

CPA BULLETIN

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FROM THE CEO

GETTING STUFF DONE

Welcome to the first CPA Bulletin of 2025 and my first one as CPA CEO.

May I wish you and you families all the best for the year ahead.

It has been a very busy period at CPA since coming into post in mid-August. As well as dealing with the usual wide range of topics and issues that we are used to and are relevant to day-to-day plant-hire, the Autumn Budget and Business Property Relief (BPR) especially has dominated much of our time, effort and energy. Making sure that the Government hears our voice of genuine concern over decision making that has a direct impact on you, our members. Decisions and policies that are not for the benefit of the vast majority of the membership, if any, with many unintended consequences.

Engaging with our membership, promoting and supporting Careers, Training, Guidance, Investment, Theft Prevention and Recovery, Abnormal Loads Regulations are among just some of the topics which I see us being able to push on with, in part by better influencing Government policy making in these areas which affects us including increased and stable Infrastructure Workflows to help support our sector.

The Budget has accelerated our work around Policy. We have managed to engage with stakeholders and get better access to politicians including the Prime Minister, Treasury, Departments of Transport and Business and Trade, Opposition Parties, to name but a few and be included in numerous meetings and forums, in some cases now through national media. Whether Government listens to us remains to be seen, but they certainly know who we are now and why we are genuinely concerned. One thing I can assure you of is that being heard in the corridors of power was always my intention and our efforts will continue regardless of the outcomes of our efforts to get Government to 'row back' on the potentially disastrous combined changes around National Insurance

Contributions, Business Property Relief and Inheritance Tax changes.

One of the articles in this CPA Bulletin is written by Luis Bassett, our Sustainability and Decarbonisation Manager. Along with the aforementioned challenges, we need to change ideas on Net Zero and what is actually available and required to achieve Government targets and those within the NRMM sector. We have made enormous progress over the last couple of decades in reducing air pollution and shall continue to do so. However, we need to see realism from politicians and industry leaders in setting Net Zero Sustainability targets. Evolution not revolution is what we need.

As ever there is a lot to look forward to in the year ahead with CPA with a full list of events. Just to mention a few, we start with the Executive Hire Show in Coventry in February, the Stars of the Future Awards in July and this year we shall be finishing with a Gala Dinner in Liverpool in November, details of which shall be confirmed in due course.

I shall finish with a thank you for the tremendous support that I have received in my first six months. With colleagues and through membership meetings, events, Special Interest Groups, the Rail Plant Association (RPA) and the events and exhibitions that we host. All of which I would urge participation in where you can as it is your voice that helps us to make the real differences. Collectively we are the construction plant-hire experts and should be mandating where possible what is fit for our industry and not be mandated to.

At CPA we shall continue to persevere and show the same level of urgency and resilience required to make a difference as our members do in providing services day in, day out. I look forward to working on your behalf and meeting as many of you as I can throughout the course of 2025.



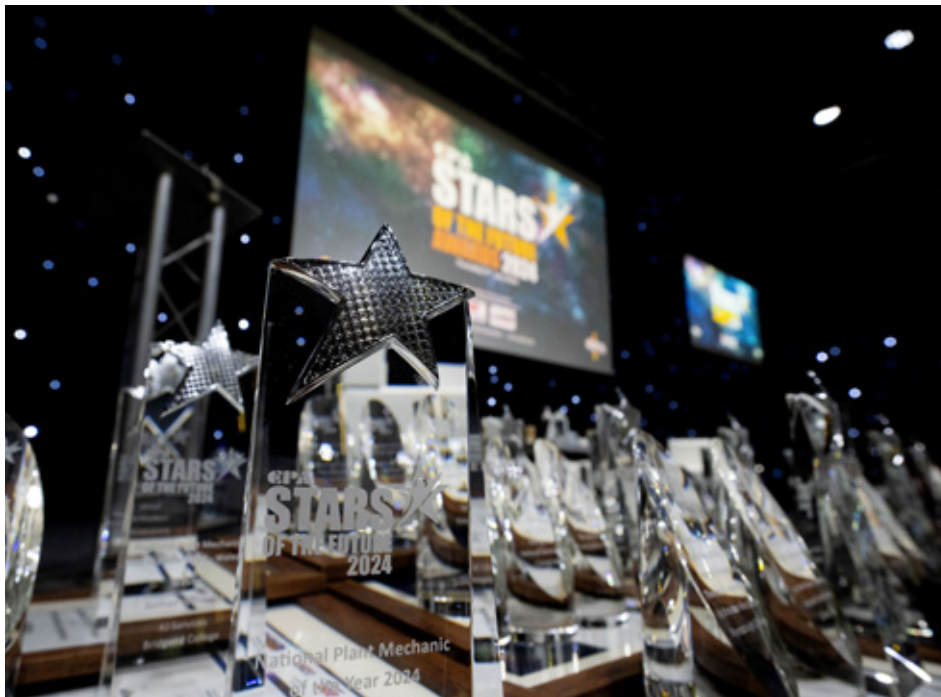
Steve Mullholland
steven@cpa.uk.net



CPA STARS OF THE FUTURE 2025

OPEN FOR NOMINATIONS

We are very pleased to advise that the CPA Stars of the Future Awards 2025 are now open for entries. We would like to invite all CPA members with apprentices and trainees in your workforce to consider making nominations for outstanding apprentices who you see as being the industry's future leaders. It really does mean the world to apprentices to be nominated for such an award.



The nomination process is relatively straightforward - there are no costs involved and all you need to do is complete a nomination form which can be downloaded from the CPA website at www.cpa.uk.net.

There are three sections to complete – one for the employer, one for the training provider and one for the nominee. The closing deadline for nominations is **21st March 2025** so it's advisable to start now to allow you plenty of time for completion.

The winners will be announced at a prestigious awards ceremony at the Heart of England Conference and Events Centre in Fillongley, near Coventry, on **Thursday 10th July 2025**. The event will be hosted by **Peter Haddock**, who is well known in the plant-hire world as a content creator, journalist, PR specialist, podcaster, vlogger and event host.



Peter Haddock

Awards will be made for the well-established categories of Plant Mechanic of the Year (Level 2), Plant Technician of the Year (Level 3), Plant Operative of the Year, Young Plant Operative of the Year, Plant Installer of the Year, Lifting Technician of the Year, Hire Controller of the Year and Apprentice Mentor of the Year. All nominees are also eligible for special awards including the Judges' Special Award and the Best Personal Statement Award.

In recognition of the growth of the awards over the last 12 years, a new awards category has been added for 2025 for Technical Support Person of the Year. This award, as requested by CPA members, is for apprentices or trainees who are in a role that has a plant technical focus and who are supporting other plant-focused operations of their business such as data handling and supply, hiring activities, sales and marketing activities, parts and/or resources/equipment supply, machine/equipment systems programming/maintenance, site operational planning, supporting external customers, etc.

With a wide range of potential supporting occupations, the CPA Stars of the Future Selection Panel will aim to include a wide range of roles. However, to ensure parity with the other plant apprenticeship categories, CPA will ultimately decide whether the nomination meets their criteria of a Technical Support role. Regrettably, nominations cannot be accepted for what would be considered general administrative or management functions.

Steve Mulholland, CPA Chief Executive Officer said: "We urge employees – both small and large – to nominate apprentices and trainees who they see as being the industry's future leaders, as it means the world to them to be nominated for an award. The awards are open to all employers across the industry, so nominating organisations needn't be a CPA member to put someone forward."

"Stars of the Future is becoming more high profile every single year and last year's winners received national recognition and won some fabulous prizes, including tool kits, machine training courses, iPads, an overseas trip to visit a Liebherr crane manufacturing plant in Germany, another overseas trip to one of Wolffkran's manufacturing facilities in Luckau, Germany, and a VIP day courtesy of JCB. We know that many previous Stars of the Future winners have been fast-tracked to supervisory and management positions.

"At the CPA, one of our primary objectives is to encourage new blood into the construction plant sector, and Stars of the Future helps us to achieve this. The standard of entries gets higher every year and last year we received 80 nominations from across the industry. We anticipate even more this year," he added.

We look forward to receiving your nominations. If you have any queries in the meantime, please don't hesitate to email stars@cpa.uk.net. There's also more information on the CPA website at <https://www.cpa.uk.net/skills-training/stars-of-the-future> and you can view a video of last year's awards at <https://youtu.be/Zqlvu2JT0eY>

Sponsorship opportunities are available for Stars of the Future 2025. For further information, please contact **Lisa Collins** on **07968 840390** or email lisa@lisacollinscommunications.co.uk

National winners from the Stars of the Future Awards 2024



CPA ANNUAL REVIEW 2024

You will see that this issue of the CPA Bulletin is accompanied with a copy of the **CPA Annual Review 2024**. This provides an overview of some of the main projects and initiatives the CPA has been involved in over the last 12 months and we hope you enjoy reading it.



SAVE THE DATE

The Annual CPA Fundraising Golf Day is being held once again at **Rutland Water Golf Course** on **Thursday 17th July 2025**. Proceeds from the event will go towards the **Lighthouse** construction charity.

To register your interest in supporting the event, either by way of participating in or sponsorship, please contact

Helen Hutchinson via email:
golf@lighthouseclub.org



VISIT TO BERLIN FOR STARS WINNER COURTESY OF WOLFFKRAN

As Stars of the Future launches for 2025, several of the winners from last year's awards are making use of their prizes - ranging from iPads, tool boxes, certified training courses and even overseas trips.

The winner of the **Best Personal Statement Award** at Stars of the Future 2024 was **Shannon Weiss** who works for Finning UK. Based at Finning's Chesterfield branch which serves quarrying, aggregate and construction customers in the East Midlands and the Peak District, she has completed a three-year apprenticeship and is now a fully-fledged repair and rebuild Engineer.

Wolffkran sponsored the Best Personal Statement Award and Shannon was the lucky winner of a fabulous two day trip to Berlin, where she had the opportunity to visit Wolffkran's factory in Luckau, Germany. She was accompanied on the trip by Dave Holder, who is European Operations Director at Wolffkran and Chair of the CPA's Tower Crane Interest Group (TCIG).

Shannon said: "The first day we did a fly-by history tour of Berlin, walking along the wall, visiting Checkpoint Charlie, Brandenburg Gate, the Reichstag Building and the Jewish Memorial to name a few.

There was so much history crammed into such a small area it was quite harrowing and yet the resilience of the people to repair and rebuild was remarkable. We walked 12 miles in just a few hours and travelled all over on the under and overground.

"After a quick stop in the hotel, it would have been rude not to sample the Christmas Markets. The smell of sweet pastry and meats filled the air as we walked, and the city seemed to completely transform into another world during the evening.

"Arriving at the main market we tried a variety of food. Cheesewheel pasta, katsu chicken, bratwurst, warm nuts, chocolate covered fruits, traditional hot smoked fish and goulash, not forgetting a beer or two. The ice rink in the centre around the Neptune Fountain looked beautiful as Santa flew overhead in a sleigh before finishing the night in an October fest style bar with some traditional beers and festivities.

Shannon Weiss won the Best Personal Statement Award at Stars of the Future 2024



"The following morning, we were up bright and early before setting off for the Wolffkran factory. It was around a 50-minute drive from the centre viewing other areas of the city before being out into miles and miles of flat wilderness with small communities dotted around.

"Upon arrival and a quick change into PPE, we started the tour by having a look around the worldwide spare parts distribution facility before moving across to the main factory. The main factory manufactures all the steel sections of the crane, the steel comes in, we saw the jigs for each crane style and the process in each bay, how they are turned for ease of welding, the processes for increasing strengthening, different welding styles, base fixing type, fixing mechanisms and how they are constantly trying to make a more customer friendly product in terms of speed and ease of maintenance.

"After the parts are completed for welding, we had a quick look in their painting facility and then outside on the finished sections. The variety of customers spanning all across the globe with everything in their front half of their yard waiting for shipment



while the back is for rental equipment. We discussed everything from variations in countries for requirements, safety, average product duration, crane operation, projects they had been involved in and also had a look at the live feed cameras which stream project progression so the workers who create the product can see it being used out in the field.

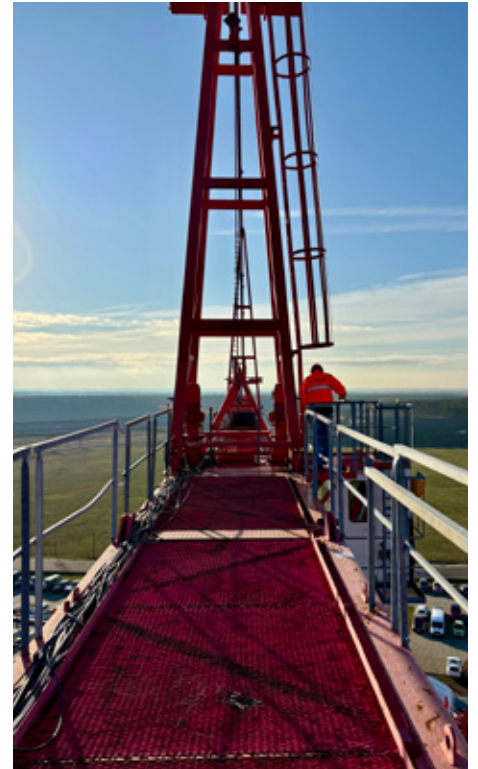
"After all this I was itching to have a go, so me and Dave ascended to the top of one of their operational yard cranes and I was lucky enough to be able to have a go. Moving the crane around and operating the lift and lower. The view from the top was simply amazing - the clouds had cleared and you could see as far as the eye could see. We took the opportunity to take some photographs before wrapping the two days up and heading to the airport.

"The whole experience was amazing and it was made even better by Dave's knowledge of Berlin. I'd definitely like to go back another time and explore more in-depth. This truly was an amazing Stars of the Future prize and I now have memories that will stay with me forever," she continued.

Dave added: "We had a great trip and Shannon got to see plenty of the city, the Christmas Markets and how the tower cranes are manufactured. After the factory tour, Shannon climbed our yard crane and got to sit in the operators seat whilst taking in the full bird's eye view of the factory and the wider region.

"Shannon really enjoyed the trip and showed great interest in our facility. She's a very interesting and dedicated person with a fantastic knowledge which shines through in her personality and conversations with her. Finning have a real star!" he said.

“This truly was an amazing Stars of the Future prize and I now have memories that will stay with me forever.”



LIEBHERR OVERSEAS TRIP FOR LIFTING TECHNICIAN OF THE YEAR

Last year, **Zac Bradshaw** of Commhoist was awarded the 2024 Lifting Technician of the Year accolade at the CPA Stars of the Future Awards. The awards are open to those who operate crawler, mobile or tower cranes. As part of his prize, Zac won a trip to Liebherr's crane manufacturing plant in Ehingen, Germany, courtesy of Liebherr who sponsor the Lifting Technician award.

Kirsty Archbold-Laming of Southern Hoist Services, who is also CPA Council Vice Chair and Chair of the Construction Hoist Interest Group (CHIG) accompanied Zac on the trip and tells us all about it in her own words.

"Anyone who knows me also knows how passionate I am about training and attracting people to the industry. I have been honoured to be involved as both a judge and sponsor of the Stars of the Future Awards for a number of years now, watching the event grow bigger each time.

"At the awards I watched proudly as the winners were announced, the anticipation building and the smiling faces of both nominees and winners is such a tremendous thing to behold. As Zac was awarded Lifting Technician of the Year, I could only guess at how he would feel winning the prize for this category - a trip to the Liebherr plant in Ehingen, Germany! Arran Willis of Liebherr, the sponsor of this award, then surprised me by asking me to accompany Zac and his colleagues on the trip, be rude not to I thought!



"We all met together at Munich airport, where we were then collected by Liebherr and taken to the mobile and crawler crane factory just over two hours away. During our journey I chatted with Zac about the awards and the day itself. I think he was still in shock, but we started to talk about his journey into the world of cranes and what the future could hold.

"Having got to know each other over dinner, we then set off next day for a full tour of the factory, with Zac and his colleagues eagerly anticipating what awaited them. As I come from a world of hoists, I am not often involved in cranes, but upon reaching Liebherr I found myself being as excited as everyone else on the trip - infectious bunch....

"Arran first introduced us to his German counterparts, and we learned about the history of Liebherr - this was a real story. Hans Liebherr started the company following the war with a simple idea of rebuilding Germany - to understand how the company began, through to the various products offered (in 13 different sectors including aviation and fridges!), and the fact that the company still remains a family owned company to this day, was mind-blowing to say the least.

"We then embarked on a tour of the factory, at which point Arran told me I would be investing in cranes by the end of our trip... I can see why.

"Liebherr is a stand-out company, with attention to detail and some impressive ideas and designs. After moving throughout the manufacturing and assembly process from start to finish, it was time to head to the test area... Zac's eyes lit up, here he was in his element.

"Zac, a well-respected operator often asked for by clients, was offered the



Zac Bradshaw won the Lifting Technician of the Year Award at Stars of the Future 2024

opportunity to test out some of their large products, putting them through their paces and, what amazed me the most, was not only his skill in operating but also his absolute dedication to asking questions, learning everything he can to enable him to progress the ladder to provide for his family.

"I have never sat in a crane, let alone operated one, however Arran enticed me to try it (maybe I'll buy one!) and to me the thought was TERRIFYING. Zac and his colleague, Steve Mooney, were amazing, they took my hand as I got into the cab and showed me the controls. It was my turn to ask the questions as I was out of my comfort zone. Zac is so knowledgeable and patient, he helped me through it and I stopped shaking (even trying another model later in the day), with lots of laughter along the way.

"I can honestly say the trip was amazing, thanks to Arran Willis and Liebherr. It was truly an honour to spend time with Zac and talk shop. For someone so young he has great experience in the industry and clearly knows his business. We even had a game over dinner of guess the company by the crane colour!



"He is already a Star of the Future but I know he will be a leader in his field with the drive, determination and attitude he has to succeed. I wish him all the success for the future and thanks to CPA and Liebherr for allowing me the opportunity."



“Zac is already a Star of the Future and I know he will be a leader in his field with the drive, determination and attitude he has to succeed.”



NOMINATE YOUR APPRENTICES

If you have apprentices and trainees in your organisation, and you believe they will be industry's future leaders, put them forward for a Star of the Future Award and give them the chance to win one of these amazing prizes.

THE SEARCH IS ON FOR THE UK'S MOST PROMISING PLANT APPRENTICES

**Entries are now open for the
Construction Plant-hire Association's
(CPA) Stars of the Future Awards 2025:**

- Plant Mechanic of the Year (Level 2)
- Plant Technician of the Year (Level 3)
- Young Plant Operative of the Year
- Plant Operative of the Year
- Lifting Technician of the Year
- Hire Controller of the Year
- Plant Installer of the Year
- Technical Support Person of the Year **NEW!**

Award for employers:

- Apprentice Mentor of the Year

**Special awards are also
available for all nominees**

ACT NOW!

Download the nomination
forms from
www.cpa.uk.net
and make your nominations
by 21st March 2025

SAVE THE DATE:

Awards ceremony on 10th July 2025

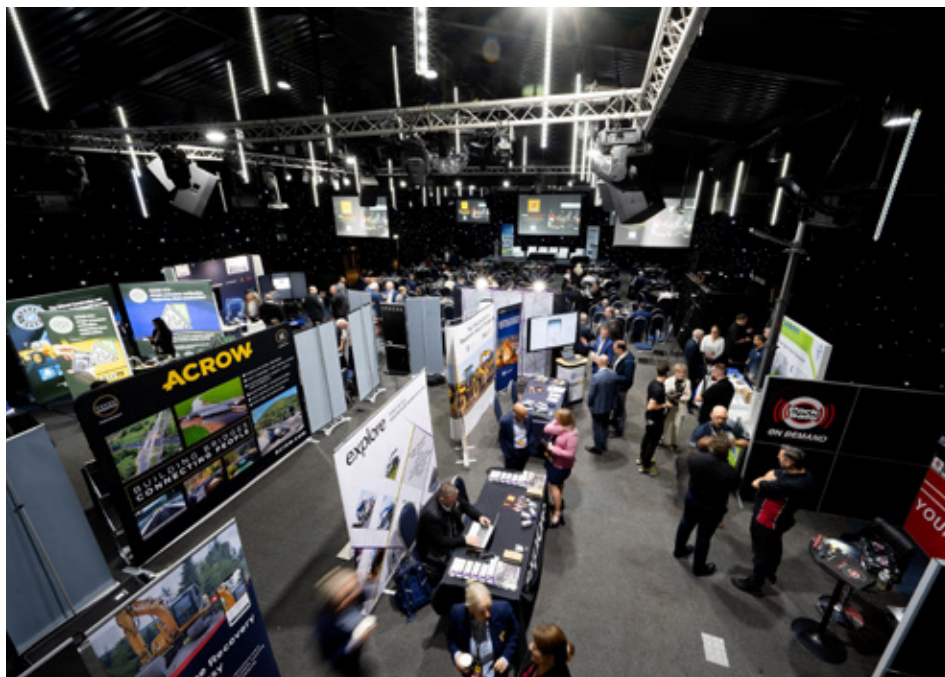
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CPA members
and non CPA
members



CPA CONFERENCE REVIEW

HOW WILL HIRERS SHAPE UP?

