

BUSINESS INTELLIGENCE

The Magazine of Hull & Humber Chamber of Commerce

October/November 2016

Issue 34



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Chamber Presses New Business Secretary on Steel and Devolution



Greg Clark (left)
and Ian Kelly

Hull & Humber Chamber of Commerce Chief Executive Dr Ian Kelly met with the new Secretary of State for Business, Greg Clark, at a British Chamber of Commerce event in London.

Dr Kelly questioned the Business Secretary on the Prime Minister's plans for a new approach to industry policy. He indicated the Chamber's support for an active approach which 'batted for British business' and highlighted the Chamber's support for the new British Steel company in Scunthorpe in fending off unfair dumping of subsidised Chinese steel on the UK market in recent years.

Dr Kelly also highlighted to the Secretary of State that in his (Greg Clark's) new role, looking after business, the Chamber hoped he would support the views of both business and Members of Parliament, as formal stakeholders in any future devolution deals, rather than just relying on the views of local authority leaders. Locally Dr Kelly felt this would help keep the Humber's four local authorities together operating as a 'functional economic unit', which was helping turn the 'Humber Energy Estuary' concept into a global brand. This should bring new jobs and investment into Grimsby, Scunthorpe and Hull.

The Chamber has previously expressed concern that a combined local authority deal on devolution for the rural economy of greater Lincolnshire will damage the Grimsby and Scunthorpe urban economies involved with it and limit the prospects for Hull to be a major city on behalf of the city region in the Northern Powerhouse.



Seventh Goole and Howdenshire Business Awards 2017

Entries are now open for the prestigious Goole and Howdenshire business awards 2017, and companies across the area are invited to enter what has become one of the region's key business events of the year.

The Awards ceremony, which celebrates the best of local businesses, includes companies large and small, from hairdressers and beauticians, gardeners, shop owners and trades people, to locally-based international businesses.

And with ten categories to choose from, this year's Awards are set to become a major boost to the wider profile of local businesses and the key roles they play in the regional economy.

"Last year we had a record number of entries and this year is likely to be even better still as the reputation of the event continues to grow," says Business Awards committee member Janet Mellor. "It is open to everyone who runs a business, from the sole trader and small shops with maybe one part time employee, to companies who represent a large and vital sector of the region's economic growth. The Awards represent all kinds and sizes of businesses in the area and strongly believes that they all deserve to be recognised."

This year's Awards includes Small Business of the Year and Awards relating to innovation, customer excellence, new business and contribution to the community.

Anyone entering the Awards is encouraged to enter more than one category and 'go all out' to showcase their strengths and skills. The organisers are also urging those who have previously made it to the short list or become category winners to enter the 2017 Awards to demonstrate their ever increasing skills, top-notch customer relations or their impact on the local community.

The black tie event at Goole High School, which has steadily grown in size and status since it was launched in 2010, receives widespread support and sponsorship from the broader business sector, which recognises the impact of local success stories on the region's economic profile.

The Awards will be hosted by the BBC's Harry Graton and staged by the Awards Committee in partnership with the Hull and Humber Chamber of Commerce.

Information and entry forms for the Goole and Howdenshire Business Excellence Awards 2017 can be found on the website, www.goolebusinessawards.co.uk.

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Category List

Innovative Business
 Charity of the Year
 Customer Excellence
 Employee of the Year
 New Business of the Year
 Small Business of the Year
 Large Business of the Year
 Retail Business of the Year
 Service Sector Business of the Year
 Contribution to the Community



Energy Finance Scheme is the Icing on the Cake

A green energy company and a finance house have joined forces to come up with a way for businesses to tap into a limitless supply of green energy that pays for itself.

And if that sounds like having your cake and eating it too, that's because it very nearly is, says Kingston Capital Finance MD Rob Partridge.

"Free energy may sound like an impossibility, but for company owners who can suspend disbelief for a while, we can explain how to move them closer to it," he said. "And what could be more appropriate in the Humber area, at the heart of UK's renewable energy industry?"

Kingston Capital Finance and Flixborough Eco Technologies have collaborated to develop simple funding solutions for cost-saving energy schemes. They've approached the challenge by taking a more holistic view of energy supply and the way it's paid for.

"Knowing how to combine all of the technological aspects with the financial detail really can work effectively in companies' favour" said Mr Partridge. "Funds can be made available at four or five per cent, and we couple that with allowable tax breaks, feed-in tariffs, and the Government's Renewable Heat Incentive Scheme as part of a flexible finance package, with monthly payments over the life of the equipment."

