



CPA BULLETIN

72 PAGES
OUR BIGGEST
ISSUE YET!

MAY 2025 | WWW.CPA.UK.NET



FEATURES

IN THIS ISSUE:

| CPA GOLF DAY
| STARS OF THE FUTURE
| PLANT OPERATOR CARD SCHEMES



P7 GALA DINNER 2025



P11 INSPIRATIONAL WOMEN



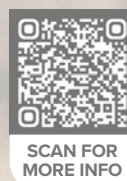
P42 CARBON BUDGET

 NOW WITH FULL
3 YEAR WARRANTY*

A GREAT NEW **MOVER** 3-SERIES **TB370W**

The NEW COMPACT **TAKEUCHI** TB370W,
a versatile multi-tool carrier with
2-piece boom as standard.

Delivering fast powerful productivity
on busy construction sites.



HIGH-SPEC CONFIGURATION

EASY SERVICEABILITY

HIGH RESIDUAL VALUE

TRUSTED RELIABILITY

MADE IN JAPAN



www.takeuchi-mfg.co.uk

* T&Cs Apply See Website

CONTENTS

A digital edition of this Bulletin is available as an online ebook,
please visit: www.cpa.uk.net/cpa-bulletin/

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

CONTACT INFO

Editor: **Adam Godwin**

The Construction Plant-hire Association
27/28 Newbury Street, Barbican, London,
EC1A 7HU

Telephone: **(020) 7796 3366**

Email: enquiries@cpa.uk.net

Website: www.cpa.uk.net

 @CPA - Construction Plant-hire Association

 @CPA_Planthire

 @Construction Plant-hire Association

 @cpa_planthire

 @cpa_planthire

 @cpa-constructionplant-hire

CPA Copyright 2025

Chief Executive Officer: Steve Mulholland,
steven@cpa.uk.net

President: Brian Jones, brian@cpa.uk.net

Chair: Siôn Morgan Jones

Director:
Adam Godwin, adam@cpa.uk.net

Legal Manager:
David Smith, david@cpa.uk.net

Training & Safety Manager:
Rob Squires, rob@cpa.uk.net

Technical & Development Director:
Peter Brown, peter@cpa.uk.net

Technical Publications & Careers Manager:
Katie Kelleher, katie@cpa.uk.net

Policy Director:
Chris Cassley, chris@cpa.uk.net

Decarbonisation & Sustainability Manager:
Luis Bassett, luis@cpa.uk.net

Membership Manager:
Lisa Godwin, lisa@cpa.uk.net

Membership Support:
Jenny Lupton, jenny@cpa.uk.net
Karen Douglas, karen@cpa.uk.net

Finance Manager:
Siva Subramaniam, siva@cpa.uk.net

Designed and printed by: HD Print
www.hdprint.co.uk

Advertising Enquiries:
Lisa Collins, lisa@lisacollinscommunications.co.uk
Telephone: 07968 840390

FEATURE STORY



STARS OF THE FUTURE P18

CONTENTS

From the CEO	4
Association News	7
Stars of the Future	18
Industry Events	27
Policy	35
Training & Technical	36
Skills	39
Publications & ILLAPG	40
Decarbonisation & Sustainability	42
Plant Theft & Fraud	44
News from CPA Members	47
ESTA	52
Legal News	55
Guest Articles	58
Q&As	62
Special Interest Groups	64
RPA News	65
New CPA Members	68
CPA Contacts	69

FROM THE CEO

RAISING THE SECTOR'S PROFILE



Steve Mullholland
steven@cpa.uk.net

Welcome to this latest issue of the **CPA Bulletin**.

As you read through this you shall see that we continue to cover a lot of ground on behalf of our industry.

It's been six months of raising CPA's profile and therefore our sector - both within the wider construction industry and out in the public domain. This was always an intention with a view to promoting the construction plant-hire sector and its various facets as a career choice, but also to be seen as specialist within the wider construction/infrastructure supply chain and recognised as such.

Not always having to constantly follow the lead of bodies and stakeholders usually predominantly made up of government quangos, our customers or indeed our customers clients. This often leads to us to us being mandated to, instead of mandating what is best for our industry. Whether that be guidance, safety, skills, careers, decarbonisation, etc. through policy being made for us without consultation with us.

What we do at CPA is a work in progress and always will be - reacting to the challenges facing members whilst being more proactive than we have ever been. CLC, CITB, CSCS, PSRO, ERA, CECA, CBI, Oxford Economics, Treasury, DBT, DFT, DFE, Government 10 year Infrastructure Strategy, Comprehensive Spending Review and Rail Transport Select Committees are just a few of the offices of state, bodies and stakeholders we have been in and around trying to influence from budgets to workflows, careers and skills, as well as Government policy.

Spring has sprung and with it the green shoots of growth...well maybe by Spring 2026. There would appear to be a lot to look forward to, but it is pipelines of work and people that we require here and now to fulfil the housing and infrastructure plans that the Government has announced in recent weeks.



The CPA team out in full force during a visit to JCB's VIP Visitor Centre in Rocester, Staffordshire

We are pushing for more upgrades, enhancements and maintenance of our existing infrastructure; road, rail, energy, schools, etc. which do not require planning and excuses that cause delays.

Against the backdrop of the Autumn Budget (announced without any consultation) of NIC increases and BPR/IHT tax increases that are coming down the track. Combined they shall cause an existential threat to some of our members - affecting all in some way or another but family-owned independent ones, in the same way that the farmers are going to be affected. It has been a Budget which if left unchallenged has the potential to set many up to fail.

Imposing these tax hikes and then announcing great plans for housing and infrastructure expansion, is a bit like composing a piece of music badly. They have now provided the right notes, just in the wrong order... it just doesn't work. Work pipelines now and tax freezes shall encourage growth.

CPA must continue to try and influence reversals of these decisions on NIC, BPR/IHT while trying to stop even more cost impacts on the way via the charge towards Net Zero and the Employment Rights Bill. Some common sense must prevail. There have been some small wins and some change in rhetoric with Ministers but no

reversals yet on these big-ticket items. Although we do have assurances from Shadow Secretary of State for Business and Trade Andrew Griffith and Reform that they shall reverse these. Engagement and persistence shall continue, and I urge you to engage with your local MPs using our template letter highlighting the problems that your businesses face.

Promoting this great industry of ours and offering support wherever we can is always top priority. Whilst looking to influence policy changes now and moving forward, these newfound lobbying and strategy techniques will also be a tool to get messaging into schools that apprenticeships and vocational training are careers worth pursuing, instead of staying on for an extra year or two at school with no outcomes or wasting years on pointless university courses which many unfortunately do.

Not only would this help close the skills gap, it frees up DFE budget which could be redirected to help with training. During National Apprenticeship Week we promoted our own Stars of the Future through the national press and media outlets, as well as in the trade press and it's now at record-breaking numbers this year, a great advert. There is a lot to do in this area, and we are up for the challenge.

Net Zero and the Employment Rights Bill shall be the next big-ticket items to deal with and we are already on the case to try and make a difference in our members' best interests. Net Zero should be consumer led (you) and not by the bodies who want to mandate ridiculous targets for political or personal gain.

With carbon cutting as opposed to fossil fuel elimination now being seen as the way forward, while alternative energy sources are given a chance to evolve, CPA has opened the eyes of others to this both within and outside the industry who have been setting unachievable goals.

On decarbonisation and sustainability, we will now contribute within CLC, hopefully the start of a voice within that can temper the over zealousness that has been on show until now with politicians, civil servants and clients basing targets on a lack of real information and knowledge relating to our sector, on what is available and how far we have already come. Hopefully a start to being mandators as opposed to being mandated to by those who are not the construction plant-hire experts.

Much of the Employment Rights Bill is more red tape which shall hinder not help growth. Again we are working with other stakeholders to counter these hinderances. All the aforementioned is being done with a sense of urgency.

In the meantime work at the 'coalface' continues: the usual flow of membership enquiries, advice, applications and renewals. Topics covered through all the Special Interest Groups, Rail Plant Association (RPA), Abnormal Loads Group and ILLAPG. The guidance around Human Form Recognition (HFR) is almost complete. NCATT/OPAL continue to recover stolen plant at a record rate with CPA's support. The passing of an Anti-theft Bill through Parliament. Building of a new CPA website. And forming of a new Construction Plant Interest Group to cater for General Plant Hire.

While also supporting industry charities including the Lighthouse Club, Air Ambulance UK, Construction Sport/Lost City to name a few. And supporting industry trade shows through a presence at the Executive Hire Show, Bauma, UK Construction Week, Rail Live, Vertikal Days, PlantWorx (including Rethinking Futures) and a Gala Dinner in November for our members. All the while keeping members informed through the CPA Bulletin, CPA and RPA Annual Reports and our social media channels.

At the time of writing this column, there were two major announcements. The new US trade tariffs have just been announced. These will undoubtedly cause more stress for business and therefore working people, on the back of 'Tax Hike' Government policy. CPA shall make it clear there is now no better time to reverse these additional taxes, to support our domestic market and encourage growth.

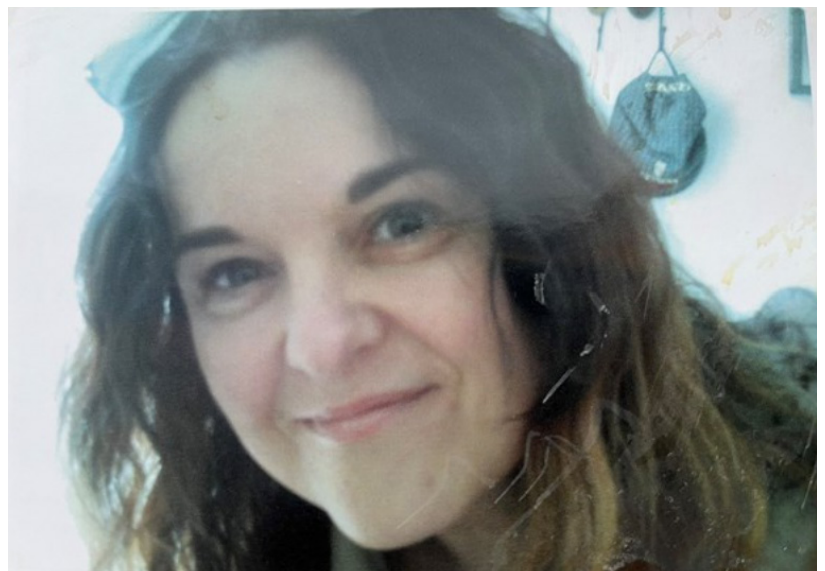
Secondly, congratulations to Katie Kelleher from the CPA team on making the Top 100 Women in Trade Association Powerlist. A force for the good to be reckoned with; Donald Trump and ill-informed policy makers beware! You can read more on page 11.

Finally, my thanks to CPA Council and all of you who are contributing, especially in the Special Interest Groups and their Chairs. I would encourage you to join in with these Interest Groups and have your voice heard on any topic which may affect you. They really are the heartbeat of CPA and you are the construction plant-hire experts.

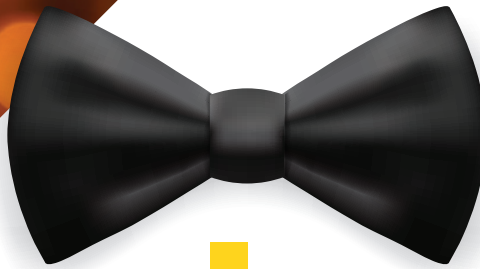
Enjoy this Bulletin.

REMEMBERING MARIA

1st April marked the one year anniversary since our CPA colleague **Maria Reid** very sadly passed away following a brave battle with a brain tumour. Maria joined CPA in August 2017 and was an extremely valued member of the CPA membership team. She was the first point of contact for many members when calling the CPA office. Our thoughts remain with Maria's family.



**BOOK
YOUR TABLE
NOW!**
SPONSORSHIP OPPORTUNITIES
ALSO AVAILABLE



Gala Dinner

**THURSDAY
6th NOVEMBER 2025**
ST GEORGE'S HALL, LIVERPOOL

With our special guests:



Comedian
**BOBBY
DAVRO**



Master of
Ceremonies
**PETER
HADDOCK**



After-Dinner
Speaker
**JOHN
BARNES**

ASSOCIATION NEWS

GALA DINNER 2025

We are very pleased to announce that the CPA is introducing a brand new prestigious event later this year - the **CPA Gala Dinner**.

The black tie event is being hosted on **Thursday 6th November 2025** at the stunning **St George's Hall in Liverpool**. Conveniently located directly opposite Liverpool Lime Street Railway Station, the Grade I listed building is widely regarded as one of the finest neoclassical buildings in the world.



Over the years, the unique building has been used as a filming location for several films and TV series, including *Peaky Blinders*, *The War of the Worlds*, *Tolkien*, *This City is Ours* and *House of Guinness*. Ringo Starr even performed on the roof of St George's Hall as part of the 'People's Opening' of Liverpool's European Capital Of Culture celebrations.

The Gala Dinner promises to be a spectacular event, with a three-course menu prepared by a team of 5* Michelin experienced chefs.

The MC for the evening is well-known content creator, journalist, podcaster, vlogger and event host **Peter Haddock** of Content With Media, who many in the plant-hire world will be familiar with.

After dinner there will be two after dinner speakers - former professional football player and manager **John Barnes** and comedian **Bobby Davro**. John Barnes

is considered by many to be one of the greatest England players of all time and still lives in Liverpool today, having played for Liverpool FC for 10 seasons. TV celebrity Bobby Davro has become one of the country's most respected comedians.

The event affords the opportunity for CPA members to network with fellow CPA members, the wider industry, colleagues, our celebrity guests, the CPA Council and the CPA team. We'll even have professional photographers on standby to take paparazzi style shots!

On the evening pre-dinner drinks will be served at 6.30pm and carriages will be at 12.15am. St

George's Hall is located right in the centre of Liverpool, if you wish to sample the city's bars and nightlife after dinner.

Accommodation

If you would like to book accommodation in Liverpool for the evening of Thursday 6th November 2025, early booking is advised in order to secure the best possible rates. Three hotels are located within minutes of St George's Hall, namely:

Radisson RED Liverpool,
7 Lime Street, Liverpool, L1 1RJ
Tel: **0151 212 3456**
Email: info.liverpool@radissonred.com

Delta Hotels by Marriott Liverpool City Centre,
One Queen Square, Liverpool L1 1RH
Tel: **0151 476 800**

Holiday Inn Liverpool City Centre,
Lime St, Liverpool L1 1NQ
Tel: **0151 709 7090**

Book Your Table Now for the Industry's Newest Event

We are now taking table bookings for the CPA Gala Dinner 2025. These are available on a first come, first served basis and are based on tables of 11. The cost includes reception drinks, a three course dinner with coffee, and half a bottle of house wine served with dinner.

The cost is **£3,000 plus VAT** for a table of 11. Bookings can be made online at www.cpa.uk.net/events/cpa-gala-dinner-2025.

Sponsorship Opportunities Available

A number of sponsorship packages are available, including the **Headline Sponsor** package, the **Drinks Reception Sponsor** and **Platinum** and **Gold Sponsors** where you have the opportunity to secure a table in a premium position.

There's even the opportunity to be seated on the same table as one of our celebrity speakers or have your company logo projected on the spectacular ceiling of St George's Hall!

These packages are limited in number and are set to sell out. For further details, please contact **Lisa Collins** on **07968 840390** or email: lisa@lisacollinscommunications.co.uk

Want More Info?

If you'd like any further details about the CPA Gala Dinner 2025, please contact **Lisa Collins** on **07968 840390** or email: lisa@lisacollinscommunications.co.uk



Brigade

- Backeye® 360 AI Intelligent detection is a 360-degree high-definition four-camera system enhanced by state of the art AI technology.
- Comprehensive view of surrounding area in a single image
- Audible and visual alerts when a pedestrian or cyclist is detected using AI
- Automatic calibration saves time on set-up and installation
- High resolution delivers a clear and sharp image displayed on the monitor

+44 (0)1322 420300

hello@brigade-electronics.com

brigade-electronics.com

Backeye® 360
AI Camera



PROMOTIONS OF CPA TEAM MEMBERS

We are very pleased to announce the promotions of three members of the CPA team.

Peter Brown has been promoted to Technical and Development Director, **Chris Cassley** has been made Policy Director and **Katie Kelleher** is now Technical Publications and Careers Manager.

Peter first joined the CPA team as Technical and Development Manager in April 2016, and has a long background in plant technical operation and maintenance activities. Starting as an experimental mechanic apprentice in 1976 for a global plant and machinery manufacturer, he has subsequently been employed in various roles in technical training and product support, further education, and technical qualifications and standards development at CITB, latterly as CPCS Product Manager. The promotion caps some 50 years of being involved within the plant sector.

Chris has worked for the CPA for almost seven years in the role of Policy Manager. Previously he spent 16 years at the CBI (Confederation of British Industry) where he was responsible for construction policy and acted as Secretariat to the CBI Construction Council.

Katie's construction story started in 2014 when she was the first woman to commence the Lifting Technician Apprenticeship with Select Plant Hire, before becoming a Crane Operator working on large projects such as Crossrail and the Tideway Project. She also worked as an Appointed Person on a number of high-profile infrastructure projects. She joined the CPA in 2023 in the role of Technical and Development Officer.

CPA Chief Executive Officer Steve Mulholland said: "The last few months have been extremely busy and productive for the CPA team, and I am delighted to announce these well-deserved promotions. Peter has the skills, experience and knowledge of working with members and stakeholders in various areas of technical guidance, standards setting and training for the benefit of members. Chris, in his new role as CPA Policy Director, will take forward the CPA's work on lobbying the Government and policymakers on key issues affecting the plant-hire industry.

"Katie is a real force of energy for positive change in construction plant-hire and her new role will see her promoting all things career related where we know there is still progress to be made. At the same time she'll maintain technical support to the membership regarding all things lifting.

"These promotions will not only strengthen our team, but help support CPA members across a wide range of areas. This marks the next chapter in the association's evolution, based on a very strong foundation," he added.

In other developments, CPA Decarbonisation and Sustainability Manager **Luis Bassett**, who joined the CPA team in October 2024 from the London Borough of Merton, has been appointed the Subgroup Lead on the Construction Leadership Council's (CLC) Working Group 'Improving Efficiency: Using Best Practice'.

As part of his role as Subgroup Lead, Luis will represent the plant-hire industry, helping to raise the profile of solutions that reduce diesel consumption for the many cases where eliminating fossil fuels is not yet practicable.

**From left to right:
Peter Brown, Katie Kelleher and Chris Cassley**



Chaos



Order



MACHINE DOCUMENTATION

Start your FREE Trial

www.capja.co.uk/CapjaDocs

CapjaDocs

**Look Professional
Be Secure.**

+44 (0)1273 803588
hello@capja.co.uk

KATIE NAMED AS ONE OF THE MOST INSPIRATIONAL WOMEN IN TRADE ASSOCIATIONS

Ahead of International Women's Day on Saturday 8th March, the CPA's **Katie Kelleher** was named in the **2025 Women in Trade Association Powerlist**.

In its third year, the Powerlist celebrates the most inspirational female business and sector champions in the UK. Organised collectively by the Trade Association Forum (TAF), Confederation of British Industry (CBI) and the Federation of Small Businesses (FSB), the Powerlist champions the role of women in trade bodies, celebrating their achievements and encouraging the next generation of women into the sector. A total of 100 women make up the 2025 Powerlist.

Katie joined the CPA in 2023, bringing with her huge technical and training expertise, together with extensive industry experience. Her construction story started in 2014 when she was the first woman to commence the Lifting Technician Apprenticeship with Select Plant Hire, before becoming a Crane Operator working on large projects such as Crossrail and the Tideway Project. Following this she worked as an Appointed Person on several high-profile infrastructure projects.

Katie said: "I never set out to win awards, I set out to make a difference. Being named in the 2025 Women in Trade Association Powerlist is an honour, but the real achievement is contributing to positive change in the construction plant sector. Whether it's improving safety, sharing knowledge or supporting the next generation, I'm proud to play a part in shaping the industry's future."

Prior to commencing her career in construction, Katie worked in various roles across sales and recruitment before embarking on a change in career. Some may know Katie as 'Katie Cranes', and she has developed a fantastic presence on social media with 28K followers on LinkedIn alone. Katie actively uses social media to showcase her experiences and

the benefits of working within the construction plant industry.

She is passionate about women in construction and as well as championing apprenticeships for all, Katie is a STEM Ambassador and she has spoken at schools and colleges to inspire people into the industry. Katie has also taken part in parliamentary committees on apprenticeships and has appeared on London Live, BBC Breakfast, BBC 100 Women season and many more.

She has already been declared one of the 'Top 100 Women in Construction' and has been selected as a 'LinkedIn Top Voice'. She has also been on the 'Construction News 15 People to Watch' list.

In her role at the CPA, Katie's strengths have benefited many CPA members and supported the wider sector. She provides members with expert guidance on technical, training and safety subjects, and helps produce and maintain the CPA's large range of safety and technical publications. She also represents the CPA on a number of industry-led initiatives and working groups. Katie first became acquainted with the CPA when she was a panel speaker at the CPA Conference and she has been a judge for the CPA's Stars of the Future Apprentice Awards for many years.

Katie is deeply committed to enhancing safety within the construction plant sector and has played a leading role in the CPA's involvement in the Industry Lifting Lead AP Group (ILLAPG). Katie has helped launch initiatives such as the HOSASS Hands off, Step Away, Safe Space campaign which raises awareness to step away from potential danger during lifting operations.



To celebrate making the 2025 Women in Trade Association Powerlist, Katie was invited to attend a special reception at the end of March in London to meet the other women on the list and celebrate their achievements.

Nicola Bates, Chair of the Selection Panel and CEO of WineGB said: "In this third year of judging we continue to be impressed by the achievements of the Top 100 UK women in the Powerlist. It is tremendous that we pause and reflect on their impact - congratulations to all on the list."

