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The Magazine of Hull & Humber Chamber of Commerce

December 2012 January 2013

Issue 11



The Green Vision...

page 26

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CONTENTS

| | | | |
|-------|---------------------|-------|------------------------------|
| 4-5 | CHAMBER NEWS | 24-25 | BIG INTERVIEW |
| 7-8 | MEMBERS NEWS | 26-39 | COVER FEATURE – GREEN VISION |
| 11 | FOCUS ON TRAINING | 41 | MEMBERS NEWS |
| 12 | MEMBERS NEWS | 43 | MEMBERS NEWS |
| 13 | CHAMBER POLICY | 45-46 | MEMBERS NEWS |
| 14-15 | INTERNATIONAL TRADE | 48-49 | PATRONS NEWS |
| 16 | MEMBERS NEWS | 50-51 | MEMBERS NEWS |
| 18-19 | CHAMBER EVENTS | 53 | NEW MEMBERS |
| 21 | CHAMBER TRAINING | 54 | LAST WORD |
| 23 | MEMBERS NEWS | | |

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Local Community Fund Leads Government Initiative in Region

The Acorn Fund, part of Hull & Humber Chamber of Commerce, has successfully bid to run 'Start Up Loans' for 18-24 year olds across the Humber region.

Budding entrepreneurs with potentially viable plans for setting up in business will have access to £80m of government loan funding to help kick start their enterprise project.

Not only that but every applicant taken on the programme will be assigned a mentor, who will work with and support the applicant both pre and post start and help put together a robust business plan which will form the basis of their loan application.

Former Dragons' Den panellist, James Caan, who is chairing the new body set up to administer the

national programme said: "The StartUp Loans initiative provides guidance, access to expertise and finance.

"These are the three vital ingredients for starting your own business. Armed with all these, young people are already on the way to shaping their own future."

Typically, loans are expected to be £2,500 on average with flexibility given on repayment terms to suit the circumstances.

Peter Sykes, Fund Manager at Acorn and responsible for administering the regional programme, said: "With more and more young people finding it difficult to find a job never mind the right one, this represents a fantastic opportunity to translate an idea into a commercial enterprise, particularly now a specific fund has been created to help support set up costs together with free mentoring."

You can find out more at www.startuploans.co.uk or by telephoning Peter Sykes at Hull Business Development Fund on 01482 611816 or email p.sykes@hullbdf.com

Parliamentary Question Time Lunch

The Chamber enjoyed a splendid 'Parliamentary Question Time Lunch' in October with its two North Lincolnshire Members of Parliament Nic Dakin MP and Andrew Percy MP. This followed a Members' Network Lunch attended by 70 Chamber Members.

The Question Time followed an earlier Parliamentary Outreach Session, organised by the Speakers' office of the House of Commons, which highlighted how local businesses could access parliament in both the UK and Europe.

During the question time, Chaired by the Chamber's CEO Ian Kelly, Members were able to tackle Nic and Andrew on the subjects of business support, renewable opportunities, the state of the economy, access to finance and the Humber LEP to name but a few. Much good fun was had by all and the Chamber would like publicly to thank our two MPs.



L-R Nic Dakin MP, Ian Kelly & Andrew Percy MP

Four Members Claim Chamber Awards Success

Four companies who are Members of the Hull and Humber Chamber of Commerce proved that 'Business is Good for Britain' by securing five of the main titles in the Yorkshire and Humber heats of the annual BCC Chamber Awards 2012.

Freshney Place Shopping Centre, in Grimsby, beat off challengers from across the region to win Marketing Campaign of the Year (sponsored by the RBS Group), with Ramsden International (also a Grimsby company) impressing the judges to land Achievement in International Business (sponsored by DHL Express) and the coveted Business of the Year Award (sponsored by Westfield Health).

The latter, which employs 48 people at its Grimsby facility, has enjoyed massive year-on-year growth and is currently on target to hit the £50m mark in 2012. The company's expansion has come from its commitment to customer service, investment in staff and a focus on exploiting key markets.

This has seen Ramsden International supply a 23,000-strong range of British groceries to over 700 customers in 120 countries, with its multi-lingual team able to speak fluently in 14 different languages.

Located in the heart of Grimsby, Freshney Place Shopping Centre boasts more than 100 shops and attracts more than 13 million consumers every year.

It successfully launched 'Dress for Success', an innovative six-week initiative that invited women to 'spring clean' their wardrobes by swapping their

unwanted workwear for a 10% off voucher to spend at some of the centre's leading fashion retailers.

More than 800 people took part and all the clothes received were donated to local charity Women's Aid.

The campaign helped contribute to a 3.35% increase in footfall at a time when national retail figures were down.

Following investment in its people which helped boost sales and improve staff morale, Scunthorpe company HBP Systems beat off challengers from across Yorkshire and Humber to secure the Commitment to People Development Award (sponsored by Acua Limited), impressing judges with its unique approach to training and skills.

The company, which has over 20 years' experience in providing business management and accounting software, has launched a dedicated Apprenticeship Scheme, with six apprentices now employed.

Four of these are currently working on a three-month rotation scheme that sees them spend time in software support, IT, marketing and finance.

All of this has given HBP the platform it needs to target new customers, with turnover up 12% so far in 2012.

After achieving a number of 'green' accomplishments, Hull's St Stephen's Shopping Centre beat off challengers from across Yorkshire and Humber to secure the Sustainability Award, impressing judges

with its commitment to making environmental best practice a key part of its growth plans.

It has almost erased its carbon footprint through a number of measures, such as electric vehicle charging, rainwater harvesting, recycling and energy efficient lighting.

In 2011, this translated into 675 tonnes of CO2 emissions cut, 35 million litres of water saved and 1100 tonnes of waste diverted from landfill.

President of the British Chambers of Commerce Martyn Pellew said: "There has never been a more important time for businesses to showcase the amazing work they are doing on a day-to-day basis.

"The Chamber Awards is a perfect platform for them to do just that and receive the recognition and profile they deserve for helping move the economy forward and create employment, often in local areas."

Now in its 9th year, the competition is one of the showcase events for the 'Business is Good for Britain' campaign that highlights the role of business as a positive force for the UK recovery and the success of local communities and individuals.

The Chamber Awards 2012 is supported by the RBS Group, BT Business, Dell, DHL Express, Westfield Health and Acua Limited.

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Accolade for Cafe

Fresh Food Deli, a Pocklington café and delicatessen, achieved a top four position in the finals of a UK Coffee shop of the Year award.

Hull-based coffee and espresso equipment supplier StaintonWard nominated Fresh Food Deli in May and it was judged through a series of undercover visits to the Pocklington Market Place premises.

Annette Blanchard, the owner of Fresh Food Deli, said: "A top four position was a great surprise and with the feedback from the judges I'm now aiming to create the perfect hot beverage experience for all my customers."

StaintonWard have for some time been keen to create the opportunity for their customers to improve their product quality and range through better barista skills.

Andy Lawrence, Director of StaintonWard, said: "Market research shows that the average spend per head has decreased by more than 10% in the last two years, so we offer all our customers as much training and information as possible to help them get the best out of equipment and products.

"Annette's achievement at Fresh Food Deli demonstrates that effort in the right places in a



The café and the winning team

business can bring positive results and I'm sure that her customer numbers will continue to increase on the back of this accolade."

The award was organised by a major UK coffee roaster and distributor.



East Coast Practice Take First Prize in National Awards

Lloyd Dowson Chartered Accountants and Business Advisors, based in Bridlington, won an award for the Most Innovative Accountancy Practice in Great Britain for 2012.

The award was presented at the 2020 Consulting Group Annual Conference hosted at the Ricoh Arena in Coventry; 650 firms from across the UK had entered.

Chairman of Lloyd Dowson, David Dowson, said: "We have been in the top three for the last

five years so the award has been hard earned. We have many new ideas which will benefit our client base in 2013 aimed around client service. We are relishing defending our title as a top National Practice who can handle all ranges of clients from Sole Trader to Large Company....we are busy and looking for more."

David Dowson receiving the award from 2020 Consulting Group Chairman, Chris Frederiksen and Premier League Football referee Graham Poll.

Hull Study to Establish Legal Framework for Offshore Wind Farms

Hull-based specialist shipping law firm Myton Law is supporting a University of Hull research project, which is set to clarify current legislation governing the multiple uses of the UK's coastal waters.

The aim of the research is to provide a clearer legal framework for managing possible conflicts arising out of the development and operation of offshore energy installations, such as wind farms.

This research is part of the University of Hull's multimillion pound investment in renewables, which is led by CASS, its renewable energy and low carbon organisation.

The project will study the interaction of offshore renewable energy installations (wind, tidal and wave) and other stakeholders, including fisheries and fishing communities, and the wider marine environment.

Over the next year University research associate Nikki Christie will be working with Myton Law's team of shipping and maritime lawyers as she assesses current governance and regulation.



Nikki Christie, Prof Richard Barnes and Scott Yates

Professor Richard Barnes, of the University of Hull's Law School, said: "Across a number of departments the University has offshore legal knowledge and experience of shipping, conducting environmental impact assessments and estuarine and coastal studies, as well as people working to develop renewable energy technologies. We are harnessing our capabilities across these areas to produce a comprehensive study that will translate in to real value for operators in this area."

Myton Law's Scott Yates said: "Clarifying the legal framework within which offshore energy installations are to be developed in our coastal waters will be of benefit to all working in maritime industries, including many of Myton Law's clients. The resulting report will also contribute towards positioning Hull as a leading centre for renewable energy and maritime expertise."

Based at The Deep Business Centre on Hull's Humber river front, Myton Law is Yorkshire's first firm specialising in international shipping, transport and insurance legal expertise.



Linda Ellis

Celebrating 25 Years in Business

HOTA celebrated its 25th Anniversary in November. The company has come a long way from a small rented office to three major sites in Hull with 45 employees.

As a charity, surplus funds have been continuously ploughed back into expanding and diversifying its facilities and, today, HOTA is one of this country's leading Training Organisations.

After 25 years as General Manager, Linda Ellis announced her retirement, passing the reins to her successor Karen Shepherd, HOTA's Business Manager.

As part of the celebrations HOTA has been proud to support the local community through sponsorship of the Humberside Fire & Rescue Community Awards and Chamber Bridlington & Yorkshire Coast Business Awards (CBYCBA).

Linda said: "The opportunity to sponsor the awards presented a great way for us to celebrate the relationship between HOTA, Humberside Fire & Rescue Service and the local business community."

HOTA also hosted a Charity Dunk Day on 8th November in aid of Dove House Hospice and Hornsea Rescue, supported by Hull & East Yorkshire Smile Foundation.

Charity Challenge Hits Target Ahead of Schedule

A Hull company's bid to raise £40,000 for charity passed its target more than five months ahead of schedule.

Now, the team at Chartered Accountants MWS Business Management are setting out to collect as much as they can from the remaining events.

MWS embarked on the task of raising £40,000 to mark the 40 years in business of Melvyn Sadofsky, the company's founder and Managing Director.

Campaign supporters tackled a programme of events including a 40-kilometre cycle ride, 10-kilometre walk, golf day, comedy evening and even a North Sea

rescue as they edged towards the total.

They passed it in November with a Devil's Kitchen cooking challenge in which staff from MWS competed against a team from the Insurance Partnership at the Millhouse restaurant in Skidby.

Melvyn said: "The campaign will conclude with a big gala dinner in April, and with money coming in all the time we expect to beat the original target by some distance."

"I'd like to thank everyone who has backed the campaign whether by giving money or by participating in the events, but I would ask that we all keep going because CASE and Smile are two very deserving causes and are making a big difference to our community."

Details of all the events can be found at www.mwsbusiness.co.uk and donations can be made at www.justgiving.com/mws40years

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What Do You Want From New Employees?

In 'Building for Growth: Business Priorities for Education and Skills – The Education and Skills Survey 2011' the CBI suggests that businesses want employees who not only add value but who have the skills to help to transform their organisation in the face of continuous and rapid economic and technological change.