Giles Barker of Flixborough Eco Technologies acknowledged that the capital outlay involved in the green technology currently available could make project costs prohibitive.

"It's true that the capital outlay for all of the technologies we can supply can overstretch budgets,

but working with Kingston Capital Finance it's possible to turn the capital costs into affordable monthly payments instead.

"By working with Kingston Capital we've been able to make investing in renewables simple and cost effective. The arrangement we've set up works for schools and community buildings as well as businesses," he added.

"Our approach is to look at all aspects of a company's energy use. We start with an energy audit, and build from there by looking at ways for them to use less, consider how what they do use is generated, and the procurement dimension."

Flixborough Eco Technologies won two awards in this year's Lincolnshire Energy Awards – Renewable Energy Installer of the Year for 2016, and Small/Medium Energy Business of the Year for 2016.

Kingston Capital Finance is supported by the UK's largest panel of lenders in the intermediary finance market, and is widely experienced in asset financing and commercial lending, offering a range of products to support business growth and improve profitability.

Mr Partridge added: "The only way to explore the detail of how green energy technology and the world of finance can be made to work together for a particular company is to talk to us. An exploratory chat is free, too..."



Extension Works Complete at School

ACA has announced that £500,000 dining room and classroom extension works have been completed at Longhill Primary school in Hull

The extension works were designed to meet the needs of pupils and teachers for an enjoyable dining and learning experience, whilst increasing the existing capacity.

Alex Caruso and the team designed contemporary plans for the internal remodelling of the existing kitchen and dining room; the erection of a single storey building; an under-croft extension and interior remodelling to relocate classrooms and ancillary accommodation. The extensions increased the gross internal area to 198sqm.

The new canopy identifies the main entrance with a positive contribution, inviting views of the extended dining facility.

Mark Batty, Head Teacher at Longhill Primary School, said: "I remain impressed at how ACA+I led my team and I through a thorough, all-inclusive and investigative design process. Our requirements for an enjoyable dining and learning experience were perfectly interpreted and translated into innovative designs, accommodating value engineering throughout the whole process. Our children and staff are benefitting tremendously from the results."



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Local engineers celebrate 15 years serving the region

Point, a multi-disciplined engineering company, celebrates 15 years serving businesses in the region. Thriving on their problem solving abilities, they are often referred to as being a one stop shop for engineering services.

With a 45 person strong workforce and a 60,000sqft base, the company provides all aspects of engineering including CNC & conventional machining, coded welding & fabrication, laser profiling, bending, rolling, shearing, sawing and punching, CAD design, electro-mechanical machine assembly, blast cleaning, industrial painting, machine repairs, removals & servicing and electrical contracting.

The engineering team works with Yorkshire and Humber clients, large and small, in commercial, industrial, retail, utility and marine sectors, offering a renowned "concept 2 completion" service.

Some say "it's an engineering services superstore". Client collaboration is key to its success in the business journey, and everyone at Point thanks all its customers for their loyalty and assistance in reaching this important milestone.

www.pointeng.com
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The Humber Royal Hotel is a contemporary hotel that sits just on the outskirts of Grimsby.

With easy links to the motorway, train station and Humberside Airport it makes a central hub when travelling into Grimsby or neighbouring towns.

The restaurant menu is filled with a great selection of local and seasonal dishes to suit all tastes. Our menu has plenty of fresh fish options with it being on our door step.

The bedrooms have great views over the golf course next door. All those that are bit more active, with some notice we may be able to get a round booked for you.

Don't miss out on great service in a relaxed and contemporary hotel.

01472 240024
www.thehumberroyalhotel.co.uk

Smailes Goldie Group's World-Beating Trainee

A trainee at Hull-based accountancy firm, Smailes Goldie Group, is celebrating after scoring the highest mark of all entrants worldwide in the Institute of Chartered Accountants in England and Wales' (ICAEW) Corporate Reporting exam

Natalie Hoskins was awarded the Quilter Prize after achieving a mark of 94 per cent in the exam, which she sat in July. Natalie joined Smailes Goldie Group in 2013 as a trainee on graduation from the University of East Anglia.

The Corporate Reporting exam is one of the three advanced stage exams, which are the last of the 15 exams which trainee accountants must pass in order to receive their ACA qualification and become a fully-qualified Chartered Accountant. Natalie sat two of the three exams, also passing her Strategic Business Management exam.