Late last year we hosted the **CPA Conference**. Respected journalist **Alan Guthrie** reviews the event which discussed why plant-hirers need to understand current industry challenges in order to address those in the future - and it also highlighted the human touch.



The CPA's Conference 2024 could hardly have come at a better time. Held on 7th November at its established venue of The Heart of England Conference and Events Centre near Coventry, it took place the day after Donald Trump's landslide victory in the US presidential election became clear, causing many to consider likely changes in the global economic landscape. And closer to home, Chancellor Rachel Reeves had delivered her Autumn Budget statement just a week previously, announcing several hotly debated measures including a rise in employers' National Insurance contributions and changes to inheritance tax thresholds for family firms, making many plant-hire companies ponder the future impact.

So the overall Conference theme of '**Shaping the Future: Insights for the Plant-Hire Sector**' provided a comprehensive backdrop against which current challenges could be discussed together with future directions of travel.

The event comprised five panel discussions between plant-hire professionals, industry suppliers and relevant organisations, each focusing on a specific topic.

Debates were guided by two co-hosts throughout the day: **Merryn Myatt**, a former BBC news presenter who specialises in



Merryn Myatt



Peter Haddock

media management training and positive corporate communications as part of the Perris-Myatt consultancy; and **Peter Haddock**, the journalist, podcaster and vlogger whose Content with Media business covers construction and infrastructure development.



Steve Mulholland

Delivering the opening Conference keynote speech, **Steve Mulholland**, CPA's Chief Executive Officer, emphasised the need to combine evolution with revolution as the plant-hire industry adapts to challenges. With so many removing themselves from the available labour pool – especially younger people – companies had to find new ways to attract school leavers into the industry. This was compounded by an ageing workforce and retiring workers



taking their skills with them, creating a sizeable knowledge gap. Furthermore, new recruits had to be guaranteed a safe, caring working environment offering good career opportunities.

Steve said that the drive to Net Zero was itself revolutionary, requiring an appropriate response. Not so long ago, he said, terms like AI (artificial intelligence), digitisation, sustainability and battery energy storage were unfamiliar; now they are part of everyday vocabulary and represent challenges that workers have to be trained for.

Implementing new technology and techniques also required care and understanding, he said. It was all very well having a target of having a certain proportion of, say, non-road mobile machinery (NRMM) on sites running on non-fossil energy sources by 2030, but specific plans for implementation and timetables to achieve it were needed for phasing in solutions – especially as new equipment is more expensive and should attract an appropriate hire rate. Residual values were also uncertain.

Steve argued strongly for a more pragmatic, commonsense approach from governments and regulatory bodies, especially “with our politicians and some Tier 1 contractors and their clients racing to mandate policies too quickly to outdo one another, and as manufacturers race to gain commercial advantages over one another, so plant hirers then have little option but to conform to these mandates. Ultimately it is the end buyer, us the hirer, who feels the pain at the sharp end,” he said.

Steve said CPA Members, end users, hirers and suppliers must be able to continue producing and using fossil-fuel powered equipment while alternatives were sensibly phased in that could genuinely give the

same performance as diesel equivalents, with an infrastructure capable of supplying the future fuels required. “Evolving to get there without these ridiculous targets is how we will do it, not by panic and knee-jerk reactions to meet impossible political targets which suit their own agendas and that of the noisy minorities.”

So ultimately, moving forward, collaboration was essential between hirers and contractors in ongoing dialogue from the earliest project stages.

The Conference conversations kicked off with a scene-setting first session entitled **‘The Plant-hire Sector in 2024 - Where the Industry Currently Sits in the Wider Economic and Political Context’**, with **Chris Cassley**, CPA Policy Manager, and **Jamie Charles**, Lead Economist with Oxford Economics. The consulting and forecasting business has just completed an in-depth report commissioned by CPA into the state and significance of the industry. Called ‘The Economic Impact of the UK Construction Plant-hire Sector’, it was officially published on the day of the Conference and is now available on the CPA website at www.cpa.uk.net



Chris Cassley said the aim had been to evaluate the industry and the role it plays in the wider economy to give invaluable information that would support CPA’s arguments in discussions with government,

lobby groups and other stakeholders. The data would also help CPA members make their own representations.

Jamie Charles spoke of the exhaustive and painstaking process of amassing the required information from company accounts, survey findings, dialogue with industry associations and interviews with industry experts.

The report’s headline conclusions include that the GVA (gross added value) contribution of the sector to the UK economy is estimated at £14.0 billion and that it is responsible for 191,500 jobs. Interestingly, £218 is added to the economy for every £100 directly generated by the plant hire industry.



Jamie said that the economic benefits were split into three channels: direct impact, which includes the impact of companies themselves; indirect impact which occurs through the supply chain spending of those firms; and the induced benefits which arise from workers in the sector and the supply chain spending their wages.

Under these categories, the industry’s direct contribution to the economy is £6.4 billion, with an additional £3.2 billion indirect contribution and £4.4 billion being induced. Regarding employment, 88,600 people are directly employed, 44,800 indirectly employed and 58,200 jobs are supported indirectly through workers’ spending. Such figures are invaluable in showing plant-hire’s overall significance.

The mature nature of hire in the UK is shown by the statistic that, while GDP contributions by the construction plant-hire sector across EU-27 nations averages 1.8%, the figure for this country is 3.6%. Jamie added that UK firms earned an estimated £10.5 billion in revenue from construction plant-hire activities, supporting a £6.4 billion direct contribution to UK GDP in the form of wages, taxes, rates and so on. This is bigger than many other significant industry sectors, such as printing and electrical equipment manufacture.



Jamie suggested that approximately 90% of CPA members are SMEs (small to medium enterprises). As such, they are likely to be impacted by fiscal measures such as the rise in employer National Insurance contributions. Indeed, Chris Cassley said the CPA had already cited data from the Oxford Economics report in a letter to the Financial Times responding to statements made in an article by prime minister Sir Keir Starmer.

In the second Conference panel session, themes under the title **'The Innovative Plant-hire Company - Insights into Current and Future Developments and Innovations in the Sector'** were discussed by four panellists: **Brian Jones**, CPA President; **Asif Latief**, Chief Commercial Officer with Speedy Hire; **Kathryn Adams**, Commercial Director at Prolectric Services; and **Mat Llewellyn**, MD of MHM Group.

Recalling Steve Mulholland's opening remarks, Brian Jones highlighted the need to attract new industry recruits, ideally by making plant-hire appealing to schoolchildren in their early teens. Encouraging them to try out machine simulators could help, as well as promoting the idea that many modern plant machines have cab environments like the game consoles so adored by the young (and not so young).

He also believed that CPA's Stars of the Future Awards gave further encouragement in promoting plant-hire as a profession for skilled people rather than a trade for workers getting their hands dirty.

Asif Latief said that Speedy is investing in AI to generate efficiencies and savings

for customers. Systems can, for example, monitor the equipment hired to a site and check whether it is of the right specification, type and quantity. In this way, fleets can be optimised for the client and hirers might avoid investment in unneeded items.

Asif said that AI could help contractors operating multiple regional sites to tailor equipment to specific locations, as well as predicting what items would be required in future and alerting the project manager in advance.

Prolectric's Kathryn Adams highlighted the importance of having accurate data about machine performance in terms of sustainability, which would facilitate discussions about various options plus the reductions in carbon and running costs that were achievable. She believed this ability would increasingly differentiate hirers in the ways they serve and retain customers, as users generally seek more sustainable solutions.

The software and telematics on Prolectric machines enables calculations to be made accurately and she cited the example of the A417 road improvement project in Gloucestershire near an Area of Outstanding Natural Beauty. The contractor successfully used Prolectric's solar street lighting and was then keen to explore other sustainable options. Using captured data, the manufacturer's ProPower solar hybrid generator was evaluated against traditional diesel machines and was found to be a cost-effective alternative regarding fuel savings, decreased maintenance and cost reductions over the project's life.

MHM's Mat Llewellyn said that green equipment was now firmly on the agenda after a slow start – MHM introduced its first hybrid generator back in 2013. He said an important role for diesel equipment would remain for some time yet as fleets were gradually replaced, but it would be increasingly phased out. Echoing an earlier theme, he said collaboration between manufacturer, supplier, hirer and user would be crucial in determining appropriate solutions and their adoption.

He agreed that having good data was vital. MHM has partnered with Gaia Energy whose energy management system (EMS) can monitor power usage, carbon and costs via telemetry. They claim to be able to reduce energy costs significantly, whether a site uses mains electricity or temporary setups, and customers can see the benefits themselves in real time.

The specific challenge of **'Expanding the Skills Base'** and of attracting, training and retaining people in the construction industry – and particularly women – was addressed in the third Conference panel session by four panellists: **Katie Kelleher**, CPA Technical and Development Officer; **Deb Madden**, Executive Director with CITB; **Carl Hassell**, Chief Operating Officer of training standards organisation NOCN Group; and **Beth Doel**, Advanced Technical Trainer at Reaseheath College.



It became clear that there are no easy answers – one reason being that the problems and their causes are hard to identify. Katie Kelleher, who previously became a crane operator in a male-dominated world, said that misogynistic attitudes sadly still prevailed in some circles and that, despite recent initiatives and improvements, more needed to be achieved.

Deb Madden suggested there may be an element of unconscious bias that reinforced a construction site cultural cliché of 'dads

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and lads'. However, initiatives like the National Federation of Builders Top 100 Influential Women in Construction could blaze a trail on behalf of not just women, but also those of other genders and sexual identities.

Deb added that in some cases, issues like equity and inclusion are handled with a didactic 'big stick' approach rather than seeking genuine cultural change. And while being careful not to generalise, she suggested that many in today's generation had an approach towards employment of 'living to work' rather than 'working to live'. She said that many young people were completely disillusioned by the dry traditional approach of careers advice officers, so perhaps they would respond more readily to engagement with platforms like TikTok, assuming a trusted influencer could be chosen.

Beth Doel pointed out how widely trainee's responses differed. Some soaked up learning like a sponge and sought out new challenges to shape a career, while others saw a job as just a temporary stop gap. Care was needed to ensure people could reach their potential.

Katie Kelleher agreed, saying that some schoolchildren were enthralled when she told them how as a crane operator she would often start work at 5am and put in long shifts in a job she enjoyed; others, however, were totally indifferent. She further wondered if employment practices should adapt further to meet modern demographics and be more flexible. "People's lives change," she said, "and after ten years of

being with someone you might find you have to start caring for them. What can employers do to accommodate this?"

Like earlier speakers, Carl Hassell said the industry had to make itself more appealing. It also had to ensure that any training provided was genuinely fit for purpose and comprehensive: if some employers just took the cheapest possible route, a trainee might not be fully equipped for the real world of work. A more holistic approach was required, focused on future needs and personal development. This could help employee retention.

The panel for this session did agree, however, on some positives. Carl Hassell

pointed out that funding is available for training through CITB and other agencies. Deb Madden highlighted the breadth of good resources available completely free from the Supply Chain Sustainability School, and not just on construction topics but also themes like equity, diversity, inclusion and neurodiversity. And Katie Kelleher said CPA was ready to offer members advice on recruitment and employee retention.

While most challenges facing business are firmly in the present, a corporate eye must be kept on the future, which was the focus of the fourth conference session entitled 'What Next? The Challenge of Growth and Succession Planning'. Participants included **David Graham** and **Chris Harvey**, two Co-Founders and Directors of The Hire Exchange, set up to connect buyers and sellers of hire companies, which can be difficult to value accurately; **Dani Saveker**, Global CEO and Founder of the GLAS Group consultancy which supports entrepreneurs; and **Ian McMillan**, Head of Business Development at the Thomas Group which has grown by acquisition beyond its original plant-hire activity to serve other related markets.

David Graham pointed out that someone with great entrepreneurial flair who worked hard to create a successful hire company might not necessarily have the skills to value the business objectively or prepare it for a transfer of ownership. Any potential buyer would seek rock solid financial data for a proper evaluation to minimise their risk.



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In his experience, many owners would find it difficult to determine exactly where the strengths really lay that would appeal to a new owner: hidden gems might lie in an unsuspected area of the business. An outside consultant with expertise, he said, could smooth negotiations between a keen seller and a willing buyer.

Chris Harvey said most businesses do not consider their exit strategy until very late on. And many firms have been run with an emphasis on areas like minimising taxation, which might not ultimately put them on an ideal footing for sale. Having the right data about the business to present to a possible buyer was key; they would be interested in future growth potential rather than past performance.

Ian McMillan highlighted the importance of keeping personnel informed as far as practically possible during a sales process. If people were told suddenly about a transfer of ownership on the day it happened, they would be understandably apprehensive; a better approach might be to float the idea in advance that a future sale was being explored but with minimum disruption. This could help preserve staff confidence and loyalty.

Dani Saveker, who as a fourth generation CEO of a family business had to effect a management buyout and make several relatives redundant to preserve the company, said that while some 90% of the world's businesses are family owned, many find succession planning hard. Yet the need for such conversations having taken place would be vital if a time came when a company found itself not moving forward.

The final panel session considered **'Mental Health and Wellbeing in the Construction Sector'** with participants comprising **Steve Kerslake**, Trustee and Founder of Construction Sport which enables industry workers to participate in rugby tournaments, walks and other group activities promoting camaraderie and wellbeing; **Gary Higginson**, a Charity Advocate with the Lighthouse construction charity; and **Matt Hartill**, Head of Wellbeing and Mental Health Support at Lyndon SGB, who told Conference delegates movingly about overcoming his own serious mental health challenges.

Matt, an ex-army professional and an advanced scaffolder by trade, had suddenly found himself in a severely depressed state after a series of close family bereavements, during which he felt he had no-one to share his feelings with objectively. Furthermore, being a male and traditionally expected to 'man up' compounded the issue.



In an emotional address to the audience, Matt described how he had ultimately started to plan taking his own life. However, a work colleague thankfully noticed that he was not his normal self. They contacted another team member who was trained in suicide first aid; they rang Matt and invited him to go for a coffee. When face to face, he asked Matt if he was feeling suicidal and it was a breakthrough moment: Matt knew he could ask for help.

Matt said his experience showed the immense value of training people as mental health first aiders and also suicide first aiders, because they know what to look for and how to elicit meaningful responses so they can coordinate help.

Steve Kerslake said that group activities like those provided by Construction Sport helped promote togetherness and overcame the sense of isolation that was a common precursor to mental stress and suicidal feelings.

Gary Higginson pointed out the importance of asking the right questions, in the right way. He poignantly observed that many people tell lies every day by responding "I'm fine" when asked how they are, yet in reality they might be in a troubled space. One approach was to follow up the question "How are you?" with "But how are you, really?"

And this demonstrates the immeasurable value of people working together, looking out for one another as we move forward. It also showed the ongoing importance of human interaction and intervention in a perhaps more AI-driven world.

Indeed, earlier in the Conference and in a more light-hearted vein, CPA President Brian Jones recounted an incident when visiting Paris last April to attend the Intermat exhibition as a member of the Innovation Award judging panel.

Brian ordered a beer in his hotel bar and was taken aback when it was brought to him by a robot waiter, which then asked him in a digital voice if the beverage was to his satisfaction; when Brian said it wasn't really cold enough, the robot promptly malfunctioned and he was left with the warm drink.

So, while plant-hire's future might be increasingly digitised and computerised, the CPA Conference showed that the human touch will remain vital for the foreseeable future and beyond.

Alan Guthrie is a journalist and founder of the industry blog **Alan Guthrie On Hire**.

FUTURE OPTIONS

There was a record number of sponsoring exhibitors at the CPA Conference promoting products and services to help plant-hirers meet new challenges.

Headline Conference Sponsor **MHM Group** provides energy solutions that reduce costs and environmental impact, specialising in the rental and sale of used generators, solar hybrid systems and energy management tools. Having partnered with Gaia Energy, a designer of remote and off-grid power supply systems, MHM offers turnkey solutions enabling carbon reductions and costs to be monitored and managed seamlessly. Cost reductions of up to 80% can be made on transient and permanent sites, whether using mains power or temporary setups. The company's energy management system (EMS) software allows clients to track performance and make data-driven judgements to further improve efficiency and savings.

www.mhm-group.co.uk



ACOP Group are award-winning providers of CPCS plant training, testing and NVQ assessment on all categories of machinery. The company combines classroom teaching with hands-on training on equipment like excavators, dozers, forklifts, telescopic handlers, compacting plant, dumpers, cranes and access platforms, amongst others. Courses can be tailored to any ability and level of experience.

www.acopgroup.com

Acrow Bridge serves the construction and transportation industries with a wide range of modular temporary steel bridging solutions for permanent, temporary and emergency use. Customisable in length, width and strength, structures are designed for ease of assembly, erection and disassembly. Available to buy or hire, bridges are supplied from UK stock for immediate delivery.

www.acrow.com

CESAR security systems deter plant theft and aid the recovery of stolen equipment. The new Rapid search application enables police officers to access the CESAR database of over 650,000 registered assets directly from their smartphones for quick identification. It also draws on information from the Police National Computer (PNC) and an insurers database.

www.cesarscheme.org

CITB have introduced Employer Networks. This involves CITB booking the training on behalf of the employer (with their preferred provider if they have one) and CITB paying the provider a CITB subsidy (currently 70% of the course cost). The provider then invoices the employer for the balance. To access this service contact your local CITB advisor.

www.citb.co.uk

Capja's paperless systems enable plant-hire firms to manage data efficiently. CapjaDocs allows documents to be retrieved by scanning a QR code, and AI integration is being developed to offer on-screen fillable forms. With new FlexiQR codes, users can pre-print or download a batch of unassigned codes for efficiency, flexibility and environmental friendliness.

www.capja.co.uk

Conquip's services to the construction industry include engineering services, innovative products and solutions, equipment sales and rental, plus after-sales support from five regional depots across the UK. Next day delivery is available on much of the company's range. Sectors served include infrastructure, housebuilders, groundworks and civils, RC frame/built environment and construction companies.

www.cqegroup.com

Explore Plant & Transport Solutions

supplies transport and plant-hire services to diverse industries including construction, rail and aerospace. Since being founded in 2015, the company has grown to encompass 150 trucks, 6,000 plant hire assets and 7 depots nationwide, creating 300 jobs and generating annual revenue in excess of £70 million.

www.explorettransport.co.uk

GGR Group's lifting products and services encompass vacuum lifting equipment and glazing robots, restricted access lifting solutions, mini crawler cranes, spider cranes pick and carry cranes and even crane operator hire. The massive new electric GF420 crane has a lifting capacity of 42 tonnes and its 1395Ah battery provides hours of continuous operation.

www.ggrgroup.com

Welfare accommodation specialist **Groundhog** promoted static and mobile units designed for maximum sustainability. Flagship iRange hybrid models offer a near-total reduction in carbon emissions, typically running off solar power for ten months of the year, with the onboard battery charger only running at other times. This minimises fuel use, servicing and costs.

www.groundhog.co.uk



The new **NOCN Group** Online CPD Course replaces the CPCS card Renewal Test for a more efficient and effective means of demonstrating the competence and skills needed to renew CPCS cards. E-learning is accessed easily on any device connected to the internet, including smartphones, and can be completed at any convenient time and location.