They state that all employees - whatever their qualifications - need to be equipped with employability skills.

So what do you want? Maybe you have aspirations to grow, or need help to stand still in the choppy waters of the economy, either way you need to make sure you get the right staff for the job. But recruitment of these individuals may mean time being given over to training and support before the individual can become an asset. If that individual lacks in experience that time may not seem cost-effective. This is the classic employability conundrum, but what exactly is employability?

The CBI report states that employability covers a broad range of non-academic or softer skills and abilities which are of value in the workplace. It includes the ability to work in a team; a willingness to demonstrate initiative and original thought and the self-discipline to start and complete tasks to deadline.

Half of employers report problems with literacy and numeracy, with team working, self-management



and problem solving the other key areas lacking. The CBI believe the training of these elements should be embedded in current learning programmes and not separated, with two thirds of employers seeking improvements in this area for their new employees. The CBI are also clear that young people should see low-skilled jobs as entry points to the job market and not points to be bypassed with qualifications.

At Hull's newly opened Studio School we aim to address these issues, but if you are keen to grow the perfect employees we need your help. The Studio

School is a unique environment that builds academic experience through exciting projects that apply core knowledge but encourage the development of all of those skills listed above. These projects are commissioned by employers allowing young people to be familiar with the world of work and to gain confidence from the solving of real world problems. Our recent official opening had over 60 employers interacting with our young people and developing links to commission further work.

The other key component of the Studio School is the provision of work placement. These intrapreneurial opportunities allow long term relationships to develop between employer and young person. Taking place for one day per week for students from 14-16 and/or two days for students aged 16-19 across a full work and not academic year these placements can meet the needs of the employer and not the school.

So if you share our passion for the economic development of the city of Hull and are keen to develop your future workforce get in touch.

Contact Paul Cliff, Director of Business Development on **07931806518** or pcliff@hullstudioschool.co.uk



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Dave Johnson

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Company's Expansion Creates Jobs

GSA, Multi Disciplined Consultant Engineers, has continued its expansion with the opening of an engineering in office in Stokesley, creating twelve engineering jobs initially, with further opportunities in the near future.

The office was officially opened by Member of Parliament for Redcar, Ian Swales with a celebration for GSA employees and clients.

GSA is already a long established business in the Humber region and is part of Fabricom GDF SUEZ.

Mike Smith, GSA's Managing Director said "We are delighted to have our Stokesley office up and running. We have already secured new contracts from five new clients in the region, demonstrating a clear demand for our engineering services in the



The new office is opened

area. Our plan is to build on this success and employ more engineers in line with our expansion."



Tony Allen

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L-R President of the British Chambers of Commerce Martyn Pellew with Chamber President Matt Jukes of ABP & Chamber Chief Executive Ian Kelly



L-R Richard Adams (Tata Steel), Iain Wright MP, Malcolm Joslin (BP & Vice President of the Chamber) & Diana Johnson MP

Recent Visits to the Hull & Humber Chamber of Commerce

At our Chamber Council meeting on 27th September 2012, we were joined by the President of the BCC, Martyn Pellew. The meeting gave Members present the opportunity to raise concerns on a national level.

Discussions took place around The Energy Bill; the introduction of 0.1% low sulphur fuel; youth unemployment; the Heseltine Review; red tape; Quarterly Economic Survey responses; and forthcoming BCC services such as foreign exchange and the Growth Voucher Scheme.

Also in September selected Chamber Members met with Shadow Industry Minister Iain Wright MP and

Diana Johnson MP, to discuss business issues such as the Renewables agenda, particularly relating to the Energy Bill; transport infrastructure; LEPs; low sulphur fuel introduction; and access to finance.

To summarise, Members made it clear to both of these national policy-makers that decisive action is now needed to address skills issues; and the importance of a strong transport infrastructure to support economic growth.

Following the Heseltine review, Chamber CEO Ian Kelly has been asked to rejoin the BCC Board to support the national organisation's business growth agenda and the opportunities for 'localisation'.

Raising Issues with our Local MPs

On Friday 12th October, the Chamber was pleased to host our annual lunch with our four Northern Lincolnshire MPs: Austin Mitchell, Martin Vickers, Andrew Percy and Nic Dakin.

With our Chamber being the 'collective voice' of business across the Humber, representing the views and interests of its Members at local, regional and national levels, this proved to be a valuable opportunity for our invited Members to raise their concerns and local business issues, at a northern Lincolnshire level. Chaired by President, Matt Jukes of ABP, and taking place at Winteringham Fields, in-depth discussions took place once again around the Energy Bill, and its implications on the Renewables agenda in the Humber; the introduction of 0.1% low sulphur fuel and its impact on the local shipping industry; LEPs; transport infrastructure, particularly linking to rail electrification and the A160; as well as the positive impact the reduced bridge tolls are having on the region.



L-R Chamber Chief Executive Ian Kelly, Martin Vickers MP, Andrew Percy MP and Chamber President Matt Jukes following the South bank MPs Lunch

Concerns Over Energy Bill Delay

The Chamber's top priority over the next few months continues to be the Energy Bill going through.

The reason for the priority the Chamber is giving to this bill are the consequences the wider Energy Bill may have on the offshore renewable energy element it contains, despite recent government reassurances on the specific issue of Renewable Obligation Certificates (ROCs) which were given to the industry in July.

The Energy Bill will have a large number of variables covering gas, nuclear and coal, as well as renewables, which will determine the overall set of regimes for energy production in the UK and exactly what combined impact they will have on the offshore renewable element.

The Government ideally hopes that the Energy Bill will still encourage major investment in cleaner energy generation, though this would result in higher consumer bills as critics have noted. For example, the Bill will also outline the long-term contracts it has in mind to encourage investment in nuclear energy as well as renewable energy. In addition, the Government also needs to increase energy capacity overall in order to compensate for the closure of a number of current coal and nuclear plants, and to reduce the UK's present over-reliance on imported gas from the likes of Russia.

Dr Ian Kelly, Chief Executive, spoke to the Hull Daily Mail about how the Energy Bill delay 'could hamper green industry'. He said: "The BCC has confirmed to me that as soon as the conference season is over they will be taking our concerns about the Energy Bill to Downing Street."

"In order to nail down big investment decisions in the energy industry, the Energy Bill has to be seen to offer the right long-term commitment to each segment of the energy sector."

"This is the case right across the UK industry but obviously the big project for us relates to Siemens. It is vital all sides of the coalition Government push on strongly with their offshore renewables ambitions for the Humber and that the Energy Bill, now gone through Parliament, delivers the certainty and confidence multi-national investors need to push on with their investments."



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Senior International
Commercial Manager

A new wave of visionary business leaders, the Growth Pioneers, are taking control of the future of British business and steering the country towards growth, according to HSBC's recently released report Growing British Business. It has revealed that these businesses are prospering, despite the downturn, by fostering legendary British grit and adopting clever business strategies. They are capitalising on emerging 'Beacons of Hope' and challenging others to join them.

The Growing British Business report finds that 'Growth Pioneers' located in the North of England have clear and specific plans to fulfil their growth targets. 61% are expecting to grow in the next two

years by focusing on entering new markets, investing in staff, and diversifying their product offer. To achieve their ambitious plans, these businesses are turning to smart finance tools to leverage the value of assets and order books and provide instant liquidity.

Growth Pioneers hubs – the picture in Yorkshire and the North

While the economic climate of the past four years has presented challenges, nearly half (47%) of business leaders across the North say the economic crisis has forced them to be more proactive, and a third (33%) have become more adaptable. A quarter of Northern businesses are focusing on increasing their working capital for greater flexibility to enable a faster response to opportunities as they arise. In addition, a fifth are trying new funding methods such as invoice finance or trade finance. This is great news for businesses in our region.

HSBC Commercial Banking's 2011 Future of Business report revealed a number of cities up and down the country that were leading regional growth through their upwardly mobile and vigorous approach. 62% of Northern business leaders view emerging markets as an opportunity typified by the manufacturing businesses exporting to developing economies including China, Russia and Brazil.

Growing British Business reflects what we are seeing from our clients - it isn't a case of businesses keeping the hatches battened down through the on-going economic challenges. Actually firms can and are still thriving through a proactive, innovative and positive approach to the obstacles they face.

At HSBC we are working with businesses across the country. In the Hull and Humber area we're working to help companies maximise growth both at home and overseas. It's really encouraging to see that this region continues to thrive and we urge businesses to ensure they remain forward facing and look to implement solutions which will aid them in maximising their potential. While individual strategic approaches differ, the commonality of the best business leaders is a smart approach to business finance. By thinking ahead and putting the right finance tools in place, businesses are more confident about their overall prospects.

As we draw towards the end of the year, now is the time to start planning for a successful 2013.



Market Profile: Ethiopia

Ethiopia is five times the size of the United Kingdom and strategically located in the Horn of Africa, near to the Middle East, Europe and major ports. It also has access to major African markets, having borders with Sudan, Somalia, Djibouti, Eritrea and Kenya.

Ethiopia is currently the fastest growing non-oil producing country in Africa and with a population of approx 85 million, it is one of the largest single markets in Africa. It has had a GDP growth of 10% per annum over the past seven years.

The country has, since the 1990s, been pursuing a development strategy centred on the development of a mixed economy of both state and private enterprise. Its main industries include: agriculture, horticulture, floriculture, textiles, hydro-electric power and mining.

This African market also benefits from market access privileges from different parts of the world, which include special arrangements covering duty and quota advantages with the EU and many other trade blocs.

UK – Ethiopia Trade

UK trade with Ethiopia continues to grow each year and, in 2011, UK exports to Ethiopia were worth

£142 million and imports from the country totalled £82.5 million.

Major exports from the UK to Ethiopia include:

- Power generation equipment
- Specialised industrial machinery
- Transport equipment
- Telecommunications equipment

Beverages

Ethiopia has signed two important agreements with the UK which have great potential to contribute to the promotion and development of mutual business and trade understandings between the two countries – The Investment Promotion and Protection Agreement and Avoidance of Double Taxation Agreement. Ethiopia does not apply export duty on export products. Foreign investors engaged in the export sector are provided with customs duty free privilege, tax holidays and bank loans.



There are plenty of investment opportunities for UK businesses to succeed in this African market, particularly in the following sectors:

- Civil aviation
- Construction
- Telecommunications
- Hydro-electric power
- Tourism

Further information about Ethiopia and its opportunities can be gained from the Trade & Investment Division at the Embassy of Ethiopia: Tel **020 7589 7212**, website: www.ethioembassy.org.uk

India's Retail Market Opens Up

The UKIBC welcomes the news that the Indian Government has approved the much awaited reforms to FDI in multi-brand retail.

The reinstated reforms permit Indian states to allow FDI of up to 51 percent in multi-brand retail, opening the way for UK companies to invest in the Indian retail market. The UKIBC expects the reforms to be highly beneficial for Indian Farmers, SMEs, and consumers – and for UK businesses.

Additionally the reforms add new flexibility to the requirement that 100 percent foreign owned single brands must source 30 percent of their products from Indian SMEs. International firms seeking a waiver on this sourcing provision now have the option of establishing their own factories in India.

The reforms are of major interest to UK Plc as they will allow UK retailers, food and drink exporters, and supply chain experts to enter into the Indian market on an unprecedented scale. British businesses already have a strong presence in the region, with major investments from UK brands such as Tesco.



Estonia Bound

Chamber Chief Executive, Ian Kelly, joined the Lord Mayor and Lady Mayoress of Hull in Tallin, Estonia in October. This was as part of a civic delegation looking at trade through the E20 Corridor.

Councillor Danny Brown, the Lord Mayor of Hull, was greatly impressed with the opportunities to link with Estonia, which has been identified as a significant growth market in 'emerging Europe'. Ian Kelly noted the historic trade links between the Humber and the Baltic States and E20 trade corridor, which the ports of Hull and Grimsby have taken a lead on in the past.

