently successfully completed and passed their Intermediate Food Hygiene Exam.

was overwhelmingly complimentary about Susie's support and contribution throughout the course.

Approved Training Centre



The Royal Environmental Health Institute of Scotland

Cooks in Charge and Assistant Cooks, through their personal development plans, undertake the REHIS Intermediate Food Hygiene Course. This year's participants gained their qualification by attending a 12 week course starting in December 2014 for 12 sessions.

Given the amount of hard work they had to put into studying whilst still carrying out their 'day job', to successfully pass their exams was a truly excellent achievement.

We are very proud of all the hard work, commitment and dedication.

Our sincere thanks to Susie Newton, Training and Development Adviser, as feedback from course attendees

Our Picture shows the twelve course attendees with their certificates

(Left to Right); Presenting Certificates, Managing Director, Iain Waddell, Jane Falconer, Linda Little John, Sarah Wixon, Gillian Hanlon, Laura Graham, Caroline McGregor, Elaine Shaw, Ruth Anderson, Ann Croal, Anne Neil, Dawn Fergusson, Barbara Nicolson, Trainer & Development Advisor, Susie Newton.



Some contacts that may be useful to you or someone you know:

From a dedicated 24 hour helpline for older people, to support and funds for older people's groups, to campaigns on the issues that older people tell us matter to them, we're working on many fronts to make Scotland a better place for older people.

Contact details for the Arbroath area:
Old and Abbey Church: 01241 877068 or
Arbroath Town Mission: 01241 871650

Dundee area:
Broughty Ferry 01382 776002 or
Fiveways Centre 01382 825624

Perth and Fife area:
Cupar 01334 653930
Stirling 01236 898613
<http://www.ageuk.org.uk/scotland/>



Dundee Disabled Children's Association

Established in 1902, we are a local independent charity providing activities and support for children and young people with extra support needs and their families.

Our activities currently include evening youth clubs and a summer residential holiday. We also work with other organisations to provide various activities and support groups for young people people with disabilities and their families.

ddcaok@yahoo.co.uk



A Flying Facilities Assistant?...

The transfer of the Janitorial and School Crossing Patrol services from Angus and Dundee City Councils occurred in September 2014 and it is only now that we are finding that they have many hidden talents!

Cliff McKay a Facilities Assistant (new title for a 'Jannie') at Brechin High School is also a qualified pilot. Cliff has combined his love of flying with a determination to give something back to the youngsters who have succeeded in their endeavours with a once-a-term flight prize for high achieving pupils.

Cliff, who grew up in Rhodesia, had always wanted to fly since he was a boy and his interest was fuelled by helicopter trips during his time in the army. He had his first taste of piloting himself in micro lights around 30 years ago and, after moving to Scotland, took lessons at Perth airport to secure his pilot's licence.

Cliff approached the Head Teacher at Brechin High School and offered the opportunity for a once-a-term flight as a reward for the pupil who does something extraordinary. For Cliff's first flight under the new initiative he surprised the Head Teacher, who was very surprised to find himself up in the clouds in Cliff's

plane as he had thought he was only going along to watch the successful pupil get their flight!

This initiative has now been in place since last year and it has been extremely popular.

Cliff also took his colleague, Eddie Murray, up for an unforgettable flight with Eddie commenting that it was a fantastic flight but that he never thought he would be in an aeroplane with a 'Jannie' at the controls!

I'll leave the last words to Cliff who happily commented, 'I don't think there will be many flying Facilities Assistants in Scotland and am pleased to be able to give something back to the pupils who are academic high flyers!'



by John Bow, Facilities Business Manager (Angus)

Tayside Contracts at T in the Park?

The Community School of Auchterarder Catering Team provided meals for the Police Scotland's Road Traffic teams whilst they were on duty at T in the Park this summer. The Catering team provided meals from Friday morning throughout the whole weekend until Monday morning.

The Weekend Menu choices consisted of hot cooked breakfasts, lunches & dinners which included dishes like home-made steak pie, chicken curry, caramel sponge and custard which help keep their strength up for the busy weekend.--

The Catering team were only too pleased to provide a hot substantial meal to keep the police officers satisfied; offering a warm, pleasant, friendly atmosphere to relax and enjoy some good wholesome fresh food delivered with Tayside Contracts' traditional superb customer service! Police Scotland praised the Catering team and said they were delighted with the first-class service and delicious freshly cooked food.

(Sounds like they may just want to use our services again next year!)



image of Police Scotland helping festival goers, courtesy of Paul Kerr, www.virtualfestivals.com

by Carol Haxton, Facilities Business Manager (Perth)

Tayside Contracts • www.tayside-contracts.co.uk



Investment in Vehicles and Plant

As part of our investment strategy 2015/16 will be a record year for spend on new vehicles and plant. We are budgeted to spend in excess of £2.5m which is about £0.5m more than previous years. There will be the usual vans, pick-ups and lorries but this year will see some rarer purchases being made.

There is a significant investment of over £200,000 in purchasing a new snow blower as part of Tayside Contracts' commitment to delivering an effective and efficient winter service to the local communities. This purchase will improve our capability of keeping the roads within Tayside, and in particular the A93 to Glenshee, open during periods of inclement winter weather.

The machine which has been ordered is a new Schmidt Supra 4002 self propelled 4x4 snow cutter blower which is due to be delivered around mid-November. It can cut 3,500 tonnes of snow per hour, which can be thrown a distance of up to 40 metres, and operates at a cutting speed of up to 40kph.

This new snow blower will be fitted with a GPS Automated Navigation and Driving system which memorises the route and in particular the edge of the road to within a matter of a few inches thereby helping the driver know exactly where the verge is in white out conditions. Clearly operator safety is of paramount importance to Tayside Contracts and a major consideration when purchasing such a machine.

This new machine replaces a 1985 Schmidt VF5 which has served Tayside Contracts well but it has become increasingly difficult to get spare parts when reliability and availability are key for such an important front line machine operating in the worst of conditions. However this machine will be kept as back up to further enhance Tayside Contracts snow clearing capabilities.

Also purchased will be two new 18t 4x2 DAFs fitted with Schmidt gritters. These will incorporate Schmidt's Autologic system which, when programmed, will salt the route exactly as pre-determined and will also navigate the driver around the route. This should mean that the driver can concentrate solely on driving the vehicle and have less focus on where they need to go next or what the gritter settings should be.

With the increasing amount of patching work Tayside Contracts are now doing it has been agreed that we purchase an additional mini-paver and trailer and with the opening of Boysack Quarry a new, large loading shovel has also been ordered.



A new approach had been adopted in how we livery our smaller vehicles. Because all our vehicles are now owned and being disposed of locally we have a large number of ex-Tayside Contracts vehicles running about the area and due of our distinctive colours this is causing confusion to the general public. We have therefore decided to purchase all vans and pick-ups in Golden Yellow only and 'wrap' the front in Aircraft Blue. This retains our well established colour scheme during the operational life of the vehicle but allows us to remove the wrapping when it's due to be disposed of.

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Target

by Bob Ritchie, Transport Services Manager



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To submit articles for future issues of the newsletter contact:
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Tel: 01382 812721
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