CBI Chief Executive Rain Newton-Smith added: "I'm proud and honoured to lift up and celebrate all the women on this year's Powerlist. They represent the very best - women making a difference in the world and having an impact for the sectors and industries they work for. It's always a pleasure and an inspiration, working alongside our friends at TAF and FSB, to collate these stories and champion these powerful women."



**CENTURY HOSE
& COUPLINGS**

**NOW
IN STOCK!**

GOLIATH

SUCTION EXCAVATOR HOSE

DURABLE • FLEXIBLE • EXCELLENT VALUE



- **NOW IN STOCK IN THE U.K. AT CENTURY HOSE & COUPLINGS.**
- **WELL PROVEN PRODUCT DESIGNED TO GIVE OPTIMUM HOURS USAGE WITHOUT CHANGING THE HOSE OUT.**
- **EXCELLENT ABRASION RESISTANCE.**
- **GOOD FLEXIBILITY.**
- **5.3, 6.9, 7.1 & 7.9m LENGTHS**



A GIANT OF A HOSE!

*Now available at Century Hose & Couplings at a **truly competitive price!***

Tube: Black, smooth anti-static synthetic rubber with excellent resistance to abrasion

Reinforcement: Synthetic plies, steel wire helices.

Cover: Wide corrugated, black, conductive cloth finish. Abrasion, ageing and ozone resistant.

Application: Hardwall corrugated hose for suction of sand & different kinds of abrasive materials (waste, large rocks, debris, etc..), used in harsh conditions, it is specially developed for suction excavators with a mechanical arm. It can also be used for industrial cleaning.

Specification: ISO 1307 **Order Ref:** EXH-254

INTERNAL DIAMETER		OUTER DIAMETER	VACUUM		BEND RADIUS	HOSE WEIGHT	COIL LENGTH
inch	mm	mm	BAR	PSI	mm	gr/m	m
10	254	293	0,9	13	1270	18400	5.3, 6.9, 7.1 & 7.9

01772 653530

sales@centuryhoseandcouplings.co.uk
www.centuryhoseandcouplings.co.uk

CPA GOLF DAY 2025

We are pleased to advise that the **CPA Annual Golf Day** is being held on **Thursday 17th July 2025** at **Rutland Water Golf Course** on the edge of Rutland Water near Oakham. The challenging course is now well established as a good test of skill for players of all abilities.

The competition will be an individual stableford, together with a team stableford competition. With very limited golfing spaces still available, the entry cost including VAT is £624 for a four ball entry, and £156 for an individual entry. The cost of the day includes coffee and bacon rolls, 18 holes of golf, a two course dinner, and an awards ceremony with prizes for the winners.

Proceeds from the event will be made towards the Lighthouse Construction Industry Charity, which provides emotional, physical and financial support to the construction community and their families. This year, Lighthouse are overseeing the registration of the event and further details are available at <https://www.cpa.uk.net/events/cpa-golf-day-2025>.

Construction insurance specialists **Bruce Burke** are headline sponsors for the CPA Golf Day 2025, **Record360** are sponsoring the Longest Drive and **Promontory Consult UK Ltd** are sponsoring Nearest the Pin. There are just two sponsorship packages available, namely the 19th Hole Sponsor and the Refreshment Sponsor. These packages are available on a first come, first served basis.

For further information about the availability of golfing spaces and sponsorship opportunities, please contact **Helen Hutchinson** from the Lighthouse Club Golf Team at helen.hutchinson@lighthousecharity.org.



In support of:



Thank you to our sponsors:

HEADLINE SPONSOR



SPONSOR OF THE LONGEST DRIVE



SPONSOR OF NEAREST THE PIN





CONSTRUCTION *SPORT*

NUCLEAR COAST TO COAST CYCLE CHALLENGE

4 DAYS, 305 MILES, 13 CYCLISTS!

A team of construction workers from all around the country recently teamed up to battle 300+ miles of British tarmac via bike, setting off from Hinkley Point C in Somerset, and finishing up at Sizewell C in Suffolk, hitting approximately 72 miles a day for four consecutive days.

The Nuclear Coast to Coast Cycle Challenge was organised by Construction Sport, a charity focusing on improving mental health in the construction sector through sport and its proactive approach, creating opportunities for people to get together, enjoy themselves and address their mental health. The CPA was the headline sponsor for the gruelling 300 mile cycle challenge.

Cyclists set off from Hinkley Point C power station in Somerset in the early hours of Monday 7th April, making their way through Bristol, Bicester and Cambridge before crossing the finishing line in Suffolk on Thursday 10th April.

The charity's CEO Steve Kerslake, who runs a groundworks company and understands the construction struggles first hand, was among the riders taking on the challenge.

"The charity has previously set up a number of challenges, including walks along the HS2 route and the Thames Tideway, but this was the first cycling challenge we've done in the UK."





Latest research reveals construction workers are four times more likely to die by suicide than the national average due to the overlooked physical and mental challenges they face.

Steve added: "There has been a lot done about mental health in terms of awareness over the years but not so much proactively in setting up events that can help and create change.

"Our industry is affected more than most with mental health, so being able to organise community events and sports teams to help tackle the issue is a real privilege."

All the team at Construction Sport are hugely thankful for everyone's support on what was an incredible few days of camaraderie, team spirit and positive attitude.



RIDGWAY *Rentals*



PLANT RENTAL • HAULAGE • SALES • PARTS • SERVICE

NATIONWIDE PLANT HIRE

- **EXCAVATORS**
- **MINI DIGGERS**
- **DOZERS**
- **LOADING SHOVELS**
- **DUMP TRUCKS**
- **TELEHANDLERS**
- **ROLLERS**
- **ATTACHMENTS**



PUTS YOU IN THE DRIVING SEAT
0800 51 51 55

www.ridgwayrentals.com

hire@ridgwayrentals.com

CPA MEMBERS GO DIGITAL - DAILY CRANE CHECKS JUST GOT SMARTER



THE CPA AND CAPJA HAVE TEAMED UP TO BRING THE HUMBLE CHECK BOOK INTO THE 21ST CENTURY – ONE QR CODE AT A TIME

In an industry where safety is non-negotiable and compliance is king, the Construction Plant-hire Association (CPA) has taken a bold digital leap and we're not doing it alone.

Introducing the **CPA Digital Crane Check Book**. A modern evolution of the traditional daily and weekly inspection books used across the UK's crane hire sector. Developed in partnership with Capja, this new digital format replaces pen and paper carbon copy books with professional looking, easy to use forms that can be completed in seconds using a smartphone or tablet.

Only for CPA Members, and Proudly So

This exclusive CPA member benefit is more than just a digital version of the old book. The inspection forms have been purpose-built using CPA's official templates, meaning they're already aligned with industry expectations. Better still, they're hosted on a secure, UK-built digital platform on CapjaDocs, an easy-to-use platform designed for the industry.

Double benefit

Members also get to take advantage of utilising the rest of CapjaDocs, utilising the platform for managing documents (getting alerts when they expire), QR codes to show certs, project folders for customers and even having staff records in one place to show on site.

If you're not yet a CPA member, visit <https://www.cpa.uk.net/about-cpa-how-to-join/how-to-join-cpa> or email enquiries@cpa.uk.net for further details.

Instant Access. Instant Sharing. No Paper in Sight

Once completed, inspection records and defect reports can be instantly shared with relevant parties, whether that's site managers, maintenance teams, or the crane owner. No more waiting for paperwork to surface. No more guesswork. Just transparent records that live in the cloud.

Trial Available

The CPA is offering a trial period to current users of their paper system. Capja will support each company during onboarding, ensuring a smooth transition with minimal fuss, and maximum gain.

Josh Wallman, founder of Capja, said: "We're not just scanning old forms and calling it digital. This is a proper upgrade, designed with usability in mind. When you're at the vehicle you'll be operating, no matter the time of day, the form's there when you need it, and the information goes to where it needs to be."

A New Chapter for Capja

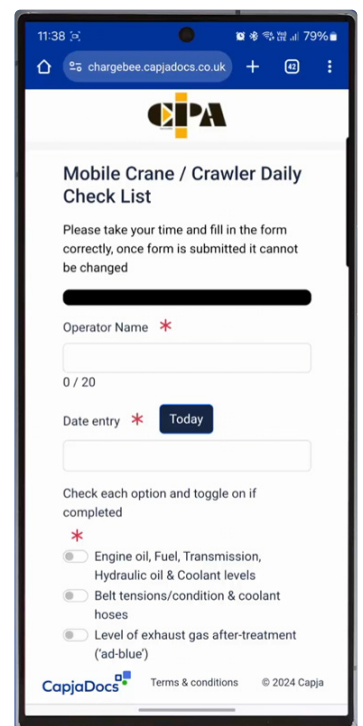
This is a great move for us. We get to understand and work with more of the industry. We are passionate about changing companies for the better, and giving SME's more choice. It's a win for all.

Want to give it a try?

Get in touch with the CPA or Capja to find out how you can be part of this rollout. It's time to close the check book and open the app.

Construction Plant-hire Association (CPA), Tel: **020 7796 3366**, Email: enquiries@cpa.uk.net, www.cpa.uk.net

Capja Limited, Tel: **01273 803 588**, Email: hello@capja.co.uk, www.capja.co.uk



Capja & CPA Partnership

We're excited to announce our partnership with the Construction Plant-hire Association (CPA)



CPA STARS OF THE FUTURE 2025

RECORD-BREAKING YEAR FOR STARS NOMINATIONS

We're delighted to report that we've had a record-breaking year for the number of nominations received for the **CPA Stars of the Future Awards 2025**.

Stars of the Future is the CPA's long-standing awards programme for apprentices and trainees in the construction plant sector and since it was established 12 years ago, it has become firmly rooted as the industry's premier event for recognising and rewarding apprentices who are earmarked as future leaders of the industry.

As this issue of the CPA Bulletin went to press, the judges had starting going through over 100 impressive nominations for the Stars of the Future 2025 awards programme. Awards will be made for **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**, **Hire Controller of the Year**, **Apprentice Mentor of the Year**, **College of the Year** and the brand new **Technical Support Person of the Year** category. All nominees are also eligible for special awards including the **Judges' Special Award** and the **Best Personal Statement Award**.

The 2025 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 well-known construction industry journalist and vlogger Peter Haddock.

Winners will receive national recognition and there will be an impressive array of prizes on offer including Snap-on tool boxes and kits, iPads, backhoe loader training courses and CPCS cards courtesy of sponsor ACOP Group, VIP trips to JCB's World Headquarters in Staffordshire and overnight stays at the JCB Golf and Country Club, an overseas trip to visit a Liebherr crane manufacturing plant in Germany courtesy of sponsor Liebherr and a trip to one of Wolffkran's manufacturing facilities in Luckau, Germany, courtesy of sponsor Wolffkran.

On pages 21-26, you can read more about the fantastic prizes won by some of last year's Stars of the Future winners.

We've also had tremendous support for CPA Stars of the Future 2025 from our sponsors and supporters, and would like to extend our sincere thanks. The awards are being held in association with event sponsors **Flannery Plant Hire**, **GAP Group** and **Sunbelt Rentals**, along with support from award sponsors **ACOP Group**, **CITB**, **CPCS/NOCN**, **Flannery Plant Hire**, **HTS Spares**, **Liebherr**, **L Lynch Plant Hire & Haulage**, **Southern Hoist Services** and **Wolffkran**. The media partner is **Plant Planet**, and the event will also be supported by **JCB**, **NPORS** and **Ainscough Crane Hire**.





THANK YOU

to our sponsors and supporters of
CPA Stars of the Future 2025

Awards ceremony near
Coventry on 10th July 2025

STARS OF THE FUTURE SPONSORS 2025

EVENT SPONSORS

FLANNERY



PLANT MECHANIC
OF THE YEAR SPONSOR:



PLANT TECHNICIAN
OF THE YEAR SPONSOR:



PROVIDER OF ADDITIONAL YOUNG
PLANT OPERATIVE AND PLANT
OPERATIVE PRIZES:



JOINT YOUNG PLANT OPERATIVE
OF THE YEAR SPONSORS:



LLYNCH

JOINT PLANT OPERATIVE
OF THE YEAR SPONSORS:



HIRE CONTROLLER
OF THE YEAR SPONSOR:

LLYNCH

TECHNICAL SUPPORT PERSON
OF THE YEAR SPONSOR:

FLANNERY

PLANT INSTALLER
OF THE YEAR SPONSOR:

LIEBHERR

APPRENTICE MENTOR
OF THE YEAR SPONSOR:

LLYNCH

JUDGES SPECIAL
AWARD SPONSOR:



BEST PERSONAL
STATEMENT SPONSOR:

WOLFFKRAN

MEDIA PARTNER:

PLANT PLANET

EXHIBITORS:



STARS OF THE FUTURE 2025 JUDGING

CPA Selection Panel



Rob Squires



Katie Kelleher



Lisa Collins



Peter Brown

External Judging Panel



Kirsty Archbold-Laming



Siôn Morgan Jones



Arran Willis



Tim Brownbridge



Leigh Sparrow



Graham Black



Rob Allen



Georgina Williams



Sean Scarah



Dean Watkin

With the nomination process for the **2025 Stars of the Future** awards programme now officially closed, the judging process to decide the winners and highly commended nominees for all categories is well underway.

The first stage is the internal judging process undertaken by the CPA selection panel which consists of CPA staff **Rob Squires**, **Katie Kelleher**, **Lisa Collins** and **Peter Brown**. Rob, Katie, Lisa and Peter thoroughly go through the nominations to produce a shortlist for each of the categories.

The Plant Mechanic and Plant Technician of the Year categories consistently attract the most entries and the selection panel chooses a regional winner and any highly commended nominees for the regions of North, Midlands, South, Wales and Scotland.

There are three parts to the nomination form to be considered - the employer's statement, the training provider's statement and the apprentice's statement. The latter is considered the most important, and nominees are actively encouraged to submit a video statement. This makes a real difference to the judges, as they are able to

see and hear the nominees for themselves.

All video entries are also eligible for the Personal Statement of the Year Award, which is given to the nominee who the judges feel provides the most inspiring, enthusiastic, genuine and well conveyed personal statement about their journey on their apprenticeship, what it means to them and what they hope to achieve.

Once the finalists in all categories have been identified by the selection panel, they are passed onto the external judging panel, who then determine the national winner for each of the categories. The judges also present their own award to a nominee who they feel deserves special recognition of some form or another, such as overcoming some form of adversity or who has shown particular initiative, achievement, progression, enthusiasm or life-altering decision to enter the sector.

The external Stars of the Future judges are **Kirsty Archbold-Laming** from Southern Hoist Services, **Siôn Morgan Jones** of ACOP Group, **Arran Willis** from Liebherr-GB, **Tim Brownbridge** from BAM Nuttall, **Leigh Sparrow** from Vertikal Press/Cranes and Access, **Graham Black** from Earthmovers magazine, **Georgina Williams** from JCB, **Sean Scarah** from Balfour Beatty and **Rob Allen**, who is an independent judge but has experienced a lifetime in the plant sector.

A new judge for the 2025 awards programme is **Dean Watkin** of GF Tomlinson; Dean is the current Chair of the of the Construction Equipment Maintenance Engineering Group, overseeing the development and introduction of both the Level 2 Plant Mechanic and Level 3 Plant Technician apprenticeships.

At the CPA, we're extremely grateful for the time, energy and effort the judges make in choosing the winners and making the Stars of the Future programme the resounding success it is.

WALKING IN THE FOOTSTEPS OF THE KING

JCB ROLLS OUT THE RED CARPET TWO DAYS IN A ROW FOR CPA STARS OF THE FUTURE 2024 WINNERS FOLLOWING THE KING'S VISIT

At the end of February, two of the winners from last year's CPA Stars of the Future Awards had the opportunity to complete a fantastic **VIP Dig Experience** courtesy of **JCB**.

Reece Stray and Josh Jones



Reece Stray and Josh Jones, both of **L Lynch Plant Hire & Haulage**, won the Plant Operative and Young Plant Operative of the Year accolades respectively at the Stars of the Future Awards 2024.

As part of their prize, Reece and Josh were welcomed to JCB's World Headquarters in Staffordshire to enjoy a VIP JCB Experience comprising a tour of the Story of JCB and a visit to the backhoe loader production line, before transferring over to JCB's test and demonstration quarry to try out the JCB 3CX Pro and 4CX Pro as part of a Backhoe Loader Dig Experience.

The visit also included an overnight stay at the JCB Golf and Country Club and Reece and Josh were accompanied on the trip by their partners Olivia and Steph.

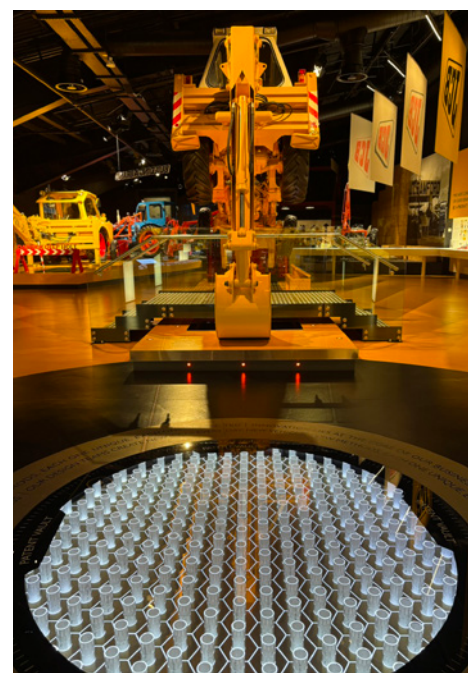
Following the visit, the final part of the prize was the undertaking of a training course, adding other categories to their existing CPCS card.

Reece and Josh's visit came at a very exciting time for JCB, as just 24 hours prior, His Majesty The King also toured the company's World Headquarters as part of JCB's 80th birthday celebrations. The King was given an insight into JCB's hydrogen technology by Chairman Anthony Bamford, and he was also shown the one millionth backhoe loader produced by JCB. Reece and Josh followed in The King's footsteps on their tour the day after his visit.

The VIP JCB Experience was kindly organised by Georgina Williams, JCB Application and Training Manager - Backhoe Loader who said: "It has been inspiring to spend time with Reece and Josh and introduce them to the backhoe loader ahead of their 180° Excavator training course. We've been able to give them what we fondly refer to as the 'yellow injection'.

"L Lynch Plant Hire & Haulage is a valued JCB customer and this visit has allowed us

Reece and Josh with Georgina Williams





to engage with the managers of the future. It was great to see how impressed Reece and Josh were with the backhoe loader - they really took to it and they were blown away with its capabilities.

"At JCB we're carrying out a great deal of work to encourage newer operators to use backhoe loaders and once they get in the machine, they realise just what it can do. JCB produces the world's best-selling backhoe loader and it's fitting that Reece and Josh's visit coincided with the production of our one millionth backhoe loader," Georgina added.

Reece Stray, who won the Plant Operative of the Year accolade, was a talented footballer and hoped to turn professional, but a knee injury turned his career aspirations into a different direction. He tried his hand at labouring before he heard about L Lynch Plant Hire & Haulage's Careers in Plant scheme from his sister who worked at the company.

At the time, Reece felt unsure about what he wanted from life and where he was heading, but ever since the day he started at Lynch in August 2021, he has never looked back.

Given the opportunity, he jumped straight in with two feet, never taking a day off and firmly focused on learning and adding multiple machine categories to his CPCS card. Coming from a sports background, he understands the importance of discipline and punctuality. Reece puts a great emphasis on his family and is making every effort to lay the foundation for a prosperous future.

Reece worked on a busy HS2 site for over two and a half years and became one of the most respected Plant Operatives on site. He has recently been promoted to a Relief Plant Operator with his own van and from day-to-day can be working on different sites within a 1.5 hour travel time of Lynch's head office in Hemel Hempstead.

After Reece tried out the backhoe loader, he told us: "I loved it! You can do so many things with a backhoe loader. Effectively it's four machines in one - a telehandler, a loading shovel, an excavator and a dumper. It's by far the most challenging bit of kit that I've ever driven.

"This Stars of the Future prize has really changed by perception about backhoe loaders and I would love to drive them on

sites. These could prove so useful on site - you can grade with the front shovel like a Dozer and the float feature on the shovel is a great ease of use feature. I'm really pleasantly surprised and the technology inside the cab is amazing," he added.

Josh Jones, who won the Young Plant Operative of the Year accolade, was equally impressed when he tried out the backhoe loader.

Before Josh started his Plant Operative Apprenticeship, he previously worked in a gym but he'd always had an interest in big machines. He did some labouring on a HS2 site and it was there that he found out about



apprenticeship opportunities with L Lynch Plant Hire & Haulage from one of his friends, and his journey in plant operating began.

Even though Josh has been in the industry for only two years, he's worked on varied machines and gained four ticket categories on his CPCS card already. Based from Lynch's Midlands depot in Rushden, he's had the opportunity to work on high-profile projects all around the country, including HS2 and the M4 project, and he even formed part of a Construction Live broadcast which went out to over 60,000 students all around the UK.

Once Josh had tried his hand at the backhoe loader, he told us: "It's brilliant! I'm really surprised at how much you can do with it. It's like a dozer, loading shovel and excavator all in one. I'm really looking forward to doing the training course now and getting my ticket. Hopefully I'll be able to use the machine on sites in the future as it would be great for really intricate work."

Both Reece and Josh have already achieved so much in the short time that they've been in the industry, and they're looking forward to seeing how their journey develops. Reece's dream is to become an Operator Foreman or a Trainer, but for now, he's enjoying his day-to-day work on sites and collaborating with the entire Lynch team. Josh is keen to perfect the art of plant operating and aspires to gain more tickets categories and become an even more versatile and experienced Plant Operator.

Peter Brown, CPA Technical and Development Manager, who chairs the Stars of the Future judging panel added: "We're very grateful to JCB for providing such an impressive prize that'll create memories that will last a lifetime, and we also pass on our heartfelt thanks to our award sponsors ACOP Group, L Lynch Plant Hire & Haulage and CPCS/NOCN Group.

