

Communiqué Scotland & Ireland



Christmas 2005

Hello from Edinburgh

Since we are getting near to the time of year when thoughts turn to where the wise men came from it seems appropriate to update you on activities in the East

In the last communiqué Alan Frew described the developments in Ireland and the recent focus of attention that the new offices there have drawn. However the expansion and diversification of the other offices in our Division also remains an important part of our overall strategy for growth. The Edinburgh office, where there are now some 50 staff (did somebody leave the door open?) illustrates this commitment. Well-established teams in Project Management; Building Structures; Water; Renewable Energy; Ports and Harbours; Ecology; Planning; Landscape Architecture and Tourism and Leisure give a technical skills diversity that is reflected in the wide range of projects being undertaken. Add the geographical dimension and you have: a new pier and ferry terminal in Rothesay; a theatre in Inverness; schools in the Borders and Fife; prison facilities in central and north England; the largest reed bed treatment works in Scotland; historic building refurbishment in Edinburgh; housing in Midlothian; flood defence in Ayrshire; a 5 year programme of environmental monitoring for the Scottish Executive; retail development in Dublin; coastal defence at St Andrews; a new Nimrod operations control centre at RAF Kinloss; wind farms across Scotland, England, Ireland and in China; project management for a mine rail link in Jamaica.....and apologies to the many more not mentioned.

Our projects rely on the skills of our people for their success and I am pleased to put faces to the names of senior staff joining recently at Principal level in Edinburgh as part of our expansion:



Planner and Environmental Specialist Andrew Walters former Head of Planning for Atkins.



Ecologist Reuben Singleton joining us from SNH;



Allan Hill who joins the Water team from Scottish Water.

Alistair Napier

Director

.....incidentally some have reminded that there were only 3 wise men, as the story has it, and in any event they travelled West some years ago!. Have a good Christmas and see you all next year.

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Divisional Performance Update

We are now more than halfway through the financial year and it is pleasing to note that our good early performance would appear to be being maintained. Keep up the good work and remember those invoices – early invoicing eases cash flow!

Ireland and Newcastle – Some Changes



As part of our continuing expansion into Ireland we have undertaken some changes in our management structure. Susan Briggs has now assumed responsibility for the Dublin Office and will seek to build the Scott Wilson business in the same way as she did so successfully in Newcastle.



Her role as head of the Newcastle office has now fallen to George Tedbury. George is currently working on the Edinburgh Tram Project however he is already spending some time in Newcastle. He will assume full time responsibility after the new year break. Good luck to both.

Our People

New Staff - Alistair Napier has already introduced the new senior staff members in Edinburgh. These are only 3 of a significant number who have joined us in the last few months. Here is the full list for October and November.

MOU2 (Glasgow)

Alex Joannides	Principal Engineer
Derek Pang	Principal Engineer
Euan Walker	Graduate
Marcin Wieloch	Graduate

MOU2 (Belfast)

Sharon Campbell	Senior Assistant Engineer
Donal Ryan	Senior Assistant Engineer
Rachel Keating	Assistant Engineer
Beth McCabe	Administration Assistant

MOU4 (Edinburgh)

Susan Barr	Administration Assistant
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MOU6 (Edinburgh)

Andrew Walters	Principal Planner
Reuben Singleton	Principal Ecologist

MOU7 (Newcastle)

Alison Daugherty	Environmental Specialist
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MOU11 (Dublin)

Martin Le Roux	Associate
Catherine Condrot	Graduate

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Congratulations to Stuart Pennington and Gary Mitchelson who recently passed their Institution of Civil Engineers Professional Review. They can all now proudly refer to themselves as “Chartered Engineers” - Well Done.

Special congratulations should go to Gary who was commended for the standard of his written submission.

Children in Need - Thanks to everyone who helped raise the respectable sum of £37 for Children In Need through selling cakes at reception. Cakes were baked by John Forshaw's daughters, Emma (12) and Sarah (9). Staff didn't seem to require much persuasion to part with cash as around 70 cakes were devoured and only crumbs were left by the time the afternoon coffee break came around. Expect more cakes at further events.



John reports that he is delighted that one of his projects has at last made a profit.

Wedding Bells - Congratulations to Philip McKenna (Chartered Engineer, Structures, Glasgow) who married Elisa Alvarez-Curto on 14th October 2005 in very sunny Malaga, Spain. The wedding ceremony (civil) took place in a very romantic, mountain top retreat a few kilometres outside Malaga city centre.