Jex Engineering Rebrands as Redhall Jex

Jex Engineering, which has been providing multi-disciplined engineering solutions for over 40 years to the food and pharmaceutical sectors from its offices in Grimsby, Redditch and Manchester has announced that it is rebranding to Redhall Jex.

At the time of its acquisition by the Redhall Group in 2007, Jex Engineering had built up a strong and long-standing reputation in its field. As a result, the Group decided not to rebrand the business immediately, instead positioning it within its engineering division, Redhall Engineering. As the business is now well-established and recognised in the industry as part of the Redhall Group, the decision to rebrand has been made.

The rebrand comes at a time when other significant change is occurring within the business. After 18 years with Jex Engineering, Operations Director, Roger Chamley, is retiring. Since joining the company in 1994 as a Project Manager, Roger has played a key role in the ongoing success and development of the business and is highly regarded by colleagues and business associates alike.

Commenting on his retirement, Roger said: "I've enjoyed an interesting and successful career spanning over 40 years, working on both the food manufacturing side and as an engineering services provider. I started work as a draughtsman for Nestle UK in the early 70s and have been fortunate to hold many interesting and challenging roles since. While I look forward to enjoying my retirement, I will miss being part of both the Redhall and Jex teams."

Replacing Roger is experienced engineering professional, Martin Miller, who joins Redhall Jex from WM Morrisons Plc where he held the role of Chief Engineer for the Manufacturing Division. With over 20 years' experience within FMCG, delivering transformational change and strategic



Martin Miller (left) take over.

leadership, Martin has a broad range of food manufacturing and engineering experience.

Commenting on his new role, Martin said: "This is the start of a new chapter in my career, and I am excited about the new responsibilities and challenges I will face. I have had business dealings with Jex since the early 90s and it is a company that I am passionate about. I am delighted to be joining Redhall - an organisation that embraces development, as I have a great deal of experience in delivering positive change within a range of manufacturing disciplines. It is possible to make a real difference in a forward-thinking business and I look forward to playing my part in the evolution of Redhall Jex."

Andrew Smith, Managing Director at Redhall Engineering, shares Martin's excitement about the future of the business: "The engineering business has undergone significant change in recent years as we strive to drive forward operational improvements that benefit us, our clients and our suppliers. The rebranding of Jex Engineering to Redhall Jex and Martin's appointment as Operations Director are two really positive changes for the company and will certainly help us achieve the very high standards we aim to meet, and ideally, exceed."

HERIB Joins the Chamber

HERIB (Hull & East Riding Institute for the Blind) is a registered charity which aims to improve and enrich the quality of life for local people with sight loss.

The charity currently supports more than 2,200 visually impaired people (VIPs) through a wide range of services which help them to maintain their independence and to continue living life the way they want to.

HERIB's services offer both practical and social support including:

- Home Visiting
- Resource Centre
- Day Groups
- Mobile Resource Service
- Sheltered accommodation
- Sports & leisure groups
- Exhibitions
- Holidays & outings

For more information about HERIB and its services, please visit www.herib.co.uk

HERIB, Beech Holme, Beverley Rd, Hull, HU5 1NF
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Filling the Void that the Banks are Leaving

Richard Booth Wealth Management specialises in providing high quality financial services to both individuals and businesses.

The Financial Services marketplace continues to be ever-changing and evolving, and with major institutions such as Banks closing or reducing their Financial Advisory propositions high quality, tailored Wealth Management and Financial Advice is becoming scarce.

Working with the St. James's Place Wealth Management Group, the company specialises in delivering face-to-face wealth management advice across four principal financial objectives:

- Build and preserve capital
- Manage cash and borrowings
- Protect against financial risk
- Manage business more effectively

Richard has lived in Bridlington for eight years.

More information can be found at

www.richardcbooth.co.uk



Hearty Lives Hull Improves Staff Wellbeing at HEYCF

Since June 2011, ABL Health, a GP led health firm, have been funded by the British Heart Foundation and NHS Hull as part of a £1.5million 'Hearty Lives Hull' project. The workforce strand delivers a FREE 'Health at Work' service which is available to any Small to Medium Enterprise (SME) within Hull (HU1-HU9). Since annual sickness absence costs the UK more than £100 billion annually (CIPD 2009), schemes such as Hearty Lives play an important role in reducing these figures.

Wendy Clarke, a business support worker from local company 'HEYCF' tells us more.

I decided to take part as due to serious back issues I have been less active and unable to walk very well, causing me to have gained weight

over the last 3-4 years. Before joining the programme I led a very sedentary lifestyle due to poor mobility and permanent back pain following an operation.

Following the Hearty Lives Hull intervention, I have increased my exercise levels using a static Exercycle, lost weight and even reduced my blood pressure. I have also reduced the amount I eat, reduced my salt and increased my fresh fruit intake. I have also continued with the 'Weigh In's' at home and have lost another 7 lbs. Hearty Lives was great as it was a good reminder of the do's and don'ts just at the right time for me!

Hearty Lives provides a wide range of options for your company, which are chosen from a staff 'needs' assessment or by managerial

preferences. Options include; Health Checks, Nutrition Advice, Exercise Sessions, Smoking Cessation, Alcohol Awareness, Stress Management and Weight Loss. All sessions run at times to suit the company, i.e. before work, lunchtimes and after work, and remember, everything provided is completely free.

For more information or to sign up your business, contact us on **01482 303541** or **adminhull@ablhealth.co.uk**



Chamber Bridlington & Yorkshire Coast Business Awards 2012

Now in its sixth year, our Bridlington & Yorkshire Coast Business Awards celebrate the success of companies across East Yorkshire, from small start-ups to multi-million pound turnover operations. Held on Friday 5th October, at The Spa in Bridlington, 350 guests from across East Yorkshire turned out to celebrate at this prestigious black-tie event, with first class entertainment provided by The Snake Davis Band.

There were eight Awards up for grabs, with guests enjoying a three-course meal before the winners' awards were handed out.

In an enlightening opening speech, Matt Jukes, Chamber President and ABP port director for Hull and Goole, said:

"With the media pretty downbeat whenever you turn on the news, it is only too easy to slip into the same mindset. However, I am a firm believer on looking for the positives and focusing on opportunities.

"I am confident we have many good news stories here in our region. Some of these we will hear from tonight.

"The fact we are building ships again in the Humber, thanks to the likes of Rix and Dunstons, is great news for the area. We have a lot to shout about.

"We all know how important our region is to the future of the UK economy. It is up to us to get this message across."

The successful Award winners were:

- Start Up Business of the Year (sponsored by Paragon Data Services): Wolds Cottage Kitchen
- Small Business of the Year (sponsored by Towergate Insurance): Yarrows Aggregates
- Medium/Large Business of the Year (sponsored by Barclays): G F Smith
- International Business of the Year (sponsored by Napoleons Casino And Restaurant): Shiphams Valves
- Green Business of the Year (sponsored by Muntons): GWE Biogas
- Training Business of the Year (sponsored by east Riding College): Sewell Retail
- Social Enterprise of the Year (sponsored by HOTA): Seachange Community Trust

The Overall Business of the Year (Sponsored by Lloyd Dowson), chosen from the seven category winners, were GWE Biogas of Kirkburn, near Driffield. The



company convert the widest range of food waste into energy using state of the art anaerobic digestion (ad) technology, maximising the cost-effective production of biogas and the environmental benefits from the use of anaerobic digestion and its products.

Upon winning the Overall Award, Director of GWE Biogas, Tom Megginson commented:

"I am immensely proud to receive this award on behalf of all of us at GWE Biogas. There have been some really great businesses nominated and winning awards this evening, which makes it even more special for us.

"Private enterprise is key to the UK economy. We have certainly achieved a lot over the past five years. We are very grateful for this award."

For information about the 2013 Chamber Bridlington & Yorkshire Coast Business Awards, please contact Geof Humphrey on **01262 603777**, or at nesl@btconnect.com

The event will again be held at The Spa, Bridlington, on Friday 11th October 2013.

"I am immensely proud to receive this award on behalf of all of us at GWE Biogas. There have been some really great businesses nominated and winning awards this evening, which makes it even more special for us."

Tom Megginson
GWE Biogas

'Buzzing' Chamber Networking Event

Over 100 Chamber Members gathered at Beverley Racecourse for a Chamber Speed Networking and Network Lunch event at the end of September.

This superb venue provided all the facilities needed for a busy and successful event, with great autumn views of the Westwood on one side and the racecourse itself on the other. Sixty people attended the Speed Networking session, with each meeting around twenty fellow Members. This is a fun, but very effective, way of ensuring that guests get the opportunity to meet face-to-face and network with a number of business people.

Then, after a 30 minute break, in which more informal networking took place, seventy guests were seated for lunch at round tables of eight, with each having a minute to outline the nature of their businesses around their table.

The event was kindly Sponsored by Hull John Roe Toyota of Priory Park East, Hessle, near Hull.

Whether you're looking for a new or used car, or would like to use their professional, competitively priced after care services, Hull John Roe Toyota can help you meet your motoring needs. They offer quality new cars for sale, contract hire or leasing, car repairs, genuine Toyota parts and servicing, plus affordable used cars for sale.

The Chamber is grateful to Hull John Roe Toyota, and in particular Business Centre Manager, Darryl



Raper, for their support of the Chamber and help in hosting the event.

For information about attending or Sponsoring 2013 Chamber events, please contact Bruce Massie (for north bank) on **01482 324976** or at **b.massie@hull-humber-chamber.co.uk**

For south bank events please contact Anne Tate on **01472 342981** or at **a.tate@hull-humber-chamber.co.uk**



St Leger Ladies Day

Chamber Members celebrated a wonderful Ladies Day at the St Leger in their winning post marquee shared with the Doncaster Chamber.

This year's event at Doncaster Racecourse was kindly sponsored by Shere Print of Grimsby, sister company to Ultimate Packaging.



The weather behaved, the band played, the ladies were dressed to perfection and after a Pimms Reception and a good lunch everyone tried to win a few pounds. Some were more successful than others but our Sky tipster helped with a couple of good tips. All-in-all it was a great day at one of the country's best sporting events.

Chamber Events Diary 2013

Take advantage of your Chamber Membership by attending the wide range of events we organise to help you to meet potential clients and develop valuable business relationships

■ Chamber Annual Dinner

Friday 25 January 2013

KC Stadium, Walton Street, Hull

Event Sponsor: Nabarro LLP;

Gold Sponsor: KRL Group Limited

Venue Sponsor: ABP

Silver Sponsor: BP

Audio Visual Sponsor: Saville Audio Visual

Seafood Sponsor: Young's Seafood Ltd

■ Members' Speed Networking and Lunch

Friday 1 February 2013

Humber Royal Hotel, Grimsby

Sponsor: Localbuyer.biz

■ AGM/Members' Speed Networking and Lunch

Friday 1 March 2013

KC Stadium, Hull

Sponsor: Leeds Bradford Airport

■ Chamber Goole & Howdenshire Business Excellence Awards 2013

Friday 8 March 2013

Goole High School Conference Centre

■ Members' Speed Networking and Lunch

Friday 15 March 2013

The Ashbourne Hotel, Vicarage Lane,

Killingholme, near Immingham DN40 3JL

■ Members' Speed Networking and Lunch

Friday 26 April 2013

Cave Castle, South Cave, East Yorkshire

■ Northern Lincolnshire Business Awards

Friday 17 May 2013

The Baths Hall, Doncaster Road,

Scunthorpe DN15 7RG

■ Chamber Expo 2013

Tuesday 4 & Wednesday 5 June 2013

The Bonus Arena, Walton Street, Hull

■ Members' Network Lunch

Tuesday 4 June 2013

KC Stadium, Hull (Part of Chamber Expo 2013)

Please note that dates are subject to change.

An up-to-date events diary is available on our website: www.hull-humber-chamber.co.uk



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All I want for Christmas is an APPRENTICE ...