"The Stars of the Future awards programme is all about encouraging new blood into the industry who will become tomorrow's leaders of the industry. It's an exciting industry to be in and the trip to JCB has allowed Reece and Josh to have a much greater understanding of how plant is both designed and built and to try out their skills on the backhoe loader. It's certainly advantageous for Plant Operators to have gain extra categories on their cards as they become more adaptable, being able to operate a greater range of machines."



STARS PLANT OPERATIVE OF THE YEAR 2024 SUCCESSFULLY COMPLETES HIS TRAINING COURSE

In addition to the prestigious JCB VIP visit, the remaining part of the **Stars of the Future** prize for the **Plant Operative** category is a training course and CPCS card on an agreed category of plant.

The course is offered by the Plant Operative of the Year co-sponsor, ACOP Group in partnership with the Construction Plant Competence Scheme (CPCS).

The winner, **Reece Stray** of **L Lynch Plant Hire & Haulage**, had already completed a 180 Excavator Experience Day courtesy of JCB. He then undertook the final part of his prize in early April 2025, courtesy of ACOP Group at the company's impressive Training Centre in West Wales.

Reece chose the category of wheeled 360 degree excavator above 10 tonnes. He has already accumulated an impressive seven categories on his CPCS card - some on the red and some on the blue card.

Holding the tracked version meant that he could gain all of the variants of 360 excavator categories and endorsements to his card, making him much more adaptable to his employer and customers. This also meant that Reece only needed to undertake a

two-day conversion course, followed by the need to undertake CPCS's stringent practical test on the third day to gain the category.

The first day commenced with the administration and inductions, from which ACOP Group's Siôn Morgan Jones as instructor provided Reece with the itinerary for the programme. This covered essential safety features of ACOP Group's large training site which is located both in a disused quarry and well as surrounding fields, able to accommodate training for a large range of different types of plant.

Siôn went through the technical aspects of the wheeled types compared to the tracked versions that Reece is already familiar with. The afternoon was then spent undertaking the pre-start checks and driving exercises, with Reece adapting to the manoeuvring aspects of the machine, including driving and reversing in between restrictions to demonstrate steering ability, positioning and observation.



The subsequent day was spent both setting up and excavating a long trench, which had to be of a designated depth and to a tolerance both in depth and in straightness. He then excavated an additional square box at the end of the trench but at a lower depth.

Part of the excavating exercise was loading a vehicle using ACOP Group's tracked dumper, making it more challenging as the excavator's configuration and dumper's skip height meant careful control and observation so as not to hit the sides of the skip.

The wheeled versions of the 360 excavator are known as 'rubber ducks' and Reece easily met the metaphor of taking to the machine like a duck to water. As experienced operators would know, to excavate with a wheeled version requires much more finesse to maintain stability, particularly on soft ground for which Reece displayed admirable adeptness of the controls whilst acclimatising very quickly to the characteristics of reverse steering when manoeuvring in tight spaces.





From left to right: Siôn Morgan Jones, Reece Stray, Peter Brown and Mark Kirkbride

According to local CPCS External Quality Assurer (EQA) Mark Kirkbride, representing co-sponsor CPCS, Reece completed the final test with full marks and no penalties – an impressive achievement for a complex machine.

Mark said: “It was a pleasure to meet with Reece from L Lynch Plant Hire & Haulage and a superb demonstration of operating ability during his test at ACOP Group. Good luck for a successful career in construction from myself and the team at CPCS.”

Siôn Morgan Jones, ACOP Group Owner, Trainer and current CPA Council Chair, added: “It was a pleasure to welcome Reece to our Training Centre. He already had a host of categories on his CPCS card thanks to Lynch’s apprenticeship training programme, which included the 360 tracked excavator and lifting ops. He selected the wheeled excavator as his prize with us, and we spent three glorious days in the sun on our Takeuchi TB295W, which covers the CPCS category for above and below 10 ton wheeled excavators.

"Needless to say, Reece was successful on his CPCS technical test at the end of the course, gaining top marks. I really enjoyed working with Reece - he showed a keen interest in all aspects of the machine and its applications. I felt he was a real ambassador for the construction industry, being confident, knowledgeable and respectful at all times. I wish him the very best in his future endeavours and sincerely hope our paths cross again!" he continued.

Reece said; "I really enjoyed my time with Siôn at his Training Centre on a very interesting machine which I adapted to quite quickly. Some of the manoeuvring activities took some getting used to, but I can now see how the wheeled version can be really useful on some sites and look forward to using them a lot more.

"I was nervous about taking the test as it is difficult, but the training and encouragement that Siôn had given me over the two days quickly settled my nerves on the test. I was pleased - and relieved - to have passed with 100%. My thanks to Siôn, CPCS and CPA for organising this course - it was good to

get to know Siôn and Peter Brown from the CPA and learn more about training, as this is something I wish to progress to in the future."

CPA Technical and Development Director Peter Brown, who also chairs the Stars of the Future judging panel, was on hand to support the course. He said: "Reece demonstrated real enthusiasm and discipline when undertaking the course and demonstrated the right attitude - gained from his time as a professional footballer. He readily followed the instructions from Siôn during the training which resulted in an excellent demonstration of operating competence on the final test.

"We at CPA are delighted on Reece's achievement in gaining 100% on his test. Getting to know him during the course, we feel very confident he'll be an industry leader in the none-too-distant future. We thank Siôn, ACOP Group and CPCS for supporting the Stars awards and also thank Reece's employer, L Lynch Plant Hire & Haulage, for providing the platform to attract new blood and nurturing them to be successful in this sector."



INDUSTRY EVENTS

ONSITE ON HIRE - A BOLD NEW SHOWCASE FOR THE HIRE SECTOR

After its hugely successful debut in Birmingham last autumn, **UK Construction Week (UKCW)** opened a new chapter this May with the London show featuring **Onsite On Hire**, a dedicated and sold-out feature spotlighting the latest in plant, tool, equipment and eco hire innovation.

Running from May 7-9, 2025 at ExCeL London, Onsite On Hire was supported by the CPA and hosted over 30+ leading hire companies and equipment suppliers.

Billed as where hire meets construction, Onsite On Hire put the spotlight on low-carbon, battery-powered and hybrid solutions - from solar welfare cabins and electric mini diggers to energy management software that slashes CO₂ output and fuel costs.

Headline sponsor **Speedy Hire** hosted Speedy Hire Live, a showcase of sustainable equipment and live demos. In addition, Speedy Hire sponsored the VIP Lounge where a limited number of tickets are available. Following a successful trial in Birmingham last year, Speedy Hire Live London 2025 was a key highlight of Onsite On Hire.

Asif Latief, Chief Commercial Officer, Speedy Hire, commented: "Speedy Hire Live at UKCW London was a fantastic opportunity for both our customers and wider industry colleagues to experience first-hand the latest innovations in hire. This event isn't just about showcasing new products - it's about creating meaningful conversations, sharing expertise, and working together to drive a more sustainable, efficient future for the industry."

Onsite On Hire exhibitors included **JCB, Wacker Neuson, UTS Sales & Repairs, Milwaukee Power Tools, Pramac-Generac, Mace Industries, Karcher, ZND UK Limited, Multiquip, POP UP Products, Ardent Hire Solutions, Marwood Group Limited, Altrad Belle, T&M Plant Hire, Liftroller, Conquip Engineering Group, Air Spectrum Environmental, Western Global, Armorgard, Husqvarna, Garic Ltd, Solar Hybrid Solutions Ltd** and ourselves at **CPA**. With a major focus on Net Zero targets,

Onsite On Hire featured a range of eco-conscious equipment such as solar lighting towers, hybrid generators, electric-powered plant, and energy-saving software capable of cutting fuel consumption and CO₂ emissions by up to 50%.

What's more, The Net Zero Hub hosted several sessions across the three days of UKCW that covered the hire sector, including Powering Construction: Solar Hybrid Solutions for Smarter Energy Management - panellists included Josh Llewellyn, Chairman, MHM Group and Mat Llewellyn, Managing Director, MHM Group.

Onsite On Hire will return bigger than ever this autumn at Birmingham's NEC, when UKCW Birmingham returns to the NEC from 30 September to 2 October, with many exhibitors already booking extended space or joining for the first time.



CPA ENDORSES UK PLANT OPERATOR OF THE YEAR 2025

The Construction Plant-hire Association (CPA) is proud to announce its official endorsement of the **2025 UK Plant Operator of the Year** competition, hosted by **UK Plant Operator Magazine**.

Now in its fifth year, the highly anticipated event returns for its third consecutive final at the **CITB's National Construction College (NCC)** in Bircham Newton, Norfolk, taking place on **Saturday, September 6th**.

Bringing together plant hirers from across the UK, leading global manufacturers, industry professionals, stakeholders - and of course, the nation's top plant operators - Finals Day promises a vibrant 'Festival of Construction'.

This year's event will also feature an enhanced Jobs Fair, providing hirers a platform to recruit, promote their businesses, and witness the latest plant and equipment through 12 live operator challenges.

CPA Chief Executive Officer Steve Mullholland commented: "We are delighted to endorse the UK Plant Operator of the Year for 2025. We believe this unique event offers real value to our members, especially as the industry continues to address recruitment and training challenges. It's a

chance to see cutting-edge solutions from leading providers tested in a live setting, and we look forward to supporting this year's campaign and exhibiting on Finals Day."

Recognised as the UK's largest independent event for plant operators, UKPOOTY 2025 offers an impressive prize pot of £20,000. The competition will once again feature 12 high-skill challenges, allowing operators to demonstrate their expertise across a wide range of plant machinery and attachments.

The overall winner collects the grand prize of £10,000, with further cash prizes awarded to runners up and third place, in addition to winners of each of the challenges being awarded a trophy and £250.

Jeff Schofield, Director of UK Plant Operator Magazine, added: "We're thrilled to welcome the CPA as a partner and thank them for their endorsement. With the CPA joining the CITB, UK Plant Operator of the Year 2025 is quickly establishing itself as the must-attend construction event of the year."



Confirmed supporters for 2025 include headline sponsors **Flannery Plant Hire**, **Collins Earthworks**, and **BKT Tyres**. Challenge sponsors include **L Lynch Plant Hire & Haulage**, **JCB**, **Thwaites**, **Takeuchi**, **XCMG**, **Steelwrist**, **Safety Shield**, **Mervyn Lambert**, **Dromone**, and **MB Crusher**.

Simultaneous machine challenges will be held on the day, covering Excavators, Mini-Excavators, Site Dumpers, Backhoes, Articulated Dump Trucks, Tiltrotators, Grapple Grabs, Fork Attachments, Dozers, and Wheeled Loaders.

Finals Day is not just a competition, but a full celebration of the construction sector. Sponsors will be on-site with interactive stands, offering visitors insights into exciting career opportunities and the latest innovations in plant equipment.

If you supply operated plant, why not enter your top operators? Registration to compete is now open on the UK Plant Operator Magazine website at <https://ukplantoperators.com/application-for-uk-plant-operator-of-the-year-2025/>

As this year's event also includes a jobs fair, you can also exhibit, recruit and promote your business, all for just £2,499. This includes a 4x4m stand on finals day, 2 x full page ads and two banner ads on the UK Plant Operators website and in the newsletter.

For further details and sponsorship opportunities, please contact **brian@ukplantoperators.com**





**REGISTER TODAY TO
WIN THE £10,000
FIRST PRIZE?**

SCAN OR TAP
THIS QR CODE
TO ENTER
THE 2025
COMPETITION



**SCAN OR TAP
TO WATCH THE
2024 VIDEO**





CHAMPIONING UK PLANT HIRE

IN PARTNERSHIP
WITH...



National Construction College

BE PART OF IT.

ENDORSED BY...



Exhibit - Recruit - Promote

Be Part of It for only £2,499

**Saturday Sept 6th
CITB Bircham Newton**

ADD TO BASKET? NOT FOR A 20-TONNE MACHINE! AMAZON DOESN'T DO BIG KIT, BUT PLANTWORX DOES... FROM MUNICH TO NEWARK: WHY PLANTWORX IS THE SHOW THAT DELIVERS FOR THE UK MARKET

You can buy everything online these days - from machine parts to entire toolkits - but if you're making serious decisions about your next machine, fleet, or safety system, you want to see it in the flesh...

You want to talk to someone who knows their kit. You want to get in the cab, try the controls, and see what it can really do. That's why PlantWorx still works - it's hands-on, real-world, and aimed at the people who actually specify and use the machines.

Now that the excitement of bauma is over and the dust has settled in Munich, attention turns to what's happening closer to home. And rightly so. Taking place from **23rd to 25th September 2025** at its new home, **Newark Showground**, PlantWorx is already shaping up to be the largest working construction show in the UK next year. The figures are impressive: over 300 exhibitors and 15,000 visitors are expected.



However, PlantWorx isn't about footfall or scale - it's about hands-on experiences, meaningful conversations, and real value for everyone from site operators and engineers to senior buyers and business owners.

Unlike other exhibitions where machinery sits static on a carpeted stand, PlantWorx sets itself apart by offering live, working demonstrations. Visitors don't have to imagine how a new excavator or machine will perform on-site; they can watch it digging, lifting, or rotating in real time - and with the corresponding operating qualifications and PPE, you can get in the cab and put it through its paces.

It's a format that works. Whether you're a major contractor or a small plant-hire business, the show allows you to compare machines side by side, speak directly with product experts, and make informed decisions based on how something actually performs - not just how it looks in a brochure.

Exclusive Machinery Launches

If you want to see brand-new equipment before anyone else, PlantWorx 2025 should be on your calendar. Many machines revealed at bauma will make their UK debut at Newark Showground, but with some of the biggest manufacturers skipping bauma this time, PlantWorx will be the first place to see their latest innovations. From electric compact excavators to advanced telematics dashboards, the range of equipment on display will cover everything from day-to-day construction tasks to future-facing digital solutions.



For many OEMs and tech suppliers, PlantWorx is more than just a showcase - it's where they meet real customers and build relationships. The show also provides a platform for emerging businesses, innovative products, and creative ideas that may not yet have reached the mainstream.

Line-up

Many of the industry's biggest names - such as **Finning UK, SITECH, JCB, RSP UK Suction Excavators Ltd, SANY Heavy Machinery UK Ltd, Sunward, Avant Techno, XCMG, Hydrema, Mecalac, Kubota, Steelwrist, Hidromek, Rototilt, Worsley Plant, Xwatch Safety Solutions, Spillard Safety, Slanetrac, Leica Geosystems, UK Power Networks, Takeuchi, SHANTUI EU, Merlo, Manitou, and National Highways** - will be on hand to showcase their latest offerings. Even if you recently travelled to bauma in Munich, PlantWorx 2025 is the prime chance to experience ground-breaking tech in the UK. **You'll also find the CPA team on Stand FC-01.**

From attachments and autonomous controls to fully electric plant, the breadth of technology on show reflects the changing face of the industry. With national conversations around sustainability, site safety, and digital transformation continuing to gain momentum, there's no better place to see how it all translates into real-world kit and practical solutions.

Built by the Industry, for the Industry

PlantWorx is not a commercial show run by an event organiser - it's owned and hosted by the CEA (Construction Equipment Association), which means it's built for the benefit of the industry itself. Proceeds from the show are reinvested into projects that support innovation, training, and future skills. There's strong support for SMEs and start-ups, and a rare opportunity for suppliers to have face-to-face conversations with the people who operate their equipment every day.

These discussions can shape product development, influence design decisions, and offer insights that don't come through on a phone call or webinar. That said, there's still a place for digital engagement - and PlantWorx continues to support it.

Looking Ahead - and Looking Further

In 2025, PlantWorx will be more than just a three-day show. It serves as a focal point for the sector. The Innovation Awards dinner returns on the opening night, celebrating standout achievements in machinery, safety, engineering, and workforce development. Meanwhile, the Awesome Operators Challenge is back by popular demand, giving skilled machine operators a chance to prove themselves in a live setting designed by Instagram sensation Fabba Welder.

Newark Showground's central UK location, ample parking, and open space make it the perfect home for a show that puts working machines at the centre. For exhibitors, there's room to dig, build, and demonstrate. For visitors, it's an easily accessible venue designed for meaningful engagement - not just walking through aisles.

The Countdown is On

PlantWorx 2025 is where the UK construction sector comes to do business, discover what's next, and get hands-on with the tools, tech, and machines that are changing the game.

If it's on your procurement list, in your hire fleet, or in your future plans, chances are you'll find it at PlantWorx. And better yet - you'll see it working.

Registration for PlantWorx 2025 is now open, and attendance is completely free. Whether you're coming to explore the latest innovations, compare machines, meet suppliers, or see what's new in the sector, make sure Newark Showground is in your diary for **23rd to 25th September 2025**. Register today at www.plantworx.co.uk



RETHINKING FUTURES AT PLANTWORX 2025

INSPIRING SECONDARY STUDENTS TO EXPLORE CAREERS IN CONSTRUCTION ENGINEERING

Rethinking Futures will make a significant impact at **PlantWorx 2025**, offering secondary school and college students aged 12 to 18 a unique opportunity to explore careers in construction engineering. This initiative provides a platform for young people to connect with industry professionals, experience new technologies, and learn about the construction sector.



Addressing the skills gap in construction, engineering, and mechanics, Rethinking Futures connects educational institutions with industry leaders to engage and inspire young minds. Focusing on apprenticeships, training, and recruitment, the initiative aligns with government objectives and supports schools in meeting Gatsby benchmarks.

Local schools will participate in a practical engineering challenge, where students design, build, and test machinery inspired by equipment such as grab lorries, excavators, and cranes. Equipped with the necessary tools and materials, teams will gain hands-on experience emphasising creativity, teamwork, and problem-solving. Their projects will be evaluated by judges from the sector, giving students a unique opportunity to present their work to experts and explore potential career paths.

“Rethinking Futures is about igniting a passion for engineering and construction in young people when fresh talent is crucial,” says Stuart Favill, PlantWorx operations director and co-founder of Rethinking Futures. “We’re creating a memorable,

hands-on experience that connects young people with current technologies and potential employers. It’s an invaluable opportunity for students and the industry alike.”

Vic Boneham, a school teacher and co-founder of Rethinking Futures, brings an educational perspective to the initiative. “As

a teacher, I know how powerful hands-on experiences can be for students,” she says. “This initiative gives young people a chance to tackle real engineering tasks and see what a future in this field could look like. It’s all about helping them connect what they learn in school with real opportunities and showing them that these careers are within their reach.”

John Morrison, who has served as the Principal of Lincoln University Technical College and Director of the Lincolnshire Institute of Technology for the past seven years, will be instrumental in bringing Rethinking Futures to Nottinghamshire schools. “This is going to be one of the most exciting competitions we have ever run with students,” says Morrison. “I have organised countless regional and international engineering challenges over the years. This project is so clearly and closely linked to our construction industry partners that it will feel genuine and relevant to the young people involved.”

The engineering sector offers a wide array of career opportunities, many of which often fly under the radar. Rethinking Futures aims to raise awareness of these diverse paths and showcase the industry’s potential to students. While Nottinghamshire schools will be the first to benefit, the initiative will expand beyond the region, with plans to bring it to other events and shows in the construction and agricultural sectors. By connecting students directly with industry, Rethinking Futures aspires to cultivate a new generation of talent equipped to tackle the challenges of tomorrow.

Sponsorship opportunities are available for those looking to support this exciting initiative and help cultivate the next generation of construction professionals.

For further information, please get in touch with **Stuart Favill** via email: stuart@rethinkingfutures.org or call **07970 534644**.

CPA BACKS RETHINKING FUTURES INITIATIVE

The CPA is delighted to support **Rethinking Futures**. As part of the CPA’s support of the event, CPA Chief Executive Officer Steve Mulholland and CPA Technical Publications and Careers Manager Katie Kelleher will help judge the practical challenge where students will design and build a piece of machinery.

CPA CEO Steve Mulholland said: “Rethinking Futures is a fantastic initiative which will really help highlight the exciting career opportunities available within the plant-hire industry. The event will provide a brilliant platform for the industry to connect with school children and college students and tell them more about potential career paths.

“Our industry really does offer jobs for life and it’s crucial that we make sure these career opportunities don’t fall under the radar. Katie and myself are really looking forward to being part of the judging panel for the practical challenge, where students will get the opportunity to gain hands-on experience.”

SUCCESSFUL LAUNCH OF THE NATIONAL CIVILS SHOW

After two years in the making, the **National Civils Show** has had a highly successful launch, receiving an expected yet reassuring response. This marks a significant milestone in the civil engineering and construction industry, establishing the event as a hub for civil engineering activities and industry engagement.

Scheduled for **26th and 27th November 2025** at **ExCeL London**, the event is expected to attract an impressive gathering of industry professionals, specifiers, decision-makers, industry leaders, and influencers from across the UK and beyond.

Exhibitors and Innovations

The show has rapidly gained momentum, establishing strong traction within the industry. With the co-located **National Drainage & Floodex Show** featuring exhibitors like **JCB**, **Amiblu**, and **FM Conway**, and the National Civils Show welcoming major names such as **Vinci Technology**, **CID Group**, **Cenin**, **Natural Cement**, **DWG Infraco**, **JD Pipes**, **Tracey Concrete**, and **Breheney Civil Engineering**, attendees can expect an exciting and diverse mix of exhibitors.

The exhibition floor will be bustling with over 100 exhibitors, showcasing the latest cutting-edge technologies, products, and services. From advanced civil engineering machinery to sustainable building materials, the exhibits will highlight the dynamic and innovative nature of the civil engineering sector.