www.nocnjobcards.org

Parksafe Group offers a range of safety cameras and machine monitoring systems which can be fitted to excavators, dumpers, forklifts, waste collectors and other plant, including pedestrian detection, driver monitoring and 360 birds-eye view cameras. A web portal lets fleet managers access information 24 hours a day and track machine locations.

www.parksafegroup.com

Plant Parts offers original and non-original parts for machines including final drives, swing drives, slew rings recoil springs and hydraulic pumps plus fitting kits. The company monitors the market to suggest the best solution and is a ZF Aftermarket partner supplying final drive gearboxes,

swing gearboxes, front and rear axles, transmissions and mixer gearboxes.

www.plantparts.eu

Plant Planet is a one-stop shop for news and information about the world of plant across multiple platforms including print, online, digital and app formats. It covers the latest news, releases and insights from the construction industry to provide readers with impartial information from across the world of heavy machinery.

www.plant-planet.co.uk

Plantworx is the UK's biggest construction equipment event showcasing the latest innovations in the industry. The 2025 exhibition takes place on 23-25 September and has a new location at Newark Showground. The show attracts 400+ exhibitors including leading brands, new technology and live demonstrations, and a new feature is the Shared Digging Zone.

www.plantworx.co.uk

Hire software specialist **Point of Rental Software** recently announced a new integration between its Syrx system and the AccountsIQ cloud-based accounting software. This is designed for hire

companies that are outgrowing entry-level systems and offers advanced financial capabilities without the complexity or cost of a full ERP (enterprise resource planning) programme.

www.pointofrental.com

Prolectric's award-winning off-grid solar lighting towers and hybrid power generators are enabling businesses to transform the ways in which they operate, cutting carbon emissions, reducing fuel consumption and minimising operational costs. Designed as a value-for-money alternative to traditional diesel systems, Prolectric's products are helping users transition smoothly to sustainable energy.

www.prolectric.co.uk

Record360, a Point of Rental Software brand, is an app enabling hire personnel to take pictures and videos of machinery using a smartphone during a walk-round inspection to record damage. It is designed for ease of use and to date more than 8 million assets have been inspected and 400 million images captured.

www.record360.com/uk

Rouse Services offers a data platform enabling hire companies to compare their own rental rates and utilisation levels with their peers, integrating with commonly used software systems. Also available is SmartEquip, a multi-manufacturer platform for parts and spares information that enables orders to be placed across many brands on a single platform.

www.rouseservices.com

Scottish Qualifications Authority (SQA)

offers training internationally in many plant disciplines, including Ofqual and Qualifications Wales recognised programmes in: operative and specialisms; technical, supervisory and management; confined spaces; and street works. The organisation can also devise customised solutions. It offers Awards, Certificates and Diplomas in construction skills, including knowledge-based and workplace assessed qualifications.

www.sqa.org.uk/buildingfutures

Spartan Digital Operations has developed the Phalanx 6 suite of mobile apps and tools to digitise logistics and services needs, designed specifically for rental applications. It integrates with major hire management software and can process operational aspects at the depot or in the field. It can also incorporate telematics and artificial intelligence data.

www.spartansolutions.com

The Supply Chain Sustainability School is a free virtual learning platform upskilling those working within the built environment sector covering three core Sustainability pillars: Environmental, Social and Economic. It looks at issues ranging from carbon management to combatting modern slavery, plus topics like Digital, Fairness, Inclusion & Respect, Management, Offsite, People, Procurement and Retrofit.

www.supplychainschool.co.uk

Thomas Group offers self-drive and operated plant on a national basis. The company can also provide machine control systems from suppliers such as Leica, Topcon and Trimble, as well as its own On Grade GPS machine control equipment hire, installation and monitoring service. Systems are available in 2D, 3D or total station formats.

www.thomasplanthire.co.uk/
the-thomas-group



Tranzaura is a customisable fleet intelligence and management system powered by AI and using Microsoft Azure cloud-based tools. It gives real-time insights for fleet managers, workshops and drivers across multiple depots and locations. The system enhances communications between drivers and engineers, enabling better resource planning. Users include Travis Perkins, Yorkshire Water and DPD.

www.tranzaura.com

VUE Group's Human Detection System uses cameras powered by AI to detect human forms round plant. The algorithm employed is exclusive to VUE and continuously refines itself via machine learning. The system informs operators and pedestrians by audio and visual alerts to reduce accident risks, and alerts are reported and recorded in real time.

www.vuegroup.org

WOLFF Onsite provides tower crane accessories and general construction equipment. The new compact Hybrid Power Unit combines a battery pack with a diesel generator for efficient running and fuel reductions up to 90%. It has an output of up to 160kVA and an automatic boost delivers 150% of that power for a maximum 15 seconds.

www.wolffonsite.co.uk



POLICY

THE POLICY AGENDA FOR 2025 - CHALLENGING BUSINESS PROPERTY RELIEF: YOUR VOICE MATTERS!

When Rachel Reeves delivered her Budget at the end of October 2024, I do not think she or her officials could have predicted that some two and a half months on, elements of it would still not only be discussed, but actively challenged by businesses across the country.

Budgets and their impact, no matter how watertight they might seem when being put together by officials and ministers in the Treasury, often have a habit of unravelling when confronted with reality. Gordon Brown's changes to dividends paid to pensions back in 1997, is still cited as a major policy mistake. George Osborne still probably breaks into a cold sweat at the mention of pasties and whether takeaway food can be taxed if it is hot or cold?

While the rise in employers NI contributions was trailed in the lead up to the Budget, and however damaging this will be, at least some notification was given, the same could not be said for changes to inheritance tax and crucially, Business Property Relief (BPR).

In the weeks after the Budget, we were contacted by members from family run businesses, concerned about what the changes to BPR mean and their impact for family businesses.

Put simply, the changes to Inheritance tax, pensions and BPR, which come into effect in April 2026, have undermined stability and succession plans for thousands of family run businesses, right across the country. Established almost 50 years ago and upheld by successive governments of both main parties, the conventions around BPR have helped family businesses navigate a challenging economic environment over the years, safe in the knowledge that if the owner should pass away, they will not be at a disadvantage. At a stroke, the Budget removed this safety net and completely undermined the future viability of these firms.

Family businesses take on a range of risks when they first go into business. Often mortgaging assets like their own homes, their entrepreneurial instincts and ambitions are tempered by the reality of what could go wrong and what is at stake. Some of the UK's most successful companies, many of whom have become internationally renowned, have family origins. They grow companies, provide jobs,

invest in their businesses, and pay taxes. Family Business UK estimate the total tax income to the Exchequer to be upwards of £200bn a year.

When the current system of BPR was established in the 1970s, the economic outlook was uncertain. Over the following decades, despite the highs and lows of the economy, governments and policymakers have understood the need for inheritance tax and BPR, to reward these risk takers and national wealth creators therefore provide a degree of stability and confidence when growing the business and passing it on to the next generation.

Now, following the upheaval of the pandemic, high levels of inflation, rising interest rates, poor growth prospects, plant-hire companies, like most family businesses, are desperate for a degree of stability – often in order just to continue to survive, let alone continue to grow their business.

The October Budget completely rewrote this long-established policy, with no warning or forethought on its impact, and no consultation with the very companies who it is targeted at. This is manifestly unfair and will do nothing to enhance the new government's so-called focus on growth.

The question rightly being asked by affected members is, what are you going to do about it?

The CPA has been working with other trade associations and stakeholders in highlighting the impact of this short-sighted policy, and what it will mean for the plant-hire sector. This has included:

- CPA members taking part in a wide-ranging economic impact survey in conjunction with Family Business UK and the CBI Economic Impact Analysis team, the results of which were widely reported in the national press.
- Producing a policy briefing which explains in more detail the unfairness of this move and the ramifications for both family run plant-hire firms and the wider plant-hire sector.



Chris Cassley
chris@cpa.uk.net

- Attending a meeting of the Business and Trade Select Committee research roundtable with senior MPs, and a meeting directly with James Murray, Exchequer Secretary to the Treasury, highlighting the issue.
- A call for CPA members to write directly to the Prime Minister with first-hand examples of how the change in policy towards Business Property Relief will impact their businesses.
- In addition, the CPA also wrote to the Prime Minister outlining our concerns, this was followed by an interview on Times Radio which Steve Mulholland took part in just before Christmas.

We are now working with a political consultancy and communications team to take this work forwards into 2025 to further outline on a high-profile stage, the real concerns of our members on what is a highly controversial move that will have real ramifications for family businesses in the plant-hire sector. At the very least, we are calling for a full consultation on the Treasury's plans and what alternatives might be looked at.

But we can do more – and we need the help of our family businesses in membership. Over the coming weeks, we will be writing to members, asking them to directly contact their local MPs, to highlight the impact the changes to BPR will have, and what is at stake for local businesses and the local communities they work in. We will continue to make your voice heard at the highest levels, but MPs of all parties need to know what is at stake and what risks being lost should the Treasury's plans become a reality.

We will provide members with a template letter and details for how they can find and contact their local MP. We believe a targeted approach at both government and constituency level, will help focus minds and showcase the challenges family run businesses in plant-hire now face.

As an association, we are determined to make your voice heard and show how this shortsighted policy will irreversibly damage businesses with a proud history of serving their customers, as well as undermining the wider plant-hire sector.

ECONOMIC IMPACT OF THE PLANT-HIRE SECTOR

In November at the CPA Conference the first fully comprehensive study of the UK's plant-hire sector was launched.

The CPA commissioned Oxford Economics to research and write a report into the size and scope of the plant-hire sector in the UK. It makes a compelling read for both those employed in the sector, but also for policymakers and stakeholders. It also helps put into perspective the breadth and scope of the sector and why it remains a key destination for highly skilled jobs and roles. It shows the significance of plant-hire and its true value to the UK economy, both in GDP, productivity, and the number of jobs it supports.

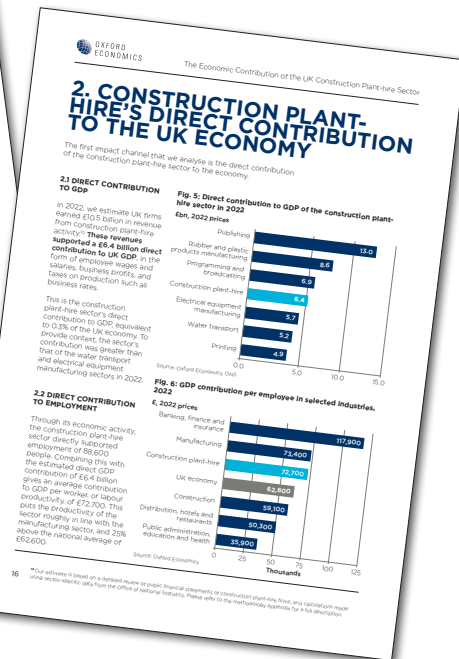
Key findings of the CPA/Oxford Economics Report entitled 'The Economic Impact of the UK Construction Plant-hire Sector' include:

- **The construction plant-hire sector contributes £14 billion annually to the UK economy**
- **Construction plant-hire contributes 191,500 jobs* to the UK economy**
- **For every £100 contributed to GDP directly by construction plant-hire, the sector supports a total of £218 around the economy**
- **Construction plant-hire workers are 25% more productive than the average UK worker, with a higher share being company managers or directors**
- **For every 100 people directly employed by construction plant-hire, the sector supports a total of 216 jobs around the economy**

*The UK construction plant-hire sector employs an estimated 88,600 workers, including those who work for plant-hire firms and plant operators hired in on a temporary basis. The sector also supports 44,800 jobs around the economy and the effect of workers spending their wages supports an estimated 58,200 jobs.

The construction sector is an important component of the UK economy, employing 7% of the UK workforce, and making activity in all other sectors of the economy possible through the infrastructure, offices, and factories that it builds. The construction plant-hire industry is an enabling sector that sits behind construction and allows it to function in an efficient way.





"The role of the CPA will also evolve as we meet these future challenges and opportunities, working hand in hand with our members in supporting them. This economic impact study helps set the foundations for moving forward for the CPA across every facet of our work and engagement and celebrating 85 years of supporting the UK's construction plant-hire sector. It has only been possible because of the contribution our members have made to our continuing success," he continued.

OXFORD
ECONOMICS

CPA

**THE
ECONOMIC
IMPACT OF THE UK
CONSTRUCTION
PLANT-HIRE SECTOR**

2024



A diagram illustrating the conversion of 4 blue coins into 8 white coins. On the left, there are 4 blue coins arranged in a 2x2 grid. A large grey arrow points to the right, where 8 white coins are arranged in a 2x4 grid.



ALMOST THERE: THE EXECUTIVE HIRE SHOW 2025 IS SET TO TAKE CENTRE STAGE

In this issue of the CPA Bulletin, we preview the sold-out **Executive Hire Show 2025**. On **12th and 13th February**, the **CBS Arena in Coventry** will host the tools, plant, and equipment hire industry's biggest event. With 145 stands booked, it promises two days of innovation, networking, and inspiration.



The CPA team will be exhibiting at the show on **Stand H20**, offering guidance on key industry topics and updates on initiatives like the Stars of the Future Apprentice and Trainee Awards 2025. The CPA stand will be a hub for advice and updates, and we look forward to welcoming you.

This year marks the 18th edition of the show, building on a strong tradition since its launch in 2007. Over nearly two decades, the Executive Hire Show has become a key event for the hire industry, bringing together suppliers and hirers to explore new ideas, discover practical solutions, and support the sector's growth.

As the industry sharpens its focus on sustainability and efficiency, this year's show promises to deliver solutions for the challenges ahead. Attendees can expect to explore the latest electric and hybrid machinery advancements, alternative power options, and sustainable site solutions. From fleet-transforming tools to software that

streamlines operations, it's a showcase of how innovation meets opportunity to future-proof the hire sector.

With independent hirers making up 86% of last year's attendees, the event has proven its broad appeal across the industry. Whether you're leading a national operation or growing an ambitious start-up, the Executive Hire Show provides the platform to learn, collaborate, and thrive.

Here's a glimpse of what visitors can look forward to at the show. While it's just a small sample of what's on offer, the event promises a wide range of innovations, sustainable solutions, and opportunities to connect with the industry's

leading experts and suppliers. Whether you're looking to grow your network, find practical solutions, or discover what's next, the 2025 show has it all.

Ohashi's compact tracked woodchippers have proven to be a game-changer in the UK hire market a year on from first being launched. Distributed exclusively by **TH WHITE** Machinery Imports, the standout ES151GH model is the only compact tracked 6-inch woodchipper available, combining high performance with eco-friendly benefits. Capable of handling wood up to 15cm in diameter and designed to navigate the narrowest spaces, it eliminates the need for green waste transport, reducing carbon emissions. The ES151GH's ability to produce mulch on-site supports sustainable landscaping, making it a top choice for hire companies prioritising efficiency and environmental impact. **(Stand A46)**



Tyrolit's new Floor Grinding and Preparation range is said to be transforming the market, offering customers a complete solution from a single source. Core Cut Ltd, impressed by



the range after seeing it at the UK Concrete Expo, decided to trial key equipment, including the FGE780R3 Radio Remote Floor Grinder, FPE320 Electric Scarifier, FBE560 Twin Motor Shot Blaster, and compatible vacuums. Tyrolit's expert demonstrations highlighted the benefits of consistency, efficiency, and reliable after-sales support.

Convinced by the quality and versatility of the range, Core Cut invested over £100k to upgrade their entire fleet. Visit the Tyrolit stand at the EHS 2025 to see the range that's setting a new standard in floor preparation.

(Stand B40)

The Electric Heating Company (EHC) has launched its innovative Mobile Boiler range, offering portable, compact, and efficient temporary heating solutions for construction sites, renovations, and light commercial uses. With models ranging from the 2-8kW Comet PV to the 26kW Mercury Combi, these boilers provide adjustable flow temperatures (20°C-85°C) and are perfect for tasks like screed drying or emergency heating.

Designed for convenience, the Mobile Boiler range features plug-and-play setup, lightweight portability, and advanced safety measures like overheat protection and pressure relief valves. Compatible with renewable energy sources and boasting high efficiency, the range aligns with EHC's commitment to sustainability. Discover the Mobile Boiler range at the EHC stand during the EHS. **(Stand K41)**



The new **HPC KAESER MOBILAIR M44** compressor fills a key market gap, offering compact, high-performance, and eco-friendly portable compressed air systems. Powered by a Stage V-compliant Kubota diesel engine with optimised power management, it delivers 4.1 m³/min at 7 bar

while ensuring exceptional fuel efficiency and minimal emissions.

With features like anti-frost control, the Sigma Control Smart system for precise pressure adjustments, and a lightweight design under 750kg, the M44 is ideal for applications ranging from pneumatic hammers to sewer robots. Optional extras include compressed air reheating and oil-free configurations for tailored solutions. Explore the innovative MOBILAIR M44 on the HPC's Compressed Air Systems stand.

(Stand K70)



Preheat Engineering has introduced solid-state thermostats to tackle the vibration issues that plague traditional models. Built with durable electronic components insulated against engine vibrations, these thermostats offer enhanced reliability, precise temperature control, and improved energy efficiency - all while reducing maintenance costs.

Operating since 1954, Preheat is a trusted supplier of engine preheaters and fuel storage solutions for industries across the UK and Europe. Visit the Preheat Engineering stand at the EHS 2025 to learn more about their innovative solutions.

(Stand A60)



Point of Rental Software's Syrinx 365 is now available as a cloud-hosted solution, giving hire businesses easy access to the latest, most feature-rich, and secure software version - without the hassle of manual updates.

With highlights like a global search bar, customisable dashboards, and a public API for integrating accounting software and ecommerce platforms, Syrinx 365 streamlines daily operations. Secure payment processing and mobile apps reduce errors and improve efficiency, while UK businesses can benefit from tools to achieve Cyber Essentials accreditation. Find out more about Syrinx 365 Cloud at the Point of Rental Software stand at the show.

(Stand D24)



Dragon Equipment, renowned for its compact crushing machines, is raising the bar with the CR450 Diesel Crusher. Powered by the highly regarded Kubota D722 19hp diesel engine, the CR450 offers higher torque and increased output, crushing through even the hardest materials for over 12 hours thanks to its 33-litre fuel tank.

With a 460mm x 205mm Hardox jaw and remote-control capability, the CR450 is designed for maximum productivity and safety, perfect for tough-to-reach sites. All-terrain tracks and a compact 970mm width improve onsite stability, while its lightweight build ensures easy transport alongside an excavator.

After its official launch in 2024, the CR450 Diesel Crusher will make its first in-person appearance at the EHS this year. Don't miss it on the Dragon Equipment stand.

(Stand G12)



Prolectric's patented lighting tower technology will be officially showcased for the first time at the Executive Hire Show 2025. Adding to the excitement, Prolectric will reveal a prototype of the groundbreaking ProCharge - a revolutionary BESS product ahead of its 2025 launch. Featuring a 12-panel solar array, the ProCharge has already been saving one of the UK's largest contractors over £200 a day. Designed to power site compounds, electric telehandlers, small EV vans, ATVs, mini diggers, and dumpers, it's set to transform on-site energy use. Visit Prolectric's stand for a first look at this new innovation. **(Stand J10)**



SANY returns to the Executive Hire Show 2025, bringing a showcase of innovative machinery tailored for the plant-hire sector. Highlights include the popular SY26C mini excavator, a compact yet powerful machine with reduced tail swing, easy towing capability, and a next-generation operator's cab. The fully electric SY19E, with zero emissions and a long-lasting LFP battery for faster, safer charging, will also be displayed. The SY35U zero tail swing excavator, equipped with a Stage V YANMAR engine, advanced load-sensing hydraulics, and safety-focused features, rounds out the mini excavator lineup.

The STR27 tandem roller is making its European debut. It is a 2.7-tonne machine with a powerful Kubota engine, compact dimensions (1.3 x 2.5m), best-in-class drum visibility, and advanced safety features - perfect for small to medium construction projects. **(Stand C20)**



Bobcat will showcase its expanded product range for the rental industry at the show. Visitors will see one of the most extensive line-ups of compact machinery, material handling equipment, attachments, and portable power solutions - all supported by Bobcat's global dealer network.