As 2013 fast approaches we look back over a successful year of matching up candidates to meet the ever demanding needs of our employers.

The ongoing support of local employers is crucial to the Apprenticeship Programme and Chamber Training would like to take this opportunity to thank all of the organisations that have supported us this year in providing employment opportunities for our learners.

We would like to share with you some of the 'much welcomed' comments received from employers who have recruited through our Apprenticeship Programmes.

"I am writing to express my absolute delight with the apprentice you have placed within my company. Chloe exceeds all expectations that I would have anticipated of an apprentice. She has grown into a very capable young lady, with the confidence to try her hand at anything asked of her and more. She has proved she is capable of tasks not normally given to someone so young and without experience.

Her IT skills are excellent and this has proved to be such a help to other members of staff as they are able to allocate her tasks unsupervised. Chloe has taken on board a whole range of activities that are expected within a small company with enthusiasm dedication and commitment.

Chloe is punctual, well mannered and polite, but above all she is inquisitive and not afraid to questions about what and why she is doing something. Chloe is very thorough in her tasks. She thinks of her peers around her and seeks to support them in any way she can". Well done!

Riverside Property



"I would like to state how impressed we have been by the high quality standards of this Apprentice and by the services you have provided"

Sanctuary Housing

"The service provided has been outstanding and delivered with the minimum disruption to our business and great returns".

Advanced Plastics Ltd

Welcome in your new year with a new apprentice ...

"Chamber Training have sourced four administration apprentices for our companies in the last 12 months. The calibre of candidates they have found has far exceeded my expectations - one has now been taken on in a full time permanent role, and the other three continue to make an exceptional contribution to our business. I wholeheartedly recommend Chamber Training and their apprenticeship scheme".

Paint The Town Consulting

**All of the staff at Chamber Training would like to wish you all a very
"Merry Christmas and a Prosperous New Year"**



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- Joint ventures
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- Terms and conditions of sale and purchase

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Live Band, DJ & Late Night Disco Party

Through the decades -

22nd Dec £25 per person - Live Band, Disco Party, Welcome drink & 3 course festive meal

Something for everyone -

21st Dec £25 per person - Live Band, Disco Party, Welcome drink & 3 course festive meal

Personalise your Christmas event if you are a group of 50 or more (Terms & Conditions apply*)

For every one place booked £1.00 will be donated to KIDS (www.kids.org.uk) which is a national charity working with disabled children, young people and their families across England.



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at Trinity Hotel



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www.trinityhull.co.uk

Do You Want to Give Something Back to the Community?

Do you want to improve your business profile, and deliver benefits for staff, stakeholders and the local community?

If you answered 'yes' to the questions above, then Hull & East Yorkshire Community Foundation's free-of-charge Business Brokerage Service is for you.

Brokerage is a tried and tested model for matching businesses who want to give something back to their community with suitable local community initiatives.

Hull & East Yorkshire Community Foundation keeps regular contact with local groups working across a range of issues and areas, to maintain an accurate picture of their needs.

The Business Brokerage service is free to businesses and other employers based in Hull until August 2013.

To discuss the Business to Community Brokerage Service, please contact : Emma Platt-Lowe, Business Brokerage Project Manager, on **01482 320021** or emmapl@heycf.co.uk.



A team from KCom volunteering at North Ferriby Riding for the Disabled recently. Opportunity brokered by Hull & East Yorkshire Community Foundation.

East Riding Voluntary Action Services Ltd (ERVAS)

Have you considered employee supported volunteering (ESV) as part of your corporate social responsibility (CSR)? Are you interested in investing more into the local community?

ESV is an excellent way to build your employees' experience, knowledge and self-confidence. ESV can provide exciting opportunities for employees to explore new situations and challenges whilst developing or improving skills, build team-working

capacity and add fun and variety to the work routine.

Businesses who are involved in ESV report an increase in employee commitment, morale and motivation, along with improved cross-business communication and levels of recruitment and retention. ESV can also enhance the company image and reputation within the community, create new networking opportunities and be a cost-effective way to achieve CSR objectives.

ERVAS offers an ESV brokerage service, which is currently free to businesses throughout the East Riding. The brokerage acts as a point of contact / information / matching service for both employers and the volunteer organisations involved.

If you would like to have an informal chat about the benefits of ESV, or would like to implement ESV into your business, please contact Liz Briggs, East Riding Volunteer Centre Brokerage Officer on 01482 871077, or email liz@ervas.org.uk

Management Firm is Taken Over

Best Contract Cleaning Ltd has been taken over by new management, providing a complete cleaning service for a wide portfolio of businesses across Hull and East Yorkshire.

CEO Karl Daniel was keen to rejuvenate and rebrand the business; bringing in larger contracts and expanding the business beyond the boundaries of the Hull area.

Offering an efficient and cost-effective cleaning service, Best already has an established client list, some of which have been with the company from the start 20 years ago.

Karl hopes that with the ISO certification and the new procedures he has introduced, Best will continue to grow and develop, with new partnerships already on the horizon. If you want to see how a partnership with Best Contract Cleaning Ltd can benefit your business, please do not hesitate to contact the team on 01482 646770.

Past Connects with the Future in the Green Sector

By Dr Colin Brown

Director of Engineering at the Institution of Mechanical Engineers

Humberside has been intrinsically linked to engineering since its industrial rise in the late 19th Century.

Engineers poured into Hull, Scunthorpe and Grimsby to help design and build the ships that would turn the region into one of the UK's major trading centres. By the mid-20th Century engineers were sustaining the steel and food processing industries that cemented Humberside's status as a major industrial centre.

After falling victim to the industrial decline that has afflicted much of the UK over the past thirty years, today the Humber sub-region is reinventing itself as a national centre for high-value, innovative engineering. Hull's advanced engineering cluster provides over 12,500 jobs in nearly 700 firms across the north bank, while the leading-edge engineering sector in the Yorkshire and Humber region as a whole grew by nearly a fifth from 1999 to 2008.

One of the most important sectors for the future of Humberside engineering will be the renewables industry. Hull has the potential to become a major national centre for renewable energy, with its location and engineering skills base giving it a huge advantage in exploiting the potential of wind, wave and biomass energy.

The city is already beginning to exploit the potential of wind power, with Siemens' plans to build a £210 million offshore wind turbine manufacturing plant on Hull's Alexandra Dock set to bring 700 manufacturing and engineering jobs to the city, and potentially



thousands more to the regional supply chain. The Institution of Mechanical Engineers has partnered with Siemens to ensure these engineers receive the career development and professional standards that can ensure the plant remains at the cutting edge of turbine engineering.

While renewable energy will undoubtedly play a key role in Humberside's economic future, the region's traditional energy suppliers are already sustaining thousands of process, mechanical and civil engineering jobs, as well as keeping the lights on and petrol tanks filled for millions of people across the UK. Eight of the Yorkshire and Humber region's ten power stations are based in the area, while Easington is home to one end of the world's longest gas pipeline. Two oil refineries in Killingholme provide 20% of the UK's total capacity.

Humberside is also home to global engineering

heavyweights. BAE Systems' site in Brough, founded in 1916, is one of the world's oldest aircraft manufacturers, while BP's chemical plant in Hull is a global centre for petrochemical research and technology. Scunthorpe is home to Tata Steel, continuing the region's steelmaking heritage and remaining one of North Lincolnshire's largest employers. Scunthorpe steel was used to build Malaysia's Petronas Towers and Wembley Stadium, and Tata will also play a major role in the region's renewables renaissance after winning a major wind turbine contract with Siemens.

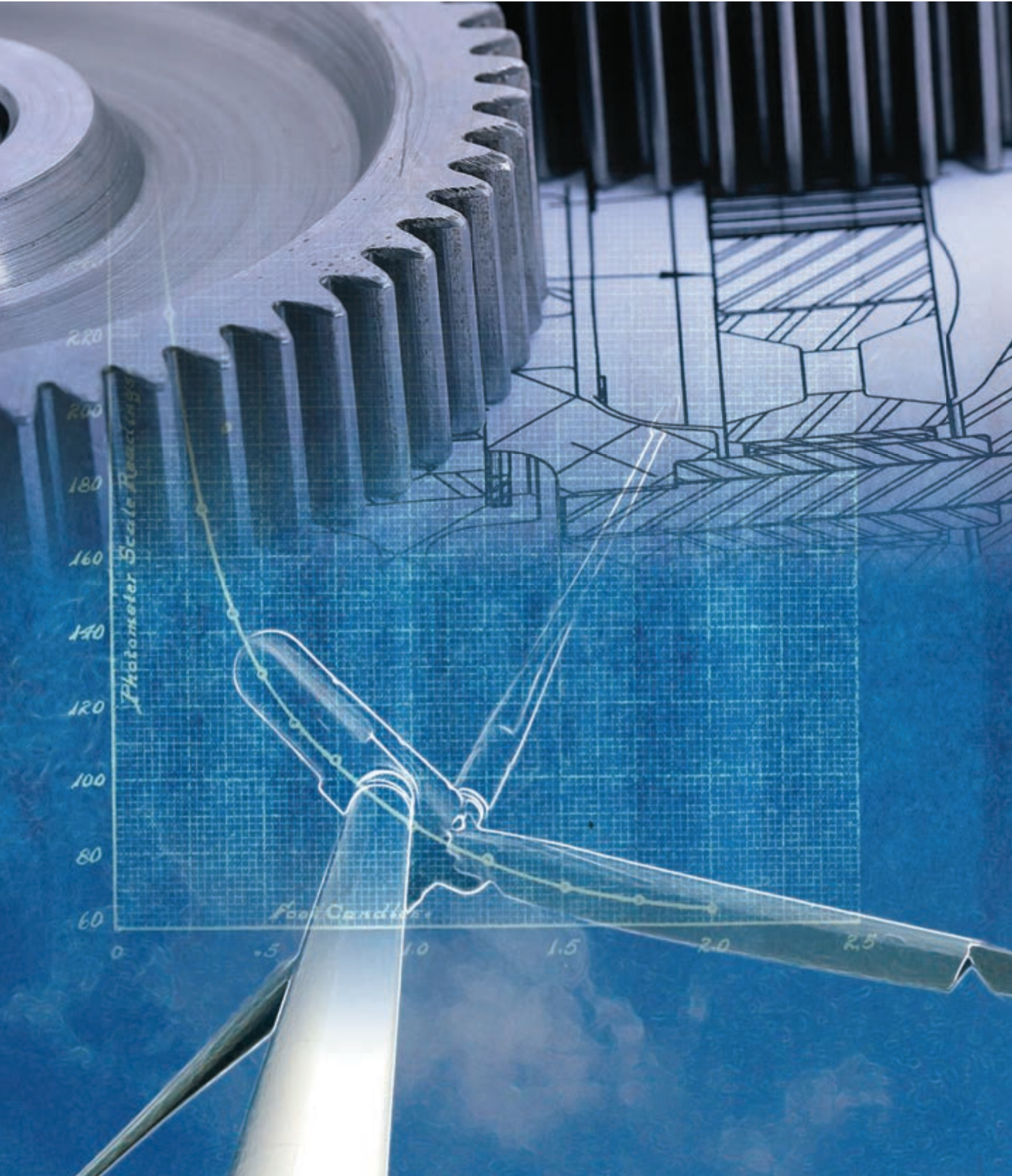
One of the core factors in Humberside's engineering success is its skills base. The Humberside Engineering Training Association (HETA) has been providing specialist training to young engineers since 1967 and today trains engineering apprentices for companies all over the Humber region. Over the past year HETA has been working to equip the burgeoning local renewables industry with the engineering skills it needs. It has also worked with secondary schools to encourage the next generation of engineers to consider a career in the industry.

The Institution of Mechanical Engineers has also played a role. The Institution has a strong network in the region with some 1,000 members, ranging from students at Hull University to apprentices employed by companies on both the North and South banks, right through to Chartered Engineers and Fellows working at some of the region's leading employers such as BP, Associated British Ports, Smith and Nephew and Siemens.