The wedding and reception was brilliantly organised and orchestrated by Phil, Elisa and their 3 best men. One of these 3 amigos was our own Stewart Fagan (El Padrino), from Structures in Glasgow who delivered his most entertaining speech in English and a very commendable Spanish.

The wedding ceremony and reception was attended by Elisa's family, Philip's family (from Dundalk), and Philips drinking and climbing buddies. The meal attended by 160 guests, consisted of 6 courses – 5 for the food, and a free bar.

The traditional first dance by bride and groom (pictured), was to the romantic(?) sound of 'Every day I love you less and less' by the 'Kaiser Chiefs'.!!!!

In the true tradition of autonomy between countries of the EU, the Spanish contingent danced long into the night, while the Scottish/Irish contingent tackled the free bar and eventually beat it to death.

Philip and Elisa eventually returned to their home in Shawlands, Glasgow, where we all sincerely hope they have a long and happy life together.

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Premises

Refurbishment

Room 6/5 has just been fitted with a new carpet and Room 6/1 and 6/2 will be redecorated including a new carpet in December and it would be appreciated if all Glasgow staff could bear with the modest disruption to the offices (ie. temporary relocation of staff and furniture).

Bookcases

In a number of Health & Safety Audits in the Glasgow office undertaken by Gordon Bathgate recently, the recurring theme of unstable bookcases has arisen. While one possible solution to this is to fix the bookcases to the wall permanently it is considered that this offers a less than flexible arrangement and will lead to the continuation of the practice of unsightly piles of books, files etc being stored against the wall. It is therefore proposed that these “high rise” bookcases be replaced with a number of “low rise” more stable bookcases throughout the Glasgow Office. All staff therefore should review what is stored in bookcases and rationalise the situation. Be ruthless – throw out unnecessary papers, files etc.

MOU leaders are asked to examine the rooms under their control and speak to Dominic Murphy about their bookcase requirements. An order will be made and the joiners engaged to erect and position the bookcases safely in the coming weeks.

Quality, Safety and Environment

The next block audit by Lloyds Register (LRQA) of Scott Wilson offices across the UK will take place in December and January. LRQA will be visiting the Glasgow office on 8 December to look at our Environmental Management System and the Newcastle office on 9 December to look at both Quality and Environmental Management Systems.

A further audit by LRQA on 30th and 31st January and 1st February 2006 will look at our Safety Management System. This is a good time therefore to review your acquaintanceship with the notices on your Office Health and Safety Notice Board. If you can't answer any of the following questions, make your way to the Notice board:

- What did the Group Chairman sign on 1st June 2005?
- What is the name of the First Aider / Appointed Person in your office?
- Where is the first aid kit in your office?
- Who is the Health & Safety Site Representative in your office?
- Who is the appointed person with health & safety responsibilities in your office?
- Do you think health & safety has anything to do with you?

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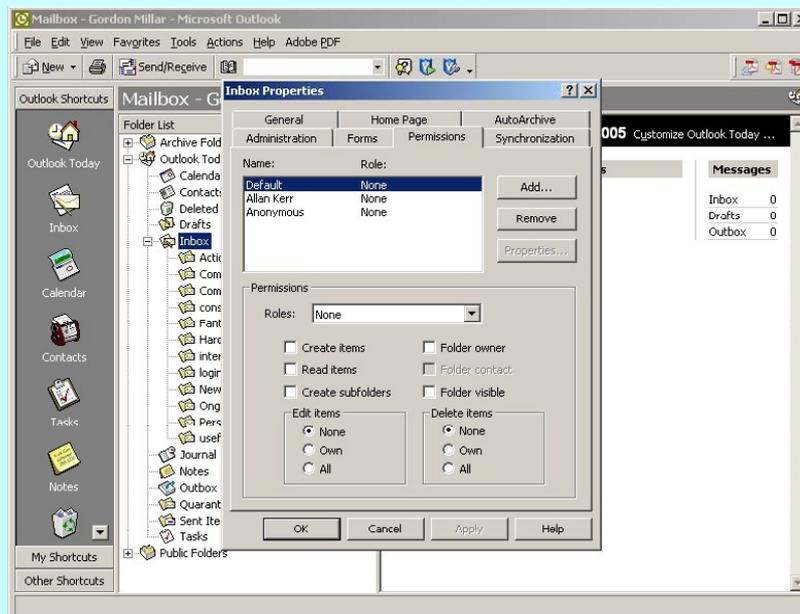
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Computing Issues

Access to Another User's Mailbox

Increasingly, people are requiring access to another user's mailbox when they are out of the office or off on holiday. It is against Scott Wilson's security policy to let anyone else know your password and the IT section can only allow access to another user's mailbox if it has been authorised by Hugh Blackwood, Ron Wall or Geoff French.