Among the highlights are the latest PG40 and PG50 portable generators, which represent a leap forward in design and efficiency. Powered by Stage V D24 engines and Stamford alternators, these models deliver increased power output and reduced fuel consumption compared to their predecessors. The PG50 offers a true 50 kVA prime unit, while the PG40 delivers 40 kVA, both with sleek, compact designs and optional factory-mounted running gear for easy transportation. The new generators also feature 'Liquid Heat,' a low-load management system that reduces downtime and extends engine life - making them ideal for rental applications. **(Stand A72)**



Atlas Copco will unveil its ZBP 120-120 energy storage system. This modular, portable solution delivers 120 kVA of power and 123 kWh of energy storage, making it ideal for noise-sensitive zones and emissions-free applications.

Powered by high-density lithium-ion batteries, the ZBP 120-120 supports standalone and hybrid operation, integrates with renewable energy inputs, and reduces generator runtime by up to 70%. With



over 40,000 hours of working life and minimal maintenance, it's a cost-effective, sustainable choice for the hire industry. Part of the Innovation Trail, the ZBP 120-120, highlights Atlas Copco's commitment to efficiency and environmental performance.

(Stand B22)

Brendon Powerwashers will showcase the innovative BBW30KLi Battery Powered Bowserwasher. This electric, rechargeable industrial powerwasher combines high performance with sustainability, operating at just 82dBA at 1m and featuring multiple speed settings from 1000 to 3000 psi.

On low power, it runs for an impressive 6 hours, while the high-pressure 3000 psi setting delivers full performance for 1.5 hours. The advanced design includes a high-quality BMS system, onboard charging from 110V or 240V, and safety features like low water and leak protection. Charging options range from standard (100% in 6 hours) to rapid charging (5% to 80% in under an hour, launching in 2025). **(Stand C34).**



Maxflow Power Products, a leading UK and Ireland manufacturer of pressure washers and power equipment, is making its first appearance at the show. Known for precision engineering and in-house production, Maxflow delivers reliability and durability tailored to the hire industry. With direct accounts from trusted brands like Honda, Loncin, Yanmar, Comet, Hawk, Interpump, BE and HPP, Maxflow offers a streamlined supply chain and rapid delivery network to minimise lead times. **(Stand I31)**



SANY Road Machinery UK & Ireland is also set to make its EHS debut showcasing the groundbreaking SANY STR50E light tandem

roller. This 4.5t roller is the first in its weight class to feature battery power with fully electric drive and vibration.

Powered by a 60kWh cobalt-free lithium-iron-phosphate battery from CATL, the STR50E delivers 4-6 hours of runtime under real-world conditions. Its innovative energy recuperation system boosts efficiency, while the ergonomic operator platform with swivel action and dual electronic control levers enhances visibility and flexibility. The STR50E marks a major milestone in zero-emission machinery from SANY, joining the battery-powered SY19E and SY215E excavators with more electric models coming in 2025. **(Stand A2)**



Towmate Trailers, a British manufacturer of towable solutions for the construction and public utilities sectors, will showcase its innovative designs at the show. Known for its modular approach, Towmate offers reconfigurable trailers to meet specific requirements, focusing on efficiency, reducing downtime, and minimising repair costs.

Featured products include the Rhino Plant Trailer, equipped with a pivot axle system to reduce tyre and axle damage, and LoadSentry, a strapless security system for securing diggers. Also on display will be the Raptor 125 Pipe Trailer, designed for laying coils of pipe for gas and water, featuring the latest customer-driven modifications.

(Stand F10)



Nugent Trailers, Ireland's largest trailer manufacturer up to 3,500kg gross weight, will be showcasing its expertise at the show. Established in County Tyrone in 1985, Nugent is known for its precision engineering and robust designs across a wide range of trailers, including livestock, commercial, small domestic, and the recently launched box trailers.

All Nugent trailers feature the patented Dual Drive™ suspension, a standout innovation that enhances the towing experience by reducing vibrations and minimising stress on the chassis and towing vehicle. This technology sets a new benchmark in trailer suspension and reliability.

The Nugent Plant Trailer will be a key highlight, showcasing its durable construction, advanced safety features, and dependable performance in challenging environments. Designed with versatility in mind, Nugent's trailers are trusted by professionals across construction, agriculture, and plant-hire industries for their quality and flexibility. **(Stand K26)**



DEWALT is exhibiting at the show for the first time, showcasing its groundbreaking POWERSHIFT™ range of electrified concrete tools. Designed to meet the critical needs of construction professionals - power, runtime, and ergonomics - this innovative system enables a seamless transition away from petrol-powered equipment without compromising performance.



The POWERSHIFT™ system includes six core tools, such as a plate compactor, rammer, backpack vibrator, power screed, and core drill, all powered by a high-capacity,

lightweight battery that charges in under an hour. The range also includes a DEWALT FLEXVOLT® adaptor for added flexibility.

Visitors can find DEWALT at both the Atrium **(Stand A12)**, where they can enter a competition and learn more about the brand, and in the main hall **(Stand C10)** for product demonstrations and expert advice.

GroundGuards, a leading name in ground protection, is bringing two standout products to EHS 2025: ProMat and UltraTrack Pro. Designed with sustainability and performance in mind, both products are crafted from recycled materials, reducing environmental impact while delivering industry-leading reliability.



Offering exceptional value at just £98, ProMat is lightweight at 38kg, yet durable enough for demanding conditions. Made from 100% recycled high-density polyethylene (HDPE), it's an eco-friendly, cost-effective choice for hire companies and event organisers.

Built for large-scale projects, UltraTrack Pro features oversized panels for faster setup and overlapping joints that create cleaner, safer work sites. Its heavy-duty durability and sustainable design make it ideal for high-demand applications.

Visit GroundGuards at EHS 2025 to see ProMat, UltraTrack Pro, and other innovative solutions in action, and speak to the team about the future of sustainable ground protection. **(Stand A52)**

Western Global, a leader in fuel storage solutions, returns to the event, showcasing cutting-edge products designed for efficiency and reliability. Key highlights include the DEFcube and TransCube Global, offering advanced solutions for fuel and AdBlue storage.

Available in 500L and 2,200L capacities, the DEFcube provides innovative AdBlue storage with a poly inner and steel outer for

temperature control. Features like forklift pockets, stackable design, and lockable compartments ensure mobility, security, and space efficiency.

Known for versatility, the TransCube Global fuels multiple pieces of equipment simultaneously, extending runtimes and saving time and resources. Its transportable design makes it ideal for construction and rental applications.

For larger-scale needs, the TransTank and EnviroCube offer robust storage with durable designs and compatibility with fuel management systems. **(Stand G22)**



ENAR, the renowned Spanish manufacturer of concrete vibrators, finishing tools, and compaction equipment, is set to launch its new Spyder E BATT high-frequency poker during the show. With a strong presence in the UK since 1990 and now part of the Wacker Neuson Group, ENAR continues to deliver innovation, quality, and sustainability.

The Spyder E BATT is a battery-powered high-frequency poker designed for maximum runtime, powered by a 58V Li-ion battery with fast charging for continuous operation. With a durable aluminium body, reinforced rubber protection, and ergonomic design, it's built for versatility - whether used with a backpack, shoulder strap, or placed on the ground. Available in multiple head sizes and hose lengths, the Spyder E BATT is suitable for a variety of applications.



In addition, ENAR will showcase their new range of single direction vibrating plates at the show. Initial models include 350mm and 500mm width plates fitted with a choice of Honda or Loncin engines, with options for an asphalt water kit and transport trolley. Features like a fully enclosed v-belt guard, nodular cast iron base plate, and oil-filled exciter add to the durability and performance of this exciting new addition to the ENAR portfolio. **(Stand K10)**

CLM Supplies, a leading UK supplier of high-quality construction equipment, will be showcasing its latest innovations during the show. Known for their reliable and durable solutions, CLM is introducing two exciting new products to enhance efficiency on-site.

The Hoist Assembly Kit simplifies scaffold hoist setup, making it a one-person job with a winch rated up to 15m for effortless elevation. Alongside this, the Waterproof Cover for Hoists provides superior protection against the elements, ensuring scaffold hoists remain in peak condition in all weather.

CLM will also feature its renowned KERN-DEUDIAM diamond blades and wet core drills, delivering precise, clean cuts for a range of materials, as well as showcasing its extensive range of products, including tile saws, scaffold hoists, and resin mixers. **(Stand D40)**



Sovereign's Supa Tuff™ Tags have become the top choice for UK hire companies, offering a durable and efficient solution for equipment management. The versatile 3-in-1 Hire Tags are waterproof,

weather-resistant, and feature a self-locking mechanism, eliminating the need for additional ties. With an easy-to-write-on surface and traffic light colour-coded sections, they simplify equipment status identification. Eco-friendly and recyclable, the tags can also be customised with company logos, contact details, and QR codes. **(Stand K2)**

Tufftruk Ltd will showcase the latest addition to its TRUXTA range, the EB800PTP "Mid Tip" Battery Powered Mini Dumper, at the show. This stand-on machine combines a 960mm tipping height, hydraulic power tipping, and zero-emissions design, offering unrivalled performance and versatility on-site. Its articulated chassis and patented steering pivot system ensure maximum manoeuvrability, while the compact design allows it to fit through standard doorways.



Attendees can also explore the new EB800PTCB Battery Powered Concrete Buggy, featuring TRUXTA's iconic lime green Poly Skip, alongside the full TRUXTA range. Built for durability, safety, and eco-friendly operation, Tufftruk's innovative machines are designed to meet the evolving needs of modern job sites. **(Stand I12)**

Hatz Digital Solutions is transforming engine management with real-time performance tracking and IoT technology. Designed to maximise efficiency, productivity, and profitability, the system provides vital information such as engine performance, location, maintenance needs, and error codes, all accessible via a browser-based dashboard.



With features like geo-positioning, data transfer via SIM card, and over-the-air updates, Hatz engines become indispensable data providers for optimised planning. The technology is intuitive and powerful, offering structured information that improves profitability while ensuring availability and reliability. This solution is compatible with all electronically controlled Hatz engine applications, making it ideal for hire companies and construction professionals looking to enhance their operations. Visit Hatz for a live demonstration and learn how Digital Solutions can take your engine management to the next level. **(Stand B23)**

DocTech, DocuWare's premium partner, will be at the Executive Hire Show for the very first time to showcase smart document management and workflow automation solutions. These innovations streamline operations, reduce costs, and enhance productivity for hire and rental companies.

DocuWare integrates seamlessly into rental software to automate processes like invoice approvals, simplify customer contracts, and improve compliance - all while ensuring documents are securely stored and instantly accessible. Discover how businesses like CW Plant Hire saved over £60,000 by digitising invoicing, and learn how DocTech and DocuWare can help modern hire companies stay competitive in a fast-paced industry. **(Stand J40)**

Enhance Your Rental Software with Invoice Process Automation



MCS Rental Software and DocTech have partnered to streamline invoice processing for rental businesses. This solution improves speed, accuracy, approvals, and cash flow while handling large volumes of invoices. Available to both new and existing MCS customers, the integration, developed by DocTech and powered by DocuWare, automatically matches invoices to POs in MCS-rm and generates purchase invoices in the rental management system. **(Stand I20)**

Groundhog will return to the EHS 2025, marking its 18th year at the event. Known for reliable and innovative solutions, Groundhog will once again highlight products designed to deliver value for hire partners.

This year's highlights include the GP360 Fusion Pulse, a proven performer with 14



years in the hire industry and over 5,000 units in operation, as well as the TwinAxle Twin Toilet Eco Unit and the newly launched TwinAxle Mobile Battery Charging Unit, offering cutting-edge solutions for modern hire needs.

Groundhog is also excited to launch its brand-new Genuine Parts offering at the show. Designed to simplify maintenance and improve equipment reliability, the range features high-quality, easy-to-order parts for all Groundhog products. **(Stand G40)**

Dantherm Group Ltd brings expertise in climate control, **ABAX UK** offers innovative telematics, and **Ronda Enviro-Vac** specialises in industrial vacuum systems.

PreTec will showcase precision-engineered tools, while, **ASKA International UK Ltd** ensures safety standards, and **Filtertechnik** offers solutions to maximise equipment efficiency.



Household names like **Thwaites, Niftylift, Mecalac, JCB, MHM, Altrad Belle, Husqvarna UK, Makita, Genquip, Ammann,** and **Toro** will also be on the show floor, alongside 45 first-time exhibitors bringing fresh energy and ideas to the event. The diversity of exhibitors ensures something to inspire every visitor, whether exploring innovations, discovering sustainable solutions, or securing exclusive show-only deals.

Chris Moore, Executive Hire Show Director, commented: "The Executive Hire Show has become an essential event for the hire industry. With a sold-out exhibition, exclusive deals, and the Passionate Hire Awards at the Networking After Party, it's the perfect opportunity to connect, celebrate, and shape the future of hire. This year's Innovation Trail will showcase groundbreaking products and services transforming the sector, giving visitors a unique chance to explore cutting-edge solutions. It really is too good to miss!"

With over 145 exhibitors, live demonstrations, and actionable insights into challenges like decarbonisation, the Executive Hire Show 2025 promises to inspire and provide practical solutions for every hire business.



Registration is free - visit the Executive Hire Show website at www.executivehireshow.co.uk for fast-track entry and start planning your visit. Don't miss the event where passion meets progress and the hiring industry comes alive this February in Coventry.

DECARBONISATION & SUSTAINABILITY

THE ROLE OF STEPPING STONE TECHNOLOGIES



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Construction plant-hire is an exceptionally difficult sector to decarbonise. It includes powerful machinery with challenging duty cycles operating on sites that have minimal existing infrastructure, if any. This is especially the case when those machines are building the infrastructure that the UK has to deliver at pace to achieve Net Zero.

Construction machinery is often designed to be a particular size, weight, reach or work in specific environments, such as on rail. For some tasks it is already challenging to get hold of a machine with the right specifications, even without restricting yourself to hybrid, Stage V, hydrogen or fully electric models. The design modifications required to decarbonise machines can compromise those desirable characteristics, with battery weight being a common stumbling block.

Commercial road fleets are moving towards electric, but there are challenges with public charging infrastructure. Fleet operators are being advised to focus on electrifying the shortest and most predictable routes first, and in the case of vans, considering

whether employees are able to charge at home. This being the case, how far are we from charging infrastructure that works for HIABs and truck-mounted cranes, which not only need to travel to multiple sites, but carry out work once they get there?

For most types of equipment the only option is to bring the power to the machine. You can't track a 100 Tonne electric crawler crane 14 miles down the road to the nearest charge point. Plant-hirers rarely have any control over the grid capacity on site, and sites often express frustrations in getting a connection. Even if you can get a sufficient grid connection, how green is the tariff?

Construction machinery is not cheap. Plant-hirers cannot always afford to invest in the latest kit, especially in cases where they do





not qualify for full expensing. Residual value is another crucial consideration. How much a machine can be sold for determines how much money it needs to earn throughout ownership to be profitable, higher up-front investment and lower residual value makes it very difficult to keep rental prices down.

Although there are fuel savings to be had with new state-of-the-art equipment, this does not always cancel out the difference in weekly hire cost. Passing the cost onto customers risks losing them, and regulation is not a silver bullet. If a company cannot afford a certain type of technology, forcing them to buy it does not increase demand, it just puts them out of business.

Electrification of smaller machines, hand-held items and stationary equipment suitable for tethering (concrete pumps for example) show a lot of promise, along with hydrogen combustion engines for the larger and mobile kit. However, the infrastructure will take time and government support to evolve, as will tackling the higher investment cost.

Drop in alternative fuels are commercially available and can reduce greenhouse gas (GHG) emissions by as much as 90%, as long as they are sufficiently high blend and sustainably sourced. This can be verified through the use of certified suppliers under the Renewable Fuels Assurance Scheme (RFAS), and the accompanying Renewable Fuel Declaration, which scores the fuel based on GHG savings compared to diesel.

HVO is the most well-known, though not yet manufactured in the UK. Diesel and petrol sold in forecourts in the UK already

contains a small amount of biofuel, achieving modest GHG savings compared to 100% diesel. Higher blends of biofuel are available for greater GHG emission reductions, for example B20, B30, B100 and E85, but these may require modifications to the engine and/or fuel storage. Fuel additives that improve fuel efficiency are also commercially available.

Diesel-electric hybrid offers significant benefits through improved fuel efficiency, utilising battery power during periods of low demand. Being much less dependent on infrastructure, it is a more flexible, scalable and incremental solution, with opportunities to evolve towards predominantly plug-in models.

External battery storage units are also widely available to hybridise diesel power generation on site as above, or enhance existing grid supplies by continuously trickle charging small amounts of power. This stored power can be delivered to site with more flexibility, acting as a buffer between the site and the grid and covering peak demand without the need for expensive infrastructure upgrades. There are also smaller





transportable options available, designed to replace the traditional trolley generator.

General efficiencies like anti-idling practices, engineered solutions, eco-operator modes and power management (including renewable energy generation on site) can also reduce carbon emissions significantly, especially if used in conjunction with one another or alongside other stepping stone technologies.

Climate targets must recognise sector-specific challenges and allow scope for these approaches while the 'zero' technology gains momentum. Reductions in carbon emissions should not be vilified simply because they still contain a degree of fossil fuel use, a partial reduction is far better than no reduction at all, and far more likely in the short-medium term.

Less carbon tackled today, is more carbon to tackle tomorrow, and less time to do it in. Promising to support future technologies is welcome, but plant-hirers need an assurance that what they invest in today will also be supported, especially given that we don't yet know what the future looks like for many of these powertrains.

This sector has proven time and time again that it will do what it can, when it can, but it cannot fund these transitions alone. Substantial visible progress in infrastructure and financial incentives like fuel rebates and full expense allowance will be required. These necessary financial incentives carry a hefty price tag, and what remains to be seen is how fast the UK taxpayer can afford to run in this 'race' to Net Zero.



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SKILLS

This first skills article of the year focuses on the initial movements/priorities of the Labour Government and its evolving Skills Agenda. As mentioned previously, the Government will establish a new Government Agency, called Skills England, which is due to launch later this year. Skills England will seek to ensure the skills, education and qualifications landscape is less fragmented, and that it becomes clearer and more transparent, to its end users and stakeholders*.

The first Skills England report, entitled 'Driving growth and widening opportunities', was published in September 2024 and gives some indication of how the skills system may work in the future. The report can be viewed at https://assets.publishing.service.gov.uk/media/66ffd4fce84ae1fd8592ee37/Skills_England_Report.pdf

Some of the initial priorities are:

- Better understanding of employer skills requirements
- Clarifying and Strengthening Qualifications landscape
- Working with employers to bring the Skills agenda to the Boardroom
- Increasing employer investment in skills
- Improved collaboration between Government Departments and regions relating to skills

All the above priorities seem sensible. Having worked in the skills and education space for over 20 years, in many ways the current landscape is less fragmented than it has been, key stakeholder collaboration and several new policy initiatives over the last few years have improved things. It would be great if this could be built on over the coming years.

What does stand out, loud and clear, is that Skills England wants to engage more effectively better with employers. Of course, the CPA and our industry partners/members would fully support and advocate this. I would urge the Government and Skills England to ensure they do this in a robust and meaningful way. There are many employers, particularly in our sector where the Skills Agenda is a priority in the Boardroom, and other sectors can learn from where the plant industry often leads the way.

The Skills England report, as you would expect, continues to have Apprenticeships and Technical Educational routes at the heart of the skills system, and there will be an emphasis to expand apprenticeships further. Skills England plan to replace the current Apprenticeship Levy with the planned Growth and Skills Levy and it will be interesting to see how this unfolds and how the funds will be used.

Government is working through what the levy can be used for, but it is expected to be on short technical courses as well as Apprenticeships.

As you would expect, there's a nod to the importance of how Green Skills and Digital Skills fit into the new skills landscape. We'll expect more detail on this in the next report/update.

Surprisingly references to Skills Bootcamps are light, and subsequent information updates indicate Skills Bootcamps will

predominantly be funded through Combined and Local Authorities. This of course should support local and regional needs. However, that move will not support National Infrastructure Projects and Government Housebuilding targets. The skills system often need a national approach to major projects and housebuilding initiatives.