Across the country British engineers are helping to solve some of society's most pressing problems, from reviving the economy to keeping the nation's lights on. With a proud engineering heritage and a bright, low-carbon future, Humberside is no exception.

"Hull has the potential to become a major national centre for renewable energy, with its location and engineering skills base giving it a huge advantage in exploiting the potential of wind, wave and biomass energy."

Dr Colin Brown is Director of Engineering at the Institution of Mechanical Engineers. The Institution's Hull-based Business Development Manager, Denis Healy, is on hand to provide advice and support for companies and individuals interested in achieving professional registration as CEng, IEng or EngTech. For more information contact Denis on 07887 931691; d_healy@imeche.org



Construction Begins on £700m Wind Farm

Work is pressing ahead with one of the biggest renewable energy projects on the east coast.

The Humber Gateway wind farm, which is being developed by energy firm E.ON, will be located 8km off the East Yorkshire coast, just north of the mouth of the River Humber.

At its heart will be 73 turbines which, taken together, will have an installed generating capacity of up to 219MW.

Once complete, the wind farm will be capable of producing enough electricity to power up to 167,000 UK homes, which is more than one and a half times the number of homes in Hull.

Contracts are now being finalised for the many pieces of work required to construct the wind farm, whose easterly and southerly boundaries are the shipping channels leaving the Humber estuary and whose northern boundary is parallel to the existing pipelines running into Easington.

The total area of the site is approximately 24.8 square kilometres and Matthew Swanwick, Project Manager, said: "We selected the site after a lengthy consideration of a number of alternatives.

"We believe that this site is an ideal location for the generation of offshore wind energy for a number of reasons including the high winds to be found there and the good connections into the National Grid."

Making that connection work will be cables which will come ashore near Easington, then run underground for approximately 30km from Easington to Saltend, on the banks of the Humber in Hull, not far from the BP chemical complex.

Another key element of the project is a sub-station being built at Saltend, on which work has already begun.



Because the wind farm is such a complex project, some of the elements have a long lead-in time but progress is speeding up as contracts are finalised.

Matthew said: "Work has already begun on the cable and we have been in touch with local people to make them aware of where we are working. We are aware that noise and traffic can be a concern so we are minimising work outside normal working hours and working with the drivers of construction vehicles to ensure they are aware of local danger zones on the roads and are driving safely at all times."

Also under way is the work to construct the onshore sub-station where the power comes ashore. Manufacture of the transformers has begun and the turbines themselves are being built by a specialist contractor in Denmark, the world leader in such technology.

Matthew said: "Projects like this have long lead-in times because of the scale of the work. We are finalising the many contracts which are involved and are aiming to have the complete site fully operational early in 2015.

"People ask what this project can do for the Humber and the message we give is that it will put the area on the map for renewable energy. I worked on a similar project on the Solway Firth and that was what people said about it, that it was good for the public perception of the area.

"This is a major project in its own right - worth £700m - and it may offer opportunities for local people and companies working in fields such as manufacture, equipment supply, maintenance and health and safety. And we will have a long-term presence in Grimsby where up to 50 people will be employed on the operation and maintenance of the windfarm.

"When the Round 3 Projects awarded by the Crown Estate off the east coast go ahead - these are sites designated for the construction of wind farms - this will offer huge opportunities to build a local industry and the Humber region will be well-placed to support these developments in the future."



Robin Rigg in the Solway Firth, E.ON's third offshore wind farm and the first commercial offshore wind farm in Scottish waters. The 60 turbine site began full generation in April 2010 and should provide enough electricity to power approximately 117,000 homes and offset about 230,000 tonnes of CO₂ emissions each year.

“People ask what this project can do for the Humber region and the message we give is that it will put the area on the map for renewable energy.”

Matthew Swanwick

Project Manager



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Housing Associations

Completely safe, maintenance free and easy to use, infrared heating provides real protection from fuel poverty for elderly and vulnerable tenants

Stations

Well suited to open areas where traditional heating simply isn't effective, infrared is finding favour in waiting rooms and ticket offices in train and bus stations across Europe

Retail Units

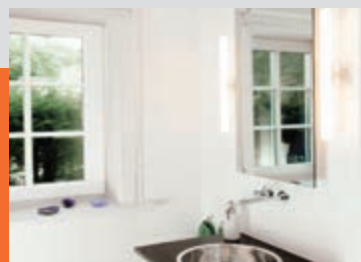
Perfect for companies that want to improve customer experience, Redwell Infrared reduces both heating bills and carbon footprints

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Invest in Infrared Heating with Humber Energy

Advanced, energy-efficient infrared heating systems are now available to businesses and homeowners across the Humber region for the first time, thanks to Cottingham-based renewable energy and heating specialists, Humber Energy.

Using leading-edge Redwell infrared systems, the company can help to reduce customers' heating bills by up to 60%, and provide a future proof investment for decades to come.

Infrared heating systems, which are easy to install and maintenance free, are becoming increasingly popular with both commercial and domestic companies across Europe as energy costs rise.

Now, infrared is set to change the way people in the UK heat their buildings, as Joanne Jenkinson, Director of Humber Energy, explains:

"At Humber Energy, we're dedicated to helping people across the Humber region save money on their energy bills and reduce their carbon footprint – and infrared heating is helping us to do just that.

"Simply put, infrared provides the most efficient, flexible and cost-effective heating available today. Far more efficient than the best conventional electric, gas and oil systems, Redwell infrared offers a reliable, maintenance-free way for business and home owners instantly to save up to 60% on their heating costs. With energy prices set to rise significantly, the financial benefits are only going to increase."

In addition to significant energy saving and financial benefits, an infrared system can also be turned into a design feature in its own right. From standalone heating units, to panels that incorporate pictures and mirrors and those that can be integrated into pieces of furniture, there is a Redwell system to suit every building, room and taste.

Redwell infrared systems are versatile, and can be easily installed on any surface via either hardwiring or being plugged in to an ordinary wall socket. Unlike other heating systems, this also means they can be easily removed if a home or business owner decides to move. The innovative design features and flexibility helped Redwell to reach the final of the 2010 Grand Designs Awards.

In addition to infrared heating, Humber Energy also offers a range of Solar PV, Solar Thermal and Thermodynamic energy solutions. With highly-trained teams, and experience installing systems on all kinds of buildings across the Humber region, Humber Energy customers benefit from an efficient, professional and hassle-free service.

For further information on infrared heating, or any of the services provided by Humber Energy, call **01482 845840** or email **info@humber-energy.com**

Alternatively, visit **www.humber-energy.com**



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How Infrared Works?

Unlike other heating systems, which work by heating the air in a room, infrared works by heating furnishings, ceilings and walls, and not the air itself. These retain heat much better than air and return warmth to the room over a longer period of time – keeping a room at a comfortable temperature, and reducing the energy required to heat a building.

The ancillary benefits of infrared include:

- Walls are kept dry and protected against damp, mould and mildew
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Confidence Grows as the Renewable Energy Sector Takes Shape

The renewable energy sector is one of the most exciting to have emerged in recent years and for businesses clustered along the banks of the Humber it offers great potential.

A recent report from the Humber Local Enterprise Partnership underlined the point when it said: "We believe that the Humber can become a national and international centre for renewable energy, trade, logistics and chemicals, capitalising on our natural assets and potential for development, and exporting our goods and services around the world. To realise the true potential of the Estuary, we must improve its overall competitiveness in terms of innovative investment, quality of resources (physical assets and workforce) and accessibility.

"Taking advantage of major growth opportunities, such as renewable energy, and developing expanded 'manu-services' will be crucial.

"The Humber's location and land resources on both banks offer unrivalled competitive assets for

offshore wind. We intend to capitalise on these to create a 'super cluster' through the formation of a new industry sector in the UK for the first time in 40 years.

"Biomass power generation is also an immediate opportunity. In the medium term, Carbon Capture and Storage (CCS) offer an economic advantage for the Humber. The Humber also has significant potential for tidal and wave power generation."

Last summer, the Hull and East Riding Local Nature Partnership (LNP) also underlined that ambition when it achieved formal Government status with draft priorities that identified the need to develop the role that the natural environment plays in local economic development by working with the private sector.

According to the LNP, sustainable economic growth relies on the resources and services provided by the natural environment, known as ecosystem services. The UK National Ecosystem Assessment (2011)

Continued on page 35 ►

Hull & Humber Chamber Annual Dinner

Friday 25th January 2013
7.30 for 8.00pm

The KC Stadium, Walton Street, Hull, HU3 6HU

Chamber President Matt Jukes invites you to join him for an exclusive evening of fine dining and entertainment on 'Burns Night', with his special guest of honour Matthew Chinn, Managing Director Energy Sector for Siemens UK and North West Europe.

Also Special Guest Comedian Patrick Monahan will be bringing much mirth to the evening.

The Chamber is very grateful to Nabarro LLP, Associated British Ports, KRL Group Ltd, Saville Audio Visual, BP and Young's Seafood for their valued support in sponsoring this prestigious event.

Tickets: **£49.50+Vat** per person (£490+Vat for a table of 10).

For further information contact Janice Harrison on **01482 324976**

or email j.harrison@hull-humber-chamber.co.uk



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Firming Foundations through Nature

A healthy, properly functioning natural environment is the foundation of sustained economic growth.

This summer the **Hull and East Riding Local Nature Partnership** (LNP) achieved formal Government status and continues to seek involvement from local businesses as it develops further.

LNPs will create positive change in the local natural environment, by taking a strategic view of the challenges and opportunities and identifying ways to

manage it for the benefit of nature, people and the economy.

Being involved with the LNP can provide benefits to business in helping to understand and maximise the benefits that the natural environment can provide, and so encourage a positive impact through their activities on the environment.

To be involved or for further information please contact Nadine Senior, LNP development officer, tel: (01482) 391715 or email: nadine.senior@eastriding.gov.uk



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from page 31



has estimated that neglect and loss of ecosystem services may cost as much as £20 billion to the UK economy per year.

The LNP says that the sustainable use of ecosystem services provides business benefits such as operational efficiency and financial savings through management of resources, contributing to corporate social responsibility, benefits to staff, improved reputation and the creation of new business opportunities.

The growth of the sector offers benefits to all sorts of firms. For instance, as more offshore wind farms move into the construction and operational phase so the activity of the supply vessel sector increases.

As a result, the renewable energy team at Hull and Grimsby law firm Andrew Jackson is seeing health, safety and environmental protection coming to the fore.

Andrew Oliver, head of the renewable energy group at Andrew Jackson, said: "In particular, charterers are keen to ensure that charters contain provisions for the safe and environment-friendly operation of supply vessels, whilst ensuring minimum liability to charterers for breaches of criminal or civil liability following any mishap.

"Unlike onshore assets which are, generally speaking, readily accessible in all weathers, the marine environment is not so kind. Not only is the physical landscape very different between onshore and offshore wind farms but so is the legal and regulatory landscape."

At sea a wholly different set of rules exist which are regulated by a number of different authorities and Andrew said: "Whilst in most cases there is nothing special about offshore renewable energy compared with the regulation of any other marine activity it is

nevertheless a specialised area requiring specialist advice.

"Compliance with marine health and safety and other regulations will generally be a matter for the vessel operator. However, in certain circumstances there may be implications for those chartering such vessels. As a result, we are seeing an increase in the need for specialist advice by both parties relating to the hire agreement or charter for such vessels."

Pepperells Solicitors, a local law firm with offices in Hull and Scunthorpe, has also recognised the requirements of its commercial clients for advice on renewable energy projects in the region and is working closely with Hull University to ensure that they are met.

Ben Pepperell, a partner at the firm's Hull office, said: "Many of our existing clients and also new clients, are keen to pursue opportunities in the renewable energy sector; possibly by directly setting up businesses in this sector; but also in the supply chain, by providing services to this new yet still developing sector:



"The Yorkshire and Humber region is already leading the way in renewable energy and the University of Hull are specialists in this area. Many of our existing Solicitors and Trainees Solicitors qualified at Hull University. We have always been keen to work with the local community and it seemed an ideal way to work together when the University asked if we could employ a law student, Ben Chapman, to work with us for eight weeks during the summer break.