Natalie said: "I was delighted to receive the letter telling me I'd been awarded the Quilter Prize. This is a tough exam, so my aim had been to pass. Passing with the highest score out of a total of 2,519 entrants was incredible."

She added: "I've very much enjoyed the three years I've spent at Smailes Goldie Group so far, but this has certainly been the highlight. I'd like to thank everyone here for their support throughout my training."

Smailes Goldie Group Partner, Jeremy Allison said: "This is a fantastic result for Natalie, for Smailes Goldie Group and for accountancy in Humberside in general."

"Natalie's achievement sends the message to



Jeremy Allison with Natalie Hoskins.

other high-calibre graduates and school-leavers that they don't need to go to the 'big four' firms to receive the very highest standards of training.

"I'd like to congratulate Natalie and our other trainees on their exam successes."

Two other trainees at the firm, Jamie Chilcott and Amy Aistrop also passed their Corporate Reporting and Strategic Business Management exams, while Andy Robinson passed his Strategic Business Management exam.

EYMS Signs Up as a City of Culture Business Club Partner

EYMS Group, the Hull-based bus and coach operator, has signed up as an official Business Club partner with Hull UK City of Culture 2017.

EYMS, which trades as East Yorkshire Motor Services and East Yorkshire Coaches, and celebrates its 90th anniversary in October, is a major provider of buses and coaches in Hull and the surrounding area. The company believes public transport will have an important role to play during 2017.

EYMS Chairman Peter Shipp said: "I am very pleased that we have been able to sign up as a Business Club partner for what promises to be a very exciting and busy year. With around one million visitors expected during 2017,

transport will have a hugely important role to play. I look forward to working in close partnership with the Hull 2017 team to try to ensure that public transport takes the pressure off the road system.

It makes it easy for people to leave their cars behind when travelling to events and, indeed, when accessing Hull city centre, which will have an exciting and completely new look when all the current preparation work is complete.

"In the city and on our bus services throughout the East Riding, we will be working with the Hull 2017 team to help publicise what will be going on during 2017. I hope that with their help, and the help of the Hull City Council team, we

will be able to provide bus services visitors and residents can rely on."

Martin Green, CEO and director at Hull 2017, said: "We are delighted that EYMS is now a Business Club partner and we look forward to working together. As displayed through the overwhelming success of recent events such as Place Des Anges, in Hull city centre, our public transport system will play a key role in helping people to get to and from next year's events. The Business Club is a great opportunity for companies publicly to show their support for 2017's 365 days of arts and culture, with significant potential in terms of profile and business growth."



Daniel McCloud



Lucy Butterfint

Business Asset Protection

Lucy Butterfint, Senior Solicitor and Daniel McCloud, Probate Executive at Wilkin Chapman Solicitors, investigate the potential impacts of not protecting your assets should a business director or partner die or be unable to make decisions.

Is your business sufficiently protected if you, a fellow director or partner die or are unable to make decisions? What would happen to your business if:

- following an injury you became mentally incapable?
- you developed a medical condition which mentally or physically incapacitates you, even if only periodically?
- you died?

Mental incapacity or death of a business owner can create extreme difficulties.

The Mental Health (Discrimination) Act 2013 and the Equality Act 2010, has resulted in not being able to remove directors and partners from a business, on the grounds of mental incapacity. The only way to do this is to apply for a Deputyship Order through the Court of Protection which can cause great stress, expense and delay. In the meantime, your business could be exposed to a great deal of risk, such as the inability to pay wages, creditors and the possible destruction of its hard-won reputation. If a bank discovers that

a business owner lacks mental capacity there is a risk that they will call in any loan, withdraw overdraft facilities or, in the worst case, freeze the business accounts entirely.

We recommend that you plan ahead for the potential loss of capacity and make a Business Lasting Power of Attorney, so that someone has the authority to manage your business affairs. This is a straight forward means of protecting your business, not only for yourself, but for your fellow business owners, shareholders and employees.

A Business Lasting Power of Attorney would also mean that your attorney may be able to continue to manage your business' digital assets. These could include your online accounts, online stores, mailing lists, subscription lists, which are under the control of a business.

In the past few years, there has been an increasing trend for businesses to operate the majority, if not all of its day-to-day running online. It is not uncommon for individuals to run eBay shops and websites.

However, digital assets do throw up some issues.