The additional concern with devolved skills funding is the local and regional authorities' capacity and capability to be able to deliver the funds to employers and providers for effective and timely use, we will watch these developments with interest.

From a plant industry perspective, the industry continues to be proactive in the skills landscape with an increase in plant related Apprenticeships and Skills Bootcamps. The CPA and its members look forward to engaging directly with Government and key stakeholders to shape the future skills landscape to ensure it's fit for purpose and support our plant industry now and in the future.

* Employers, employees (looking to upskill/reskill and new entrants to the employment market).



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Skills England: Driving growth and widening opportunities

September 2024

PUBLICATIONS & ILLAPG

ILLAPG UPDATE: HOSASS LAUNCH MARKS INDUSTRY MILESTONE

The Industry Lead Lifting AP Group (ILLAPG), administered by CPA, achieved a significant milestone with the official launch of their Hands Off, Step Away, Safe Space (HOSASS) campaign during the October 2024 meeting, hosted by Skanska. This initiative provides critical guidance for slinger/signallers, focusing on maintaining safety after attaching accessories to a load.

The campaign, borne from a fatality of a slinger/signaller, includes a professionally

recorded video, detailed guidance documents, a slideshow presentation, and posters, all of which are now available on the ILLAPG website. HOSASS has already been widely adopted by several Tier 1 and Tier 2 contractors, with industry feedback confirming its potential to significantly enhance lifting safety and awareness. The HOSASS guidance and support material can be downloaded free of charge at www.illapg.com



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ILLAPG | Hands off, Step Away, Safe Space (HOSASS)

ILLAPG Update: Closing Out 2024

The final ILLAPG meeting of 2024 took place on 12th December, hosted by the incredible team at GGR Group. The meeting was well attended, with over 50 members joining online and more than 25 attending in person, demonstrating the continued strength and growth of the ILLAPG community.

This festive gathering, coinciding with #ChristmasJumperDay, was not only an opportunity to reflect on the group's achievements but also to address key industry topics and look ahead to 2025. Attendees enjoyed a fantastic atmosphere, complete with delicious refreshments provided by GGR Group, creating a memorable end to the year.

Key highlights from the meeting included:

- Updates on the HOSASS campaign rollout and its ongoing adoption by contractors.
- Progress on new guidance documents.
- Setting ambitious goals for lifting safety and innovation in 2025.

The first ILLAPG meeting of 2025 will take place on 13th February 2025, with discussions expected to focus on finalising documents currently in development and setting the agenda for the year ahead. Members can also look forward to the GGR Group Open Day on 5th June 2025, which promises to showcase innovative technologies, practical demonstrations and

talks from some of the leading voices in the lifting industry. The event will provide a platform to explore cutting-edge solutions and inspire further collaboration within the lifting sector.

More information on the work of ILLAPG can be found at www.illapg.com



Guidance in Development: Ready for Work Checks

A new Ready for Work Checks guidance document is in development from Ainscough Crane Hire and the Crane Interest Group (CIG), aimed at reducing errors during the rigging and assembly of mobile and crawler cranes. This document addresses incidents where cranes were incorrectly rigged, emphasising the need for thorough checks before lifting operations commence.

The guidance highlights the responsibilities of the Appointed Person, crane operator, and lifting supervisor, ensuring each party plays a role in verifying that cranes are rigged to the approved lift plan and manufacturer's instructions. Key areas of focus include:

- Ensuring counterweights, outriggers, and rope reeving match the planned configuration.

- Additional checks for components like hook blocks and lattice jib extensions to prevent misalignment or incorrect assembly.

While still in development, the document will provide a practical framework to improve collaboration and reduce risk during lifting operations. It will align with BS7121 and LOLER standards, offering consistent, actionable guidance for the industry.

Documents Update: Strengthening Standards Across the Industry

The CPA is advancing several critical guidance documents to enhance safety and operational efficiency across lifting operations:

• TCIG TIN 036: Electrocution Risk in Crane Operations

Following a serious incident caused by an undetected electrical fault, TIN 036 is being updated to emphasise the use of Type 'B' RCDs in tower crane systems. The document also underscores the importance of proper bonding and lightning protection to mitigate electrical risks, particularly in systems with variable-frequency drives.

• Combining CPA 1402 and CPA1801

To simplify compliance and ensure alignment with Network Rail's CIV0063 standard, the CPA is merging CPA1402 - Tower Cranes alongside Railways and CPA1801 - Mobile Cranes alongside Railways into a single, comprehensive document. This update will provide consistent guidance for crane operations near railways, addressing legal and operational requirements with improved clarity.

• Guidance on the Safe Use of Top Slew Tower Cranes

This guidance is nearing completion and focuses on ensuring safety during the erection, use, and dismantling of top slew tower cranes. Updates include enhanced daily and weekly inspection checklists and detailed advice on meeting statutory compliance requirements.

• Guidance on the Tendering, Management, and Operation of Mobile Cranes - Version 2

The second edition of this guidance is undergoing updates to reflect recent survey insights on fatigue management and operator hours. These revisions aim to provide a more comprehensive framework for safe and efficient mobile crane operations.

• Wind and Lifting Operations

The CPA's Crane Consultant is leading the development of this guidance, which addresses the challenges of lifting in windy conditions. The document includes strategies for assessing wind sensitivity, improving load stability, and managing tagline use. A

supporting Technical Information Note (TIN) will accompany the final guidance, providing concise recommendations.

• Guidance on the Safe Use of Suction & Vacuum Excavators

The SAVE special interest group have now updated their good practice guide on the safe use of suction and vacuum excavators, first launched in 2018. The main changes have focused on the role and activities of the supporting or second person to support the prime operator and provide guidance on the use and issues around ground engaging tools.

Other CPA-led publications currently under development include the British Concrete Pumping Group's safe use guidance on concrete pumps, the Plant Safety Group's publication on the use of human form recognition systems and the Tower Crane Interest Group's guidance on the procurement and management of battery energy storage systems (BESS).

All the listed publications are or to shortly be downloadable free of charge from www.cpa.uk.net

TRAINING & TECHNICAL

CONSTRUCTION EQUIPMENT MAINTENANCE TECHNICIAN APPRENTICESHIP



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After some two years of development, the industry-led Construction Equipment Engineering trailblazer working group - managed by CPA - have now received final approval for their Level 3 Construction Equipment Maintenance Technician apprenticeship from the Institute for Apprenticeships and Technical Education (IfATE).

The working group first met in March 2023 to start the development process, aided by IfATE staff for this Level 3. A Level 3 was being developed at the same time as the development of the Level 2 for Plant Mechanics during 2018 and 2019, but the onerous development process meant that the working group focused on getting the Level 2 role through the approval process.

Subsequently, demand for a Level 3 dropped as a corresponding Level 3 Land-based Service Engineering Technician had a plant route and adopted by the colleges offering plant maintenance training. A recent revision to the Land-based technician including the closing of the plant route, meaning work on the construction plant-specific version was recommenced.

A Level 3 working group was formed and included representation from AJH Hargreaves, Ainscough Crane Hire, Speedy Services, GGR Group, Eagle Platforms, Flannery Plant, SMT GB, Clee Hill, Falcon Cranes, JCB, Finnings, HSS Hire, BAM, Liebherr and chaired by Dean Watkins of CRH Plant and latterly G F Tomlinson. Although utilising the earlier work, new format and procedures meant starting afresh on determining the requisite skills, knowledge and behaviours (KSBs) for the apprenticeship.

One of the early challenges is that the occupation for any new apprenticeship had to be unique and not covered by other similar apprenticeships. As the Level 2

Plant Mechanic version was already in place, the group had to prove that the Level 3 encompassed a unique skill set which was covered from day one of the apprenticeship and not, for example, a more in-depth version of the Level 2.

Once initial approval was received, the KSBs were developed with some 29 skill areas to be covered and are focused on areas such as the role being a focal point for technical information, documenting work-place risks and applying control measures, applying in-depth fault diagnostic techniques, commissioning and decommissioning plant, performing legal and regulatory checks, etc. in addition to machine repair and maintenance. A range of behaviours need to be applied and include a commitment to CPD activities, taking responsibility for completing their work, prioritising health and safety, etc.

The next stage of development was the end point assessment - the 'end-testing' process that assures that the required KSB's have been met. It has been a complex process as the extent and depth of the final assessment needed to be balanced between a comprehensive assessment criteria - able to measure effectively three years of learning - but also able to be delivered whilst taking into account cost restrictions. In the past, three different methods of assessment were allowed but new IfATE rules now require only two. The group have chosen the methods of professional discussion to

cover the knowledge and work application, whilst the technical skills will be assessed through on-site observation of the apprentice undertaking a variety of tasks.

The final piece of work was working with the colleges and training providers in order to ascertain training and assessment costs a suitable funding band. This is the maximum amount the employer can in essence spend on the apprenticeship. Following the costings submission, the group accepted a funding band allocation of £19k for this 3-year apprenticeship.

What does help is that CITB levy payers can claim an extra (at current rates) £11k in CITB grant. The group would like to thank the colleges of NSCG, Askham Bryan, CITB NCC and Finnings for their work in procuring envisaged costs for the apprenticeship.

As with all apprenticeships, 20% of the apprenticeship needs to be delivered through 'off-the-job' training, although it can still be carried out in the workplace e.g. projects, working alongside experienced staff etc. Employers will agree with their chosen training provider on how the apprenticeship should be delivered.

As of the time of print, the apprenticeship is undergoing Education Secretary of State funding band sign-off and it is estimated that employers should be able to sign-on apprentices from late Spring 2025.

The trailblazer group will next review the Level 2 Mechanic version, with one key aim of increasing the originally low funding band of £10k for this 2-year apprenticeship.

HIRE CONTROLLER APPRENTICESHIP

The review of the Hire Controller apprenticeship which was originally launched in 2018. The review group, chaired by Kirsty Archbold-Laming of Southern Hoist Services, has now been completed and has been approved, with most of the changes down to the latest IfATE formatting. There has been an

increase in the funding band from £5k to £6k for this 12 month apprenticeship. CITB levy payers may further claim an extra (at current rates) £6k in CITB grant. This revised apprenticeship is now live and details of the apprenticeship and a list of training providers can be found on the apprenticeship webpage of the CPA website.

The CPA's Apprenticeship Ambassador, Paul Skitt can advise members on apprenticeship registration and delivery criteria, particularly where employers may wish to undertake their own in-house training and can be contacted at paul.skitt@cpa.uk.net

CLC SUPER SECTOR COMPETENCY FRAMEWORKS PROGRAMME

As reported in the August 2024 edition of the CPA Bulletin, the Construction Leadership Council (CLC) have advocated competence frameworks for all construction occupations. This follows the tragic fire of Grenfell Tower a number of years ago where the issue of industry competence was identified by the investigation report and led to legislation, namely the Building Safety Regulations 2023 that imposes minimum requirements of those involved in building works, with a particular focus on competence.

These competency frameworks will identify the skills, knowledge, experience and behaviours (SKEBs) required for each sector and occupation and devised by 'Super Sector' groups. The lead organisation for all of the plant occupations competencies is being led by the Plant Sector Representative Organisation (PSRO), with CPA acting as Project Managers of the framework programme. An industry working group has been formed and consists of expertise across the sector and includes representation from construction contractors, plant owners/hirers, training providers and construction federations, as well as the unions and the HSE.

The first meeting of the working group was to establish the group, operating under a Terms of Reference, and plan the work programme. It has been agreed that plant operators will be the priority occupation followed by plant installers. Other occupations to be in scope include supporting occupations such as slinger/signallers, marshallers/banksman and maintenance. Management activities will further be included such as Lift Planners (APs) and Plant Managers.

As part of the Super Sector development requirements, the first stage is a review of current routes to competence for the sector and occupations. This will then identify any gaps in the competency process identified by the SKEB's and for which an implementation plan will then be drawn up for delivery. In commencing the review work, the working group are comforted by the fact that due to the adoption many years ago of plant operator competence card schemes such as CPCS, that plant operations are in many ways, further advanced in ascertaining competency compared to other construction occupations.

Other factors being considered by the working group include placing plant types into groups where operational skills overlap

to simplify the framework. A generic set of duties has now been drawn up with a table added that adds the specific technical aspects of each plant grouping to each generic duty. This then is expanded to cover all of the plant groupings or specialist/dedicated plant e.g. concrete pumps. One area which will take the group some time to establish are the required behaviours for Plant Operators, although likely to be common across all plant types. What will be of help is that apprenticeships are required to identify requisite behaviours for the occupation and for which the set devised for the Plant Operative Apprenticeship can be used as a template. The other factor for consideration is establishing the experience requirements for which the group are looking at various models. It is acknowledged however that this will be the hardest to ascertain to ensure consistency across the machine types and employers.

As it is recognised that the plant and supporting operations is a large piece of work as it covers the whole of the construction sector, that it will likely take most of 2025 before being implemented but with a high level of expertise within the group, members are confident of a successful outcomes that will reinforce safe operational practices.

CONSTRUCTION PLANT MAINTENANCE FORUM

The CPA host and manage, on behalf of industry, a number of specialist groups for those that have an interest in specific plant-based activities or equipment types, such as the CPA's Interest Groups, the Plant Safety Group and the Industry Lifting Lead AP Group (ILLAPG), amongst others.

With the advances in plant maintenance activities, such as new and increasing

technologies, new methods of working, advancing skills, etc. a request has been received to form a Construction Plant Maintenance Forum under the leadership of the CPA for those that have an interest and involvement in plant maintenance-based activities.

It is the intention that the scope of participation includes those directly involved

in plant maintenance delivery, including supervision and management roles, as well as those from manufacturers and suppliers, customers, training organisations, etc.

An exploratory meeting, to set the aims and scope of the forum is currently being arranged and for which all CPA members will be contacted in due course and be invited to participate accordingly.

PLANT THEFT & FRAUD

NCATT'S OPERATIONAL SUCCESSES

During the months of October to December 2024, the National Construction and Agricultural Theft Team (NCATT) unit continues to be instrumental in assisting, identifying, or recovering agricultural or construction plant and equipment, as well as disrupting Organised Criminal Groups (OCGs).



David Smith
david@cpa.uk.net

Since the CPA began our financial contribution to the NCATT unit in January 2024, they have managed between January and December 2024 to recover approximately 150 machines with a value in excess of £2m and have been involved with the arrest of over 50 individuals.

CAMERAS IN DELIVERY VEHICLES

Organised Criminal Groups (OCGs) repeatedly attempt to hire plant and equipment, which is to be delivered to a 'site'. On those occasions where this has unfortunately occurred, the OCGs have brought in nearby vehicles to take the items away a short time after delivery had taken place.

One key facility in helping the police to identify those involved with OCGs - perhaps those signing for the plant and equipment at the 'site' - is with the use of cameras fitted to the delivery vehicles. The fitment of these cameras would not only help identify individuals, but may also help identify any nearby vehicles, which could be used

by the OCGs in the removal of the plant and equipment after the delivery vehicle has left.

The use of cameras may also benefit the driver against any false claims raised by other road users in the event of an 'incident'. It may also have a positive effect on the insurance premiums for the company's fleet insurance policy.

Each company must decide whether the fitment of cameras would benefit them, their staff, and their customers. From speaking with police representatives, they believe that it would benefit everyone, except the OCGs.

THEFTS AND FRAUDS REPORTED BY MEMBERS

- 17th October - Ardent Hire was approached by fraudster(s) claiming to be 'Jon Chick' of J P Chick and Partners, 'Michael Howard' of Howard Civil Engineering, 'James Ovenden' of Ovenden Plant Hire, where between 4m and 14m telehandlers, 8t excavator and 3t dumper were needed in sites in Lincoln and London.
- 17th October and 22nd October - Ardent Hire was approached by fraudster(s) claiming to be 'Michael Fleming' from Standard Plant Hire Ltd.
- 18th October - NCATT circulated a warning regarding an 'Andy Wilkins' and 'Andy Wilkinson' using the email addresses **domisplantltd@accountant.com** and **domisconstruction@accountant.com**. Another name used has been 'Michael Wilkinson'.
- 22nd October - Norfolk & Suffolk Plant Hire had a **9-tonne Wacker Neuson D18- 02 DW90 dumper** stolen from Canon Barns Road, Chelmsford CM3 8FF.
- 28th October - Hurt Plant Hire had a **Liugong 9027 3-tonne excavator**, complete with buckets and a HP350 breaker, stolen from a site in Walton Summit Road, Walton Summit, Preston, Lancashire PR5 8AA.
- 12th November - Advanced Access Platforms had a **2023 Niftylift T120 trailer mounted boom** stolen from their Thurrock depot on the early hours on Sunday morning.
- 12th November - Southern Plant and Tool hire's Brackley depot was targeted by thieves who stole a **2019 8" Timberwolf chipper**.
- 12th November - Teward Bros had a **JCB TH25 Telehandler 540-140** stolen from a housebuilders site in Stokesley, Yorkshire. We received a report on 21st November that this had been recovered.
- 12th November - Ardent Hire was targeted again by fraudsters who claim to be 'Malcolm Clarke' of Baxall Construction Limited.
- 14th November - Witney Plant Hire were the unfortunate victim of a fraudulent hire customer claiming they were from Radcot Construction and Groundworks Ltd'; which resulted in the loss of a Kobelco SK55 mini-excavator.
- 14th November - Rehire UK were contacted by a 'Derek Smith' of Evergreen Contracts who then sold them to a third party. The panels have since been recovered.
- 19th November - Proplant (UK) had a **2019 Thwaites MACH201 dumper** stolen from a site at Tiddington Road, Stratford-upon-Avon, Warwickshire.

- 20th November - Skelton Plant had a **2023 Thwaites 1-tonne dumper** stolen from a site on the Old Kent Road, SE1 5BA.
- 22nd November - Woodlands Power were the victim of an orchestrated fraud by Montgomery Fleet Services Ltd where **2x 500kVA Himoinsa Generators** were stolen from a site: at Wienerberger, Eldon Lane, Eldon, Bishop Auckland, DL14 8EA.
- 26th November - A member received an email claiming to be from Patrick Flannery of Flannery Plant (Oval) Ltd, where the company was offering various items of plant and equipment for sale at discounted prices. The email used to circulate this information was **patrick.flanneryplant@gmail.com**.
- 27th November - NCATT circulated a note regarding a fraudster called 'James' claiming to be from **Sawdon & Sons**, who attempted to place an order for a 3-tonne excavator to a timber yard, Dutch River Side, Goole, DN14 5TB. The mobile number given was 07440 202442.
- 3rd December - Coppard Plant was approached by someone claiming to be 'Frank' from **McHugh Civil Engineers**. He was looking to hire telehandlers, and gave a site address - 21 Stacey Avenue, London, N18 3PP. The mobile number being used is **07887 232844**, and the email address is **McHughcivilengineeringltd@hotmail.com**.
- 4th December - Ready Plant & Tool Hire had a **2022 Caterpillar 302.7 excavator** stolen from a site in Ecclestone.
- 10th December - NCATT circulated an alert warning members that a company - **GL Events** - are being used in fraudulent hires in the Midlands. The following are not associated with the genuine GL Events. 'Steve' who uses the mobile number **07970 056977**, or 'Gary' who uses the mobile number **07362 728785**. Another name that is being used is 'Jimmy Burton'.

- 16th December - Eagle Platforms had a **Haulotte HTL4017 (17m) Telehandler**, stolen from a customer's site - Watling Street, Cannock - on the previous night.
- 1st January - GH Johnson received an email from fraudster(s) claiming to be from 'Willmott Dixon Sales' regarding the sale of plant and equipment. The fraudster(s) used a fake Gmail account. A similar report was received from Eagle Plant, and Rig Hire received one from someone claiming to be from 'Willmott Dixon Construction'.

EQUIPMENT THEFT (PREVENTION) ACT 2023 (EPTA)

On 10th December 2024, the CPA, HAE, and CEA wrote a joint letter to the Policing Minister, Dame Diana Johnson, regarding the ongoing uncertainties with secondary legislation regarding the Equipment Theft (Prevention) Act 2023 (EPTA).

The Home Office has been forwarded the letter to officials within the Home Office department whose responsibilities fall under the 'Neighbourhood Crime Unit'. They have expressed that they will take on board the concerns of those affected by the secondary legislation. At the time of writing, there is an indication that a meeting will be arranged between officials and industry stakeholders.