"Given our already established interest in the sector from our clients, it seemed natural to ask Ben Chapman to do some in depth research into the

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Along with regular timetabled courses HOTA is also renowned for its flexibility and ability to adapt training to meet company specific training requirements offering tailor-made, bespoke courses when, where and how they are required by a highly trained team of professional, experienced instructors.

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renewable energy sector for us. We asked Ben to focus on the needs of clients in the Yorkshire and Humber region and also North Lincolnshire, as we have offices on both sides of the River.

"Ben had a good forensic approach to the project and uncovered some valuable data which we are continuing to evaluate but which we are already using, in order to continue to enhance the range of services we provide for all our commercial clients."

Ben Chapman said: "I am grateful to Pepperells for allowing me such an opportunity. Connections between the University and the local profession are vital for keeping local talent in the region, and Pepperells are one of the firms leading the way in this."

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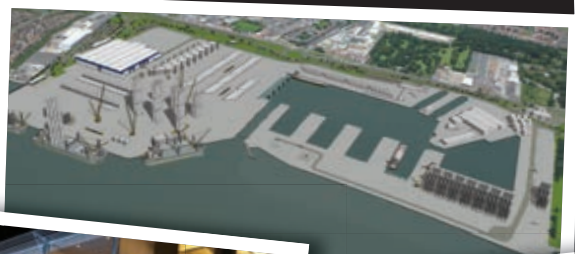
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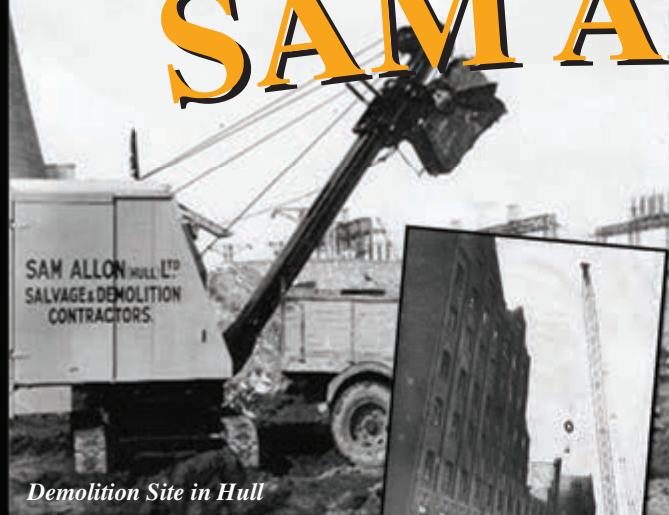


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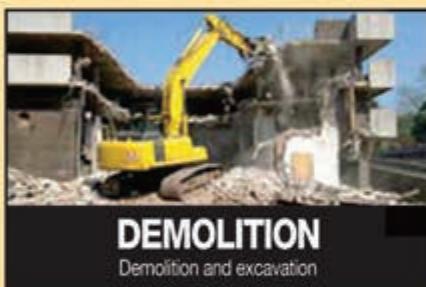


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An experienced Photoshop user, Paul is also utilising and adding innovative post-production techniques into the final workflow stage of each and every client

job the company deals with. This enables high-end retouching and image editing services equal, and above, in quality, to most London based specialists.

Whilst Paul takes care of the creative output of Dakeyne Photography, Debbie spends most of her week handling all social media and digital marketing streams output from the company. In addition, she now partners Paul's Google Business Photos initiative handling sales and marketing of the service to a wide range of client-based businesses and venues in the Yorkshire area.

www.dakeynephoto.com
www.yorkshiretrustedphotographer.com



FLEXIBLE, NO-NONSENSE, COST-EFFECTIVE OUTSOURCED MARKETING SOLUTIONS

If you are looking to generate effective marketing campaigns, run a successful event or motivate your staff, Purple Chilli can help you take your business to the next level.

In tough economic times, many businesses cut back on marketing – but this is actually the time to put more effort into your communications activity. Marketing allows you set yourself apart from the competition, keep in contact with your clients and ensure that potential customers are aware of you.

We understand that if you own a small business, it can be difficult to make time for marketing – with day-to-day work taking priority. A [Virtual Marketing Manager](#) from Purple Chilli can help you.

We provide a host of services that you'd only expect to find in a large organisation

with its own marketing department. But now you can achieve the same benefits, whatever the size of your business, without the commitment of taking on permanent members of staff.

Whether you want a one-off piece of work, some short-term support, or to have your own virtual marketing manager, we are sure to be able to help.

There are [no fixed costs](#) and [no long term commitment](#).

To give your marketing a boost, why not call us today on [01482 672742](tel:01482672742) or visit purple-chilli.com

Virtual Marketing Manager

Your own flexible in-house marketing manager. Providing both strategic planning and hands-on campaigns.

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Website Packages

We can get you online within days, with a well-designed small business website. We also have maintenance packages available.

from only **£395.00**

Social Media Management

Let us manage your company's online presence. We'll keep you Tweeting, posting and joining the conversation.

per month **£99.00**

Purple Chilli Marketing

10 Bridge View Park, Priory Park East, Hull HU4 7DW
Telephone: 01482 672742 Email: info@purple-chilli.com



Where Innovation Matters

Williamson Innovation Ltd aims to provide organisations with a good sales and marketing strategy to allow them to concentrate limited resources on the greatest opportunities to increase sales, whilst achieving and sustaining a competitive advantage.

The company believes that it is not where a business stands, but in what direction a business is moving. No matter what business you work in, a 'business as usual' mindset will ensure your competitors are making more money than you are. If you do not stand out from the competition you may find yourself stood up by your customers.

Services include:

- Marketing
- Advertising and media
- Brand identity
- Logo design
- Design for print
- Promotions
- Exhibitions material and planning.
- PR and Events
- Troubleshooting
- Business plans

Call **07856777224** or email **lyza@williamson-innovation.co.uk** to discuss your business requirements.

Financial Planning Makes Sense

Planning for a secure future whether for yourself, your family or your business is one of the most important steps you will ever take.

As a New Partner Practice of the prestigious St. James's Place Wealth Management, our focus is on you and on achieving or maintaining financial security for you and your loved ones. Based on core values of excellence of service and above-all, integrity, we will provide you with the wealth management solutions that you need to satisfy your needs, both now and in the future. We appreciate that you are unique, with your own financial ideals, which is why we will tailor the services and recommendations that we make specifically to you.

I pride myself in helping clients to make the most of their money and realise their financial goals.

It is useful regularly to review your financial situation to take advantage of any developments in legislation and tax law. If there are changes in your circumstances, such as retirement, loved ones needing long term care, protecting your wealth for your family's future, moving home or increasing your income from your savings, a review of your financial goals is crucial.

I started my career for the NAAFI in Germany helping soldiers with their finances and more recently I have worked for some of the most recognised High Street banks.

I have gained numerous qualifications and most recently attained my Level Four Diploma. I recognised that I could provide clients with a better quality service and the best possible advice by setting up my own business, becoming an Associate Partner Practice of St. James's Place Wealth Management as part of the process.

Now, I focus on promoting the development of lifelong relationships with clients, helping them to secure the financial futures of themselves and their families through the breadth of wealth management and financial planning services that I offer.



Catherine B Richardson Wealth Management Ltd
136 Hooks Lane
Thorngumbald
HU12 9QD
Tel: 01964 622505
Mobile: 07801 261208
Email c.richardson@sjpp.co.uk
www.catherinebrichardson.co.uk

School is First School in the Country to Meet New Employability Standard

Malet Lambert has become the first school in the country to become accredited with the Institute of Education Business Excellence's Business Ready, the new employability standard for schools.

Being Business Ready means schools' relationships with businesses can have greater impact on young people's learning and employability, making this

transition as smooth and effective as possible in preparing students for the next stage of their education or training.

Jane Disbrey, Headteacher of the Hull school, said: "Students at our school have access to a team of outstanding teachers, and to social and economic networks which put them face-to-face with their

employers of the future. Being Business Ready will enable us to ensure we provide an excellent standard for preparing students for the world of work and developing those vital employability skills. And of course, we're absolutely delighted to be the first school to achieve this important award."

Looking to Improve your Company's Productivity?

Our course on managing conflict will make your team work better.

Would you be more efficient if you trained your colleagues in conflict resolution?

The answer is a resounding YES when you consider that managers spend between 25% and 40% of their time resolving small conflicts.

Our course is based on the experience of a skilled mediator and facilitator. When working regularly in companies, we notice certain behavioural patterns that recur. In fact, often in workplace mediation, a break-down in communication is one of the underlying causes.

This is why our course focuses on:

- Valuing each individual's strengths and differences
- Showing how minor conflicts slow everything down
- Developing your skills and range of strategies for dealing with conflict
- Helping you to get more out of your staff
- Identifying the manager's role in conflict management

So if you want to improve the most important infrastructure of your company – **YOUR STAFF** – then contact **Need to Mediate** today to find out about course dates in February.

Course prices are just **£120** per delegate.

Phone Need to Mediate on: **01482 342634**
or e-mail: info@need2mediate.co.uk

W: www.need2mediate.co.uk



Sankie Evans
Mediator/Facilitator

The Art of Amicable Conflict Management

Did you know that the average manager spends between 25% and 40% of his/her working day resolving small conflicts? This is a waste of time, and it could be better spent.

Whenever people are committed to a cause, conflict and debate is inevitable. This isn't necessarily a bad thing, it can actually be the start of an extremely interesting learning process when handled constructively.

It's easy to leave a disagreement to rest in the hope that it will blow over, but inaction can be the most costly route to go down when dealing with conflict. Long-standing, unresolved disagreement in the workplace can cause **animosity, stress and low productivity and morale.**

It's not about 'winning' a conflict at work, where 'winning' means getting things done your way regardless of what the other person wants. Sure, it might be gratifying, but the underlying problem still exists. It is about 'resolving' the conflict, and as a result, getting more out of your staff.

One of our skilled mediators and facilitators is currently offering a course on **conflict management in the workplace.**

The broad aims are:

- To understand how conflicts arise
- To acquire practical advice for dealing with and managing conflict
- To understand the managers' and supervisors' roles in dealing with conflict

A lot of people forget to invest in their most important asset: staff.

Direct Dial: 01482 342634

Mobile: 07904 958244

info@need2mediate.co.uk

Need to  Mediate

Local Authority Chooses Chamber Partner

A key supporter of the Chamber's international trade department has landed a major local authority contract within six months of expanding into a new office in Hull.

AA Global will provide translation and interpreting services to East Riding of Yorkshire Council for the next three years after winning a competitive tendering process.

The success follows recent contract wins with Southampton City Council and with Waterloo Housing Group, a Midlands-based company which

manages more than 18,000 homes between the Welsh borders and The Wash.

The new contract will be managed from AA Global's Hull office which opened in March at Hull Marina as Chief Executive Kirk Akdemir set out to increase the company's support for clients in the north.



Dark jacket - Monica Scotto di Liguori, Translation and Interpreting Co-ordinator. Light jacket - Carol Jones, Public Sector Planning and Strategy Manager. Kirk Akdemir, Chief Executive.

Hull Flies the Purple Flag

Hull has been recognised for the safety, quality and diversity of its city centre evening economy with the award of Purple Flag status.

The Association of Town Centre Management (ATCM) confirmed the award after assessing their findings from an inspection of the city centre conducted during the Freedom Festival weekend.

Hull is only the third Purple Flag recipient in Yorkshire, emulating the success of Halifax and Sheffield.

The Purple Flag assessment report shows that Hull exceeded the standard required in 17 out of 30 criteria studied by the inspection team and the accreditation panel which followed. The city met the requirements in the remaining 13 categories.