- knowing the asset exists.
- having authority to access it with a Business Lasting Power of Attorney
- is the authority sufficient? If you do not have the relevant passwords you may still not be able to access the digital asset.

It is therefore important that you leave sufficient instructions to your attorneys and executors, so that they know how to access these.

The best advice to you is to ensure you have a Will and Lasting Power of Attorney in place, keep up to date records of all assets including digital ones, together with email addresses and usernames used by the business, and, if stored in a separate location for security reasons, details of where these are kept.

For further information, please contact Lucy Butterfint or Daniel McCloud at Wilkin Chapman LLP Solicitors on **01482 398398** or visit **www.wilkinchampan.co.uk**

Businesses Offered Choice as Hull Becomes a Gigabit City

Infrastructure provider CityFibre has named Hull as the UK's next Gigabit City as they roll out ultra-fast connectivity in partnership with Hull-based telecoms company, Pure Broadband.

For the first time, businesses will have a choice of digital infrastructure in Hull as CityFibre opens up a next-generation pure fibre network in the city. The network, which spans 62km across Hull, will provide local businesses with some of the fastest download and upload speeds in the world. Hull joins CityFibre's growing ranks of Gigabit Cities as it executes its strategy to bring fibre infrastructure competition nationwide.

The Hull Gigabit City project is being delivered in partnership with Pure Broadband, an established telecoms provider in the city. The company has launched a separate division called Pure Speed to offer affordable, ultra-fast internet services to businesses in Hull and the surrounding area.

The city-wide pure fibre network will transform Hull's digital infrastructure, enabling gigabit speed, world class connectivity and dramatically accelerating its digital capabilities. This will be a vital improvement after Hull's broadband speeds were stated as some of the slowest in the UK by Ofcom's Connected Nations 2015 report. The network will future-proof the city as the thirst for greater bandwidth continues to grow exponentially over the coming decades.

CityFibre has already installed fibre connections to mobile masts throughout Hull, upgrading the majority of the city's mobile traffic to 4G, following a national framework agreement with mobile network operators EE and Three UK. This project led to an increase in mobile internet use on Three's network in the city by 380%.

Rob Hamlin, Commercial Director at CityFibre, said: "We're delighted to be able to offer world-class digital infrastructure to cities like Hull, who have historically had extremely slow broadband speeds. By working with Pure Broadband, businesses in Hull can now capitalise on gigabit speed internet connectivity to compete and succeed in a digital world."

Adrian Bolster, MD of Pure Broadband, said:



"Purebroadband has operated in Hull since 2009 and our mission is to provide our customers with exceptional service levels and cost-effective, reliable products. Our new gigabit, fibre only products are driven by our passion for our city and our belief that Hull businesses deserve the best.

"We're extremely happy that CityFibre has chosen us as their launch partner in the city and look forward to delivering a range of fibre-fed products which will finally put Hull on the map as a true digital city. The key message from Pure is that this is here, now, it is time for Hull to join the Gigabit revolution"

Pure Speed's services were launched at an event hosted alongside CityFibre on 29 September, where local business representatives heard more about how the Gigabit City project can benefit them and revolutionise the way they operate.

For more information on the project and to register your interest, please visit: cityfibre.com/hull

CityFibre

"Businesses in Hull can now capitalise on gigabit speed internet connectivity to compete and succeed in a digital world."

Regus Norwich House Workspace Celebrates One year Anniversary

Appetite for flexible workspace grows

Regus Hull, Norwich House, is approaching its first year anniversary and the company reports that the appetite for cost-effective, flexible workspace amongst businesses in Hull and beyond continues to grow.

Situated on Savile Street in the heart of the city, the Regus site offers 64 offices and 216 workstations. The site is proving popular with business of all sizes, and particularly with small businesses who are able to hire space on an as-needed basis, enabling them to grow at a sensible pace.

Richard Morris, UK CEO, Regus comments: "Investing in Hull was the right choice. The city is undergoing extensive regeneration and, with the 2017 City of Culture announcement, Hull's profile will continue to rise.

"Customers appreciate the flexibility of the offering, with space available to hire by the hour,

half-day, full-day – right up to 24 months if that's what's required. Businesses today want to be agile and want to be able to react quickly to changing market requirements. The flexible workspace model allows them to expand or tighten operations as needs dictate.