Members will be informed of any developments as they occur.

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NEWS FROM CPA MEMBERS

To submit news for consideration for future issues of the CPA Bulletin, please email lisa@lisacollinscommunications.co.uk

Focus on Falcon Plant: Making the Digital Transition

From Startup to Hirer and Equipment Dealer - Peter Haddock visits Aaron Walsh, Founder of Falcon Plant

Having spent over 10 years in the plant-hire sector working in various roles at large hirers, Aaron Walsh, Founder of Falcon Plant, decided to go all in and open his own plant-hire business in October 2019.

At the time, Aaron recognised there was a gap in the market, positioning the business near Bristol. Little did he know that just five months later, he would face his biggest ever challenge as the construction sector and the country closed down.

For Aaron, there was no turning back, just a determination to move forward, which today sees his business in good shape for the future especially as he expands his mixed fleet and becomes both an XCMG and Brian James Trailer dealer.

Aaron is also the first CPA member in the UK to adopt a new Rental ERP solution launched recently by Scandinavian specialist Infobric. I recently met Aaron in his yard, which was just being filled up with a delivery of XCMG mini excavators.

Talking about his journey, Aaron said: "It's been a hell of a ride over the last five years. We have certainly had our ups and downs, but now the business is well established, and we have a great customer base.

"When I first set up the business, we joined the CPA so we could benefit from their help and assistance, and to this day, we use their terms and conditions and regularly get updates from them.

"This really helps the business as customers are reassured when you explain how you are working, and as a small business, you just can't do all of the research you need and run the business.

"Another decision I made when starting out was to be a fixer for our customers, offering them a one stop shop approach to sourcing what they needed, whether that be machines, welfare units, attachments etc.

"Of course that came with the challenges of keeping up with the paperwork and as we have grown to become a dealer as well as a hirer in 2024, I recognised the need to go digital. So Mellissa Bundy my Operations Manager took on the task of finding a rental ERP system that could help us."

In mid 2024 Falcon became the UK's first small rental business to adopt the Infobric solution which is popular throughout Europe, having a large customer base in Scandinavia in particular.

For Melissa, its new digital guru who chose the system, it has already led to a dramatic change in how the business now operates. Demonstrating some of the features, she took me out to the yard to do an equipment inspection on a Kobelco excavator that had just been off hired.

Using an iPad to look at the pictures of the machine loaded up to the system before it was sent out to the customer, she was quick to point out some machine body damage.

"This is typically one of the key areas we need to monitor as we pride ourselves on delivering a good service with well-maintained machines.

"Before we started using Infobric, I would have to set up a folder for each rental and put images of the machine into it. We would then have to communicate the damage to the customer through emails.

"This is never an easy thing to do as there is a cost involved in repairing the machine. Now, for every hire, we have a dedicated file in the cloud, which we share with the customer throughout the hire.

"This gives a complete end to end report from order to prep imagery, delivery reports and returns. And all of the information is ordered by the date and time it was entered. This way, everyone has access to the same information and the invoicing is also done through the same system.

"And when it comes to damage reports like this, it's much easier to show the customer the difference from when we delivered the machine."





With only a few members of staff, there are lots of jobs Aaron and Melissa, in particular, have to take on. Like most plant-hire businesses, each day is different, and there is no such thing as a 9 to 5 in the office.

This is why the most important part of the process was the support for the team to transition all of its information into the system. Here, Dave White from Infobric helped the team to add UK specific information to the system.

Dave: “The UK market is very plant hire led and one of the key things that we needed to do when bringing Infobric to hirers here was to understand how they want to do business.

“For example, being a CPA member, it was important for Aaron and Melissa to include terms and conditions into electronic paperwork and also to manage the large number of items they were hiring and selling.

“Critically, with Aaron having this one stop shop approach, we were also able to make it very simple to add something new to the product range through our onboarding team at the start and then train them how to do it moving forward.”

But being on the road is now not as much of an issue when it comes to taking orders and ensuring machines are being prepped, as Melissa explained.

“As long as I have connectivity, I can park my truck and connect straight into the Infobric system to process a customer order, speeding up the whole hire to delivery process. It’s a game changer for me, but of course, like any new system, it has taken a while to get used to.

“Being the first business of our size in the UK to use Infobric, both myself and Aaron have worked with the onboarding team to add in UK specific elements and work through digitising our previous spreadsheet based system.”

As the business goes through its digital transition I was keen to find out what’s next for Aaron.

“We will definitely be expanding our fleet moving forward, and you will be seeing more XCMG machines joining it as well. We have had some excellent feedback on the fleet we already have and that’s part of the reason why we became a dealer.

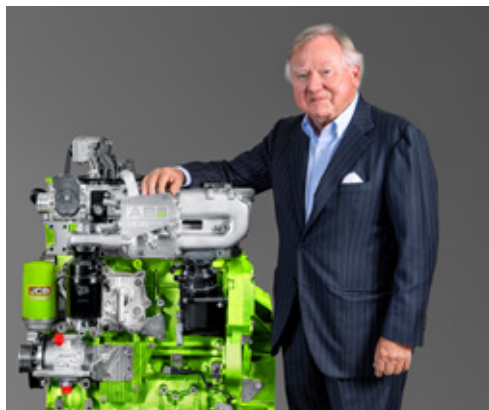
“When you put the machines together with a Brian James Trailer, it’s a great proposition for the SME’s and owner operators we work with.

“I also think digitising our business will remove a lot of the basic repetitive admin time we have to put into the business. So this will allow us to focus on serving customers and growing the business.”

With big plans for Falcon it’s great to see how Aaron has worked hard to grow and change his business, embracing new opportunities and the transition to digital.



JCB's Hydrogen Engine Approved for Use



JCB has cleared significant hurdles in its development of the world's first hydrogen combustion engine after securing landmark rulings from licensing authorities allowing it to be used commercially in machines.

JCB is the first construction equipment company to develop a fully working combustion engine fuelled by hydrogen and a team of 150 engineers has been working on the exciting £100 million development for over three years.

JCB confirmed that 11 licensing authorities across Europe have now given permission for JCB's hydrogen engine to be sold across Europe - with authorities in other countries set to follow suit with certification in 2025.

JCB Chairman Anthony Bamford, who has led the company's hydrogen engine project, said: "This is a very significant moment for JCB. To start the New Year with certification in place in so many European countries bodes very well for the future of hydrogen combustion technology. JCB has proved in recent years that it is a proper zero emissions solution for construction and agricultural equipment.

"This formal type approval/certification paves the way for the sale and use of hydrogen engines right across the UK and Europe. I couldn't have hoped for a better start to the year. Most of all, I am delighted for our team of British engineers who have worked tirelessly to reach this stage."

JCB confirmed that the Netherlands' Vehicle Authority RDW was the first licensing authority to issue official certification, giving permission for the engine to be sold in The Netherlands. Other licensing bodies across Europe have followed RDW's lead by issuing the necessary certification, including Great Britain, Northern Ireland, Germany, France, Spain, Belgium, Poland, Finland, Switzerland and Lichtenstein. Licensing authorities in other countries are set to follow with certification during 2025.

JCB has already produced more than 130 evaluation engines which are powering backhoe loaders, Loadall telescopic handlers and generator sets. Real-world testing of JCB's hydrogen equipment on customers' sites is now at an advanced stage and progressing well.



RSP Achieves Cyber Essentials Plus Certification

RSP UK Suction Excavators Ltd has achieved Cyber Essentials Plus certification - a significant milestone that underscores the company's commitment to cybersecurity and the protection of customers' data.

This advanced certification goes beyond the basics, involving independent verification of a company's security controls. It provides customers with even greater peace of mind, knowing that their data is safeguarded with the highest level of security measures.

Operating to the Cyber Essentials Plus standard not only enhances operational resilience but also ensures that RSP UK is eligible to work with all industries now covered by the UK's new Critical National Infrastructure Act.

"We are incredibly proud of this achievement," said Charlie Gardener, Director. "It reflects our dedication to maintaining the highest standards of professionalism and is a significant step forward in our mission to enhance safety in every element of our work. When our customers invest significantly in premium construction equipment, they deserve the assurance that they are working with a professional

and reliable company, and that's why adding Cyber Essentials Plus certification to our existing suite of ISO accreditations was important to us. These achievements are a testament to our team, and I'd like to thank them for their hard work and dedication."



Conquip Launches New Innovations to improve Safety of Concrete Pours

Conquip Engineering Group is able to help the construction industry address the last lifting operation where personnel are positioned below a suspended load.

The company has worked with large Tier 1 contractors, Balfour Beatty, and Select Plant Hire, part of Laing O'Rourke, to design, manufacture, test and trial a new set of accessories to improve the safety standards of concrete skips, in order to remove the last lifting operation in the industry where a person needs to stand below a suspended load to operate the equipment, and to aid the more accurate directional pour of concrete, removing all personnel from underneath the skip.

Conquip's new attachments for the concrete skip can be used individually or in conjunction with each other, accommodating any site-specific application. The company first released a concrete skip without bale arm in 2017. This version featured lifting chains providing an alternative, two-point lifting option, as well as the concrete skip with bale arm.

In the last 18 months to 2 years, many Tier 1 contractors have specified the without bale arm variant further. Conquip knows the market is moving increasingly in the direction of skips without bale arms as the best practice safety method, however both are still in use in the industry.

Daniel Critchley, COO at Conquip Engineering Group, said: "We work closely with main contractors to continually improve our equipment, ensuring every item is best-in-class. As well as designing and manufacturing our products and solutions in-house to make sure that the range solves customer challenges, we create and provide resources and technical support to ensure equipment is used for the right purpose, by competent, trained operatives."

"Our development partnership with Balfour Beatty, and Select Plant Hire, part of Laing O'Rourke, has led the best outcome to improve the safe use of concrete pouring equipment and we welcome any comments from our customers as they start to use these new attachments."

The attachments are for sale on new Conquip skips and for sale to retro-fit onto existing Conquip skips on a company's fleet.



Lincolnshire Hirer ABBA Plant Hire has Invested in a 10-strong Fleet of JCB's New Hybrid Drive Articulated Booms

Supplied by dealer TC Harrison JCB, the new machines are the first of JCB's new diesel/electric hybrid drive A45EH models purchased in the UK. They join ABBA's extensive powered access and construction equipment rental fleet - including four JCB Access scissor lifts - which operates on major contracts across the East Midlands. One of the first jobs for the new booms was by the stunning Lincoln Cathedral.

ABBA Plant Hire Manager, Nick Howe said: "We have bought JCB equipment for 40 years for the quality of its products and our faith in the brand. JCB continues to innovate and is always at the forefront of new technology.

"The new JCB A45EH models mark a significant step forward. Being a hybrid boom, it gives dual utilisation, enabling indoor and outdoor

operation, bringing great flexibility for hirers like ourselves and our customers

"It is fantastic that JCB has successfully integrated access equipment into its already superb product range, and we hope it continues to develop new additions so we can expand our powered access offering with further JCB models."

The JCB A45EH is a high lift capacity, low-emission hybrid power articulated boom. It uses a 14.8kW three-cylinder diesel engine and a 7.5kW generator to power the machine's eight 6V batteries. Maximum platform height is 13.84m, with a horizontal reach of up to 7.47m, providing an up and over clearance of 7.48m. The lift capacity is 300kg and the machine is capable of climbing up to 40% gradients.



Innovative Invoice Processing Solution to the Rental Market

MCS Rental Software and DocTech have partnered to offer rental businesses a solution to revolutionise handling large quantities of invoices, improving speed, accuracy, approvals, and cash-flow.

This new invoice processing solution can be implemented for both existing and new customers of MCS Rental Software. The integration, developed by DocTech and powered by DocuWare enables invoices to be automatically matched to the PO in MCS-rm and generates a purchase invoice in the MCS rental management system.

Nick Thomson, MCS Sales Director, said: "Our customers have been able to see great operational improvements to how they were managing their invoicing process by taking advantage of the new DocTech partnership. Where rental companies face the demands of processing large quantities of invoices, this

new partnership saves them not only time, but also reduces the number of costly errors that can creep in due to manual human data entry."

DocTech, a 29 year partner of DocuWare, created this integration to automate and streamline the invoice process. This new solution tackles invoice processing inefficiencies, links back to the main operational rental system and offers a multitude of benefits.

Ruban Rajasooriyar, DocTech Managing Director, added: "With our new partnership with MCS Rental Software, we are delighted to be able to offer significant operational benefits to the rental industry. These rental companies can now achieve and manage increased growth in their businesses. At the click of a button, invoices are now managed and approved. Customers are able to reinvest in growing their businesses rather than recruiting more admin staff to manage the increasing invoice workload."

To submit news for consideration for future issues of the CPA Bulletin, please email: lisa@lisacollinscommunications.co.uk

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ICSA PUBLISHES NEW SAFETY GUIDANCE ON OPERATING CRANES NEAR OVERHEAD POWER LINES

Important new guidance on the safe operation of cranes near power lines has been published by the International Crane Stakeholders Assembly (ICSA), the organisation that brings together global crane manufacturers and users, including ESTA.

Called Safe Crane Operation in the Vicinity of Power Lines, the detailed 30-page document – freely available from the ESTA or ICSA websites – provides guidance for both operating companies and regulatory authorities “when evaluating requirements to prevent power line contact”.

The guidance says that the risks must be mitigated through the detailed and appropriate site planning and operation of such projects. But it warns that the only way to completely eliminate the hazards associated with such crane operations is to de-energize and ground the power lines prior to crane operations starting.

Key elements of the new critical safety guide include:

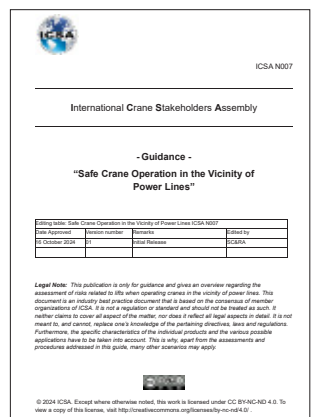
- Rigorous risk assessment procedures that prioritise hazard elimination and control measures.
- NO-GO Zones around power lines to clearly define safe operational boundaries.
- Remote operation capabilities to enhance safety by minimising operator exposure.
- Non-conductive materials that reduce the risk of electric shock or power line contact.

In the European Union, the issue came into sharp focus last year with the publication of the

new European Machinery Regulation which contains a requirement for mobile machinery such as cranes to be designed in such a way as to prevent the risk of contact with an

energised overhead powerline – something the manufacturers have long said is impossible.

To obtain a free copy, go to the ESTA website library at <https://estaeurope.eu/docs/library/cranes/icsa-guidance-007/> or the ICSA website.



NEW CALL ON BRUSSELS TO ACT ON SAFE PARKING MEASURES

ESTA and the European parking organisation ESPORG have embarked on a new round of discussions with the European Commission in an attempt to expand the provision of safe and secure truck parking areas – with special emphasis on those for abnormal and heavy transports.

An ESTA Position Paper on the subject has been sent to the European Commission and will also be used by ESPORG both in its discussion with Brussels and in its own policy documents.

ESTA is calling for:

- the Commission to produce a report analysing parking capacity on European motorways accessible for abnormal road transport operators.
- the revision of the eligibility criteria for projects funded by EU funds via the

Connecting Europe Facility, to ensure that safe and secure parking places are adapted to the specific needs of abnormal transport.

- parking infrastructure to be designed to accommodate abnormal transports
- a booking system to allow registration of abnormal transport and to optimise occupancy
- provision of abnormal transport parking facilities to be aligned with permitted routes.

ESTA argues that such measures will both help to boost Europe's industrial efficiency, improve safety and aid the recruitment of drivers, especially among women.

The full ESTA Position paper is in the Library of ESTA's website at:

<https://estaeurope.eu/docs/library/transport/esta-positionpaper-sstpa/>

NEW MEMBERS JOIN AS ESTA HITS NEW RECORD

ESTA has hit a record 112 members from 28 countries. The figure comprises members across all categories – full members, special members, affiliates and supporters, along with the recently created category of individual membership.

Details were revealed to ESTA's ruling General Assembly meeting in Istanbul. Recently approved new members include Bechtel from the USA; Tenge doo from Serbia; Canadian consultant DyCat; BC Crane Safety, also from Canada; Terminal du Grand Ouest from France; Oznakliyat and Yilnak, both from Turkey; and Greek crane hire firm Giannakos Group.

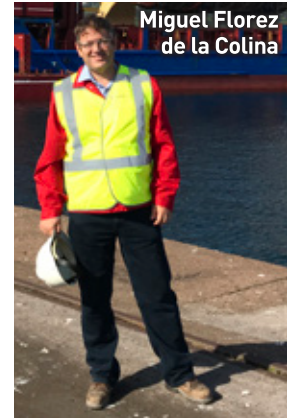
SPANISH EXPERT TO FILL ESTA'S NEWLY CREATED POST OF POLICY OFFICER

ESTA has appointed leading Spanish heavy lift and abnormal transport expert Miguel Florez de la Colina to the newly created position of Policy Officer as the organisation gears up for the next stage in its development.

Currently the head of Madrid-based Siladen Solutions, Miguel Florez de la Colina previously worked for Mammoet for over 15 years. He is due to join the ESTA administration in March.

Siladen Solutions has worked in Spain for Wagenborg Towage, Roll-Lift and Hareket.

A fluent English and French speaker, Miguel also teaches part-time in the construction department of the Universidad Politécnica de Madrid, a position he has held since 2007.



Miguel Florez de la Colina

LIFTING OPERATION RISK MANAGEMENT GUIDE DUE FOR MUNICH RELEASE

Consultations on ESTA's Lifting Operation Risk Management best practice guide have been completed and the final version is due to be published at the Spring meeting in Munich in April.

The first draft was published in the Summer and ESTA invited all interested parties to comment and suggest amendments.

ESTA intends the new guidelines to help companies assess the risks involved in different types of work and give them advice on how to protect themselves using state-of-the-art work preparation and properly drafted terms and conditions.

The guide is especially aimed at smaller companies but also contains information

for clients to help them manage projects safely and ensure that they give accurate and relevant information to their suppliers.

The report's preface explains: "The aim of this best practice guide is not to reissue a set of rules and regulations for the industry, but rather an attempt, by outlining different forms of contracts and listing existing regulations and incident prevention measures, to make users of lifting equipment aware of the risks of lifting operations and protection against their consequences."

ESTA Director Ton Klijn said: "The background for this initiative was the fact that crane companies are increasingly

dependent on information or auxiliary materials supplied by the customer, the reliability or integrity of which cannot always be adequately established.

"ESTA was therefore looking for an opportunity to ensure members are aware of the risks, aided by publishing a best practice guide with operational recommendations and suggestions for adapting conditions."

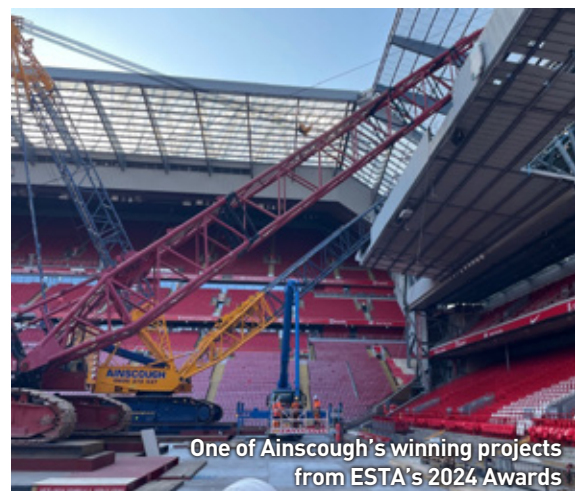
ESTA stresses that the publication is only for guidance and is based on the consensus of ESTA member organizations. It is not a regulation or standard and should not be treated as such, and it cannot replace the users' own knowledge of relevant directives, laws and regulations.

BOOKINGS OPEN FOR 2025 ESTA AWARDS

Don't forget to book your place at the 2025 ESTA Awards.

The ESTA Awards have grown into the leading heavy transport and lifting event in Europe attracting entries and attendees from far and wide. The 2025 edition will take place on **10th April 2025** at the Westin Grand Hotel in Munich during the Bauma exhibition.