It is possible to set up permissions for other users to have access to your email while you are out of the office, **BUT IT MUST BE DONE BEFORE YOU LEAVE THE OFFICE.** The procedure is as below:



Within Microsoft Outlook **right-click on Inbox** and select **Properties**. Select the **Permissions** tab at the top. Click the **Add** button and enter the name of a fellow member of staff who you'd like to have access to your email. Select the level of access rights you'd like them to have. You can give permission to as many users as you like. Click **Ok**.

All the user you've given permission to then has to do is open their Outlook then go to **File > Open > Other users folder** and specify your name and which of your folders they want to access (in this case inbox).

If you have any problems setting this up, then please email Computing.Scotland@scottwilson.com

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Christmas Holidays

Please note that all offices in Scotland & Ireland Division will be closed over the Christmas / New Year period.

Glasgow, Edinburgh, Newcastle and Inverness will close from 5.15pm on Friday 23rd December 2005 until 8.00 am on Wednesday 4th January 2006.

Dublin & Belfast will close from 5.15pm on Friday 23rd December 2005 until 8.00am on Tuesday 3rd January 2006.

Staff will need to take 3 days annual leave to cover the period 28th – 30th December 2005.

The only exception to this arrangement would be where staff are asked to come in during the holiday period by the Director of their section. Resident Engineers and Field Engineers are expected to make appropriate liaison arrangements with Contractors to cover any unforeseen events during the holiday period.

Reward & Recognition Policy

In the last few years, we have undergone significant expansion with increased staff numbers across most Divisions. At a recent Group Management Board one of the key issues addressed was the need for a common policy on reward and recognition. It is intended that the adoption of this policy will introduce a degree of transparency and incentivisation.

Some research (and much debate) is currently underway and it is hoped to have a policy in place towards the end of the financial year when the actual performance of each Division can be accurately judged.

The policy will deal with issues such as:

- A variable pay element (for senior staff - based on Divisional and personal performance.)
- Individual and Long-service awards
- Social Benefits

In the meantime the Directors have felt able to bring forward certain of the social benefits. Christmas events have now been arranged across the Division and it is proposed to have a major social event in the spring for staff and their partners which will bring the whole Division together. We hope you'll join in.

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Around the Division

MOU1

Mike Hackney provided an extensive list of projects in which MOU1 are involved. Here are just a few highlights.

Kilwinning Station Car Deck - We have provided North Ayrshire Council with a preliminary design and cost estimate for a 14 space elevated car deck above the existing surface car park at Kilwinning Station. Whilst appearing to be a rather expensive solution to replacing spaces lost through public transport circulation improvements, SW's brief option study confirmed that NAC's proposal was the only feasible way to achieve this within the land available. We have now embarked on the final design and preparation of contract documents and are assisting NAC as they grapple with the maze of funding and legal complexities associated with the various stakeholders: First Scotrail, SPT, Network Rail and the Scottish Executive. On the upside, the funding issues seem to keep the local authority engineers so busy that they don't have any time to 'engineer' and thus require our services!

Sapley Square Footbridge, Huntingdon, Cambridgeshire - The construction is now complete. All that remains is for the contractor to paint the handrail in a contrasting colour to the remainder of the parapet, a requirement he failed to pick up previously from our drawings! From the final snagging visit we hope to get some good photos. The one shown here was provided by the fabricator who was obviously pleased with the outcome as we are too.



White Cart Viaduct –Strengthening and Refurbishment Phase 1 - The contract to replace the parapets and lighting columns is currently being tendered with construction due to start in January 2006. Watch out for congestion. If you are going to Glasgow Airport – leave in plenty of time!

White Cart Viaduct –Strengthening and Refurbishment Phase 3- Assessment work on multi-span box girder structure to compare the effects of SV loading (abnormal loading) with the earlier 40 tonnes. Assessment in order to define the areas requiring detailed analysis for strengthening design. Preparation of Comparative assessment report and Approval in Principle documents in progress.

The photographs below show recent developments on **West Coast Route Modernisation** – a pair of three-span flood relief arches carrying the railway across the flood plain of the River Tame is being extended at each end to accommodate two additional tracks. One of the photographs shows that flooding of the area really does take place. The reinforced concrete structure under construction on top of the existing bridge is a robust kerb, intended to withstand the impact of a derailed train.