With over 350 locations in the UK and 3,000 worldwide, the Regus network continues to expand. "We are offering a very convenient, plug-in-and-go solution to today's workspace needs," Morris continues. "It's a solution that is appealing to businesses from a variety of industry sectors - the Hull site has hosted solicitors, estate agents, alternative energy providers, aeronautical companies, IT providers and more. We look forward to welcoming more businesses to this flexible way of working over the next twelve months and beyond."



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Chamber Hears About Calmer Waters for Bridlington Marina Scheme

Bridlington Chamber Members were delighted to be welcomed to the Bridlington Harbour Commissioner’s offices for their July meeting.

Chris Wright, Chairman of the Bridlington Harbour Commissioners, hosted the meeting at Gummers Wharf, West End, Bridlington, and updated Members on the latest plans for the Marina development, which are now progressing after many years of gridlock between East Riding Council and the Harbour Commissioners.

Mr Wright told the meeting that everything was now working well and relations with East Riding Council were much improved. He said the scheme was now being priced up and the length of the piers decided.

The North Pier extension is expected to cost up to £8-million and work is still ongoing with environmental impact assessments and mud sampling to prepare for the build, but everything was now on track and it was hopefully just a matter of time before work would begin.

East Riding Council’s Nigel Atkinson added that the Council now needed to look at how to bring forward an affordable scheme which was deliverable, noting that there was still a job to do to find the money.

Mr Wright said it was important to avoid too much upheaval during the development, especially for the fishing industry, which now boasts the largest lobster



Pictured after the Bridlington meeting are Chris Wright, Neil Watson and Coun Evison

landing port in Europe. He added that it was difficult to say when work would start at this stage, as there was still the issue of affordability and workability.

Coun Jane Evison, Cabinet Member for the Economy from East Riding Council, said people were now starting to see what was developing with the scheme. “It’s about reaching out and finding areas of agreement between everyone who wants to see it progress,” she said.

Chris Wright also informed the meeting about a dredger which will be coming to Bridlington in the autumn. “It is rather bespoke in that the MCA has no rules for it because it is under 25m in length.

It won’t be here until late October, but it will be ideal for Bridlington harbour. It will dig down to around 17ft to clear out the sediment.

He told Members that the harbour had to be dredged, otherwise they would lose the boats if they can’t get into the harbour, and once they go somewhere else, we may well lose them forever.

Chamber Bridlington Chairman Neil Watson and Chief Executive Ian Kelly thanked Chris for hosting the meeting and warmly welcomed the relationship he, Jane Evison and the council officers were now building in order to get the Marina everyone in Bridlington wanted and deserved.



Ian ready for his trim, with Salon Apprentice’s Tracey Schofield (left) and hairdressing apprentice Paige Palmer

Singing Trainee Trims the Boss!

Talented Chamber Training apprentice Paige Palmer trimmed Chamber boss Ian Kelly’s greying locks recently after he visited Salon Apprentice – Chamber Training’s hair salon on Jameson Street in the centre of Hull.

Sporting his smart new look, Ian said: “My local barber of 20 years on Beverley Road has just shut down so I was persuaded what better than to check out our own team of talented hairdressing apprentices!

“Under the helpful supervision of Salon Apprentice’s Tracey Schofield (left), young hairdresser Paige did a fabulous job,” he enthused.

“I asked her if she could manage to cut out all my grey hairs but leave the rest, which flummoxed her a bit – but she did a really good job!

“All good barbers need to know a bit of current affairs, so I asked her as an East Hull girl if she had trimmed John Prescott’s hair yet? She made me feel really old when she said she didn’t know who he was! However, she made up for it by singing to herself as she went which is more than my fellow grumpy old man barber ever did.”

If you would like to book an appointment at Salon Apprentice, which is open to the general public, simply give the Salon Apprentice team a ring on **(01482) 611891**.

Putting the Customer First Brings Twenty Years of Success



Photo taken by Dave Moss Photography

Truck Links Ltd, a privately owned commercial vehicle and trailer rental business, is celebrating its twentieth anniversary.

Based in Grimsby, the company offers long and short term contract hire and spot rental solutions to logistics and distribution operators, as well as heavy and light commercial vehicle and trailer sales, repair and maintenance and fleet management packages.

The secret to the company's success is that it works in partnership with each individual customer in its growing customer base to understand fully the specific application, an approach which allows for a bespoke service and provision of the most suitable and cost-effective equipment.

This bespoke customer service includes providing a 24/7 Support System through its in-house workshop, Service response team and IT Packages, including vehicle tracking and fuel efficiency monitoring.