The event will be co-located with a well-established show that has been running for over a decade, covering flood,

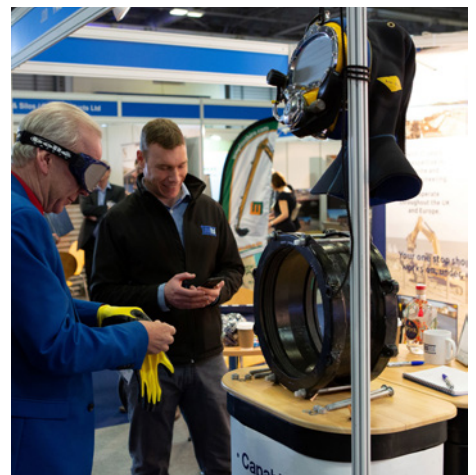
drainage, and waterways management. This show already attracts a significant audience of engineers, contractors, planners, and local authorities and enjoys the support of key organisations such as the Environment Agency, CIWEM, the Worshipful Company of Engineers, the Pipeline Industries Guild, and the Canal & River Trust.

A major highlight of the exhibition will be live demonstrations and opportunities to experience the future of construction engineering first-hand. Attendees will be able to explore the latest advancements in smart infrastructure, geotechnical engineering, and environmental sustainability, reflecting the industry's growing focus on resilient and eco-friendly solutions.

Professional Seminars and Workshops

In addition to the exhibition and trade stands, the event will feature a CPD-accredited programme of educational seminars and workshops. These sessions will offer valuable insights into the latest industry trends, best practices, and emerging technologies.

Renowned experts and thought leaders will lead discussions on key topics such as smart cities, infrastructure resilience, sustainable construction practices, and digital transformation.



Civils Industry Forecast to Grow

In November 2024, Glenigan's economic director, Allan Wilen, noted: "The construction sector is on track for growth from 2025. The Budget's adjustments to fiscal rules, allowing for higher levels of capital investment, will also unlock significant public sector and infrastructure projects, providing a much-needed boost to government-funded initiatives over the next two years."

The National Civils Show is perfectly positioned to benefit from increased infrastructure and housing investment. Glenigan forecasts growth in water company investment programs, with firms proposing to double capital investment to £96bn for AMP8 (the next five year control period). This includes key projects such as new reservoirs and river quality improvements.

Additional growth will be driven by the continued expansion of fibre-optic broadband, as well as investments in renewable energy and grid enhancements to support net zero goals.

With strong industry backing, a high-calibre line-up of exhibitors, and a focus on innovation, sustainability, and future infrastructure, the National Civils Show is set to become a must-attend event for professionals in the civil engineering and construction sectors.



POLICY

THINGS CAN ONLY GET BETTER HOPEFULLY...

To be fair to Keir Starmer and his colleagues in government, he came to Downing Street in markedly different circumstances to Tony Blair back in 1997. For a start, no one nine months ago was singing D:Ream's most well-known song.

While both were elected via a landslide, taking over from a Conservative government that was unpopular with the electorate, the differences end there. Blair inherited a stable and growing economy, an international backdrop that was relatively calm, and while the incumbent US President was controversial, his policy programme was at least more-or-less built on conventional wisdom and norms.

Starmer inherited none of this – and while all government's face headwinds they cannot always predict, they have the capacity to shape the domestic policy agenda and avoid own goals. If the government is to build business confidence and foster growth, then policymakers need to understand how – and quickly.

In my last column for the CPA Bulletin, I wrote about our call for action against the changes to Business Property Relief (BPR) and Inheritance Tax and what it means for family businesses – the backbone of the plant-hire sector.

Since then we have had features in the national press, have held numerous meetings with the government and opposition MPs and got questions asked in the House of Commons, establishing what analysis the Treasury have done towards understanding the impact of BPR. Answer – in our view, it is limited. From the government, we have met with Jonathan Reynolds and Darren Jones from the Department of Business and the Treasury. We have also met with the Construction Minister Sarah Jones and the Shadow Business Secretary Andrew Griffith MP. A former Treasury minister, he committed the next Conservative government to overturn the decision on BPR. While a welcome move, we remain at least three years away from the next general election.

But more can be done between now and then to highlight the folly and shortsightedness of the government's actions towards the family businesses in the plant-hire sector.

Members will have been invited to take part in the Family Business UK survey on Business Property Relief, following on from the first survey they put together with CBI Economics, in November of last year, immediately after the Autumn Budget. The new findings from this new survey released at the end of March, are stark.

Capping BPR at £1m will see:

- **A £13.1.bn loss in Gross Value Added**
- **An anticipated 15.8% reduction in investment**
- **A reduction in turnover of 7.7%**
- **A 10.1% decline in the number of employees**
- **A loss of 180,000 jobs**

While this survey covers family businesses operating right across the economy, in stark terms, this is the equivalent of the entire UK plant-hire sector, wiped out.

It does not have to be this way. We appreciate the fiscal inheritance that the present government inherited. The Spring Statement reinforced the challenge the Chancellor faces, with the Office for Budget Responsibility downgrading this year's economic forecast from 2% to 1%. With the announcement of only 10% tariffs on UK goods to the US from President Trump, its small consolation for the wider UK economy.

Now some good news. As a response to economic growth being downgraded, the Chancellor set out £14bn worth of spending reforms and changes, as part of attempts to restore fiscal headroom to £10bn – although the US tariffs might immediately wipe this out to near zero.

The government plans to cut running costs by 15% in four years, with funding for £2bn to build an additional 18,000 new social and affordable homes as part of wider efforts to build 1.5m new homes by the end of this Parliament. The government also announced



Chris Cassley
chris@cpa.uk.net

£600m worth of funding for an additional 60,000 new jobs in construction to help build these homes, as well as confirmation that the Lower Thames Crossing and Heathrow, have got the go ahead.

This is of course welcome, but it takes time to train new people into construction and we still need to deal with the problem of more people leaving the industry than entering it – alongside an ageing workforce. The benefits of these measures will be only felt in the coming years, long after the negative impact of employer NIC rises and BPR changes have been felt in the next 12 months.

As we have said in our Spending Review submission:

'Addressing the challenges in the public finances cannot and should not come by putting at risk the very businesses that create the wealth needed to finance the public sector. Long-term stability in the business tax regime is needed. This means creating a business environment that encourages entrepreneurs and does not punish them with short-term, poorly thought through changes to the tax system. The government's current policies undermine efforts to create long-term sustainable growth with an inherent contradiction between planning reform and infrastructure investment, against increased business taxes and further employment costs on business. This sends at best, mixed messages to the business community.'

'Construction as a sector, given its price pressures, narrow profit margins, and heightened exposure to wider trends in the economy, is uniquely placed to deliver growth but also suffer disproportionately during an economic downturn.'

While politicians want the Lower Thames Crossing and Heathrow third runway to be built as soon as possible, in reality we will not see shovels in the ground for months at the very least. We need to do our best to preserve the industry we have now in order to build the infrastructure of tomorrow. We need government and policy makers to realise what is at stake.

TRAINING & TECHNICAL

PLANT OPERATOR CARD SCHEMES

WHAT IS A CARD SCHEME?

Card schemes for plant operators formally commenced in the mid 1980's with the advent of the **Certificate of Training Achievement (CTA)** scheme, which was founded by CPA in partnership with several construction federations and managed on behalf of industry by CITB.

Although not new as a number of training provider organisations offered 'in-house' certification, it was arguably the first national scheme supported by industry and with an early focus on health and safety training. Entry routes into CTA were either through relevant training and testing, or via a 'Grandfather's rights' route for experienced operators.

Firstly, what is a card scheme? Basically an organisation or employer issues some form of certification, now mainly a plastic-based credit-type card, that lists what occupational activities have been obtained in some form. In the case of plant operators, this is usually the type of plant, or group of similar plant and known as a category.

Plant card schemes in principle indicate that a level of skills and knowledge has been obtained, usually in the form of training and/or assessment. Some schemes also indicate that competence has been demonstrated.

Employers have relied on card schemes for many years as an indicator that the cardholder has the requisite abilities on the machine and supported by industry organisations as being a key factor for skills recognition.

However, there are numerous organisations offering plant certification/cards to the sector, for which there is a perception amongst some in industry that they are all of the same standard or offer similar products. This is not necessarily the case and the aim of this article is to clarify what card schemes are and what they offer and in some cases, what they do not.

Clarifying Perceptions and Myths

Regulatory requirements: As employers would know, cards schemes are not mandatory under legislation or regulations and it remains the duty of employers under the Health and Safety at Work Act 1974 and supporting regulations to provide instruction, information, training and supervision to their employees. For plant operations, the main regulation which further supports information and instruction is regulations 8 and 9 of the Provision and Use of Work Equipment Regulations 1998 (PUWER).

Ownership: All plant card schemes are independent, self-supporting and self-funded entities and in the main, are not directly linked to or owned by the sector. Anyone can set up a plant card scheme and offer certification to industry and there is no legislation or regulation that prevents this and therefore, as is detailed further, can literally 'do their own thing'.

Scope: Schemes offer either recognition of skills and/or knowledge through training and/or assessment, or can (claim to) be competence-based, or offer a mix of both. A scheme can offer any category of plant, equipment, tools or supporting roles e.g. slinger/signaller, etc. as it wants to, with no limitations. Some schemes will be focussed on specific plant whilst others may offer an unlimited range of categories, and add any at whim.

Standards: Each scheme designs its own training and assessment standard and the content of any training and assessment

courses. Some schemes engage employer groups and/or specialists, or use guidance material such as BS7121 for lifting operations, etc. Some may use as a source, or map their standards against, National Occupational Standards or training standards that are devised by CITB.

However, to what schemes use to derive their standards is not always known or advertised by them. Some schemes may not produce or specify any training and assessment criteria and leave it to their individual accredited centres or instructors to determine the training and assessment content.

Delivery: Training delivery methods and course durations are up to each individual scheme, including how training/skills are assessed. Again, this remains within the gift of each scheme on how they deliver their courses or assessments and for how long a course would take. For example, the ratio of instructors to candidates to machine numbers is down to each scheme, along with what resources are required and where any training and assessments take place.

The location of training and assessment can affect the quality and delivery of training and assessment. Some schemes or their responsible training providers encourage training at a dedicated training centre where it provides the right environment and has the right resources. Although not precluding site-based training or assessments, having the right resources is critical to ensure the operator is suitably skilled.

As an example, a telehandler operator should be able to place a load at height near to the maximum working height of the machine, as this would be considered a core requirement for operational purposes and displays machine control and visual capability. This activity naturally requires a tall structure e.g.



Peter Brown
peter@cpa.uk.net

loading out tower of a specified height, which may not always be available on all sites. This can lead to unsuitable alternatives being used, or not undertaken at all.

Concessions: Some schemes facilitate a concessionary 'not-tested' approach if an activity - say stacking at height using the telehandler - cannot be demonstrated or is not required by the employer; this may be noted on the test documentation as not-tested. Whether this appears on the issued card is down to each scheme who operates such a system.

These concessions may not be known by the employer who then puts the operator to work where a lack of skills may become a hazard. Some schemes however do not allow any concessions or variations to their training and assessment process.

Renewal: Card renewal criteria (if they have any) also varies amongst each scheme and again, is down to each scheme. A scheme can just issue a renewed card on request, some may just require a declaration from the employer, whilst others may require a re-assessment process on a regular basis - usually 5 years - that involves checking of skills and/or knowledge. Some schemes require proof of operating the category over a period of time via a logbook entry recording system. Again however, there is no consistency or requirement to have any form of renewal criteria.

Quality assurance: This is down to each scheme on how they administer and operate a QA process - if they do - with no consistency or standard required to be followed. This is a key component of any scheme and also probably the most controversial. The aim of the QA process is to ensure that the training and/or assessment activity meets the required standards issued by that scheme.

The main complaints from the sector are where due to commercial pressures or lack of the correct resources, that alternatives or exemptions are made by an instructor on the day, meaning that cardholders may not have demonstrated or gained the skills expected to safely operate the machine.

Being a practical-based activity means that the most effective form of quality assurance is having training and assessment activities checked by scheme-appointed staff on a regular basis and ideally incorporating random unannounced visits - with appropriate sanctions in place in cases of malpractice.

Health and safety training: This is a core part of machine operation including

knowledge of general construction site safety requirements. Although the main thrust of card scheme introduction was some 40 years ago, the extent of any health and safety training remains with each scheme in terms of content, duration and delivery method. Although many of the mainstream construction plant card schemes originally adopted the CITB health and safety test, some have reverted to in-house delivery programmes, but approved by CSCS if an alliance partner.

Instructors: Each scheme remains responsible on how they train and accredit their instructors or assessors, with some requiring the attendance of in-house courses and/or the attainment of national learning and development qualifications. However, again there is no criteria to be followed unless delivering national or formal qualifications e.g. N/SVQs or CITB grant-aided courses, etc. A key area of instructor and assessor accreditation is ensuring that they are able to operate each machine type they are accredited for, supported by having the sufficient operational knowledge and experience.

This again is down to each scheme on how this is managed and can be a controversial area as anecdotal evidence has indicated that instructors have delivered courses without having any experience of the machine type and are limited in operational knowledge. This could mean that cardholders may have been insufficiently or incorrectly trained.

Other sectors: Plant card schemes also offer their products and operate external to the construction sector. This is not unusual and it is acknowledged that schemes do need to spread their footprint to be commercially viable. Where an impact on the construction sector may occur is where a scheme may have a single training standard for a machine used in other parts of industry e.g. forklifts and this may mean that construction-specific requirements may not be covered, or limited in content, within the training programme.

Summary

In essence, plant card schemes do not need to directly engage with the sector and are not duty-bound to comply with or meet industry needs. There is no formal association or externally-applied code of conduct for card schemes to abide by - unless it is a CSCS-Alliance plant card scheme. This will be covered in a future article.

At this point, it needs to be stressed that the recognisable plant card schemes operating in the construction footprint take a responsible approach to carding. This article - the first

of two - is not relaying a negative approach about card schemes and their operations but establishing to employers that they are autonomous entities and who need to be fully aware that all card schemes are not consistent and have some variations in how they operate and what standards they apply.

Finally, the Construction, Design and Management Regulations (CDM) state that 'sole reliance should not be placed on industry certification cards being presented (to contractors) as evidence of the (holder) having the right qualities'. This places a burden of many employers to determine what is being offered by a card scheme and whether it meets the needs of that employer.

Industry Initiatives

Through a CPA survey of members a few years ago, a number of comments were made, such as respect for card schemes is relatively low, that trust is low in card schemes' assessment processes, doubts exist about quality assurance and finally, that the variations amongst card schemes cause confusion, with employers having limited time available to understand them.

Furthermore, recent social media posts have been abound, criticising certain card scheme activities and their accredited organisations in delivery of poor quality training and assessments, with a call for industry and federations to act.

It is a complex situation because as described, there is no requirement for any plant card scheme to comply with an overarching standard or criteria. However, industry has made a series of moves over the years in attaining some form of consistency for card schemes, including the formation of the Plant Sector Representative Organisation (PSRO), led by CPA.

The next CPA Bulletin article will provide further explanation about recent activities of the PSRO in working with CSCS to gain a level of consistency and transparency of plant card scheme standards and their operational activities and the current development of the Construction Leadership's Council (CLC) Competency Framework programme, which includes plant and is led by the PSRO.

In the meantime, as the carding landscape can be complex, CPA technical staff are on hand to advise members on plant card schemes and although unable to provide specific recommendations, can provide advice and clarification on operational and standards requirement of any particular schemes.

CITB SUPPORT AVAILABLE TO HELP REGISTERED EMPLOYERS COVER COST OF PLANT TRAINING

The **Construction Industry Training Board (CITB)** continues to standardise plant training across the industry, with phase two of its new training standards due to be launched in June 2025.



In addition, CITB also offers several ways to help registered employers cover the cost of this standardised plant training.

First, there are CITB Short Duration Grants, which vary based on the plant category and experience level, ranging from £250 to £880. These grants can be combined with the Skills and Training Fund to cover the full training cost. The Skills and Training Fund is available to CITB registered employers with fewer than 250 employees.

Alternatively, companies can book training through the CITB Employer Network, where CITB will pay 70% of the course cost, leaving employers to pay the remaining 30%.

CITB, supported by the Plant Sector Representative Organisation (PSRO), introduced short-course training standards for plant categories that reflect the increased requirements and responsibilities for plant operators, with the PSRO providing technical input and guidance.

Following updates to the Phase One standards in December 2024, the next tranche of 19 standards will be released in June.

Once again, the standards are being developed in collaboration with industry working groups, consisting of employers, training providers and federations.

Phase Two standards will cover:

- Excavator 360 Below 10 Tonnes: Tracked Training
- Excavator 360 Above 10 Tonnes: Wheeled Training
- Excavator 360 Below 10 Tonnes: Wheeled Training
- Excavator 360 Above 10 Tonnes: Lifting Operations Suspended Loads Training
- Excavator 180 Below 10 Tonnes: Lifting Operations Training
- Excavator 360° Lifting Operations - Suspended Loads
- Excavator 180° Lifting Operations - Suspended Loads
- Excavator 180 Below 5 Tonnes Training

- Excavator 180 Above 5 Tonnes Training
- Forward Tipping Dumper: Tracked Training
- Dump Truck: Articulated Chassis, Up To 15 Tonnes Training
- Dump Truck: Rigid Chassis, Up To 15 Tonnes Training
- Dump Truck: Rigid Chassis, Up To 50 Tonnes Training
- Dump Truck: Rigid Chassis, All Sizes (Wheeled) Training
- Dump Truck: Rigid Chassis, All Sizes (Tracked) Training
- Telescopic Handler: Suspended Loads (Non-Rough Terrain) Training
- Telescopic Handler: Industrial Telescopic Training
- Telescopic Handler: Up To 9 Metres Training
- Telescopic Handler: All Sizes Including 360 Slew Training

The standards represent a significant change in the way that plant training and testing is delivered. The changes will ensure employers see a return on their investment by producing competent, work-ready plant operators, who have received training

from experts, including learning on new technologies and the eco operation of plant.

Alasdair Reisner, Chair of the Plant Sector Representative Organisation (PSRO) and CEO of CECA, said: "The PSRO - consisting of seven major construction plant-user federations - was set up by employers and their representative bodies to drive consistency for operational standards and certification through card schemes. The PSRO has worked with CITB throughout the process of developing these new training standards and supports their use within the construction sector."

Christopher Simpson, Head of Quality and Standards at CITB, said: "These changes will help standardise and improve the quality and consistency of plant training; increase the amount of plant training that takes place before testing; and increase the number of people trained in plant operations, particularly new entrants to construction."

For more information on accessing CITB funding for plant or other construction-related training, contact your local CITB advisor. If you're unsure who your advisor is, email customerengagement@citb.co.uk for assistance.



SKILLS

The second CPA Bulletin of the year focuses on the **National Skills and Education policy updates**. There have been several announcements over the last few months including the appointment of the Chair, Vice Chair and some of the senior leadership positions of **Skills England** - a new arms-length body to tackle skill shortages and support sustained economic growth.

The Chair is Phil Smith CBE. Phil is the former Chair and CEO of international tech and telecoms giant Cisco. He brings extensive industry experience in digital, tech and innovation leadership and his appointment signals the seriousness of the Government's plan for growth, unlocked via a national vision for skills.

The Vice Chair is Sir David Bell, who has four decades of experience in the education and skills sector and is currently Vice Chancellor and Chief Executive of the University of Sunderland. Skills England have also appointed joint CEO's Tessa Griffiths and Sarah Maclean.

Skills England is still in the process of being fully established. We expect it will be up and running by end of the Summer and we look forward to engaging with them.

The direction and priorities of Skills England are going to be important given the announcements of Government support of major infrastructure projects, notably:

- Heathrow Expansion (HE)
- East West Rail (EWR)
- Lower Thames Crossing (LTC)

Of course, there are many more large infrastructure projects already happening or pending and while that is great for the construction plant industry, it will bring challenges and opportunities from skills, and education and employment perspectives. The plant industry will have to continue to grow and enhance its skills and training capability to ensure we have the workforce to deliver these projects.

To support this the Government recently announced a £600m skills funding package to support these projects, and the well documented 1.5m housebuilding target. We need to ensure some of this funding filters down to our CPA members to help them grow and develop their workforce, including operators, fitters and support staff.

Further information is available at <https://www.constructionnews.co.uk/government/600m-construction-skills-package-announced-22-03-2025/>

Much of the new funding, including Skills Bootcamps funding, will be devolved to combined and regional authorities, but some national contracts in construction are likely to be extended.

Local Skills Improvement Plans (LSIP's) supporting local and regional authorities will continue, with most of the regions identifying construction as a priority sector. This will help regional authorities to better plan and fund skills training for their regional areas.

It is important though that Skills England and the Regional Authorities work closely together on this to ensure the skills systems is co-ordinated and integrated to ensure effectiveness.

Apprenticeships continue to be a priority for the Government and Skills England, and increased flexibilities have been announced including the launch of shorter duration apprenticeships (foundation apprenticeships) and the removal of the requirements for English and Maths for Apprentices over the age of 19. We await further detail on the revised Apprenticeship Levy, the Growth and Skills Levy.

In summary it appears that Government is trying to support training and skills within the construction sectors to support infrastructure investment, housebuilding and energy projects. This needs to be extended and accelerated over the coming years to meet demand. The CPA looks forward to engaging with Skills England to support this.



Paul Skitt
paul.skitt@cpa.uk.net



PUBLICATIONS & ILLAPG

TIN 036: TOWER CRANE ELECTRICAL SUPPLIES - PUBLISHED

The Tower Crane Interest Group (TCIG) has completed the long-awaited revision of **TIN 036: Tower Crane Electrical Supplies, Earthing Arrangements, Emergency Escape Lighting and Lightning Protection**.

This update was driven by industry feedback and a serious incident involving a tower crane technician who sustained injuries due to an undetected electrical fault. In response, the revised guidance places greater emphasis on the correct selection and use of Type 'B' Residual Current Devices (RCDs) - particularly crucial in systems using variable-frequency drives (VFDs), where older RCDs may not offer sufficient protection.