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The focus in **MOU2** over the past month (in addition to continuing to deliver high quality design work to our appreciative clients!) has been on recruitment, particularly at senior grades. Following on from the recent arrivals of George Kissick (Grade 4.1) in Belfast and Ryan Hutchison (4.3) in Glasgow, last month also heralded the start of Alex Joannides (4.1) and Derek Pang (4.1), both in Glasgow. On top of this, Martin Hoy (4.1) will join our Belfast office in December, in a case of Poacher turned Gamekeeper, having been our client on the A1 Beech Hill scheme for the past 5 years. When these new recruits are added to our burgeoning presence in Dublin (including the start in November of Martin Le Roux (4.2)), it is hopefully clear to all that we are serious about expanding our Roads Design capability.

On the project front, our previous efforts in securing a position on the Scottish Executive's Multiple Framework Agreement (MFA) are starting to bear fruit, with the receipt of Briefs for 2 new schemes on the A96 Aberdeen to Inverness route. Ryan Hutchison and John Forshaw will lead our responses to these two Briefs.

We are also dipping our feet back into the D&B market, with 3 recent appointments - as Designer to Morgan Est on the A68 Dalkeith Bypass, as Checker to Morrison on A90 Glendoick and Kinfauns, and as Checker to Mowlem on the A830 Arisaig scheme, in addition to a support role to MOU1 as Checker to Mowlem/Bilfinger & Berger on the Kincardine Bridge scheme. One of our Business Plan aspirations this year was to broaden our D&B contractor client base (having been 'pigeon-holed' with Balfour Beatty for some time), and hopefully it can be seen that these appointments are going a long way to achieving that aim. Whilst we look forward to continuing to work with Balfour Beatty in future, we are now hopefully better equipped to choose the winning horse for each course!



During October, the **Renewable Energy** team in Edinburgh mounted a stand at the British Wind Energy Association Exhibition and Conference held at Cardiff. Over 800 delegates attended the event which spanned three days, and over 70 companies exhibited at the event.

The exhibition presented an excellent opportunity to meet existing clients and to inform potential clients of the breadth of Scott Wilson's consulting experience in this field. Useful contacts were made with a number of wind energy development companies, and we expect to be invited to tender for Technical Advisor roles in relation to several upcoming wind farm projects.

At the conference it was announced that 2005 has been a record year for the UK wind industry. In this country around 19 new wind farms totalling 500 megawatts (MW) will be commissioned by the end of this year, including the largest offshore wind farm so far built in UK waters at Kentish Flats. Over 1000 MW of wind energy generating capacity is now installed in the UK.

Ewen Morrison and David Wright from the Edinburgh office organised the stand and represented Scott Wilson at the Exhibition, and were assisted by Gareth Clarke of the Bristol office on one of the days in relation to electrical grid connection issues.

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MOU5

The search for a new permanent secretaries for Admin continues.

We have had 3 audits this year! One for the full year 04/05 and because of the potential flotation we have had one at the end of July and now one for the End of October 2005.

Also the Inland Revenue are continuing with their audit of SWSL and we await the outcome of several issues relating to Site Allowances and Subsistence Allowances. Watch this space for news!

MOU6

MOU6 has had an exciting month with new members of staff joining our team as intimated by Alistair Napier in his introduction. A little more information is provided below.

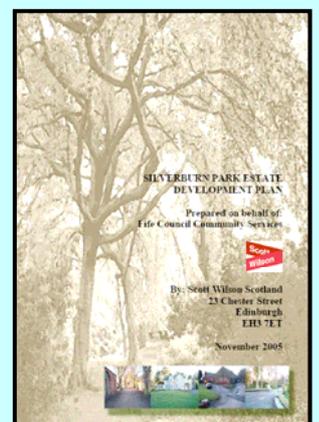
Andrew Walters, our new Principal Development Planner, has considerable experience in both development planning and environmental assessment. He will play a key role in the project management of development and environmental projects. Andrew also has an active and growing interest in the law having recently completed a law degree and is extending his range of expertise into areas of environmental law, due diligence and development appraisal. He has also acted as an expert witness at public inquiry.

Reuben Singleton, our new Principal Ecologist, has joined us from Scottish Natural Heritage and has extensive practical experience of ecological survey techniques including Phase 1 habitat survey, National Vegetation Classification, bird and butterfly surveys. He has also advised on the management of a range of protected species including badger, otter, bats, great crested newts, and raptors. Reuben's interest in natural heritage issues extends in a voluntary capacity where he is an office bearer for a community woodland, a local path network and a Director of Borders Forest Trust.

Prior to this month Nicolas Whitelaw joined MOU6 as a graduate planner. His experience covers environmental assessments, planning applications, Strategic Environmental Assessments and design statements.