Truck Links' customers include local, national and international logistic operators in the full range of supply chain sectors. Its large fleet of equipment reflects this and includes temperature-controlled vehicles and trailers for the food industry, dry freight and skeletal equipment to the shipping, pallet networks and construction sectors.

Truck Links Ltd continues to invest in new fleet vehicles and trailers and has also invested in its workshops and maintenance facilities.

After investing in a new workshop pit lane the company became a DVSA Authorised Testing

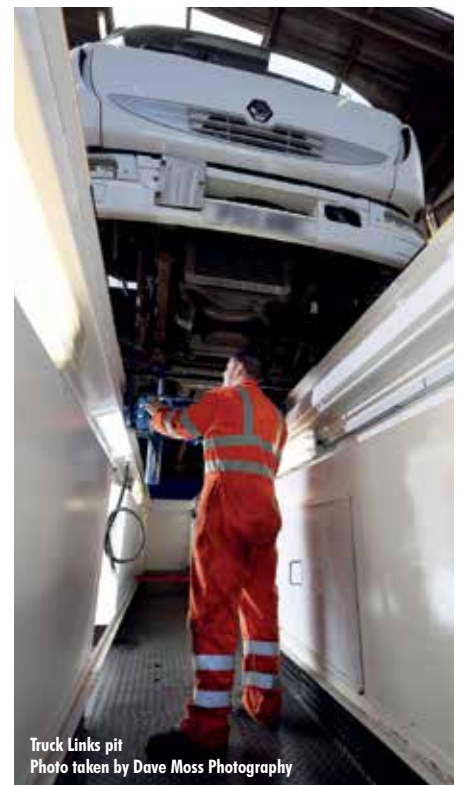
Facility (ATF) in June 2014. This was originally to maintain a means of fulfilling MOT testing of its own fleet vehicles and trailers when DVSA announced the intended closure of the Grimsby Testing Station, but the third party requirements in the location mean that tests on site are now carried out five days a week.

Truck Links' investment continues with plans to build a new ATF Lane and a separate PDI/Valeting bay on site to continue to offer a full range of MOT tests and voluntary checks for HGV's and trailers. This should be complete by early 2017.

The Directors of Truck Links Ltd are very proud of their employees - a team of skilled and motivated people who work together to ensure an excellent level of Customer Service.

The company was established in 1996 by Steve Bright and was born out of a previous family partnership, S.S.B. Contracts, which had traded from the early 1980s. Since his untimely death, in December 2012, it continues to trade, from its prime location on Estate Road No.2, S.H.I.E. Grimsby, retaining the same ethos - that the customer is king.

2016 is the 20th year in business for Truck Links Ltd, which recognises and celebrates the past 20 years and now looks forward to new achievements for everyone involved.



Truck Links pit
Photo taken by Dave Moss Photography

Trinity House Academy Aims to Turn the Tide on Maritime Skills Shortage on Humber

TRINITY House Academy hosted members of Hull & Humber Chamber of Commerce's Transport and Shipping Committee for their September meeting.

The Hull Academy's Vice Principal, Nathan Goodman, welcomed Members and explained how the school, which was founded in 1787, aims to provide maritime pathways for young people from age seven to adult. Now he hopes to see it develop into a dedicated nautical college for the Humber region, which will help to address a skills shortage on the Humber.

Mr Goodman told business leaders that the school had recently converted to Academy status to give it more freedom to reintroduce maritime studies. The Government's Maritime Growth Study published this year highlighted a growing shortage of skills and that the average age of those in the industry is now 58.

The Academy caters for boys from the age of seven and received 300 applications for just 120 places this year. The Academy doesn't compete with other schools in the area, but is aiming to be the number one choice for those interested in the maritime industry as a career.

Developments in the Renewables industry in the Humber are expected to see an increasing skills shortage, but Mr Goodman explained how students can undertake a range of maritime qualifications to equip them for work. These include SCA Level 2 Qualification in Nautical Studies, the Royal Yachting Association (RYA) Basic Navigation and Safety at KS3, and the SCA Level 2 Qualification in



The Chamber's Shipping and Transport Committee chairman, Albert Weatherill (left), is welcomed to Trinity House Academy by Vice Principal, Nathan Goodman

Nautical Studies which teaches students personal survival techniques. The school has also been gifted a fast rescue boat and firefighting equipment which means their 16-year-olds will be well placed to take on an apprenticeship.