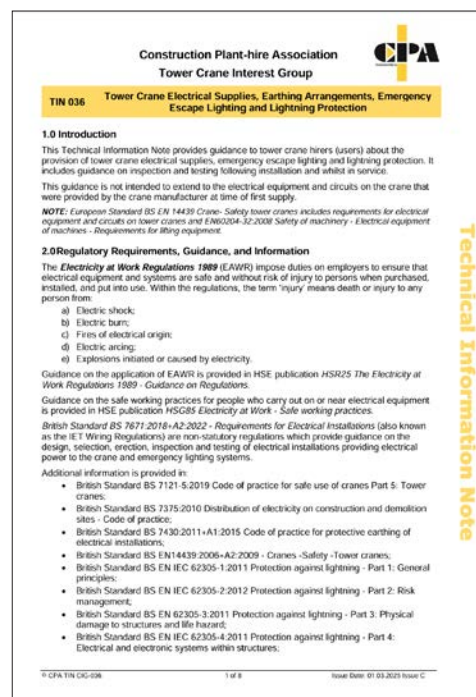
The guidance also reinforces the importance of correct earth bonding and lightning protection, both of which are essential in managing electrocution risk on modern construction sites where electrical setups are increasingly complex.

Clear, practical and rooted in real-world concerns, the updated TIN 036 is a vital resource for anyone responsible for tower crane safety and compliance.

TIN 036 is available now for download via the CPA website and forms part of a wider CPA commitment to raising industry standards through evidence-based guidance.



Katie Kelleher
katie@cpa.uk.net



LIFTING GUIDANCE AND TECHNICAL PUBLICATIONS - IN PROGRESS

The CPA and its working groups are progressing several critical documents aimed at improving safety, consistency, and competence across lifting operations:

- **Ready for Work Checks (Mobile & Crawler Cranes):** Now in its final stage of review, this guidance aims to strengthen rigging practices and pre-use checks, supporting BS7121 and LOLER standards while encouraging teamwork and accountability on site.
- **Crane Operations Near Railways (CPA1402 & CPA1801):** The merged draft guidance - now aligned with Network Rail's CIV0063 standard - has been shared with key stakeholders for review, aiming to simplify compliance near rail infrastructure.
- **Top Slew Tower Cranes:** This draft includes updated inspection checklists, compliance notes, and practical guidance for crane erection, maintenance and dismantling, and is nearing completion.
- **Mobile Cranes - Tendering and Management (Version 2):** This revised edition will feature expanded content on fatigue management, tender process evaluations and industry-informed safety enhancements.

• **Wind and Lifting Operations:** Led by Craig Hook, this guidance addresses wind-sensitive load handling, effective tagline use and improved risk assessment during lifting in variable conditions.

• **Tree Surgery Collaboration:** The CPA continues to work with the Arboricultural Association on new guidance for crane use in arboriculture, reinforcing the association's commitment to cross-industry learning and high safety standards.

Other Publications

Human Form Recognition Systems Guidance: Being developed by the Construction Industry Plant Safety Group (CIPSG), managed by CPA, the draft guidance on the use of Human Form Recognition Systems (HFRS) underwent a public consultation exercise in late March and early April 2025 where CPA members and other were invited to comment on the work of the industry-led working group.

Received comments were collated and reviewed by the working group. The finalised publication is due to be launched in late Spring 2025 and will be available as a free download on the CIPSG webpage on the CPA website.

LOLER Review 2025

The UK Government has announced a review of items of longstanding legislation, including the Lifting Operations and Lifting Equipment Regulations (LOLER) in place since 1998.

CPA has contacted the Health and Safety Executive (HSE) to gain clarity on the process. While the review is in its very early planning phase, the HSE has assured us that CPA-led lifting-based groups will be treated as key stakeholders in the consultation.

This review presents a timely opportunity to help shape the future of lifting regulations. CPA will share further updates as the consultation process is announced and will work to ensure that members' views and practical expertise are fully represented.

ILLAPG Update

The ILLAPG held its 36th meeting on 3rd April 2025 at GGR's headquarters in Haddenham. The session included both in-person and online attendance and continued to demonstrate the group's strong cross-industry engagement.

Key topics discussed included:

Slinger Signaller Grading and CPD Framework - Progress shared on the ongoing development of a sector-wide grading framework. The group is working to define clearer competency levels, CPD pathways and guidance to support both employed and self-employed operatives.

Schedule of Lifts – Piling Sector - Updates were provided on the collaborative project with the Piling Federation and Skanska. A revised schedule of common lifts is expected to be published later this year.

Reinforcement Wagons Survey - Results from the group's recent survey were presented, highlighting issues with slinging arrangements, platform access, and procurement standards. Follow-up actions will focus on improving delivery and site planning practices.

Training and Competence - The group discussed ongoing concerns around CITB MAPS testing for Appointed Persons, as well as updates on a proposed enhanced AP qualification. The importance of inclusive and relevant training standards continues to be a key theme.

HOSASS Toolbox Talk - A draft format was shared for the new Hands Off, Step Away, Safe Space toolbox talk, which is being developed to support wider industry adoption of the campaign's core safety principles.

Influence of Wind on Lifting Operations - Progress updates were provided on the upcoming CPA guidance, which aims to help better manage lifting in windy conditions and standardise best practice approaches.

Inclusive PPE - Members were encouraged to review and comment on the new draft BS 30417 guidance on inclusive personal protective equipment, as part of the group's ongoing focus on improving site accessibility and worker welfare.

Open Day Planning - Final preparations are underway for the ILLAPG Open Day on 5th June 2025. The day will include live demos, guidance updates and a strong focus on technical collaboration. Registration is now open at www.ggrgroup.com/open-day-2025

The next ILLAPG meeting will take place on 12th June 2025 via MS Teams in a webinar-style format.

Any questions about ILLAPG? Please contact enquiries@illapg.com or visit www.illapg.com



ILLAPG Open Day - 5th June 2025

We're excited to confirm that the **ILLAPG Open Day** will take place on **Thursday 5th June 2025**, proudly hosted by GGR Group at their headquarters in Haddenham, Buckinghamshire.

This full-day event is designed to bring together lifting professionals from across the industry for hands-on demonstrations, live kit walkthroughs and expert-led discussions.

What to expect:

- Live demonstrations of cutting-edge lifting equipment and safety tech
- Presentations from industry leaders and ILLAPG members

- Site tours and a behind-the-scenes look at GGR's lifting solutions
- Networking opportunities with peers, contractors and manufacturers
- Complimentary lunch and refreshments throughout the day

This is a great opportunity to connect with those leading the charge in lifting safety and practice, and we encourage all CPA and ILLAPG members to attend.

Register now via GGR's website at www.ggrgroup.com/open-day-2025. Places are limited, early registration is strongly recommended.

DECARBONISATION & SUSTAINABILITY

UK 7TH CARBON BUDGET



Luis Bassett
luis@cpa.uk.net

The **Climate Change Committee (CCC)** provide the UK government with advice on how to achieve Net Zero by 2050. This involves setting out recommendations on **Carbon Budgets**, the five-year carbon emissions limits set by government.

The 7th Carbon Budget was published in February, throwing many of the CCC's previous predictions for non-road machinery out the window. The below table summarises some of the key changes.

we should be aware that this is the advice currently being given to government. It is at least reassuring to see that process, operator and energy efficiencies are now being recognised.

Topic	6th Carbon Budget	7th Carbon Budget
Sector in which NRMM sits	'Manufacturing & Construction'	'Industry'
Emission reductions due to electrification by 2050	20%	52%
Emission reductions due to hydrogen by 2050	67%	22%
Emission reductions due to efficiencies by 2050	0%	25%
Remaining emissions	13%	3%
Recommended action	Decarbonisation of off-road mobile machinery should not be omitted from government plans and strategies	Introduce regulations, supported by subsidies if necessary, to drive decarbonisation of non-road mobile machinery

The report structure and categories have changed for off-road machinery, making it difficult to compare the two reports, but what is clear is that the CCC are more confident in electrification and total emission reductions from NRMM than they were in the previous publication. What remains unclear is why, as the changes in technology and market conditions in the real world have not been as dramatic.

While there is a lot of uncertainty in these predictions, and they have no bearing on the actual feasibility of the technology,

The CCC refer to transport schemes as model frameworks for NRMM, which we assume is a reference to the Zero Emission Vehicle (ZEV) mandate, and Low Emission Zones. There also appears to be a general view that investment will predominantly come from private sector, despite public sector being a significant plant-hire customer, and the delicate economic environment that construction currently finds itself in.

Why is regulation the wrong approach?

Officially the UK sees hydrogen combustion engines as zero carbon, but not 'Zero Emission' because they still produce a small amount of NOx. Where they would stand within a ZEV mandate is unclear. Hydrogen fuel cell is also incompatible with many construction applications due to its sensitivity to dust, vibration, and sudden power demands, which are common in the sector.

Battery-hydrogen hybrids are emerging that can tackle the latter issue, but H2FC is still incompatible with most mobile applications. Other types of fuel switching, for example HVO, may also be disqualified. A ZEV mandate would not consider the type of fuel used by the end customer in their 'diesel' engines. Regulations on manufacturers also stifles innovation, putting engineers into boxes that satisfy red tape rather than real-world use cases.

NRMM Low Emission Zones, like the one introduced in London, currently have no bearing on CO2 emissions. They focus solely on euro Engine Stages, and do not recognise any measures that reduce fossil fuel consumption or fuel switching. Stage IV, tick, not Stage IV, cross. These schemes would need to become much more comprehensive if they plan to also tackle diesel consumption, creating a staffing demand in public sector at a time of substantial cuts.

In NRMM, everything is case-specific. Hesitance in plant-hire to switch to cleaner practices, fuels and machinery is not unfounded, there are plenty of practical hurdles that prevent it. The market is customer led. If a customer wants a particular type of machine, more often than not they will get it. The issues come when that type of machine doesn't exist, or the customer doesn't want it because

they can't use it (owing to infrastructure requirements, technical specifications, safety, etc.) or can't afford it.

Where infrastructure is required, it's not just a case of planning for it early on. The costs are extreme and timescales can delay projects by years, possibly making the development unviable. Where will the fast charging column go? Some types of low carbon equipment suffer from very few potential customers. Regulation does not resolve those practical challenges, but could slow construction activity.

And what would those regulations actually look like? Non-road machinery is such a broad and specialist category with so many challenges and uncertainties that the array of issues and solutions is impossible to structure in a practical way. Regulation is not a suitable approach, at least not yet. Flexibility and freedom to innovate remain key.

Which brings us to the natural follow up question...

So, what is a suitable approach?

Nobody knows, but this truth does not help to move the conversation forwards. Government must be provided with an alternative or the default option will likely be to follow CCC recommendations. The difficulty in recommending an alternative is that it would need to address an incomprehensibly broad range of case-specific issues for which there is no silver bullet.



However, there are other frameworks that government can consider at the drawing board which might present a more suitable building block than those implemented in the transport sector. Dedicated local authority staffing to encourage climate action in construction could bring sector specific expertise into aspects of planning, procurement and site visits.

'Construction Climate Officers' would not be a huge leap from the patchwork of existing Local Authority work around Air

Quality, such as Construction Emission Compliance Officers in Lambeth and Southwark Councils, and NRMM Officers at Merton Council.

While no solution is perfect, learnings from these activities in the construction sector offer a better starting point than a ZEV mandate for decarbonising off-road machinery.

The main challenges our membership highlight to us today are a lack of awareness and demand for solutions that reduce fossil fuel consumption and are already on the market. That is why we are creating the Carbon Cutting Solutions webpages on the CPA website at <https://www.cpa.uk.net/decarbonisation/carbon-cutting-solutions>, which will list solutions available from our members.

While this is not an endorsement of those products, we hope that it will provide a useful tool for those who plan sites to browse the art of the possible, encouraging meaningful enquiries, fair expectations, and recognition of a broader range of solutions. CPA members are invited to get in touch to submit products for listing.

In our next decarbonisation article we will start to dive into some of these solutions in more detail, particularly those around power management and reducing diesel consumption from generators. You can read more about one such solution in the guest article on page 58.



PLANT THEFT & FRAUD

CESAR REVIEW COMMITTEE MEETING

The CPA attended the CESAR review meeting, which took place on 11th March, and included updates from the specialist police units – the National Construction & Agriculture Theft Team (NCATT) and OPAL.

NCATT (Operational Unit)

Since the unit was formed in January 2023, NCATT have recovered approximately £22m worth of construction and agricultural plant and equipment. However, the scale of fraudulent hires being perpetrated against the construction plant-hire sector, is off setting the value of total construction plant and equipment recoveries made.

With CITS (Combined Industries Theft Solutions) support, over 900 police officers have been trained in identifying stolen construction and agricultural plant and equipment.

OPAL (Intelligence Unit)

Over two 12 month periods - March 2023 to Feb 2024, compared to March 2024 to Feb 2025, there were a percentage reduction in thefts on the following items: Diggers down 44.1%, Dumpers down 22.1%, Excavators down 14.4%, and Rollers down 20.4%; however, Telehandler thefts increased by 59%.

OPAL will receive funding from Europol to help tackle GPS thefts, which are down 40% when comparing the same two 12 month periods.

OPAL is planning to work with NaVCIS (Vehicle Crime Intelligence Police Service) in looking to recover plant from ports.

Survey equipment is being targeted, particularly in London. Thefts continue from Q4 2024 on to Q1 2025, where the South East region is being targeted. Emerging trends include large scale fuel thefts from HGVs and plant and large scale thefts are occurring in the Midlands, Yorkshire and Humberside areas.



David Smith
david@cpa.uk.net



Funding by the Construction Plant-hire Association (CPA) and other organisations has helped lead to the successful recovery of £890,000 of stolen plant and equipment in two recent police operations, says Superintendent Andy Huddleston who leads the National Rural Crime Unit and NCATT.

The CPA is a significant funding partner helping to fight plant equipment theft and fraud, which is costing the construction plant industry millions every year.

With additional funding from the Construction Equipment Association (CEA), Hire Association Europe (HAE), CESAR donors, insurers and other organisations, this is helping to fund NCATT - a specialist team of police officers that cover the whole of the country to help tackle the theft of construction plant and equipment by organised criminal groups.

FUNDING HELPS LEAD TO RECOVERY OF £890,000 OF STOLEN PLANT AND EQUIPMENT

The funding has recently supported two significant police operations which have helped recover large quantities of plant and equipment stolen from CPA members.

Superintendent Andy Huddleston said: "Over a 10-day period two NCATT operations resulted in multiple strikes on locations in West Yorkshire, North Yorkshire, Leicestershire and Warwickshire. The two operations led to three arrests and the recovery of £540,000 of stolen matting and fencing and 36 pieces of machinery valued at £350,000, all of which were taken from hire companies.

"It has also been announced that NCATT will receive £120,000 from the Home Office to help replace operational vehicles over the coming three years, something which is critical and very welcome," he continued.

Since NCATT was formed in January 2023, the unit has experienced growing success in recovering stolen plant and agricultural equipment. In 2023, NCATT successfully

recovered almost £6.3m of stolen plant and equipment. This increased to £10.5m of recoveries in 2024, and 254 arrests were made. So far in 2025, almost £5.4m of stolen plant and equipment has been successfully recovered, and 68 arrests have been made.

CPA Chief Executive Officer Steve Mulholland said: "It's excellent news that our funding is helping lead to the recovery of stolen plant, which is a massive problem costing our members and the wider industry huge amounts of money, stress and lost revenue. We have almost 2,000 members at the CPA and we feel it's very important that the membership funds go back towards helping them.

"Our contribution to the work of NCATT is bringing immediate, tangible benefits to our members in preventing and detecting criminal activity and the recovery of illegally obtained plant-hire equipment," he continued.

THEFTS AND FRAUDS REPORTED BY MEMBERS

- 15th January - **Flannery Plant Hire** was targeted by Organised Criminal Groups inferring that Flannery will be selling any redundant items of stock.
- 15th January - NCATT circulated an alert regarding a fraudster, **Dean Finch** who claims to be a Director with **Persimmon Homes**.
- 17th January - NCATT circulated an alert regarding the attempted fraudulent hire of two telehandlers – which were since recovered – and a large amount of brand new **Heras fencing** had been delivered to a location in the Dudley area of the West Midlands. The owner was subsequently identified, and the items returned.
- 26th January - **Hire Access Platforms** had a 1-tonne hi-tip skip loader stolen in Winchester.
- 28th January - **RJC Plant Hire** was contacted by a suspected fraudster looking to hire a significant quantity of Heras fencing and temporary road sheets.
- 29th January - **Skyline Lifting** had a Geda Comfort 250 hoist stolen from a Newport Pagnell site, near Milton Keynes.
- 7th February - **WHC Plant and Tool Hire** had three Thwaites 1T dumpers stolen from their yard in Tewkesbury, Gloucestershire.
- 14th February - **Stable Plant Hire** (non-member) was targeted by fraudsters - **Dunn Landscaping** - who wanted a small excavator and a tracked barrow. They later obtained another machine.
- 17th February - NCATT issued an alert concerning fraudsters who have used the following companies: **Brook Mine Construction**, **Kidsborough Build**, **Turners Logistics** and **Merit Logistics**.
- 6th March - **A Mini-Crane Hire** had a Smartlift SL1008, a tracked carrier, and a trailer stolen from their Heathrow depot.
- 6th March - **Elvington Plant Hire** had a 2021 Timberwolf 230DHB 6-inch road tow chipper stolen from their York depot.
- 6th March - A fraudster, claiming to be **Simon Ovenden** of **Ovenden Plant Hire**, attempted to hire a 14-tonne excavator (with three buckets) to be delivered to: Doncaster Toll Bar ARLFC, with 'Simon Ovenden' being the site contact.
- 9th March - **Brilliant Ideas** had 20 ALIMATS® crane outrigger mats stolen from a site at Robertson Construction, Shetcliffe Lane, Bradford, BD4 6EP.
- 10th March - A fraudster claimed to be from **Thomas Armstrong Group**. The email concerned the sale of 'old/obsolete plant/equipment/stock'.
- 10th March - **Fuel Proof** were targeted by fraudsters who claimed to be from Feltham Construction and obtained an 8000/1000 site tow tank.
- 10th March - Fraudsters claiming to be from **Flannery Plant Hire** and **Wilmott Dixon**, were claiming to sell old/obsolete plant and equipment.
- 12th March - **Red-lands Plant Hire** were contacted by fraudsters wanting to hire a 3-tonne excavator.
- 13th March - **AB Power Systems** was approached by a fraudster claiming to be from **NG Bailey Group**.
- 13th March - **Express Hire** was contacted by a fraudster claiming to be **Darren Baynard** of **Baynard Construction** looking to hire a small excavator.
- 13th March - **Southern Plant & Tool Hire** was contacted by a fraudster claiming to be 'Steve' from **Jex Construction**.
- 14th March - Fraudsters claiming to be from **Baynard Construction** were looking to hire a 3-tonne excavator.
- 14th March - **Flannery Plant Hire** had a Total Station stolen from a Flannery van in Luton.
- 18th March - **Mech Plant (NW)** were contacted by someone claiming to be from **Hopkinson Civils** looking to hire machinery. These were subsequently recovered.
- 20th March - **Civils Contracting** were contacted by a fraudster claiming to work for **Skelton Plant**, attempted to hire an excavator.

EQUIPMENT THEFT (PREVENTION) ACT 2023 (EPTA)

There have been attempts to discuss the secondary legislation for this Act with Home Office officials, but at the time of writing, no meeting dates have been proposed. We understand that the secondary legislation for this Act will still take place before the Parliamentary Summer recess.

CELEBRATING
30
YEARS OF
GGR GROUP

GGR
GROUP

SEE THE NEW INNOVATIONS IN LIFTING AT THE **GGR GROUP & LEAD AP OPEN DAY**

Join us at GGR Group & Lead AP Open Day on Thursday 5th June, at our Haddenham depot, Buckinghamshire. Experience live demos and explore our latest innovations in lifting solutions and network with industry leaders, enjoy expert talks, and get hands-on with our pioneering lifting equipment.

Be part of the future of lifting and see firsthand the cutting-edge solutions we are developing at GGR Group. Refreshments, including breakfast and lunch, will be provided. Register below and let us know which equipment interests you.

WHEN IS IT?

Thursday 5th June 2025 (09:00 - 16:30)

WHERE IS IT?

GGR Haddenham, Buckinghamshire, HP17 8LJ

WHY SHOULD YOU GO?

- Connect with industry experts 
- Learn from experienced speakers 
- Expand your network of specialists 
- Discover the latest industry practices 
- See the latest lifting equipment 

REGISTER YOUR INTEREST NOW

Please Note: Registration is essential to gain entry.

www.ggrgroup.com/open-day-2025

In partnership with



SKANSKA



ILLAPG
INDUSTRY LIFTING
LEAD AP GROUP

NEWS FROM CPA MEMBERS

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

Flannery First to Back Xwatch MK2 in Bauma Deal

Flannery Plant Hire has become the first plant-hire company to place an order for the newly launched Xwatch MK2, shaking hands on the deal at bauma Munich.

Patrick Flannery, Managing Director of Flannery Plant Hire, and Dan Leaney, Sales Director at Xwatch Safety Solutions part of Hexagon, finalised the agreement on the Hexagon stand.

This latest investment builds on an already strong relationship between the two businesses. Flannery was the first major plant-hire company to support Xwatch when it launched in July 2019 and has since installed close to 400 XW4 and XW5 safety systems across its fleet.

As part of a wider £100 million machinery investment through Caterpillar, JCB and Komatsu, Flannery has placed an order for 200 new excavators and committed to installing the new MK2 XW5 systems across a range of them. Some units will also be fitted with the Leica 3D collision avoidance system, developed jointly by Leica Geosystems and Xwatch - both part of Hexagon.

The MK2 is Xwatch's fastest, smartest system yet. It's 30% quicker to install, making it ideal for high-volume rollout, with a simplified design that retains all the safety features of the original MK1 - including height and slew restriction, RCI, and full compatibility across the XW1 to XW5 range.