Our range of work continues to grow. We have recently completed the Development Plan for Silverburn Park which is now the third such project for Fife Council focusing on our landscape design expertise.

We have also just submitted to the Scottish Executive Environment and Rural Affairs Dept the Scottish Biodiversity List to guide decision-makers such as public bodies, in implementing their duty to further the conservation of biodiversity in Scotland. In addition, we are currently developing our football stadium expertise by reviewing the potential for an artificial pitch for East Fife FC and a new stadium for Berwick Rangers FC.



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MOU9

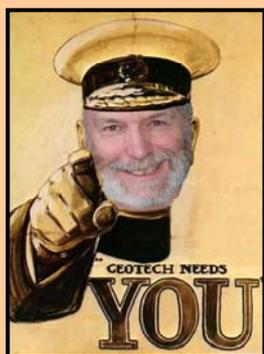
Geotechnics, (situated at No 20, across the Circus, for those of you who have yet to experience the delight of a visit) continues to be busy, becoming ever more disparate in areas and locations of activity, with Ali Bastekin making a flying visit to Turkey to assist Railways in tendering for a 65kilometre railway upgrade in a seismic area, Stephen Breslin supervising a GI in Northern Ireland (the A1 Beech Hill to Cloghogue), and Andrew Marsh and Graeme Reid on site near the Forth Road bridge supervising the remediation of extensive limestone workings for the M9/A90 upgrade.

Many of the Geotech team will at some time be Jumbo Dodging as they assist Edd Edmondson and Catriona Miller in the supervision of the £1.2million Ground Investigation for the Edinburgh Airport Rail Link - a scheme rivalling the Scottish Parliament in cost (Stewart Proud has his head above the parapet in leading our efforts for this scheme). While closer to home, Andrew Leven has recently returned from 6 weeks of eating chips and ice cream in the wonderful west coast resort of Rothesay, though he assures us that he also spent 6 weeks supervising off-shore drilling works within Rothesay harbour! He took the photograph to prove it! (The ball/triangle/ball flown by the jackup barge signifies that the ferry must keep clear of the barge, but at times it didn't look so, says Andrew).



Spanning the globe from China to Ayrshire, Stuart Pennington has been advising Scott Wilson's Shanghai office through Laurent Beltran in Edinburgh on wind turbine foundations in Redong, China (a true international effort, involving SW Chinese, French and Australian Engineers) and Lynn Masterson will be checking construction activities at the Braes of Doune wind farm to ensure that bog bursts do not occur (really!) and assessing hydrogeology at Hadyard Hill Wind Farm.

We continue to provide detailed technical advice on the piled embankment failure on the A80 and also at a suspect harbour wall in Dundee analysed by Salwa Yassin and Ray Mung. Irish work grows in response to the firm's efforts, with a bid just made for Geotechnical checking of the 17km N9/N10 Kilcullen to Waterford road scheme. The section continues to support the rest of you in numerous other schemes, failure of a mention here does not mean they are being ignored! Joining Edd and Catriona - Ray Mung, Andrew Leven, and Stuart Pennington recently passed their PTS (Personal Track Safety) courses, qualifying them to go "on or near the lineside", so together with Gareth Ellery from Newcastle this bring the Geotechnical contingent of PTS holders to 6.



On a personal note, we are sure you would like to join us in congratulating our Trainee Technician Iain MacPherson on his recent engagement to Vicki. We wish them both well in their future life. Also, for those of you who do not know yet, Kyle Krieves will be continuing our international assault, though unfortunately not under the guise of Scott Wilson, as he moves on to pastures new in New Zealand. Good luck Kyle.

Finally, MOU9's search for staff is continuing. If you know any likely candidates £750 could be coming your way just in time for Christmas, contact Susie Edward for more details.

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MOU10

MOU10's workload continues to increase with a full orderbook for both external and internal clients over the next few months. In addition to the development of route strategies and corridor improvements throughout Scotland and Northern Ireland, we are also undertaking more specialised work including a research project on worldwide developments in the use of high occupancy vehicle facilities for future UK applications. We have also completed the preliminary economic appraisal of the York Street Motorway Interchange in Belfast, which received perfects 10s on our client feedback.

We also congratulate Michelle McPartlin, who received the ICE 2005 Under-Graduate Achievement Prize for her First Class Honours Degree in Civil Engineering and Project Management. Well done!

And finally...

The Directors would like to convey the compliments of the season to all Staff and their families.

Thanks for all your hard work and effort over the last year, enjoy your holiday and come back refreshed and "raring to go!".