The full ATCM report praises the partnership efforts of the various organisations who worked jointly to secure the accreditation, including Hull BID, Humberside Police, Hull City Council, Hull Citysafe and the Primary Care Trust.

Private businesses are recognised for the part they play in creating an evening economy which is described as 'vibrant' and 'varied.'

The report also talks positively about public transport, with the interchange found to be clean and accessible and with 'an abundance' of taxis.

Hull BID has backed city centre businesses during the festive season with its biggest ever marketing campaign.

The BID invested thousands of pounds with local and regional media to entice visitors to shop in Hull city centre.

In addition to the promotional campaign Hull BID invested directly to provide Christmas lights in the Brook Street and Prospect Street areas and to fund and illuminate a festive bus, which provided shoppers with free transport around the city centre.



It Was a Long Way Down!

The Chamber's Hannah Crookes was mad enough to take on the challenge of a lifetime by participating in a tandem skydive, all in aid of Viking FM's Cash for Kids.

Hannah was joined by Viking FM's Liam Smedley, Samuel Dale from O'Neils, Christene Lee of Asda, Sion Barteman of SLA & HAC Training Solutions, Christine Payne from the Co-Op and Laura Dixon of Charlie Hook Appeal. The event took place at Hibaldstow Airfield in North Lincolnshire.

To top it off, Hannah raised £818 for Viking FM's Cash for Kids. To find out more about the appeal, please contact Claire Taylor on 01482 593193.



Yarrow Aggregates Celebrates Success

Yarrows Aggregates won the Small Business of the Year Award (sponsored by Towergate Insurance) at the Chamber Bridlington and Yorkshire Coast Awards.

Held at the Spa Bridlington and hosted by Hull and Humber Chamber of Commerce, the awards celebrate the success of companies across East Yorkshire.

More than 350 delegates from across the county gathered to celebrate with the award winners. John Bird received the award for Yarrows Aggregates, presented by Steve Eastwood of Towergate Insurance.

Yarrows Aggregates Ltd is part of the F.D. Bird group of businesses, which originally started as a traditional farming business many years ago.

Yarrows Aggregates is a family owned company which has been operating for nine years, providing extraction of minerals from its quarry at Old Hall Farm, Catwick, near Beverley.

A recent development is the establishment of a recycling plant for aggregates, which enables waste aggregate to be taken from building sites to be processed, washed and larger elements crushed for later use.

Encompass Consultancy Limited

Encompass Consultancy Limited is based across Hull and Nottingham. Established in 2009, the company provide a range of services to SMEs, not for profit organisations and public sector bodies.

The core service is the delivery of bid and tender writing and management. Additionally to this, it provides 24 hour employment law and HR advice, and environmental management consultancy, procurement outsourcing and tender training.

Since 2009, it has grown to a team of seven specialist consultants providing services across the UK.

The company has increased its turnover year on year over this period and is looking to invest in

the business over the next 24 months to bring in additional staff.

As part of the launch of its new local marketing campaign, it is offering one business a day of consultancy. This will provide a tender-ready healthcheck or review.

This will be ideal for a business looking to tender for work for the first time, a business who may have been previously unsuccessful in the bidding process for public sector work or a business looking to develop their processes and systems to be more successful in the tender process.



The Minerva Project and CIC

Nationally, the average cost of an offender to society and the criminal justice system for a year is approximately £40,000 and £50,000. Re-offending rates for those sentenced to less than 12 months in custody remained the highest of all disposals, with an actual re-offending rate of 58.8% and a frequency of 282.7 offences per 100 offenders. (WNF business case 2009).

The Minerva project is a Hull Community Safety Partnership-led project to reduce victims of crime and the costs of crime to society. Funded by the partners and by income generated from the Minerva Social Enterprise (Hull) CIC. It has enhanced the resettlement process for ex-offenders returning to the City of Hull and the East riding of Yorkshire following a sentence of less than 12 months. It has maximised the positive opportunities available to ex-offenders.

An innovative part of the project is the creation of a Social Enterprise Community Interest Company (CIC) with sufficient resources to bridge gaps in the labour market. The CIC consists of two renovated factory units within Hull. The Minerva volunteers and staff now have 12 micro businesses, including construction and fabrication, cleaning and clearance, autos and catering, details can be found on our website www.minervasocialenterprise.co.uk

The current performance figures for the project show that we have had 715 clients actively engage with us. From this we have had only 102 that have re-offended within the target period of 12 weeks. This gives us a re-offending rate of 14.69%. We now employ 25 ex offenders full time within the Social Enterprise. On a cost benefit analysis we calculate we will have saved the public purse £31,087,939.

Russ Waterman, MA, Cmgr FCMI



Four Words Directors Get Nervous About

'Cash flow and Training' are four words that can make directors tremble. More specifically, when reviewing health and safety training keep in mind that you have a legal, moral and financial responsibility to ensure your employees are not injured or made ill by the work they do. It makes good business sense as well!

Health and safety training doesn't have to be expensive and doesn't have to require taking you or your employees away from their jobs. You can save time and money by looking at eLearning as your problem solver.

Keep more cash in your budget by utilising this easy way of training. Train your supervisors and managers with our IOSH Managing Safely eLearning course. If you need somebody onsite that is more qualified, the NEBOSH National General Certificate eLearning is a great option.

Call Wise Global Training today to discuss your requirements so we can calm your nerves when you hear 'cash flow and training'.



Wise Global Training

01482 211989

info@wiseglobaltraining.com

www.wiseglobaltraining.com



If you are looking for something different when dining out for either lunch or dinner why not visit Paolo's Old Custom House – an authentic family run Italian restaurant in the heart of old town Hull.

Don't let the fact that it is inside a pub put you off as the snug restaurant offers an extensive menu, the food is excellent, of a high quality, and they serve up generous 'Northern' portions.

As well as traditional Italian cuisine it also specialises in fresh fish and shellfish plus an A La Carte menu and a special's board.

To start you might want to try the scallops in a tomato sauce served with a twist (mashed potato), an unusual combination, but the tastes work well and it is very satisfying.



For mains the pork Portuguese was a wonderful medley of meat and vegetable flavours that complemented each other and were tasty and very warming.

The selection of desserts did not disappoint but the generous mains servings left no room to sample these!

In all if you want real Italian food cooked by real Italians then look no further, this restaurant is tremendous value for money, with friendly attentive staff and excellent service.

You are heartily urged to visit this fantastic eatery.

Opening Hours:

Mon-Fri 12 noon - 2.30pm & 6.30pm - 9.45pm last orders

Sat 6.30pm - 9.45 last orders

Car park to the rear of the restaurant

Old Custom House, Market Place, Lowgate, Hull HU1 1RT, Tel 01482 210377

Promotion Reward for Successful Recruiter

Tim West has been promoted to the role of senior recruiter at expanding On Loan Recruitment.

Having completed a number of training modules, he was handed the new position, a year after joining the Immingham head office.

Managing Director David Riggall, a fellow of the Institute of Recruitment Professionals, is pleased with the progress Tim has made in his time at the Manby Road office.

"Since joining On Loan he has been tasked with a number of new initiatives and has excelled in them, completing all the projects required," he said. "Tim has adapted well to the challenging recruitment environment, he has stood out, and delivered some excellent results."

Mr West is now taking further recognised industry qualifications with work that began in November.

The move is part of a wider development programme, with the 14-year old company partway through a programme where people are brought into On Loans' professional environment with a high level of recruitment experience.

To that end, James Carr has just joined the team.

Mr Riggall said "James brings with him experience of different sectors and clearly a real desire to succeed."

It comes during a successful summer on the business development front of attracting new clients.

"Over the past two months On Loan Recruitment has averaged at least one new client per week, and the range of industries are quite diverse," said Mr Riggall, who puts the achievement down to "sheer hard work from the team."

He added: "Many of our existing clients have found the market place to be particularly challenging, with a number not needing our help at present. Bringing in new clients can only bode well for the future, particularly when our existing clients call us up again."

On Loan specialises in placing skilled personnel to local, national and international businesses across the Humber area, the wider UK and overseas.

In addition to its engineering bias, the firm has also been successful in providing a variety of other skilled



New Role: Tim West has been promoted to the role of senior recruiter at On Loan Recruitment, in Immingham

personnel with the renewable industry an emerging market.

For more information, call 01469 577698 or visit www.onloanrecruitment.co.uk

HumberPort Launches Website

Leading shipping and logistics organisations on the Humber have joined forces and launched a website to promote the facilities and advantages of international trade through the UK's number one port network; www.humberport.com

Key stakeholders ABP, AbleUK, DFDS, Danbrit, EastTrans, RMS Group, Samskip and Tschudi are behind the HumberPort initiative, which meets and is administered through the University of Hull Logistics Institute.

Bill Walker, Director of the University of Hull Knowledge Exchange and Interim Chair of HumberPort said, "The Humber Estuary is one of

Europe's prime development areas and the combined Humber ports provide a globally significant asset. It is in prime position as a major hub for manufacture and installation in the burgeoning offshore wind industry, being closer to the Round three zones in the North Sea than its major competitors. It has good infrastructure and is within easy reach of all parts of the UK Midlands and North. With all of these advantages, leading ports-based businesses have come together to promote HumberPort's benefits on the international stage."

"An important part of our work is our dynamic website which demonstrates the vibrancy of the partnership and the importance of the initiative.



Identity Creation for Business produced the site and I am delighted with the result. Richard Dunn and his team understood the brief and delivered with minimum fuss and maximum professionalism."



Two New Chamber Patrons

The Chamber welcomed two Member companies to the Patronage scheme recently.

Arlington Moore Search & Selection Ltd, of Melton, near Hull, is a consultancy-based recruitment agency specialising in permanent, interim and temporary jobs for non-management, management and director levels. Their job sectors include manufacturing and operations, supply chain and logistics, engineering and design, finance and accounts, sales and marketing, human resources, information technology, science and laboratory, quality, print and repro and general office. Managing Director Joanne Norman believes that listening to their clients' and candidates' requirements is the only way to achieve a successful outcome.

Oaklands Hall Hotel at Laceby, near Grimsby, is set in a private estate built in 1877 and nestles in five acres of beautiful Lincolnshire parkland between the Wolds and the River Humber. The hotel is perfectly situated for exploring the historic city of Lincoln, Grimsby and Cleethorpes and the emerging city Hull. The hotel has 45 bedrooms, three conference/meeting rooms for up to 200 delegates and has excellent transport connections.

The Chamber is grateful for the support given by Arlington Moore and the Oaklands Hall Hotel, and by all our Patrons.

Patronage is a higher level of Chamber Membership. It is partly a PR activity, in that it shows that the company concerned is helping the not-for-profit Chamber to support its Members, for the common good. Patronage also brings numerous marketing benefits, such as the opportunity to email 3200 Member contacts, articles and logo in the Business Intelligence magazine, and many more.

For further information about becoming a Chamber Patron, please contact Bruce Massie (north bank) on **01482 324976** or at b.massie@hull-humber-chamber.co.uk or Anne Tate (south bank) on **01472 342981** or at a.tate@hull-humber-chamber.co.uk



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The winning team

National Awards Commendation for Lincolnshire Nurseries

Northern Lincolnshire nurseries Lincolnshire Montessori are celebrating after receiving a commendation for a national award, the UK Nursery Team Development at the Early Years 'Oscars'.

Following a submission to recognise the level of training and professional development undertaken by the 60-strong team, the Stallingborough and Caistor based nurseries were shortlisted by the Nursery World magazine.

Director Theresa Ellerby said: "We are thrilled to be commended in the awards. In a climate when funds are tight and training is not as plentiful as it was, we are working hard to ensure our team keep growing and learning. This includes our registration as a training centre from where we deliver the Montessori Early Childhood Diploma."

Security Expert Sets Up New Business

Chris Howe has set up a new business after thirty years in security, fraud management and consultancy

He has set up Security Assurance just outside Grimsby (www.security-assurance.com)

Chris said: "The security assurance we provide is that the client organisation, including whatever is important to its success, is protected in the most appropriate, effective and efficient way.