Meanwhile, ESTA is proud to announce the first ever Platinum Sponsor of the ESTA Awards of Excellence - Liebherr Mobile and Crawler Cranes. We would like to thank them for their support and trust.



One of Ainscough's winning projects from ESTA's 2024 Awards

More information about all these stories and more is on the ESTA website at www.estaeurope.eu
Copies of the new guides can be downloaded by members from the website.

LEGAL NEWS

NPCC ABNORMAL LOAD MEETING - LONDON



David Smith
david@cpa.uk.net

The National Police Chief Council (NPCC) held a meeting on 6th November 2024 to approve an updated Abnormal Load Guidance document. At the time of writing this article, we believe that the updated guidance document will be launched early in the New Year.

The outcomes from the meeting were as follows:

- The NPCC want to encourage greater consistency and best practice amongst forces. This was the objective of the meeting and of the new guidance.
- NPCC reiterated that they are committed to publishing the updated guidance before the end of 2024 - which has now been deferred to early 2025.

- They emphasised that the role of NPCC guidance is not to replace current legislation but rather to encourage consistency within the legislation. Police forces are autonomous so can make decisions which contravene the guidance.

- NPCC recognise the importance of building trust and confidence through the policing of abnormal load movements. Police forces have an obligation to provide a risk assessment, quality assessment and community assessment for any changes they introduce. They view Ab loads operators as a community.

The opinions of those senior police officers present seemed keen to remove the current embargo/notification stipulations. As soon as we are aware of any changes, we will inform the membership.

NPCC ABNORMAL LOAD GUIDANCE DOCUMENT 2025

We have received a copy of the proposed document. At the time of writing this article, our understanding of the updated guidance - and this may change depending on what the document actually says - is as follows:

Key points to note:

Notifications

1. 30-day notifications will be included in the guidance.
2. The guidance will say that discretion should be exercised for short notice requests where there is a risk to life, for utilities, protecting the environment or supporting critical national infrastructure.

Escorts

1. The guidance will introduce an 'escalation point' where a more senior officer will decide whether a Special Police Services (SPS) escort is required, if an operator and Abnormal Loads Officer (ALO) are unable to reach an agreement.
2. There should be transparency in decisions for escorts - including specific reasons to justify them.
3. Forces should ensure operator engagement before an escort takes place to reduce the likelihood of delays e.g. encouraging all paperwork to be ready before.
4. The 'Fleet-check' app used by police is to be shared with industry to aid preparation.

Embargos

1. Blanket restrictions will only be removed from CAT1 lorries and class A cranes. This clause previously effectively took out cranes and cat 2 loads out of blanket embargos.

2. The guidance will say that there must be a proportionate use of embargos, particularly on non-police notifiable movements and a recognition that special vehicles such as non-police notifiable mobile cranes are free to travel without restriction.

3. The guidance recognises that embargos should be applied on a case-by-case basis following a notification submission and subsequent risk assessment.

4. It is accepted that movements which are non-notifiable to the police cannot be lawfully embargoed, although may be subject to an enforcement stop.

Training

As there is no specific 'Abnormal Load and Special Vehicle' training for officers, NPCC will request a training course via the College of Policing.

Communication of Updated Guidance

1. The updated guidance will be published via various police and governance structures.
2. Industry, if they wish, can provide quarterly updates to ALOs and Commercial Vehicle (CV) units working with NPCC.

Future Plans

- NPCC is planning to schedule a 12-month review of how the guidance is working, post-publication.
 - Industry representatives to be invited to attend Regional Roads Policing working groups.
- As soon as we learn of any further developments, the membership will be informed.

ANGELA RAYNER MP MEETING AT JOHN SUTCH CRANES

A meeting was arranged by Hayley Sutch and Paul Parry of John Sutch Cranes, with their local MP, Angela Rayner, which took place on 15th November 2024 at their Manchester depot in Dukinfield; of which I was invited to attend.

The focus of this meeting was to highlight the ongoing difficulties which they, and industry faces, with inconsistent policing, which has been attributed by the differing interpretations of the 2010 Guidance document for Abnormal Loads – which has been updated by NPCC (as per their meeting of 6th November) – and the impact of the Special Types (General Order) (STGO) 2003 Regulations.

During the 30 minute meeting, both Paul and Hayley conveyed the negative financial impact that this policing issue was having on their business, and to the wider industry. They also highlighted the need for both the 2010 Guidance, and the 2003 Regulations to be reviewed and updated to reflect current industry needs. Ms Rayner appreciated the point.

Although there was an admission by Ms Rayner that this issue was not within her Governmental remit, she advised she would welcome written submissions from both John Sutch Cranes and the CPA.

Since that meeting, we have written to the Transport Minister Heidi Alexander, which includes suggested amendments to the STGO Regulations. When we receive further information on this subject, then members will be informed.



MANAGING ALCOHOL AND DRUG MISUSE

The issue of alcohol and drug misuse – possibly abuse – by some workers can have a devastating impact, not only on the individual, but also family, work colleagues, and customers.

An employer has a legal duty to protect workers' health, safety, and welfare; and so there is a need to ensure that as an employer you may need to manage that risk to colleagues, and to customers. The HSE has developed a step-by-step guidance document – which can be found at www.hse.gov.uk/alcoholdrugs/.

The guidance can assist employers on how to support workers with a drug and alcohol issue; as well as providing clarification on the law when it addresses alcohol and/or drug misuse whilst at work.

The CPA's Alcohol and Drug policy can be found within the CPA's Employment Reference Document (ERD). A copy can be found on the CPA website at: www.cpa.uk.net/legal-insurance-plant-theft/legal/employment.

DRIVER CERTIFICATE OF PROFESSIONAL COMPETENCE (CPC) REFORMS

On 3rd December 2024, reforms to the Driver Certificate of Professional Competence (CPC) came into effect.

The following changes apply:

- introducing a National Driver CPC that will cover driving a lorry, bus, or coach in the UK.
- allowing training courses to be done in blocks of 3.5 hours, rather than the previous 7 hours, to allow greater flexibility
- decoupling e-learning from trainer led courses.

The guidance on how the reforms affect drivers can be found on the Gov UK website at www.gov.uk/driver-cpc-training.

The measure to speed up the process for drivers to return to driving a lorry or bus coach in the UK, if their Driver CPC has expired, will come into effect from 1st February 2025.

THE ROLE OF TRADING EXPERIENCES IN CREDIT DECISIONS

In the world of construction, making informed credit decisions is crucial. Businesses need to rely on timely and accurate information to safeguard themselves against financial risks. Top Service's trading experiences play a pivotal role in this process, providing companies with the detailed insights necessary to evaluate potential credit extensions.

Our industry specific trading experiences provide a real time and up to date picture of how a subject company is paying its other suppliers right now.

Sometimes, insolvency proceedings can seem to come out of the blue, when referring to more generic credit information. Whilst it is correct that there are not always a string of CCJs, poor accounting figures, or a mass exit of Directors there are always trade creditors.

The Importance of Shared Information Credit Risk Management

What are the benefits of sharing payment data and trading experiences:

1. Improved risk assessment: allows businesses to better evaluate the creditworthiness of potential customers, helping them make more informed decisions about extending credit or setting credit limits.
2. Enhanced due diligence: more thorough background checks on potential customers, reducing the risk of fraud or non-payment.
3. Better cash flow management: By understanding the payment patterns of potential customers, businesses can more accurately forecast cash flow and plan accordingly.
4. Early warning system: Shared data can help identify potential payment issues or deteriorating financial health of customers before they become serious problems.
5. Reduced bad debt: By making more informed credit decisions, businesses can potentially reduce instances of bad debt and associated losses.
6. Improved efficiency: Shared payment data can streamline credit approval processes, saving time and resources in customer onboarding.

Examples of Trading Experiences Preventing Financial Losses

The real-world impact of sharing trading experiences in numerous cases where businesses have avoided significant financial losses. Consider this example:

Top Service received a call from a worried member about a suspicious credit application they received, we discovered that someone might be impersonating John Sisk & Son Limited. Thanks to our Credit Management Expert Sally's thorough investigation, we quickly informed our members, prompting an immediate and effective response.

Following the sharing of this information, we received a heartfelt thank you from another one of our members, who was approached for a suspicious £80k application. With our information, she confirmed it was a fraudulent application and avoided a major loss.

This incident highlights the critical role of sharing trading experiences in identifying and preventing scams. It showcases the effectiveness of having a community of informed members who can quickly verify and alert others to potential threats. Such examples underscore the importance of staying connected and informed within the industry, proving that these trading experiences are not just a luxury but a necessity for protecting business interests.

In conclusion, the role of trading experiences in the construction industry is more critical than ever. As businesses strive to navigate the complexities of credit risk management, having access to timely and accurate information is essential.

If this article was of interest to you, and you would like to know more about credit referencing or debt recovery, then please get in touch with Top Service on **01527 518800** or via email **helpdesk@top-service.co.uk**

This article was kindly drafted by Top Service.

EMPLOYMENT RIGHTS BILL

With the Government's drive to protect employment rights, under the proposed Employment Rights Bill, there is a proposal to change the timeframe for an employee to bring a claim to an employment tribunal against their employer. This timeframe will increase from the current three months to six.

The government's rationale for this change to give employees more time to assess their situation, to seek legal advice, and to work through internal workplace grievance procedures before resorting to legal action.

Although no defined date has yet been set when this change will occur, the likely implementation date is expected to be sometime in 2026.

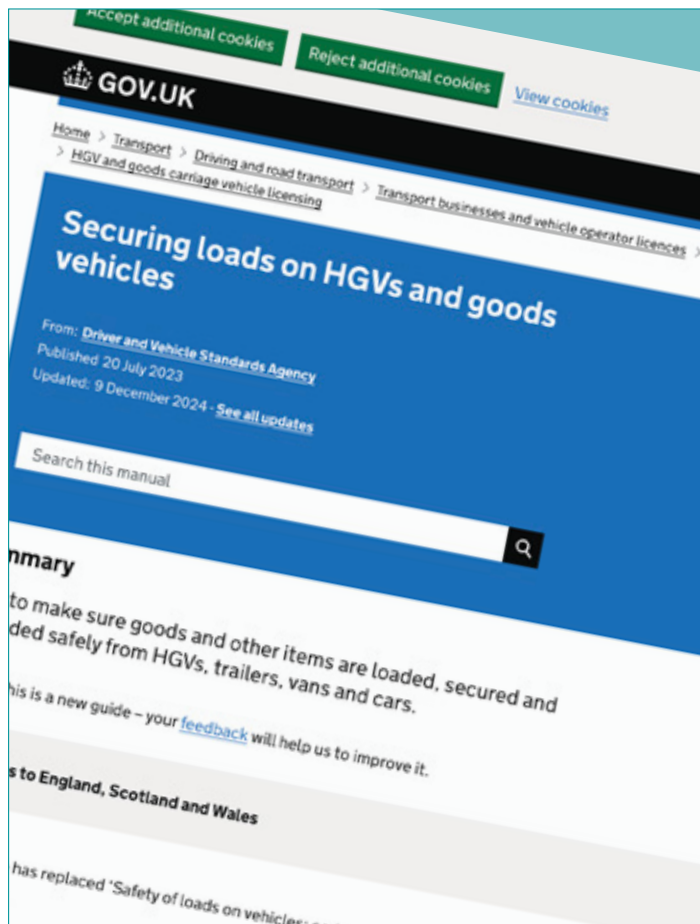
UPDATED DVSA LOAD SECURITY GUIDANCE

The Driver Vehicle and Standards Agency's (DVSA) current guidance has been updated to add more detail and include further information on carrying out appropriate risk assessments.

Changes to the guide include:

- A new section on the importance of risk assessments to help manage the issues facing those involved in securing loads.
- Clarification on covering loose loads and how a risk assessment can be used to inform this decision.
- Changes to the introduction to clarify the standing and purpose of the guidance and how it can help the reader be compliant with UK regulations.
- Some minor amendments following feedback.
- A section to cover securing precast concrete sections.

Further information can be found on the Gov UK website at www.gov.uk/guidance/securing-loads-on-hgvs-and-goods-vehicles



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THE DIGITAL TACKLE REGISTER

CAPJA DISCUSS HOW SOUTHERN CRANES & ACCESS ARE LEADING THE WAY IN DIGITALISATION

Managing accessories has always been a pain. Especially lifting tackle, where it's critical that everything is in good working order to prevent accidents. If there is something, anything, that could lead to failure, you must fix it or scrap it. That's why managing assets efficiently has become a cornerstone of operational success.

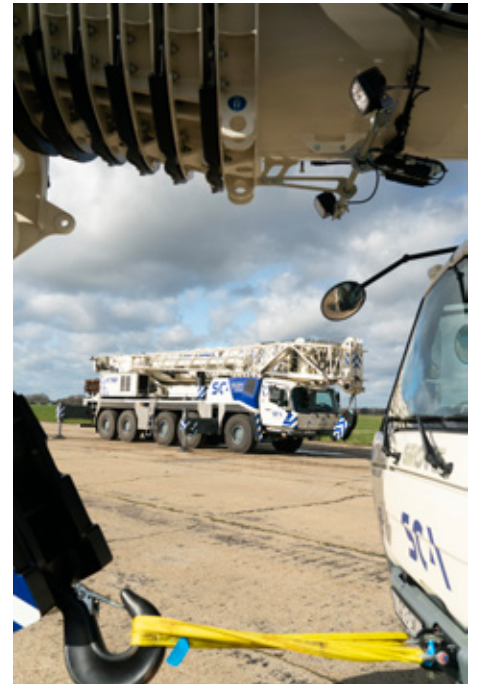
As projects grow in scale and complexity, the need for precise asset management has never been greater. The challenges associated with keeping thousands of pieces of equipment in good working order - often spread across multiple sites - are significant. Yet, for companies like Southern Cranes and Access, these challenges are not just being met but are being surpassed, thanks to cutting-edge solutions like AssetCapja.

Historically, asset management in the plant-hire industry has relied heavily on manual processes, using spreadsheets like Excel, handwriting on tags or creating certs on a template in Microsoft Word. For companies managing vast fleets of equipment, this approach is not only

time-consuming but also fraught with potential errors. Human error can lead to misplaced items, overlooked inspections, and, ultimately, increased costs and safety risks.

Ben Sadler, a Lifting Equipment Inspector at Southern Cranes & Access, highlights a common issue across the lifting sector: the time lost in manually inspecting and managing accessories. With over 50 cranes and up to 2,000 pieces of lifting tackle, the challenge of keeping track of every item became increasingly unsustainable.

Faced with these challenges, they embraced a more innovative approach by partnering with their trusted supplier, Capja, and adopting the AssetCapja software. This



decision marked a turning point in how they managed their equipment. By utilising technologies such as QR codes and NFC (Near Field Communication) - a subset of



RFID, the same technology used to pay for a coffee with your phone – AssetCapja provides enhanced visibility and control over assets. Each piece of lifting tackle is tagged, ensuring its compliance status is always known, while stock takes are now a breeze.

For Southern Cranes & Access, this has meant a dramatic reduction in the time spent on asset tracking and inspections. As Ben puts it, “I’m never going to lose that item again.”

The enhanced visibility provided by AssetCapja not only streamlines operations but also enhances safety by ensuring that all equipment is in good working order and compliant with industry regulations like LOLER (Lifting Operations and Lifting Equipment Regulations).

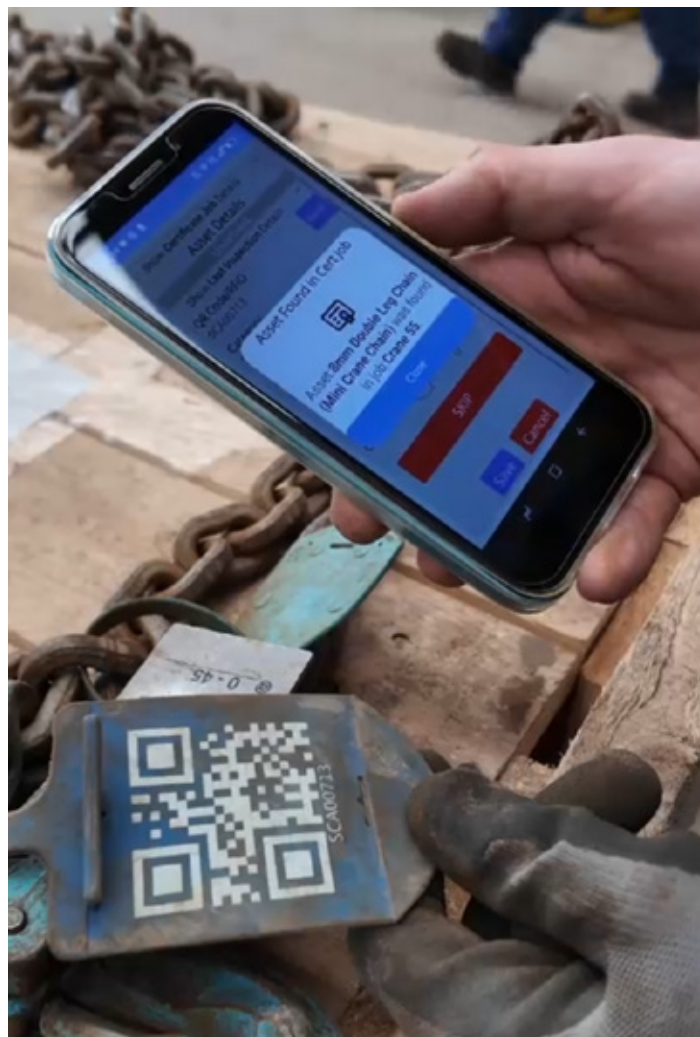
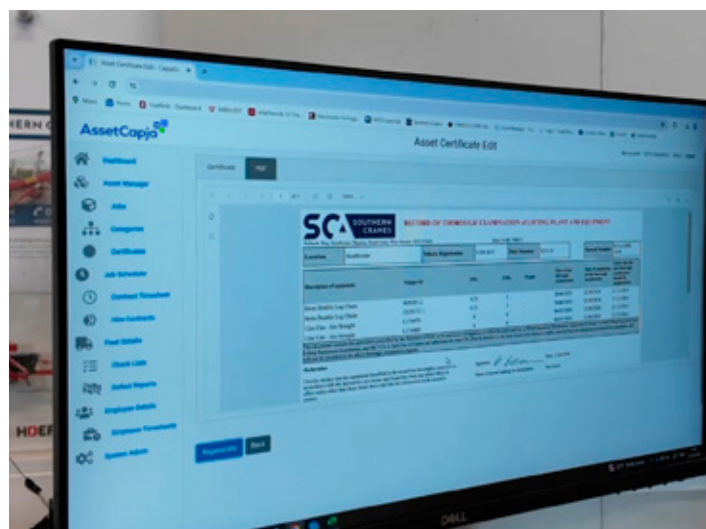
This success story is a clear example of how digital transformation can revolutionise asset management in plant-hire. One of the most immediate benefits is time and cost savings. By reducing the need for manual paperwork and streamlining asset tracking, digital systems free up valuable hours that can be spent on more productive tasks.

Additionally, these systems significantly enhance safety and compliance. With automated processes, staying in line with regulations becomes easier, ensuring that all equipment is safe for use and helping to avoid potential fines. Moreover, human error, one of the biggest risks in manual asset management, is drastically reduced. Technologies like QR codes, NFC tags, and RFID tracking ensure that assets are accurately identified, reducing the likelihood of incorrect labelling or misplacement.

What’s Next for Asset Management in Construction and Plant-hire?

As digital asset management systems continue to evolve, the potential for further innovation is vast. There are many ways to improve the management of assets; at the time of writing Capja are introducing a check out/in so you can see what assets have returned to the yard (no more lost mats!), a last seen status so you can identify the last known location as well as a pick list and loading module to improve the process of items going to and returning from site.

How far could this go? Well, with the integration of AI and machine learning could provide even deeper insights into asset performance and maintenance needs, allowing for predictive maintenance and further reducing downtime. Additionally, as the industry moves towards greater sustainability, these systems will play a crucial role in tracking and optimising the use of resources, contributing to greener operations.



For companies still relying on traditional methods of asset management, the question is not if but when they will make the switch to digital solutions. The benefits are clear: improved efficiency, enhanced safety, and reduced costs. But beyond these tangible advantages lies a broader imperative – the need to stay competitive in a rapidly changing industry.