The system is more compact and user-friendly, with precision proportional motion control (patent pending), a multilingual interface, and telematics readiness built in. MK2 is also the first system of its kind to be PLD-rated for the civils market, offering improved integration via the Xwatch Safety Gateway and fewer in-cab components. It integrates directly with leading OEM displays to reduce cab clutter and installation time - futureproofing machines for a more digital, sustainable site.

Dan Leaney said: "Flannery has been a key partner from day one - always pushing to raise the bar regarding safety and machine

technology. It means a lot that they're the first to commit to the MK2. This system is a leap forward, and Flannery shows real leadership by putting it to work straight out of the gate."

Patrick Flannery added: "We've built our business on safety, innovation, and relationships that last. Investing in the MK2 is a natural step for us, and continuing to work with Dan and the team at Xwatch means we're getting the very latest tech - backed by a team that knows our industry inside out."

Flannery Plant Hire first adopted the Xwatch Leica 3D collision avoidance system following a successful trial, and it remains a key part of its fleet technology strategy. The system was developed in close collaboration between Xwatch Safety Solutions and Leica Geosystems, combining Leica's MC1 3D machine control software with Xwatch's safety expertise. It allows 3D avoidance zones - above and below ground - to be created or imported directly into the machine control interface, significantly enhancing safety in complex working environments.



GAP Joins Forces with WaterAid

GAP Hire Solutions has announced a five year partnership with WaterAid to help deliver clean water, sanitation, and hygiene to communities in need worldwide.

As part of this collaboration, GAP will work alongside water utility companies to help WaterAid address the global water crisis, ensuring more people gain access to these essential services. GAP will contribute funding through its GAP Giving charity initiative to support vital water infrastructure in underserved areas.

Mark Anderson, Managing Director - Pumps, Power and Environmental Services, commented, "We are proud to partner with WaterAid and contribute to their incredible work. Access to clean water and sanitation is a fundamental human right, and we look forward to making a real difference through this initiative."

Beyond financial support, GAP is encouraging its employees to get involved in supporting WaterAid through fundraising initiatives and volunteering efforts.

In other fundraising news, GAP's charitable foundation GAP Giving has surpassed £1 million in donations to charities across the UK.



Photo: WaterAid/Sophie Harris-Taylor

Since its inception in 2015, GAP Giving has contributed an impressive £1,122,553, benefiting over 1,000 charities nationwide, ranging from national organisations to smaller, local charities.

Viki Bell Becomes CEO of the CEA



Viki Bell has become Chief Executive Officer of the CEA (Construction Equipment Association), following a successful first year as Director of Operations. Her appointment marks the next chapter in the association's evolution, building on a strong foundation of operational reform, strategic renewal, and a clear commitment to supporting members and the broader industry.

Over the past year, Viki has led a major internal transformation. This has included welcoming new team members, refining the CEA's structure, and modernising key operational processes - from finance and HR to communications and digital platforms.

A fully integrated CRM and website have been launched, alongside a comprehensive refresh of member materials, to improve clarity, accessibility, and support for members at every stage of their engagement.

Under her leadership, the CEA has also undertaken a comprehensive rebranding programme to ensure its image and messaging reflect the organisation's evolving role. The focus has been on remaining relevant, practical, and effective - while continuing to serve as a trusted advocate for the construction equipment sector.

Viki Bell said: "I am delighted to be taking on the role of CEO. The past year has been exciting - not only in terms of what we've achieved behind the scenes but in the energy and momentum we've built. I've also been hugely encouraged by the support of our members, industry partners, and other associations - as well as the backing of the trade press, which continues to shine a light on the important work being done across the sector. The CEA remains focused on progress and delivering real value to our members and the wider industry. With a strong team, new partnerships, and a clear plan for 2025 and beyond, I'm looking forward to the challenge."

JCB's New USA Plant to Double in Size

JCB is set to double the size of a new factory currently under construction in Texas as the company confirmed that newly-announced tariffs will impact its business in the short-term.

JCB has been manufacturing in the USA for 50 years, and last year bought 400 acres of land in San Antonio after recognising the need to produce even more machines in North America, where the company's existing manufacturing plant in Savannah, Georgia, has operated for 25 years and employs around 1,000 people.

The original plan for a 500,000 square foot factory in San Antonio has now been revised and JCB is forging ahead with plans to double its

size to one million square feet. The new \$500 million plant is due to start production next year and employ up to 1,500 people and will build on JCB's growth in North America.

JCB Chairman Anthony Bamford said: "JCB has been in business for 80 years this year and we are well accustomed to change. The United States is the largest market for construction equipment in the world and President Trump has galvanised us into evaluating how we can make even more products in the USA, which has been an important market for JCB since we sold our first machine there in 1964."

Eynesbury Plant Hire Rebrands to Eynesbury Group

Now in its third generation of family ownership, **Eynesbury Plant Hire** has rebranded in order to better reflect its diverse range of services.

First founded in St Neots in 1966, Eynesbury Plant Hire has long been a cornerstone of the local construction industry, providing reliable plant machinery to projects across East Anglia and the East Midlands.

Whilst Eynesbury Plant Hire was originally founded as a machinery hire business it has diversified into other services over the years and now accommodates a haulage division, as well as a successful, operated road sweeper department.

The business has now been rebranded as Eynesbury Group. The new name serves as an umbrella brand for three new sub brands: Eynesbury Plant Hire, Eynesbury Transport and Eynesbury Road Sweepers.



Managing Director David Church commented: "While our image is changing, our commitment to providing the highest levels of service, quality, and support to our customers will continue to be our top priority.

"We believe this rebrand better aligns with our company's vision and the expanded services we provide. It will better define our different functions in a modern business environment in which online 'searchability' is so important. This is an exciting milestone, and we are confident that it will allow us to grow and provide even better service in the years ahead."

The rebrand project is marked by the launch of a brand-new website at www.eynesburygroup.co.uk, updated social media channels, new logos and new livery across the machinery fleet.

College Accolade for RSP UK Apprentice



Joel Gardener of **RSP UK** has been named the Central Bedfordshire College Apprentice of the Year by The Bedford College Group. Joel is a Service Engineering Apprentice at RSP UK and is currently in the second year of his apprenticeship.

Joel was nominated by Central Bedfordshire College engineering tutor Stephen Loughran and the award recognises Joel's commitment to his apprenticeship.

"Joel stood out for the way in which he applies himself, even to the parts of the training he finds difficult," said Stephen. "He is eager to learn and develop, has a great attitude and is always willing to share his gained knowledge with his peers."

Joel is currently enrolled in Central Bedfordshire College's Level 3 Engineering Technician - Mechatronics Maintenance Technician apprenticeship course, which provides students with the opportunity to gain hands-on experience in their chosen field while also earning a recognised engineering qualification.

"Joel is a valuable member of our team," said Nick Hinson, Engineering Manager at RSP UK. "He is always willing to go the extra mile, and we're really pleased to see how he has progressed so far. I am confident Joel is going to have a bright future in engineering and will excel in his career."

"Supporting people through apprenticeships is a really important part of our business," said Lloyd Gardener, Director of RSP UK. "As a former engineering apprentice myself, I know the hard work and dedication you must put in, both in the workplace and at college. We've always been very proud that RSP UK is a family business and so it's a special moment for us to see our nephew being recognised with an external award so early on his engineering career."



GEDA[®] TRANSPORT PLATFORMS

GEDA[®]
ORIGINAL



GEDA 500 Z/ZP



GEDA 1500 Z/ZP



GEDA 3700 Z/ZP

GEDA TRANSPORT PLATFORMS

- ▶ Safe loading and unloading at all landing levels
- ▶ Flexible - the right platform variant for every construction site situation
- ▶ Unrivalled quality „Made in Germany“



Your official sales partner in the UK:



Mace Industries Limited
Units 1-3 Macadam Road
Earlscroft Industrial Estate
Corby
Northamptonshire
NN17 4JN



www.maceindustries.co.uk
+44 1536 206600
geda@maceindustries.co.uk

www.geda.de

High quality
print and
design at
affordable
prices...



HDPrint

PRINT&DESIGN



Designers and
printers of

CPA Bulletin

www.hdprint.co.uk
01920 461 191



SPARROW CRANE HIRE LIMITED

Ashmead Road, Keynsham, Bristol BS31 1SX

Tel: +44 (0) 117 937 6690 Web: www.sparrowcrane.co.uk

email: hire@sparrowcrane.co.uk

PROVIDING ALL YOUR CRANE HIRE & TRAINING SOLUTIONS

CONTRACT LIFTING AND CPA CRANE HIRE



- Mobile Telescopic Cranes
- Mini Crawler Cranes
- Self Erecting Tower Cranes
- Specialist Machinery Moving
- Lifting Gear Hire and Sales



CPCS TEST CENTRE & TRAINING SCHOOL

- A61 Appointed Person
- A62 Crane Lift Supervisor
- A60 Mobile Crane Operator
- A66 Compact Crane Operator
- A40 Slinger Signaller
- Lifting Gear Inspection
 - FLT
 - MEWP
- In House Courses for Appointed Person, Crane lift Supervisor, Mobile Crane Operator, Compact Crane Operator & Slinger Signaller
- NVQ's available to go from CPCS Red Card to CPCS Blue Card
0117 937 6690 (Option 6) or Email training@sparrowcrane.co.uk



CP Construction Plant
CS Competence Scheme



Citb
Cskills Awards
Approved Centre

Takeuchi Celebrates 50,000 Milestone



Takeuchi has hit the 50,000th sales milestone in the UK and Ireland.

The 50,000th Takeuchi, a TB217R mini excavator was sold by Takeuchi dealer in the south CBL to L Lynch Plant Hire & Haulage as part of a recent order for over 100 machines, including the latest 3rd generation 3-Series excavators.

It's not Lynch's first Takeuchi; in fact, they have been running Takeuchi excavators for decades. The first order in the year 2000 included the original Takeuchi

TB175 both tracked and wheeled. Since then, Takeuchi excavators in all sorts of sizes have always been part of the Lynch fleet.

From the outset, Chairman and Founder Liam Lynch always considered Takeuchi an important part of his fleet. He said: "Our customers and service fitters liked the machine and that's why over the years we have probably invested in more than 1000 Takeuchi units."

Charlotte Barford, Managing Director of CBL, expressed her pride in the milestone, stating: "This is a truly special moment for CBL, and we couldn't be more delighted to share it with Lynch. The sale of the 50,000th Takeuchi mini excavator is a testament to the strength of the Takeuchi brand, the trust of our customers, and the dedication of the CBL team. At CBL, we're passionate about supporting our customers with the very best equipment and service, and we look forward to continuing to work closely with Lynch and all our valued clients."

Holly Cooke, Marketing Manager at Takeuchi said: "The 50k milestone is a testimony to just how far the Takeuchi brand has come in the UK and Ireland with a dedicated and professional dealer network. Since starting out in 1996 it took 20 years to pass 25k sales and then just 9 more years to reach 50k, highlighting just how popular Takeuchi has become. We want to say thank you to all our Takeuchi customers over the years for trusting us with your investment."



In other Takeuchi news, **Matthew Sheridan** has become the new Head of Sales for UK and Ireland. Previously at SMT GB/Volvo and most recently Liebherr, Matthew already has more than 18 years in the construction plant and equipment sector and is looking forward to taking on the Takeuchi brand,

"I am excited to join Takeuchi as the head of sales and be representing a brand that has such a strong presence and reputation for quality products, innovation and exceptional customer service in our market," he said.

Boels Invests £65 Million in New JCB Fleet



Boels Rental has placed its biggest ever order with **JCB** as it invests in a new machine fleet worth £65 million.

The company has ordered more than 700 JCB machines including tracked and wheeled excavators, wheeled loading shovels, Loadall telescopic handlers, rotating telescopic handlers, electric scissor lifts and electric site dumpers. The deal includes the introduction to the Boels' fleet of a large volume of the recently launched 145XR X Series tracked excavators.

The order also marks a huge milestone for JCB which has now supplied a total of more than 3,000 machines to Boels Rental since the first was sold in 2012. All the excavators and wheeled loading shovels purchased in the latest deal are largely destined for use in central Europe, particularly in Germany, to support Boels' focus on the contractor sector.

JCB Global Major Accounts MD, Claudio Fiorentini, said: "We are delighted to secure this major order from one of Europe's leading plant and tool hire companies, particularly as the deal represents one of the biggest in JCB's history for excavators and wheeled loaders. Boels Rental has been a valued customer of JCB's for many years and it's testament to the quality of JCB's machines, as well as our world-class service back-up, that we've secured another valuable order."

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

ESTA RELEASES NEW LIFTING OPERATION RISK MANAGEMENT GUIDE

ESTA's much-anticipated Lifting Operation Risk Management best practice guide has been published and is available free to member organisations - and their members.

It was launched at ESTA's Spring meeting in Munich in April. The guide is in English and can be downloaded from ESTA's website at www.esateurope.eu

ESTA intends the new guide 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.

Subjects covered include:

- lines of communication
- safe systems of work
- equipment regulations
- equipment inspection and maintenance
- engineering a lift
- lifting regulations
- professional competence
- onsite preparation
- execution of a lift

The eight annexes also contain a range of supporting information such as details of a toolbox talk, a contingency plan and a wind limitation assessment.

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 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."

The guide was produced by an ESTA working group comprising Blanca Claeysens, managing director of ASA France; Marcel Schets, former SHEQ manager at Mammoet; Joe Collins, heavy lift manager with Becht Engineering; Norbert van Schaik, senior lifting specialist with Siemens Gamesa; and Ton Klijn, ESTA Director.

Ton Klijn said: "The background for this initiative was the fact that crane companies are increasingly dependent on information

ESTA GUIDELINE GD25001-EN Lifting Operation Risk Management Guide



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.

"We hope members and the wider industry will find the guide useful and we await comments with interest."

ESTA AWARDS 2025 WINNERS

UK heavy and abnormal transport firm **Allelys** took home a major prize in the 2025 ESTA Awards, presented in Munich during the Bauma exhibition.

Allelys moved critical energy infrastructure weighing up to 333 tonnes for three UK power stations, covering 22,000 miles.

Using advanced technology and a wide range of specialist trailers and configurations, they navigated steep gradients, confined spaces and structural challenges.

They beat three other finalists to the award - fellow UK company Collett & Sons, along with Laso Transportes from Portugal and Torben Rafn from Denmark.

The winners came from eight companies from five different European countries.

The full list is as follows:

ABNORMAL TRANSPORT TOTAL MASS >120 T:
Allelys

TELESCOPIC CRANES LIFTING CAPACITY >120 T:
M.J. van Riel

CRANES LATTICE BOOM:
Sarens

ABNORMAL TRANSPORT TOTAL MASS ≤120 T:
OL-Trans

COMBINED TECHNIQUES:
Sarens

SAFETY:
Liebherr-Werk Ehingen

INNOVATION:
Mammoet Europe

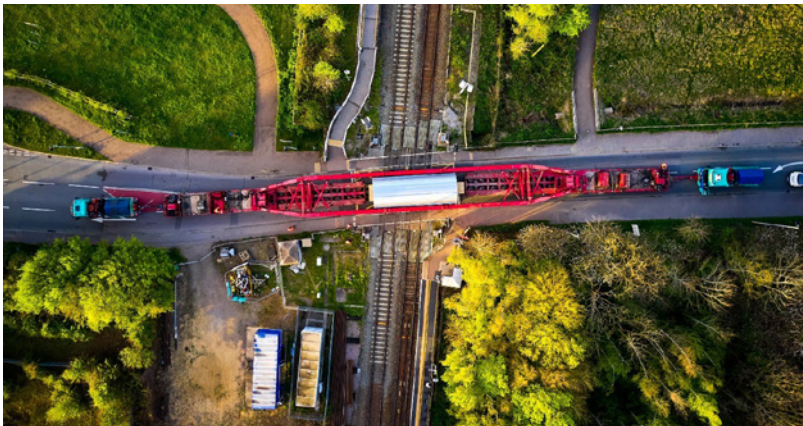
SPMT|SPT:
Wagenborg Nedlift

TRAINING:
Yilnak Heavy Transport



David Allely receiving his company's award from ESTA Section Transport President Iffet Turken

Further details of all the winners and the finalists, along with details of their entries, are in the awards section of the ESTA website.



MANUFACTURERS BACK ESTA'S WINCH GEARBOX MAINTENANCE REFORMS

European mobile crane manufacturers have given their unqualified backing to ESTA's call for changes in the way that mobile crane winch gearboxes are maintained.

ESTA had previously appealed to its members to reconsider their approach following publication of the first edition of the association's new guide on the subject last year.

Supporters of the guide - called Inspection of Winch Gearboxes used on Mobile Cranes - argued that the new proposals could both improve safety and in some cases save money.

Now the manufacturers organisation FEM Mobile Cranes, part of the European

Materials Handling Federation (FEM), have indicated their full support.

In a joint statement, FEM Mobile Cranes President Bernd Boos and Chair Andreas Rode, - senior managers for Liebherr and Manitowoc respectively - said: "We support ESTA in its efforts to put the maintenance of winches on a solid technical footing in order to replace the blanket replacement or general overhaul of winches after a maximum of 10 years."

The current regime involves a major overhaul after ten years to check that the winch gearbox is still in good condition, but

many experts have argued that the ten-year threshold is an arbitrary deadline and does not reflect the equipment's actual usage.

In 2024, an ESTA expert group produced a maintenance regime that is based on technical analysis, for example by implementing regular oil analyses, that will provide detailed information for other inspections.

The guide is freely available from ESTA's website. ESTA members also have use of a tool to help calculate the remaining lifetime of a winch in the Knowledge Base members-only section of the ESTA website.

GERMANY AMENDS RULES ON HEAVY TRANSPORT FOLLOWING INDUSTRY PRESSURE

New rules and regulations governing heavy and abnormal transport in Germany will come into force on July 1 following concerted pressure and criticism from hauliers and wider industry.

The changes were published in the Germany's official Federal Gazette on March 10 in an attempt "to facilitate and accelerate oversized and heavy goods transport" and will include increased flexibility for loads that are slightly undersized by dimension or weight.

The changes have been long demanded by German industry leaders through the lobby group Verbändeinitiative Großraum und Schwertransporte (VI GST) whose founding members include ESTA and German association BSK.

Other amendments include:

- Introduction of a guideline of two weeks for permit application processing by responsible federal and state authorities
- Bringing forward the start of night driving to 20:00 hours from 22:00 hours to increase flexibility

- Enabling the transport of divisible loads up to a maximum weight of 40 tons on oversized and heavy transport (Großraum und SchwerTransport -GST) empty runs to make better use of existing truck capacities.



Photo: Bigmove

EU DEFENCE WHITE PAPER REOPENS DEBATE ON TRANSPORT CORRIDORS

ESTA has renewed its call for Europe to develop a network of abnormal transport corridors to support the needs of both the military and industry.

Details were contained in a new ESTA background paper sent to MEPs this week. This was a response to the European Commission's White Paper on Defence Readiness 2030 in which military mobility was one of the key issues.

ESTA Director Ton Klijn said: "We welcome the publication of the White Paper for Defence as well as the recognition of the military transport as a key enabler of European resilience.

"Although significant progress has been made in recent years, there remain considerable

obstacles to moving troops and equipment unhindered across the EU. Military mobility, like abnormal transport, faces significant administrative and infrastructural barriers."

Abnormal transport is a key element of military mobility instrumental in transporting military equipment across Europe and to third countries.

Current proposals to streamline and harmonise the rules faced by abnormal transport operators in Europe are contained in planned revisions of the Weights and Dimensions Directive.

But original calls for these proposals to contain a commitment to developing abnormal transport corridors across Europe have to date been shelved.

ESTA Director
Ton Klijn



Now ESTA is saying that policy should be revived in light of Europe's growing defence requirements and is urging Europe's political leaders to ensure that defence and transport policies are coordinated and aligned.

Klijn continued: "Given the growing importance of military transport due to current defence and security challenges, it is important to facilitate cross-border operations for abnormal road transports."

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

EMPLOYMENT RIGHTS BILL

The Bill is still making its way through the parliamentary process; and has passed from the House of Commons to the House of Lords, where it is currently at the 'Committee Stage', after completing the second reading on the 27th March.

On 26th February, the CBI wrote to the Department of Business and Trade (DBT), on behalf of itself, and 49 other trade associations, including the CPA. The CBI cited some examples which were of particular concern to business organisations.

- The cost and complexity of forcing businesses to routinely calculate and offer guaranteed hours contracts to workers.
- Applying the variable hours provisions to agency workers undermines the flexibility fundamental to the sector.
- Making dismissal for failure to agree to any variation to a contractual term automatically unfair means employees will be free to veto reasonable changes, such as the implementation of new technology or an office move.
- Removing the 40% support threshold in statutory recognition ballots.

The DBT responded to the CBI on 7th March with the following points:

- A right to claim guaranteed hours

A right to claim guaranteed hours could mean that fewer workers on zero hours contracts would receive guaranteed hours offers. It will ensure that predictability and security is a baseline for all workers. The government will provide guidance, and

sufficient time for companies to familiarise themselves with these rights.

- Agency Worker Provisions

The government's concerns were that there is a risk that some employers might shift to using more agency workers as an avoidance mechanism. The government is aware that the regulations for agency worker provisions may need to be different than those for directly engaged workers; so there will be further dialogue on this. They have every intention of working closely with the CBI on this, with the objective of providing greater security to agency workers without causing unintended consequences to employment agencies.

- Unfair Dismissal and Contractual Variation

The government does not intend to restrict innovation through reasonable changes of [employment] contract that would ordinarily be agreed between an employer and employee. The government believes that with, for example, the implementation of new technology or new ways of working will be in scope of an employee's role and contract terms will not need to change to reflect new expectations. In the situation where an employee's role is no longer needed, the Bill does not prevent an employer making that employee redundant in the normal way.