Chris Howe

Improving Workplace Mental Health Through Mental Health First Aid

MHFA instructor Andy Flockton has joined the Chamber.

Andy Flockton is a self-employed instructor in Mental Health First Aid, Youth Mental Health First Aid and Mental Health First Aid Lite. He spent 23 years working in local mental health services, and he has seen at first hand the negative effect mental health problems can cause.

He said: "Mental health problems are very common and costly. Right now, one in six workers will have a mental health problem, costing UK businesses £30 billion a year or £1200 per employee, yet most businesses are unable to recognise emerging mental health problems or know what to do to help.

Andy is keen to offer Mental Health First Aid training to business as an effective step in improving workplace mental health and reducing the associated costs.

The MHFA training course equips people with the skills and confidence to recognise mental health problems, offers initial help and guides the person towards professional help."

For further information on any of the MHFA products provided, please email Andy Flockton at andy@flockton50.karoo.co.uk or call 07956393718

"We are a little different to most consulting organisations: for example, if we cannot help the client directly ourselves, we will help them find someone who can."

Chris has done most things in the world of commercial security, having worked in three different industries in a variety of in-house security, fraud and investigation management roles, before moving into consultancy 10 years ago. As a consultant, Chris has worked with organisations all over the world.

You can contact Chris at chrishowland@security-assurance.com

Pubs in Rural Broadband Hot-Spots get Free WiFi

Quickline Communications is providing free WiFi to village pubs in East Yorkshire and North Lincolnshire.

The initiative is part of the company's Connecting Communities campaign and uses QuickZONE, a high-speed broadband service with speeds up to 40Mb, which beams to a receiver on the roof and then to a WiFi device within the bar area.

Steve Jagger, Managing Director of Quickline, said: "As a company we want to support rural life and a high-speed WiFi hotspot brings new opportunities to pubs, as local and passing business people can be

encouraged to meet up there. Villagers who work from home can visit the pub to catch up on their emails and search the internet whilst enjoying a drink or a bite to eat.

"Quickline is connecting 10 pubs per month with no installation costs and no ongoing charges - there really is nothing to lose and absolutely no risk."

The company invites interested parties either to email admin@quickline.co.uk, or contact them via Twitter @quicklineuk or Facebook.com/quicklinecomms



Steve Jagger and Gaynor Lawn, Sales Manager

PPS East Sees Increase in Demand for Returnable Packaging

PPS East, formerly known as TFA Box Company, has seen its rental business for reusable plastic fish boxes grow by 30% over the past year.

The company delivers, collects and washes a wide range of returnable plastic packaging for hygienic handling of fresh fish.

These fish boxes are designed specifically for the chilled supply chain and can provide a safe and integrated handling system to support logistics, whilst contributing to protecting the freshness and quality of the catch.

Kate Williamson, of PPS East, said: "Where possible, we have introduced returnable plastic fish boxes into 'closed loop' supplies, with boxes being delivered to fish suppliers - filled with fresh product - then forwarded to seafood processors, such as the large fish businesses we have in Grimsby.

"PPS East retrieve the used boxes to clean them hygienically at their BRC accredited washing site to



return them back into the loop. These plastic fish boxes not only reduce the high volume of unwanted packaging waste, but more importantly save customers money."

For more information about PPS East please contact Tel: **01472 245554** or visit its website www.ppsequipment.co.uk

New Property Service Launched to Meet Demand from Investors

Hull and East Yorkshire is becoming a honeypot for property investors from across the country, according to a leading property management company.

A combination of a large rental market and cheap properties has attracted the interest of major investors.

To meet the demand Hesse-based AJD Properties has launched a bespoke property sourcing service for landlords and is already acting for investors from London, Birmingham, Liverpool and Newcastle.

AJD Properties Managing Director Adrian Dawson said: "Home owners are selling up and turning to renting because they are unsure of the future and first time buyers simply can't afford the large deposits required by mortgage lenders. This has created an opportunity for property investors to buy up properties at well below national average prices and convert them into rental investments."

More information on AJD Properties can be found at www.ajdproperties.co.uk

Utilitywise Joins the Chamber

Utilitywise plc offers a full energy management service, with a focus on reducing energy consumption and controlling energy costs.

Clients range in size from small high street shops to large multinationals and stretch the length and breadth of the UK, with almost every sector of commerce and industry represented.

Services include:

- **Account Care:** an assessment of current energy contracts to ensure that the best value is being extracted.
- **Energy Health Check:** a quick benchmark of their energy efficiency compared to similar businesses.
- **Energy Audit:** an on-site survey by accredited energy surveyors
- **Utility Insight:** Utilitywise can arrange for a business smart meter to be fitted and offer an easy to understand smart meter information display system
- **Eddie circuit level monitoring:** for a true picture and total visibility of energy use
- **Ecofit:** Utilitywise's Ecofit teams design and project manage a range of energy saving projects and technologies, from specialist lighting to boiler management.
- **Carbon Zero for Energy:** Utilitywise can also help you go carbon neutral by purchasing carbon credits to offset your energy use.

More information is available from Utilitywise plc

Tel: **0191 425 4849**

James.goodchild@utilitywise.com

www.utilitywise.com

[@utilitywiseplc \(twitter.com/utilitywiseplc\)](https://twitter.com/utilitywiseplc)

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New Members

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 01482 576146
Recruitment

Andrew Flockton
Andy Flockton - Mental Health First Aid Instructor
 KIRKELLA
 01482 671751
Mental Health Training & Consultant

Ousman Bouba Brahim
Bouba Groupe
 HULL
 07886 681902
Second Hand White Goods (WEEE) & Tyres Disposal

Warren Monks
Boulting Group Ltd
 SCUNTHORPE
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Mechanical, Electrical & Control Engineering

Mrs Sylvia Wright
Bridlington Tourism Association
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BID Management

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Construction of factory built modular homes

Mike Beckett
Forrester Boyd
 HESSLE
 01482 307690
Accountants

James McIntosh
HETA (Humberside Engineering Training Association)
 Hull
 01482 826635
Training / Apprenticeships

Jackie Goulden
HSBC Bank Plc
 HULL
 07920 540316
Local Business Banking

Barry Precious
International Food Brokers
 BEVERLEY
 01482 638670
Food Export Agency

Mike Hyman
Kids N Cancer UK
 CHESTERFIELD
 01246 236566
Childrens Cancer Charity

Veandra Ellis
Localbuyer.biz
 GRIMSBY
 07850 733155
Tendering and Quotations Portal

Matthew Hornshaw
MGH Educational Consultancy Ltd
 HULL
 07793 227622
Educational Consultant/Training/International

Jennifer Wright
Mobido Communications Ltd
 Grimsby
 01472 429192
RFID & Smart Technology Supplier

Mark Rozenbroek
One Shop Golf
 HULL
 01482 494948
Driving Range/Cafe Bar/9 Hole Golf Course

Mr Jim Hartley
Orovia Limited
 MELTON
 0870 084 0197
Software Developers

Katherine Ibbitson
Peninsula Business Services Ltd
 MANCHESTER
 07792 274625
Employment Law and Health & Safety Services

Stephen Pygott
Sea Pac UK Ltd
 Hull
 01482 443617
Frozen Salmon

Chris Howland
Security Assurance (Consulting)
 GRIMSBY
 07813 847092
Consultancy

Tony Allen
Tony Allen Consulting
 HULL
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Sales and Marketing Consultancy & Language Services

James Goodchild
Utilitywise PLC
 SOUTH SHEILDS
 0870 626 0559
Business Utility Procurement & Energy Services

Melanie Lewis
Web Marketplace Solutions Limited
 BEVERLEY
 01482 871846
E-Commerce Consultancy

Ming Yeung
Worldwide UK Enterprises Ltd
 GRIMSBY
 01472 361087
Seafood Exporter

John C Bird
Yarrows Aggregates Ltd
 BEVERLEY
 01964 544304
Producer of Aggregates (Quarrying)

Name
Mike Beckett

Company
Forrester Boyd

Job title
Partner

Born, raised and educated in Hull, Mike completed a degree in accountancy and finance and after graduating joined an accountancy practice in Hull as a trainee chartered accountant. He qualified and moved to Leeds joining an international accountancy practice. After four years, he moved back to East Yorkshire and joined Forrester Boyd, where he became a Partner in 2008. He has a portfolio of audit clients ranging from owner managed businesses, UK subsidiaries of international groups, and specialist audits including charities and academies. Mike also advises clients



on buying and selling businesses. He recently joined the Board of Trustees of the Sailors' Children's Society, a Hull-based charity supporting families that have served at sea.

What did you want to be when you were young?

A vet when I was really young and when I was older a professional cyclist (but I wasn't good enough!).

What could you not live without?

My wife and son.....and my bikes!

If you could build a house anywhere in the world where would it be?

Florida which is my favourite holiday destination or if closer to home it would have to be in the Lake District. Both places are beautiful for contrasting reasons.

What makes you angry?

Motorists that have no respect for cyclists.

If you could invite any two people to dinner who would they be and why?

Bradley Wiggins to talk to him about his incredible achievements as a cyclist. Lucas Radebe because he was a world-class footballer for Leeds United and he has had an interesting life and is a great ambassador.

What is the best thing about this area?

The people and the wonderful countryside.

If you only had a £1 left in the whole world what would you spend it on?

A lottery ticket.

What is in your opinion the greatest invention ever?

The world wide web.

If you could come back as an animal in your next life what would it be and why?:

A dolphin. I could have as much as I wanted to eat, play all day in the sea and live a life of leisure.



Mark Dickinson

Airco Appoints New Sales Director

Airco, Yorkshire's market leader in refrigeration and air conditioning, has appointed Mark Dickinson as the new Sales Director for the company.

Airco, who hold contracts with some of the UK's largest blue chip companies including Comet, William Hill, Boots and Seven Seas, needed a Sales Director to work alongside the rest of the management team to build up a strategic approach to sales.

Mark said: "I'm delighted to be working for a company that has such a great reputation and is working at the forefront of sustainable and efficient energy use within refrigeration and air conditioning.

"The engineering pedigree and an MD who has a strong vision for growth means that, as Sales Director, I have the backing to create an even stronger team with a commercial and customer-focused ethos."

Neil Fisher, MD at Airco, said: "I was looking for a Sales Director with experience managing sales strategy across numerous accounts. The nature of Airco means we always have lots of potential contracts in the pipeline, numerous projects mid-completion and, of course, ongoing work from our existing customers. We needed someone with the ability to put procedures in place to ensure the seamless working of all these different account stages."



Paige Daniel

Paige Takes Up Role in Family Business

Paige Daniel has been appointed Business Development Manager for Best Contract Cleaning. The company was taken over by her father Karl in July 2012, who was keen to get her on board to promote the newly rebranded BCC.

Karl said: "With the decision to rebrand the business, I knew I wanted to market the business to increase brand awareness. That's why I approached Paige, as I knew her skills in social media and networking would be a benefit to the company. The fact that we could have another family member on board was also a great appeal to me."

Karl's father-in-law and wife are also Directors of the business, making Paige's appointment a key role in the family affair.

Paige, who previously worked in retail management said: "I was delighted to take on the role, as I knew my dad was keen to re-launch BCC as a brand new business, so to be given that responsibility was a great opportunity".



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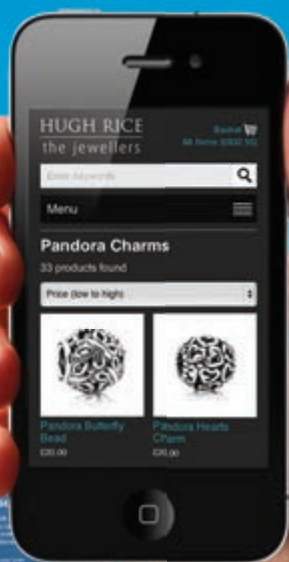
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