Moving Forward: Embracing Digital Transformation

For those considering the leap to digital asset management, the experiences of companies like Southern Cranes & Access offer a compelling case study. The transition to a system like AssetCapja may require an initial investment of time and resources, but the long-term benefits far outweigh the costs.

If your company is facing challenges with asset tracking, compliance, or operational efficiency, now might be the time to explore how digital asset management can transform your business. Whether it’s improving safety, reducing costs, or simply staying ahead of the competition, the future of asset management in plant hire is digital – and it’s already here.

For more information on how AssetCapja can help your business achieve its asset management goals, visit www.capja.co.uk/assetcapja or call 01273 803588.

Q&As

Whilst every care has been taken to ensure the accuracy of the answers given within this section of the CPA Bulletin, no liability for any damage, liability, cost, loss and/or expense which the reader has incurred can be accepted by the Construction Plant-hire Association (CPA). The reader should obtain independent legal advice on any issue reported within the CPA Bulletin, before proceeding with a course of action.

Q We are looking for some advice. A customer hired a truck mounted MEWP from us, which was for a weekend (2 day) hire. We had to cross-hire in a machine from another plant company, where the machine and an operator arrived on site. The customer wanted to use the MEWP's basket for lifting a large/heavy item. The operator deemed that activity as unsafe and refused to complete the task. The customer then told the operator to leave site on the first day and told them not to come back.

The company we cross-hired the machine from wants to be paid for both days; however, the customer states he will pay for the first day, not the second.

Which clause covers this CPA hire contract the best?

A I am sorry to hear that your customer failed to use the MEWP correctly; but it shows that they are not complying with the Model Conditions - particularly clause 32(a). Within that clause, the customer has to comply with all government regulations which includes the Health & Safety at Work Act, as well as all associated legislation, regulations, etc.

As it is their site, they are required to have a safe system of work. From your email, it shows that the customer had failed to comply with legislation. Consequently, clause 32(b) states that the customer will indemnify (cover) all losses - which would include loss of hire - as a result of customer attempting to misuse the plant during the hire period.

If the customer tries to attribute blame onto your operator, then clause 8 states that the operator is deemed the customer's servant or agent, and under the customer's direction and control; but the over-arching duty of the customer is to comply with clause 32(a).

On a separate point, as the hire agreement - which falls under contract law - was for a fixed period - two days - so if the customer told the operator to leave on the first day, they are still liable for the two-day charge.

Q We hired in a machine from another plant company under the Model Conditions, but after a few days on site, it broke down. The other plant company is continuing to charge us the full hire rate for the machine while it is 'out-of-action'. Is this correct?

A If a machine had been hired in, but unfortunately had broken down - through no fault of your own - then the matter of hire charges is covered within clause 9(b).

To summarise the clause - it says that the Hirer (customer) would not be charged if the cause of the breakdown was the result of an inherent fault or a fault not ascertainable by reasonable examination, or fair wear and tear, or for all running repairs.

If those criteria apply, then you should not be charged. I hope this answers your question, but if you need any further clarification, then please get in touch.

Q We have had one of our customer's review the conditions and would like to make a couple of amendments.

As the supplier, we are happy with those changes, but thought I should inform you, and take your views into consideration.

A The CPA's Model Conditions are under copyright, and so cannot be amended or changed in any way. The second point to note is that it is at the discretion of the owner whether they wish to enforce any of the clauses. So, the suggested amendment to clause 6 does not need to occur, if the owner does not wish to charge their customer for any visits covering inspections or for maintenance. Therefore, there is no need to apply a caveat whereby any charges would only apply due to the customer's negligence. If the customer had damaged the machine, then charges could apply under clause 13 - Hirer's Responsibility for Loss and Damage; as well as clause 6.

Lastly, the issue of jurisdiction should a dispute arise, does state that if the site is outside of the UK, then jurisdiction would rest where the [Plant] Owner's Head Office is located - if that is in England and Wales then there is no need for the change. If the site is elsewhere in the UK, e.g. Scotland, then if there is written confirmation between the parties that English/Welsh law/jurisdiction will apply, again, there is no need to amend clause 36(a).

Q We have been asked by a customer to provide a 'Modern Slavery' form. We do not have one, and wondered if you have one or know where we could obtain one?

A The CPA has a generic 'Modern Slavery' document on our website which you could use, and it can be found at www.cpa.uk.net/legal-insurance-plant-theft/legal/employment.

If this is not sufficient to your needs, then please let me know, and we can discuss this further.

Q I need to send a solicitor's letter to a customer that refuses to pay the sums owed, and frankly impossible to get hold of via telephone.

I do not currently have a legal company I can go to to issue this; can you please advise of one you recommend or a course of action. Any help would be appreciated.

A If you do not have a firm of solicitors to help you with this, you have a number of options going forward.

You could speak with your insurance broker to see if they can recommend a particular firm. This cost may be covered as part of your existing business insurance policies.

Failing that, you could contact the Law Society, which represents all the solicitors in England and Wales, www.lawsociety.org.uk/public/for-public-vistors/find-a-solicitor - and ask for firms near your business who could assist.

Another option is to contact a debt recovery company, who may work with solicitors. In this instance between the debt recovery company, and/or their solicitors may achieve this. There would be commission/costs, which you could look to add to the debt so that you are not out of pocket. The CPA uses Top Service.

Finally, you could go on the Gov UK website - Claims Online - and seek to begin the process yourself. So, with dealing with a bad debt, it is whichever step is easier for you. I am happy to discuss this further with you if you wish.

Q I just wondered if I could get some clarification on the subsistence allowance. If we pay for our people's hotel bills, are they still entitled to get a £35-per-night subsistence for staying away from home?

Also, are they entitled to receive a £15-per-day for meals?

A Many years ago, the CPA had a blanket agreement in place regarding travelling and subsistence rates, which ended in 2012/13. At that time, HMRC allowed a figure of £31.85 per night (outside of the M25). It was suggested at that time, companies could contact their local tax office to see if a specific rate could be agreed between the member and their tax office. I cannot say for certain whether the figure you are proposing to offer would be acceptable to HMRC.

From doing some research, I came across the following link - <https://good-travel.co.uk/resources/guides/hmrc-subsistence-rates-guide-2024/> - which appears to give a maximum entitlement of £25.00 for incidental overnight expenses. The same link references meals: but also states that any sums given in excess of these sums would incur tax implications. Therefore, I would suggest you speak with your accountants before proceeding.

Q We have hired out a machine to a customer under the Model Conditions for an 'open-ended' period. The customer has now 'off-hired' it. How long is the customer liable for the machine?

A The CPA's 2021 Model Conditions states that if the machine has been off-hired by the customer, then under clause 24(a), it states that the Hirer (customer) is responsible for the machine for the next 7 working days - subject to the machine owner being able to collect it from the site. This comes under clause 24(a). Should the machine be unavailable for collection from the site - refer to clause 23(c) - then the machine remains on hire, and the Hirer remains responsible for it until it is finally collected.

The Hirer's 'hired-in plant' insurance policy will remain active until either those 7-working days have elapsed; or, until the machine has been collected - should clause 23(c) apply - whichever is the latter. I hope that answers your question.

Q We are a UK company that occasionally hires out plant and equipment into mainland Europe; but I am assuming that CPA terms and conditions are not enforceable within Europe? Any advice you can offer would be great.

A Over the years, CPA members have hired out their plant and equipment to customers, where the site has been in Europe, or further afield, provided that the customer agrees to those terms and conditions.

If agreement is reached between the parties, then the Model Conditions are enforceable. What may arise if there is a dispute, is which court will have jurisdiction/authority in overseeing the dispute. Within clause 36(a), it states the following:

'The Owner will determine which court will have exclusive jurisdiction and interpretation of the law for this Contract be it governed by the country where the Owner's Head Office or site is located.'

This clause will allow you, the Owner, to determine which court will have jurisdiction, should the matter not be resolved amicably.

Let me know if there is any further information you need.

SPECIAL INTEREST GROUPS

BRITISH CONCRETE PUMPING GROUP (BCPG)

The last British Concrete Pumping Group meeting took place as an online working group on Wednesday 20th November 2024, to conduct a review of the Good Practice Guide – Safe Use of Concrete Pumps.

CONSTRUCTION HOIST INTEREST GROUP (CHIG)

The Construction Hoist Interest Group Steering Committee and Open Meetings will take place on Wednesday 1st and Thursday 2nd October 2025 respectively at the Heart of England Conference & Events Centre, Meriden Road, Fillongley, CV7 8DX.

CRANE INTEREST GROUP (CIG)

The last Crane Interest Group meeting took place as an Open Meeting on Thursday 28th November 2024 at the Heart of England Conference & Events Centre, Meriden Road, Fillongley CV7 8DX, with the meeting agenda covering a range of topics including:

- TINs & Publications - Review Programme and Priorities
- HSE Update
- CIG 2308 - Guidance on Tendering, Management and Operation of Mobile Cranes Update
- CPA Update
- Abnormal Loads/Embargo/Police Enforcement Challenges/ALG Update
- CIG Focus for 2025

SUCTION AND VACUUM EXCAVATOR SPECIAL INTEREST GROUP (SAVE)

The Suction and Vacuum Excavator Steering Committee are currently in the process of conducting a review of the Good Practice Guide – Safe Use of Suction/Vacuum Excavators and are also proposing to hold an Open Meeting event in 2025.

SHORING TECHNOLOGY INTEREST GROUP (STIG)

The next Shoring Technology Interest Group Technical and Steering Committee Meeting will be communicated once agreed and confirmed by the group, with the meeting format and venue confirmed at a later date prior to the meeting.

TOWER CRANE INTEREST GROUP (TCIG)

The Tower Crane Interest Group have proposed the following meeting dates for 2025:

18th February 2025 - Steering Committee Meeting

25th June 2025 - Steering Committee Meeting

10th/11th September 2025 - Open Meeting in conjunction with the Vertikal Days Show



Rob Squires

rob@cpiaes@cpa.uk.net



RAIL PLANT ASSOCIATION

RPA CELEBRATES 25TH ANNIVERSARY



Andy Crago
RPA Management
Committee Chair

The RPA is celebrating its 25th year anniversary since it was established in December 1999 and to mark this significant milestone, the Association will be holding a 25th Anniversary Dinner on the evening of Tuesday 25th February 2025 (the night before the RPA AGM and RPA Leadership Meeting on Wednesday 26th February) at the Best Western Manor Hotel, Meriden, near Coventry.

Piling

Over the years there have been several derailments when piling and following a recent derailment at Balham, the Chair of the RPA has proposed that a working group be set up jointly with the M&EE Networking Group to review COP0034 and to look at providing further guidance when operators are applying down pressure on the pile, resulting in potential flange climbing. The working group aim to start work at the end of January or start of February.

Human Form Recognition

RPA members strive to ensure that their plant operatives are safe and are always looking for new technology to make further improvements. The people and plant interface poses one of the most critical risk factors in construction activities, including the railway infrastructure. One option to support current standard control measures is the use of Human Form Recognition (HFR) cameras fitted to machines, which several principal contractors are already mandating on their sites.

HFR cameras are a multi-camera system, installed on mobile plant (not directly interfacing with any safety system), which detects the human form and then communicates this detection visually and audibly to the operator of the mobile plant, and where appropriate, makes the pedestrian aware that they have been detected.

Existing control measures are currently passive in nature, but HFR will enable a different approach, proactively warning operators of personnel in close proximity to plant. They can also provide supervisors and management with data related to the risk profile of site operations.

This new technology will not replace any existing control measures, but sits alongside current risk mitigation measures adding an additional layer of protection for site staff and members of the public.

The example below shows 2 zones which are configurable:

The Outer Amber Zone alerts the operator via an in-cab visual indicator and the pedestrian externally via a repeating spoken alarm "caution, machine in operation".

The Inner Red Zone alerts the operator via an in-cab visual indicator and repeating spoken alarm "person detected" and the pedestrian externally via a repeating spoken alarm "caution, machine in operation".

Amber/Red Zone

The system can also provide data related to the risk profile of site operations, giving key indicators such as:



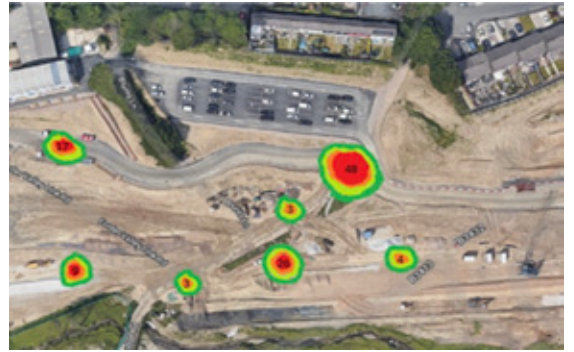
- Incursion numbers by project
- Details of incursions (inner/outer)
- OS map view, visualizing incursions
- Ability to review incursion reports at bespoke intervals
- Approve people who can access incident-based footage to support investigations

Incursions heat map

The use of HFR systems is still in its infancy and the RPA is also liaising with the CPA led Construction Industry Plant Safety Group (CIPSG), who have established a working

group which is in the process of developing a 'Good Practice Guide on the Use of Human Form Recognition Systems' document. The working group includes plant hirers, OEM's, third-party HDS suppliers and Tier 1 contractors.

The main working group has recently divided into two sub-groups to tackle different subject areas. One group is focusing on the regulative/standards, types and fitment, responsibilities sections, with the other group focusing on the management on site, education and



behaviours and the data monitoring sections. We will provide further updates on the progress of the HFR guidance document as this initiative progresses.

STEVE FEATHERSTONE

RPA CONSULTANT

At the Rail Plant Association Leadership Meeting on 5th November 2024 we received 3 pieces of information from Network Rail which at first seemed contradictory to each other.

The first was that Network Rail spent as much as expected, in real terms, for the first 6 months of the control period.

The second was that RRV shifts are down 20% on what would be expected which would indicate that less work is being done as the RRVs are the workhorses of the railway.

So we are spending all of the money but doing 20% less work. I immediately jumped to unit rates being higher than anticipated but then the third piece of information was that unit rates are broadly being delivered in line with expectations.

So how do we make sense of those 3 facts?

The answer maybe that overheads are higher than expected. Or in other words, there is a lot of expenditure not directly involved in delivering work on the railway asset but nonetheless incurring significant costs. And this is in spite of the downsizing that we have seen in recent years through various voluntary severance schemes.

Whatever the reason is, the supply chain continues to feel the significant impact of less work being undertaken than would normally be expected.

I have been amazed at the recent number of launch events for new CP7 frameworks that have been held. This does seem very late in the day. It is a bit like starting to run a 5,000m race after everyone else has already run 800m.

The good news is that, between Christmas and Easter, the work volumes look much better than we have seen of late so hopefully we will see a good finish to the first year of CP7. That said if Network Rail is going to deliver the overall CP7 work volumes then it is going to have to significantly up the pace in 2025 otherwise asset deterioration will result in poor infrastructure reliability and consequently poor train performance.

The government is undertaking a comprehensive spending review which will be published in late Spring 2025. The Department for Transport (DfT) funding envelope for the remainder of this parliament will be a part of this. Hopefully investment in public transport will be seen as very supportive of the government's missions. However HS2 continues to eat up transport funding, and as the DfT has to balance its books across all of its arm's length bodies, there is a significant risk that funding to Network Rail and National Highways could remain constrained for a considerable time.

Whilst we spend a lot of time talking about short term challenges, the RPA discussions with the Department for Transport also look out 25 years to what the railway plant requirements will be in 2050. The RPA and DfT are looking to jointly work to produce a roadmap to 2050 identifying the various points at which new technologies will

be introduced and what some of the key enablers will be on the journey. It will be important that railway clients understand the 2050 roadmap for railway plant so that they do not specify a change of technology, before the market is ready to provide it, otherwise it will unnecessarily increase supply chain costs.

The Transport Select Committee is currently undertaking a review of Railway Investment, particularly the boom and bust nature of spending that we have seen over many years and the impact that this has on efficient and effective delivery of work. The CPA and RPA are actively contributing to this and will make a formal submission on behalf of their members in late January.

The RPA recently facilitated a meeting with Network Rail's Professional Head of Plant and a selection of plant converters and plant suppliers to discuss product approvals, particularly for attachments. The meeting covered a lot of ground and provided clarity on the requirements of the current Network Rail survey of plant attachments.

The RPA has been representing its members for 25 years. To celebrate this milestone, the RPA will be holding a dinner on 25th February, the evening before the Annual General Meeting and the next Rail Plant Association Leadership meeting. I look forward to meeting with lots of RPA members over the two days.

NEW CPA MEMBERS

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Alltype Hire Ltd

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Road
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Buckinghamshire SL2 4HX -
01753 318319

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10 Plas Y Ddol, Johnstown
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07854 840916

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01792 641653

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01560 482136

Brigade Electronics UK Ltd

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01206 879888

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01543 730001

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Devon EX31 2PG
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CONTACT THE CPA TEAM

CALL US ON: 020 7796 3366



Steve Mulholland was appointed CPA Chief Executive Officer in August 2024. He was previously CPA Chair for six years. His career in the plant-hire industry began in 1989 as an Apprentice and he was later Director and Co-Owner of MPS (Mulholland Plant Services Limited). steven@cpa.uk.net



Brian Jones is President of the CPA. He has worked in plant-hire for over 50 years. Brian was elected to the CPA Council over 30 years ago and has been CPA President since 2017. brian@cpa.uk.net



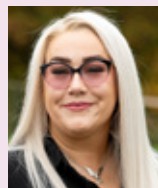
Adam Godwin is a Director of the CPA and the RPA (Rail Plant Association Ltd). He has worked for the Association since 2005 and has extensive experience in supporting the CPA and RPA members. adam@cpa.uk.net



David Smith has worked as the CPA's Legal Manager since 2001, and has qualifications in both law and accounting. Prior to joining the CPA, David worked in the construction industry for eight years. david@cpa.uk.net



Peter Brown is the CPA's Technical and Development Manager. He has a long background in plant technical operation and maintenance activities, followed by experience in plant-based education and training and development, including 18 years at CITB and latterly as CPCS Product Manager. peter@cpa.uk.net



Katie Kelleher is the CPA's Technical and Development Officer. She provides CPA Members with guidance on technical, training and safety subjects, as well as helping produce and maintain our publications. She represents CPA in various working groups. Katie was previously a Crane Operator and Appointed Person. katie@cpa.uk.net



Rob Squires is the CPA's Training and Safety Manager. Prior to joining the CPA, he spent many years managing training, card and certification schemes with experience within the demolition sector and with CITB managing a range of CSCS-based schemes. rob@cpa.uk.net



Chris Cassley is responsible for the development and lobbying of the key policy issues that are important to CPA Members. He spent 16 years at the CBI where he was responsible for construction policy and acted as Secretariat to the CBI Construction Council. chris@cpa.uk.net



Luis Bassett joined the CPA in October 2024 in the newly created role of Decarbonisation and Sustainability Manager. Luis joined the CPA from the London Borough of Merton, where he worked for over eight years. He has extensive experience in low emission solutions for the construction plant sector. luis@cpa.uk.net



Lisa Godwin is the CPA's Membership Manager. She has worked at CPA for over 25 years and has a wealth of experience supporting CPA members. Lisa oversees all aspects of the CPA membership process, along with the strong CPA Membership Team. lisa@cpa.uk.net



Siva Subramaniam is the CPA's Finance Manager. Siva joined the CPA in 2007 and has been responsible for managing and administering all aspects of the Association's finances since then. siva@cpa.uk.net

Jenny Lupton (Membership Support Administrator) and **Karen Douglas** (Admin/Accounts Assistant) form part of the experienced CPA Membership Team.

CPA COUNCIL MEMBERS 2024-2025

President: Brian Jones (Trustee), Delyn Consultants Ltd

Chair: Siôn Morgan Jones

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Steve Wright, Sir Robert McAlpine
Paul McCormack, Blackwood Plant Hire Ltd

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Bill Law, AGD Equipment Ltd
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Should any members wish to contact their Regional Council Member please email enquiries@cpa.uk.net in the first instance and your enquiry will be directed to the relevant Council Representative.

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