- Statutory Recognition Ballots

The government had previously outlined their plans to modernise the rules governing the trade union recognition ballot, requiring unions to gain a simple majority. The government's intention is to simplify the balloting process and the law around statutory recognition thresholds, so that working people have a meaningful right to organise through trade unions.

- Collective Redundancy

As outlined in conversations with the CBI, the government wants to include an amendment where an organisation wishes to make a number of redundancies, then a collective redundancy situation would occur if either 20 or more redundancies are proposed at one establishment, e.g. a depot for any reason (as per the existing law); or a certain proportion of the total workforce are being made redundant – (whether this is a number of the total staff, or as a fixed percentage has yet to be confirmed) – occurs over two or more establishments, e.g. several depots.

Members will be informed of any updates.



David Smith
david@cpa.uk.net

UPDATED NPCC ABNORMAL LOAD GUIDANCE DOCUMENT

At the time of writing, the document has now completed the police's 'legal' checking process and has been signed off by Chief Constable Jo Shiner, as lead on Road Policy within the National Police Chief Council (NPCC). We understand that the document has been circulated to the other Chief Constables, and will be launched in the first week of June. The membership will be informed of any further developments.

GOVERNMENT SCHEMES FOR OFFENDER RE-EMPLOYMENT

In early 2025, two government departments – the Ministry of Justice (MoJ) and the Department for Works and Pensions (DWP) – launched a new employer backed scheme, with the aim of supporting offenders back into work.

The scheme will introduce 11 Employment Councils – which will be the successor to the regional Employment Advisory Boards – and will bring together local employers, DWP, probation and prisons (under MoJ) as a single collective.

The employers within these councils will liaise with probation staff, so that the staff improve their relationship with local employers, whilst better understanding the employment market.

The 11 Employment Councils will be located at Employment Councils throughout regions in England and Wales. The regional breakdown is as follows:

- Bedfordshire, Cambridge & Norfolk and Hertfordshire, Essex & Suffolk
- Cumbria & Lancashire
- Devon & North Dorset and Avon & South Dorset
- East, North & West Midlands
- Kent, Surrey & Sussex
- Greater Manchester, Merseyside & Cheshire
- London
- North East
- South Central
- Wales
- Yorkshire

UK COMPANY SIZE THRESHOLD CHANGES

The government introduced the Companies (Accounts and Reports) (Amendment and Transitional Provision) Regulations 2024, which took effect from 6th April 2025. Under these regulations, the thresholds for micro, small, and medium-sized organisations have been changed to reflect inflationary changes. See the table below.

	Micro Businesses		Small Businesses		Medium businesses	
	Up to 5th April 2025	From 6th April 2025	Up to 5th April 2025	From 6th April 2025	Up to 5th April 2025	From 6th April 2025
Turnover (Not more than)	£632,000	£1m	£10.2m	£15m	£36m	£54m
Balance Sheet Total (Not more than)	£316,000	£500,000	£5.1m	£7.5m	£18m	£27m
Monthly avg. no. of employees	10	10	50	50	250	250

Consequently, businesses may see their status change and so may become exempt from certain audit and reporting requirements, including the Strategic Report and Directors’ Report.

For further information on this subject, members should speak to their accountants to understand how these changes could affect their business.

ELECTRIC VEHICLE TAX

From 1st April, Electric Vehicles (EV) will be subject to Vehicle Excise Duty (VED). EVs registered on or after 1st April 2025, will pay £10 VED in the EV’s first year; whilst those already registered will pay the standard rate of £190.

The ‘Expensive Car Supplement (ECS)’ tax applies to cars worth more than £40,000. New electric cars registered on or after 1st April, will be subject to the ECS, and pay an additional £410 a year for the first five years of ownership. EV registered before 1st April 2025 will be exempt this charge.

SPECIAL TYPES (GENERAL ORDER) (STGO) 2003

At the time of writing, we have not received any further information from government officials regarding updates to the Special Types (General Order) (STGO) 2003.

The membership will be informed of any further developments.

COMPENSATION LIMIT INCREASES

From 6th April, the compensation payment limits will increase. The upper limit for redundancy payments will increase from £700 to £719; with the Unfair Dismissal cap increasing to £118,223, up from £115,115.

NATIONAL MINIMUM AND LIVING WAGE RATES

From 1st April, the new Minimum and Living Wage rates are as follows:

For those aged 21 and over	£12.21
For those aged 18 to 20	£10.00
For those under 18	£7.55
Apprentices	£7.55

STATUTORY MATERNITY/PATERNITY/SICK PAY INCREASES

From 1st April 1st, the Department for Work and Pensions (DWP) have confirmed that rates will increase for statutory maternity, paternity, adoption, shared parental, and parental bereavement pay will increase to £187.18 per week.

Statutory sick pay will increase to £118.75 per week.

ECONOMIC CRIME AND CORPORATE TRANSPARENCY ACT 2023

In Autumn 2025, the Economic Crime and Corporate Transparency (ECCT) Act will introduce changes to company law. The directors of a company, or those deemed as Person/People with Significant Control (PSC) will need to carry out identity verification with Companies House. This is to improve existing corporate transparency. This requirement will also apply to Limited Liability Partnerships (LLPs).

In addition, existing company directors and PSCs will have a 12 month transition period to verify their identities.

In Spring 2026, anyone completing information on behalf of a company will also be required to verify their identity.

For further information on this topic, members should obtain independent advice from their legal or financial advisers.

EMPLOYER NATIONAL INSURANCE

From 1st April, employers will be subject to a 1.2% increase on the employers' National Insurance Contribution (NIC) to 15%; with a new lower threshold for when this tax is applicable on employee's earnings, down from £9,100 to £5,000.

To help support small businesses, the government increased the Employment Allowance they receive, which will increase from £5,000 to £10,500, thereby helping to reduce the business's NIC liability. The existing £100,000 limit will be removed.

POWERING PROGRESS:

HOW BALFOUR BEATTY ARE USING INSTAGRID'S PORTABLE POWER ON SITES

Balfour Beatty use the latest techniques and technologies to deliver sustainable solutions for the company's customers.

'Sustainable' is one of Balfour Beatty's five core values. As the company delivers on their sustainability commitments and targets in a dynamic environment, they recognise adaptability and innovation are key to achieving success.

A major area of focus for Balfour Beatty is identifying cleaner energy alternatives to replace traditional fossil-fuelled power sources. This commitment to reducing environmental impact led Balfour Beatty Works Manager Darren Brelsford to explore Instagrid's portable power solution.

Recognising its potential, Darren initiated a trial at Balfour Beatty's A61 Old Mill Bridge - Main Works project in Barnsley, South Yorkshire. This site provided an ideal setting to evaluate how Instagrid's innovative technology could address Balfour Beatty's temporary and remote power requirements while advancing their sustainability goals.

The Challenge

The A61 Old Mill Bridge - Main Works project involved Darren and the site team upgrading an existing bridge structure to double its lane capacity, alleviating traffic congestion on the overstressed, aging infrastructure.

Working over and around water, near sensitive natural habitats, and in proximity to residential areas, the team encountered common, yet complex challenges in sourcing portable off-grid power for various applications.

Whilst larger power solutions like Energy Management Systems and Battery Energy Storage Units are well established and utilised by contractors like Balfour Beatty, they are used to power large site infrastructure such as site offices, welfare units, and vehicle charging stations, with fewer viable alternatives existing in the smaller portable power category.

Portable power solutions are crucial for operating mobile equipment such as pumps, welders, and hand tools, which are often needed at dispersed site locations far from the main power hub. Addressing this gap, Instagrid provides an innovative and effective solution to meet these critical on-site power needs.

The Solution

Instagrid GO36 LV is a portable battery-based power pack designed specifically for the demands of the UK construction market. Weighing just 21kg, with 2.1 kWh capacity (scalable for larger needs); 18.0 kW peak power, and a 110V output voltage, the units have zero tailpipe emissions and are silent, IP54 rated, quick to recharge, and easy to use.

During the A61 Old Mill Bridge - Main Works project, Darren and the team utilised Instagrid GO units to overcome a range of power challenges.



Powering Equipment

The team relied on the G036 LV to power submersible pumps used for drainage and pumping out manholes. Unlike traditional generators, the Instagrid units operated without noise or the need for refuelling. This meant that a single unit was able to support a two inch submersible pump for a full working day. It also did not introduce any additional fumes into the excavated trench like a traditional generator could potentially do.

Powering tools on site is an everyday necessity. From breakers to grinders, the need for suitable power sources that are easy to use and move around is a critical one. The team on the project needed to break concrete pile caps located close to the water's edge. Instagrid's portability and instant power made it indispensable.

Easy to carry, a single unit could be transported to the work site and switched on instantly, powering handheld breakers as the team worked on removing excess concrete from the pile caps. No generators, fossil fuels or plant nappies needed. It also reduced noise outputs compared to a generator, especially when the breaker was idling, as the battery unit produced no background noise.

Powering Water Monitoring Stations

Due to the site's location, water monitoring stations were installed to record and monitor environmental impact. Instagrid powered these stations efficiently, eliminating the need for long cables or small, fuel powered generators near the water's edge in sensitive areas. With wildlife like otters, bats and mink present in the vicinity, the silent and emission-free operation proved invaluable for maintaining compliance and minimising disruption.



Charging Solar Powered CCTV Units

A later stage discovery highlighted Instagrid's versatility in supporting solar powered CCTV units. During the darker winter months, when limited daylight hindered the CCTV units' ability to recharge, Instagrid provided a reliable backup. The team used the portable batteries to top-up the on-board batteries of the CCTV systems, ensuring uninterrupted overnight surveillance without reverting to fuel-powered systems or deploying complex and cumbersome cable setups.

Recharging the Instagrid units became a straightforward routine. At the end of each day, the team easily transported the units back to the compound for overnight charging, ensuring they were ready for the next day's operations.

Results and Ongoing Trials

Instagrid power packs proved highly effective due to their portability and reliability, as well their ability to minimise impact on the surrounding environments. This was especially evident in the local wildlife surveys, a fundamental requirement for the project's successful continuation.

The site's proximity to a bat colony meant work could only proceed if measures were put in place to protect the colony. Instagrid's silent powering of the water monitoring stations, CCTV and other equipment close to the water's edge ensured minimal disruption to the surrounding areas and subsequent surveys proved the bats had successfully reproduced, with healthy bat-pups recorded in the area.

These trials and use cases highlight Instagrid's potential to reduce reliance on portable fuel-powered generators, lower carbon emissions, and mitigate challenges related to noise, emissions, spills, and trailing cables – particularly in environmentally sensitive areas.

Darren Brelsford, Works Manager at Balfour Beatty said: "Instagrid's portable battery-based power pack provides a viable alternative to small, portable generators, eliminating a reliance of fossil fuels and plant nappies, whilst providing a silent and emission-free solution to smaller power loads."

TURN SUSTAINABILITY INTO A COMPETITIVE ADVANTAGE

LDN APPRENTICESHIPS EXAMINE HOW BUILDING INTERNAL CAPABILITY CAN HELP DELIVER REAL ENVIRONMENTAL PROGRESS WHILE STRENGTHENING YOUR BUSINESS

With client demands, regulation and tender requirements all shifting rapidly, many CPA members are asking how to stay ahead. The answer might not be new machinery or new roles but instead building sustainability expertise within your existing team. This article explores how developing in-house capability can help you meet compliance goals, reduce costs, future-proof your business and win more work.

Sustainability isn't a future consideration for the plant-hire sector, it's a right-now priority. More clients are expecting environmental reporting. More tenders include ESG requirements. And with growing pressure from regulators and contractors, standing still is no longer an option.

Yet for many plant-hire businesses, from single depots to national operators, meeting

these expectations can feel overwhelming. Most don't have in-house environmental specialists. Sustainability targets are rising, but capacity often isn't.

So, where do you begin? How do you make progress without adding another full-time role or relying entirely on expensive consultants who may not fully understand your business?

The answer may already be in your team

In conversations with CPA and across the sector, one theme keeps surfacing: businesses are looking for practical solutions. Not top-down policies or generic workshops, but meaningful support that fits the realities of plant-hire, whether you're running a single depot or managing multiple regional operations.

And in many cases, the best person to lead the charge is already on your payroll.

From hire desk co-ordinators and site managers to HR professionals, a growing number of team members are eager to build



their sustainability knowledge and contribute in new ways. With the right training, they can play a powerful role in helping your company meet new expectations and win new work.

A practical programme for a hands-on industry

That's why LDN Apprenticeships has developed the LDN Sustainability Professional apprenticeship, a government-funded programme designed specifically for people who want to lead on sustainability from within the business.

The course was built in partnership with IEMA, the Institute of Environmental Management and Assessment, and is designed to blend strategic thinking with hands-on application.

It's not a classroom course. Apprentices take on real workplace projects - reducing energy consumption, improving resource use, supporting ESG reporting, or driving internal engagement - and apply what they learn in real time. It's a practical solution for a practical industry.

Simon Bozzoli, CEO of LDN Apprenticeships said: "It's not about filling out checklists. The learners we support are expected to make an impact. They drive projects, solve real problems and help shape business decisions along the way."

Not just for 'green jobs'

This apprenticeship isn't limited to people with 'sustainability' in their job title but it is designed for those who are already involved in sustainability-related work. That might include hire desk staff supporting fuel efficiency tracking, HR professionals co-ordinating social value initiatives, or operations leads managing emissions data.

What matters most is that the learner has real responsibilities related to sustainability, and a business environment where they can lead meaningful projects during the programme.

The training is fully funded via the apprenticeship levy (which can be shared from levy-payers to small organisations), meaning it's affordable for companies of all sizes.

A better way to build capability

This programme isn't a tick-box exercise. It's a strategic investment in your people and your long-term competitiveness. In return for supporting an employee through the programme, you get someone who:

- Builds knowledge in sustainability reporting, compliance, decarbonisation and social value
- Delivers meaningful improvements to your processes
- Helps your business meet growing environmental expectations
- Contributes to contract wins by boosting your credentials

And you won't need to wait until the programme is complete to start seeing results. Measurable impact often begins early on.

Find out more

If you're ready to build your internal sustainability capability, the LDN Sustainability Professional apprenticeship could be the right next step.

Visit bit.ly/CPASustainabilitySkills to learn more and get in touch.



Reach new heights

We have an extensive and modern fleet of luffing jib, saddle jib, and remotely controlled tower cranes

CONTACT US TODAY
WEB tower-crane.co.uk
TEL 01453 811754
EMAIL sales@tower-crane.co.uk

bennetts
TOWER CRANE PROFESSIONALS

HIRE AND SALE | UK EXCLUSIVE RAIMONDI DEALER

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 have had one of our machine's written off whilst on hire to a customer. The customer's insurer is suggesting that we cannot claim for 'new for old', which we would not do, but wondered if you could remind me how best to respond.

A Within clause 13(b) of the CPA's Model Conditions, the customer has to make good any loss suffered by the Owner during the hire period. If that loss is for a stolen item of plant, then that loss will be calculated on the plant's market value, i.e., 'like for like' but just to be clear, it is the depreciated value of the machine; but you need to consider not only the machine's age, but also the condition, utilisation rate, maintenance regime of you, the owner – which all may affect the 'final' value of the machine if it were to be sold second-hand. The exception to rule, i.e., asking for 'new for old', would apply where a brand new or very new machine had been supplied.

Q We have an employee who is currently on sick leave. It is company policy that all employees who are on sick leave, only receive Statutory Sick Pay (SSP), after their third day of absence. What is the maximum period of SSP the employee can receive?

A Once the employee qualifies for Statutory Sick Pay (SSP), then the maximum period a worker can receive SSP is 28 weeks (196 days); (subject to the employee providing a bona fide doctor's [Not Fit for Work note] certificate).

SSP entitlement ends on the last qualifying day which is either:

- When the employee returns to work; or
- When the employee's contract of employment has ended; or
- When the 28 weeks has concluded.

Where the employee returns to work but subsequently takes another absence of sick leave within 56 days (8 weeks) of the initial absence, then both absences are linked. During this second absence, the employee immediately qualifies for SSP, (there are no 3 "waiting days" qualification); but, for this second occasion, the employee's maximum entitlement is 28 weeks (196 days), less the number of SSP days taken during the initial absence.

Q We have an issue with an employee who wants to take holiday on the final few days before Easter. This will put additional work on others at the depot in collecting machines prior to sites closing over Easter and preparing them after the break.

Can you advise us what our position is if we decided to decline any holiday requests from employees during busy times?

A Under the Working Time Regulations 1998, a worker [employee] must give twice the notice to their employer to the time they wish to have off. For example, if someone wants to take a two week holiday, then they must give four weeks' notice

However, even if the employee gives sufficient notice to the amount of time they want off; this does not guarantee that you, the employer, will grant the request. It will depend on the needs of the employer.

If your employee decides to take time off without following company policy and/or obtaining permission from the employee's supervisor, then this may warrant disciplinary action against the employee. If you wish to be advised of the procedure for disciplining an employee, then please get in touch.

Q We referred one of our operators to an Occupational Health Advisor (OHA) who subsequently prepared a written medical report. Our operator is now stating that he wants the OHA's report altered, otherwise they won't consent to it being released to us. Is our employee legally entitled to do this?

A Under the Access to Medical Reports Act 1988 (AMRA) where a report has been supplied by any medical practitioner for employment purposes, the employee concerned has a general right to withhold their consent to it being released to you – despite probably having paid for it.

Where the operator believes that the report is incorrect or misleading in some way, AMRA permits changes to be made provided that the OHA who wrote it, agrees with the operator's request.

However, if the OHA disagrees, then the operator can insist that a note is attached to the report which explains his objection and then can give their consent; or still refuse to give their consent.

If consent is refused, then other (disciplinary) steps may need to be considered.

Q We as a plant-hire company have, over the years, had to complete many sub-contractors' forms received from our customers.

We complete these forms as much as possible, enclosing information, including our insurance policies, etc., but we do not sign the form, and we enclose our covering letter with the CPA Model Terms and Conditions which up to now has been accepted by our customers.

However, we currently have a customer who has yet to settle their account; but will not do so until we sign their form. Have you any advice you can give to encourage them to settle without us having to sign their form, and be liable under their conditions?

A

This difficulty does arise from time to time.

The problem stems from where suppliers such as yourself provide an operator/driver and machine to your customer, who as a consequence automatically applies the Construction Industry Scheme (CIS), and adopts those protocols as they see fit, i.e., they treat you as a sub-contractor and send you their terms and conditions. Using the CPA's template letter which explains that you are not a sub-contractor, but merely a plant supplier, can help resolve this issue.

Some customers will try and get suppliers to sign their terms before payment is made, even though they may have already accepted the Model Conditions. The confusion is that because CIS applies, customers - whether it is their QS or their accounts department - then automatically feel that they have to impose their own conditions as a consequence. This is not the case.

CIS payments can be made without having to sign up to the customer's terms, particularly when the Model Conditions have already been accepted.

In this case, I am unaware of any justification for your customer to withhold payment, so it may be worth enquiring why they cannot pay you without signing their terms, when they have agreed to the Model Conditions. If this problem persists, then please get back in touch.

Q Can you advise of any legal standpoint which allows us to increase the weekly hire rates we charge our customers for current (ongoing) hires?

A

You will not be able to increase the hire rates for existing (on-going) hire agreements unless:

(a) You have the written consent of the customer; or

(b) The contract stipulates that after a certain number of weeks on hire or on a certain date, the rates will increase. For example, if an item of plant is on long-term hire, i.e. 2 years or more, then the Owner may stipulate in the hire contract that on the anniversary of the commencement of the hire, the rates will increase by the Retail Price Index (RPI) rate.

To invoice the customer at an increased hire rate, without either of the above points being agreed in writing, would make any demands for payment unenforceable.

Q When we have had a customer who does not have 'hired-in plant' insurance cover, we have been charging the damage waiver fee of 20% of the hire rate.

Do we have to charge this rate, or can it be reduced?

A

The insurer's policy which covers the 'damage waiver' may stipulate a specific fee that you must charge your customer when offering this cover; but if it is silent, then it may be at your discretion what you may charge.

This may also apply with any 'Excess' fees - i.e., how much your customer must first pay before the policy is activated; or minimum/maximum cover for each item of plant being hired to them.

I would check the policy and speak with your insurance broker before proceeding. Should you wish to discuss this further, then please get in touch.

Q We have hired out a machine and an operator at an all-in rate under the Model Conditions. There was bad weather on Sunday night, and our operator arrived at site on Monday morning, but was immediately sent home. We were told that the operator wasn't required until Wednesday.

What should we be charging the customer for the period the machine and operator was not working?

A

Within clause 25 of the Model Conditions, it states that if the machine is prevented from working due to inclement weather, then you would charge the customer two-thirds of the hire rate.

However, as the machine and operator are being invoiced at an "all-in" rate, then the hire rate should be separated to reflect the cost element of the machine and the cost element of the operator. The machine element would then be charged at two thirds of that separated cost, but the operator's cost would be charged in full.

Q I am looking to become a member for my plant-hire company as I need terms and conditions for hiring out my plant. In addition, is there a table of how weekly/day hire rates should be charged at or is it up to the individual company?

A

Once you become a CPA member, you will be eligible to use the CPA's Model Conditions, which covers business-to-business hire agreements, irrespective of whether you provide an operator with the machine, or not. In addition, there are consumer conditions - which are used when hiring out to homeowners and depending on whether an operator is provided or not, will dictate which of those terms are used. In respect of weekly/hire rates, the CPA does not have any hire rate tables, nor can we suggest a rate for 'Cartel' reasons; so any hire rate is determined by the company.

SPECIAL INTEREST GROUPS

BRITISH CONCRETE PUMPING GROUP (BCPG)

The next British Concrete Pumping Group Steering Committee Meeting will take place in May 2025, with the preferred date to be communicated once agreed and confirmed by the group. The meeting format and venue will also be confirmed at a later date prior to the meeting.

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.**

The BS7212:2016 - Code of Practice for the Safe Use of Construction Hoists document is due to be published in June 2025 and following this an Open Meeting event is planned to take place to conduct a review and highlight the changes within the document for members. A provisional date for this meeting to take place has been agreed - **Tuesday 15th July 2025 - at the Heart of England Conference & Events Centre, Meriden Road, Fillongley, CV7 8DX.**

CRANE INTEREST GROUP (CIG)

The last Crane Interest Group Steering Committee Meeting took place on Wednesday 5th March 2025 at the Heart of England Conference & Events Centre, Meriden Road, Fillongley, CV7 8DX, with the meeting agenda covering a range of topics including:

- Chair's Points
- TINs and Publications Update
- CAP1096 Update
- HSE Update
- Budget Update - Business Property Relief
- CIG1801/CIV0063 - Mobile Cranes Alongside Railways Update
- Industry Lifting Lead AP Group (ILLAPG) Update
- CPCS A61/A62 Proposals
- Abnormal Loads/Embargo/Police Enforcement Challenges Update
- Road Traffic Act - VSO Orders and Divisible Loads
- CPA Update
- CIG2308 - Tendering, Management and Operation of Cranes Update
- Decarbonisation and Sustainability Update

SUCTION AND VACUUM EXCAVATOR SPECIAL INTEREST GROUP (SAVE)

The next Suction and Vacuum Excavator 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.

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 last Tower Crane Interest Group Steering Committee Meeting took place on Tuesday 18th February 2025 at the CCT Venues Smithfield, 2 Poultry Avenue, London EC1A 9PT, with the meeting agenda covering a range of topics including:

- Recent Safety Issues
- HSE Update
- TINS & Publications Update
- Industry Lifting Lead AP Group (ILLAPG) Update
- Cranes Alongside Railways Update
- Budget Update - Business Property Relief
- BESS Units Update
- Tendering, Management and Operation of Tower Cranes Update
- CPCS - Appointed Person and Crane Supervisor Carding Proposals
- Tower Cranes Alongside Tram Lines Update
- Abnormal Loads/Embargo/Police Enforcement Challenges Update
- Decarbonisation and Sustainability Update

The next Tower Crane Interest Group (TCIG) Steering Committee Meeting will take place on Wednesday 25th June 2025 at the CCT Venues Smithfield, 2 Poultry Avenue, London EC1A 9PT.

CONSTRUCTION PLANT INTEREST GROUP (CPIG) PROPOSAL

A proposal for a new Special Interest Group called the Construction Plant Interest Group (CPIG) has been shared with all members in response to their interest and feedback. The proposed new SIG will provide a broader forum for discussing general construction plant hire topics that fall outside the scope of our existing SIGs. The goal will be to support members who want to collaborate on common issues in general plant hire and benefit from shared knowledge and guidance. These include safety, training and technical matters for both procurement, operational and maintenance activities.

This new proposal was issued with a call to action for all members to respond and share their thoughts, views and support for the formation of this new Construction Plant Interest Group.



Rob Squires
rob@cpa.uk.net

RAIL PLANT ASSOCIATION



Andy Crago
RPA Management
Committee Chair

POTTED HISTORY OF THE RAIL PLANT ASSOCIATION

When did the RPA begin? **The Rail Plant Association Ltd** was established on 8th December 1999 and was an 'offshoot' of the Construction Plant Association (CPA).

Who were the founder members?

Andy Webb of A P Webb Plant Hire Ltd, **Trevor Gamble** of F L Gamble & Sons Ltd, the late **Chris Brody** of Hiremee Ltd, **David Simmons** of Sinbad Plant Ltd, and **Andrew Bradshaw** of W M Bradshaw (Plant Hire) Ltd.

Why did it begin? The RPA was formed to focus specifically on the issues and interests of those CPA members that supply plant and equipment to the rail infrastructures. In 1999, a Principal Contractor (PC) tried to introduce a 'Tender Document' that was going to be very one-sided and onerous to the OTP supply community, causing some ructions.

David Simmons and his late brother Steve Simmons, approached Julian Rychelik, the CPA Director at the time, who advised against signing up to the Tender Document and an open meeting was arranged in Birmingham for the OTP suppliers holding CPA membership. During this meeting it was clear the PC's Tender Document should be widely resisted and once the PC was informed it was withdrawn. The seeds of the RPA were established at this meeting.

It was also widely acknowledged that OTP Training and Competency was inconsistent from company to company and the RPA, in conjunction with CPCS, set about introducing a standardised 'training and competency scheme' for the rail plant sector ultimately to raise safety standards across the industry. Member companies were also subjected to 'death by audit' which was both repetitive and

time consuming. The idea of 'standardising' some aspects of OTP risk control was a starting point to offer 'buyers' some assurance, thus reducing supplier audits.

What is the CPA and how does the RPA relate to it?

The CPA is the parent organisation to the RPA. The CPA covers the wider spectrum of construction plant and represents, promotes/protects its members interests through the CPA Terms and Conditions, legal advice, health and safety advice, training advice, policy advice, and generally working towards practical solutions in relation to legislation and anything else which may have an impact on the plant-hire community.

How many members has the RPA had over the years?

The highest was approximately 72 members circa 2005/6. However, the financial crash of 2008-9 impacted the membership and resulted in wide industry consolidation and companies not surviving. Membership has consistently remained around 60 members for the last 15 years.

It is widely acknowledged that the costs of entering the railway supply sector and maintaining compliance are significant and not necessarily for the faint-hearted, as the list of companies (on page 66) who have previously been in RPA membership throughout the 25 years, shows.

This list is not comprehensive, so we apologise if we've missed any companies out. We should also point out that some companies are still trading, although not

ANNIVERSARY CELEBRATIONS

On Tuesday 25th February 2025, the Rail Plant Association held an Anniversary Dinner for members to celebrate the 25th Anniversary of the establishment of the Association. The 25th Anniversary Dinner was held at the Best Western Plus Manor Hotel, in Meriden near Coventry. The dinner was held the night before the RPA AGM and Leadership Meeting and was well attended by representatives from across the RPA membership and provided a great opportunity to network and generally catch up with industry friends and colleagues old and new.

necessarily operating primarily in the rail plant sector.

What has the RPA done for its members

over the years? With significant input from the RPA members and other industry stakeholders, in October 2023 the RPA published the RPA Terms and Conditions 2023. During the process we updated the existing CPA Model Conditions 2021, RPA Supplementary Conditions 2011 and RPA POS Conditions 2022 and amalgamated them into a single set of RPA Terms and Conditions for our members' use. We urge all RPA members to adopt and utilise the new RPA Terms and Conditions 2023 across their businesses wherever possible.

The RPA/CPCS Road Rail Plant Scheme (this was a significant initiative for the members before Sentinel), publication of Industry

Good Practice Guidance Documents, input into Industry Codes of Practice (COPs) and Technical Information Notes (TINs). The RPA is also privileged to have representation on a number of industry working groups which allows it to feedback valuable information to its members. Here are the groups we currently attend:

- **Mechanical & Electrical Engineering (M&EE) Networking Group**
- **Infrastructure Safety Leadership Group (ISLG)**
- **Fatigue Management Standard (an ISLG Sub-Working Group)**
- **Capability Development Group (CDG)**
- **Railway Infrastructure Supplier Qualification Scheme (RISQS) - Supplier Consultation Group**
- **Ballast Dust Working Group (BDWG)**

This means the RPA members' needs are always put first when changes occur in the rail industry. The RPA mission is **'to provide members with the latest industry information and support which enables them to remain compliant whilst supplying the highest quality service to their customers in a safe and timely manner.'**

What is the RPA doing now? In 2022, RPA engaged the services of Steve Featherstone of Sachle Consulting Ltd. Steve is a well-known industry figure, whose unparalleled industry knowledge and experience from both sides of the fence has made an invaluable contribution to the Association in helping us to re-establish our voice at Government level and within Network Rail.

Over the past two years the RPA has made great progress in the terms of the support that we provide to our members. We are now regularly involved in discussions with Network Rail, the Department for Transport and other trade bodies, as we seek to continually represent the views and concerns of the membership.

With over £1 billion of plant and over 5,000 employees, the railway plant community is a sizeable part of the overall railway supply chain and over the past years it feels like the RPA's views are now being listened to, even if they are not always acted upon. The RPA has consistently over many years called for the need for better planning and management of the work-bank pipeline, to help smooth the peaks and troughs to more consistent and sustainable levels and avoid the feast and famine nature of the sector, with the famines becoming increasingly challenging and lasting longer.

The RPA has recently put in an submission to the Transport Select Committee's Rail Investment Inquiry detailing the current plight of the rail plant sector and offering suggested solutions to improve the industry going forward. The RPA has also been proactively developing its lobbying capabilities and looking to maximise the opportunities to try to influence the Government's policy makers at the highest level, to the end of the boom and bust cycles of the control periods and support the rail plant sector supply chains, so that it can deliver the essential maintenance programs and work-bank pipeline for many years to come.

Back in 2022, the RPA re-established the RPA Leadership Meetings (formerly the RPA Leadership Alliance) to give the major industry stakeholders, Network Rail, the Principal Contractors and the Supply Chain the opportunity to discuss the key industry issues in an open forum and work towards collaborative solutions, with the aim of removing duplicating process and reducing unnecessary costs where possible. The RPA Leadership meetings are normally held three times a year, in February, July and November. If you would like to participate in the meetings please email rpa@cpa.uk.net.

The RPA Management Committee current workstreams include the review and rewrite of the OTP Maintainer Competence material (formerly the RPA Fitter Assessment), the drafting of new On Track Haulier Competence minimum requirements, Professional OTP Driving Guidance document and setting up an external publications review panel.

The Association is nothing without the support of its members and I would especially like to thank the following people who were elected at the RPA AGM and have offered to serve on the RPA Management Committee during 2025.

Jim Allenden - Co-opted

Mark Bruce

Steven Close

Andy Crago

Paul Helks

Liam Ledger

Ian Morgan - Co-opted

Jim Nabarro

Richard Romaszko

Andrew Shipley

Florin Stanciu

RPA Members 2025

Alan Lightfoot Plant Services Ltd

AMEC Internal Asset Management Ltd

Amery Construction Ltd

Aspin Foundations

British Contractors Plant Ltd (BCP)

BCL Rail Ltd

Border Rail Ltd

BRP (Rugby) Ltd

Bruce Yeomans Ltd

Capel Rail Services Ltd

Caledonian Industrial

DA Bird Ltd

Difuria Contractors Ltd

First Engineering Ltd

FL Gamble & Sons Ltd

Grant Rail Ltd

Greyhound Plant Services

Hennelly's Utilities Limited

Hlremee Ltd

Holyrail Ltd

Hughes Rail Limited

Hydex Equipment (UK) Ltd

John Stacey & Sons Ltd

JW Plant Services Ltd

Jones Plant Services Ltd

Ken Hope Plant Hire Ltd

Lomax Access Ltd

Mac Machinery Services

Mark Rickarby Plant Hire Ltd

Maurice Belton Machinery Ltd

Mervyn Lambert Plant Ltd

Michael Clancy Contractors Ltd

Mowlem Plant

Nor Ex Rail Ltd

One Call Hire Ltd

Paul John Plant Hire Ltd

Railway Drainage Ltd

Rose Plant Ltd

SGB Powered Access

Salcey Arbourcare & Forestry

TL Drake Ltd

Total Rail Solutions

TXM Plant Ltd

XYZ Rail Ltd

STEVE FEATHERSTONE

RPA CONSULTANT

Each railway asset type has an expected asset life. Civils assets, such as bridges, are expected to last over 100 years. OLE assets are expected to last 50 to 70 years. Track, switches and crossings are expected to last between 30 and 40 years.

In a mature system, which the railway is, it should be fairly easy to calculate the expected average renewals volumes each year for each asset type. Whilst there will be some variation year on year, over a 5 year control period it would be reasonable to expect that the average renewal rate of assets is broadly in line with the expected asset life.

This is certainly not happening for track, switches and crossings in CP7. The renewals run rate is in line with an expected asset life of circa 150 years. The renewals run rate is around one quarter of what it should be.

The maintenance teams will have to deal with this by applying speed restrictions which will impact on train performance and passenger satisfaction. I hope that the maintenance teams have the competence, confidence and senior support to apply standards correctly, to prioritise network safety above everything else.

So what does this mean for the plant supply chain?

There is a significant reduction in enhancement volumes that are expected in CP7 compared to CP6. This appears to now be being compounded by a significant reduction in renewals volumes as well. Taken together, this could see total plant requirements in CP7 at 60% to 70% of the volumes in CP6.

The supply chain remains at around 100% of the CP6 capacity which is untenable in the medium term. The imbalance between supply and demand is being felt by the whole supply chain and it is sometimes being exploited by clients to reduce unit rates.

The Transport Select Committee is currently undertaking a review into the boom and bust nature of railway expenditure. The Rail Plant Association made a submission on behalf of the railway plant community to help to inform the Transport Select Committee of



the impact on our part of the industry. We are on standby to be called to give evidence to the Committee.

It is, however, unlikely that the Transport Select Committee will change the trajectory of CP7.

Sadly, the lesson from railway history is that, only a serious incident will change the direction that is being set by the government.

The last line of defence is now with the maintenance teams and their ability to do the right things to keep the railway safe.



NEW CPA MEMBERS

AJ Hire Limited

2 Westbrook Court,
2 Sharrow Vale Road
Sheffield, Yorkshire S11 8YZ
01924 761344

Bikes 'n' Mower

Unit 12, Ph2 Business Park
Breadalbane Terrace,
Perth
Scotland PH2 0FD
07757 808553

Bob Richardson Tools & Fasteners Ltd

Pedmore Road, Dudley
West Midlands DY2 0RL
01384 482789

Breckland Plant Hire Ltd

13 The Close, Norwich,
Norfolk NR1 4DS
01953 605385

CED Plant Hire

Arosfa, Chwillog, Pwllheli
Gwynedd LL53 6SW
07810 881524

Clive Hurt (Holdings) Ltd T/A CH Plant

Unit 16 Tomlinson Road,
Leyland,
Lancashire PR25 2DY
01772 433016

CRK Farm Services Ltd

Wadgetts Farm, Station Road
Bentworth,
Hampshire GU34 5QY
07825 913386

DM Clerkin Ltd

37 High Street, Haverhill
Suffolk CB9 8AB
01440 762024

Dawsongroup Finance Ltd T/A Construction Plant Finance

5 Lakeside, Headlands
Business Park
Salisbury Road, Ringwood
Hampshire BH24 3PB
02382 352506

Elite Hire Services Ltd

28 Wooding Crescent,
Tipton
West Midlands DY4 0BQ
0330 390 3434

Euroloos Ltd T/A Euroloo

West Hanningfield Road
Great Baddow, Chelmsford
Essex CM2 7TA
01245 475700

Fess Hire Ltd

Unit 11 Platinum Park,
First Avenue
Doncaster, South Yorkshire
DN9 3RU
0345 257 2007

G May Plant Hire Limited

3b Lockhead Court, Preston
Stockton on Tees,
County Durham TS18 3SH
01642 686088

Gurney Reeve & Co Ltd

Suton, Wymondham
Norfolk NR18 9SR
01953 603303

Jones International Equipment Ltd

3 Grove Croft,
Hampton-on-the-Hill
Warwick, Warwickshire
CV35 8RJ
07932 079150

J McCann & Co Ltd

McCann House,
110 Nottingham Road
Chilwell,
Nottinghamshire NG9 6DQ
0115 9540166

JMS Machinery Services Limited

Unit 10, Pruce and Hawe
Business Park
Blind Lane, Tockwith,
York
North Yorkshire YO26 7QJ
07825 542569

King Equipment Transport Ltd T/A King Rail

Riverside, Market Harborough
Leicester LE16 7PX
01858 467361

L May Civil Engineering & Plant Ltd

3b Lockhead Court,
Preston Farm
Stockton on Tees,
County Durham TS18 3SH
01642 686088

LS Equipment Leasing Ltd

Anglian Business Centre
Westcarr Road, Attleborough,
Norfolk NR17 1AN
01953 608050

Mark Hooper Tree Care

184 Fairmile Road,
Christchurch
Dorset BH23 2LW
01202 488946

MJ Civils & Construction Ltd

129 Bush Elms Road,
Hornchurch
Greater London RM12 9LH
07984 442100

MJR Crane Services Ltd

19b Hopewell Business Centre
105 Hopewell Drive, Chatham,
Kent ME5 7DX
01634 553059

NOCN Group

Group Head Office,
Acero Building
1 Concourse Way, Sheaf Street
Sheffield, Yorkshire S1 2BJ
0300 999 1177

Phoenix Construction Ltd

Beau Vallon Farm
Le Mon des Louannes
St Peter, Jersey JE3 7DA
01534 525000

Reco Lift Solutions BV

Containerweg 2a, 2742 RV
Waddinxveen
The Netherlands
31 182744050

Shropshire Tool Hire

2 Victory Avenue, Higher Heath
Whitchurch, Shropshire
SY13 2LY
07807 872134

Silver Spur Events Ltd

Kimberly, Northwick Road,
Mark Highbridge,
Somerset TA9 4PQ
07443 571181

Steve Evans Groundworks

Maescoc'h
Aberllefenni
Machynlleth
Powys SY20 9RR
07880 795511

SW Grab Hire Ltd

25 Hillside Avenue
Swindon
Wiltshire SN1 4LS
07887 486000

Tracked Access Platforms Ltd

1st Floor Java Joe
1 Corban Street
Bradford
West Yorkshire BD4 8UF
01274 666676

Viper Platforms Ltd

11 Church Street
Staplehurst
Tonbridge
Kent TN12 0BG
07983 308783

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 Director. 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 Publications and Careers Manager. 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 the CPA's Policy Director. He 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

REGIONAL REPRESENTATIVES

South West: Darren Blackburn,
Plantforce Rentals Ltd. Avon, Cornwall,
Dorset, Gloucestershire, Somerset, Wiltshire

South East: Warren Wilkinson,
Explore Plant & Transport Solutions.
Bedfordshire, Essex, Hertfordshire

South Eastern Counties:
Kirsty Archbold-Laming (Vice Chair),
Southern Hoist Services. Kent, Surrey,
East Sussex, West Sussex

Southern Counties: Nadine Clark,
The Hire Exchange Ltd. Berkshire,
Oxfordshire, Buckinghamshire, Hampshire,
Isle of Wight

Greater London: Kevin Smith,
SCCS Survey Equipment Ltd

West Midlands: Aaron Davis,
P. Flannery Plant Hire (Oval) Ltd.
Herefordshire, Shropshire, Staffordshire,
Warwickshire, Worcestershire

East Midlands: David Simmons
(Trustee), Sinbad Plant Ltd. Derbyshire,
Leicestershire, North Lincolnshire,
South Lincolnshire, Northampton,
Nottinghamshire

East Anglia: Bernie Chapman (Trustee),
W R Chapman & Son.
Cambridgeshire, Norfolk, Suffolk

Wales: Siôn Morgan Jones (Chair),
ACOP Group Limited

North West: Daniel Thompson,
Speedy Hire Plc. Cheshire, Isle of Man,
Lancashire, Merseyside, Manchester,
Northern Ireland

Yorkshire: David Holder, Wolffkran Ltd

Scotland: Garry Orr, Synergy Hire Ltd

Northern Counties: Mark Anderson,
GAP Group. Cleveland, Cumbria, Durham,
Northumberland, Tyne & Wear

CO-OPTED MEMBERS:

Chris Gill, L Lynch Plant Hire & Haulage
Steve Wright, Sir Robert McAlpine
Paul McCormack, Blackwood Plant Hire Ltd

LIFE MEMBERS:

Bill Law, AGD Equipment Ltd
Denis Morgan, D Morgan Plc
Colin Wood (Trustee)

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.

DIAMOND

HIRE & SALES

- Robotic Demolition Robots
- Diamond drills & trailer rigs
- Excavators
- Floor preparation
- Dumpers
- Eco plant
- Rock drills
- Compressors
- Floor saws
- Track & wall saws
- Skid steer loaders
- Wheeled loaders

Next Day Delivery

0800 001 5105

info@diamondhiresales.co.uk



**HIRE
TODAY**



Insurance for plant hirers... from the experts.



Hired Out Plant
Insurance Waiver



Short Term Hired
In Plant Insurance

FOR ALL YOUR INSURANCE NEEDS

Exclusive products for plant hirers, including Hired Out Plant Insurance Waiver and Short Term Hired In Plant Insurance for your customers.

Tel: 0800 141 2877 insurance@jcb.com www.jcbinsurance.co.uk



The specialist advisory for selling hire businesses

Trust in expertise



Though not as scary as sky diving, selling your business is a big challenge. Careful planning, preparation and skilful presentation are essential and best done by people who really understand the market, the buyers and the process.

As the only specialist in selling hire businesses, and with a proven track record, we have the experience and knowledge to do the job properly and ensure a happy landing.

Described by the HAE as 'the Go-To' place for buyers and sellers. We'll explain the process, assess valuation, prepare a compelling business case and find the **right** buyers to optimise value. And, we'll support you from start to finish.

So, if you are thinking of selling or acquiring, talk to the experts.

For more info and to see our video library visit our web site www.thehireexchange.co.uk or call Chris Harvey on 07887 998601.

- Over 100 years combined hire industry experience
- Extensive industry contacts and buyers
- Proven track record of success
- No upfront fees (except IM production)

The Hire Exchange

The specialist advisory for selling hire businesses



THE UK'S LIVE CONSTRUCTION EQUIPMENT EVENT

PlantWorx is where the industry comes together to experience the latest innovations in construction machinery and emerging technologies.

Construction leaders, buyers, operators and leasing companies meet to explore cutting-edge solutions from manufacturers and innovators across the full spectrum of equipment, technology and auxiliary services available to UK buyers.

FIND OUT MORE
plantworx.co.uk
info@plantworx.co.uk



PlantWorx is the only construction event supported by, and developed in consultation with, the Construction Equipment Association



PLANTWORX
2025