The Academy is looking at the possibility of introducing a BTEC course and is considering moving into adult education with the Royal Yachting Association's VHF radio and VRYA qualifications.

Trinity House is also developing a partnership with Hull College, Hull Trinity House, Hull Training,

HOTA, and possibly HETA to provide funded apprenticeships

Their Carmelite House site will soon have a Transas Ship's Simulator installed to replicate a fully-working ship's bridge, while a Dutch firm is donating a sonar system. Students will be well-versed in numerous maritime skills making them ready for the workplace when they leave the Academy.

Looking to the future, Mr Goodman told the meeting that beginning with KS5, they are looking at getting a re-designation for the school so that it will cater for 11-18-year-olds, allowing it to become a post-16 Nautical College for the region, an ambition which is supported by Hull MP Alan Johnson.

The Chamber's Shipping and Transport Committee chairman, Albert Weatherill, asked about the response the Academy was getting from the world of shipping. Mr Goodman said many of the larger operators in the area were very supportive and Stena Line and P&O are looking to see how they can help. The Academy is also hoping to work with ABP with students over 17.

Capt Russ Garbutt, a former P&O Ferries Captain, said he was delighted to see students learning personal survival techniques. Mr Goodman said that 10% of their students choose that option at the moment, but the course has only been running for a couple of years. The Academy was also upskilling more teachers so they can teach the course, which includes firefighting on vessels, power boat Level 2, VHF radio and first aid skills.

StrawberryToo Welcomes 'Too' New Graduates



StrawberryToo, the sister agency of Strawberry, has welcomed graduate designer Joey Owst, and graduate marketer, Rebekah Rackham, to its team.

The new members of the team will learn and hone their skills by working on real life client briefs. Once their one year placement at StrawberryToo has finished, the graduates will either be taken on full

time by Strawberry, or helped to find employment elsewhere in the creative industry.

Jade Woodfield, Creative Director at Strawberry Too, said: "After a long recruitment process, these guys really stood out in their field and we thought they would fit into the existing team really well. StrawberryToo has grown this year, so it's really nice to have more creative minds coming together hopefully to continue the standard of work we've already been doing."

The new recruits will join StrawberryToo graduates, Will Kirk and Jessica Clark, who have gained permanent roles at the agency after impressing the Strawberry team with their ability and creative drive. The team will also be working alongside Ben Fenwick, who is still completing his apprenticeship with the agency.

StrawberryToo was originally launched in Hull in 2014 with the aim to employ, train and mentor young creative talent in a real working environment.

They aim to protect against the trend of creative talent feeling they can only further their career by moving away to bigger cities like London. This unique design and digital agency is staffed entirely by graduates and apprentices to give local SMEs and start-up businesses great value for money and high quality, creative campaigns.

Once the StrawberryToo team members complete their time at the agency, they are helped to find a career in their chosen field whether that be graphic design, marketing, or web development. Some recent StrawberryToo graduates have been given full time roles with sister agency, Strawberry, joining its 30-strong team of designers, marketers and digital developers.

Strawberry, established in 1993, is based on Strawberry Street in Hull and offers a wide range of marketing and design services, including website design and development, graphic design, branding and digital marketing.

Investment Delivers Business Growth and Jobs

Finance Yorkshire has invested more than £110 million in companies across Yorkshire and the Humber and North East Lincolnshire, generating significant business growth and creating thousands of jobs.

It has invested in more than 460 companies, enabling those businesses to increase their turnover by a collective £377 million and attract a further £273 million from private sector sources. These businesses are helping to drive economic prosperity in the region.

Finance Yorkshire's investments – from its seedcorn, business loan and equity linked funds – have created and safeguarded more than 12,200 jobs in the region.

Brigg-based GSA Environmental is among the ambitious, growing businesses to benefit from Finance Yorkshire investment.

The company – which has a £2m turnover and employs 10 people – enhances environmental standards for oil refineries and power producers. It specialises in the extraction of transition metals from oil refinery residues and power station ashes, which can be toxic and pose a threat to the environment.

A £500,000 investment from Finance Yorkshire's equity linked fund will enable GSA Environmental to invest in its UK-based team of engineers and plan the building of a commercial scale metal recovery plant.

Managing Director Michael Grimley said: "The support from Finance Yorkshire will be invaluable as we move to the next stage of our growth. We will add another 10 permanent staff over the next three to four years.

"We also plan to design and build a new metal recovery plant in the UK. That will require significant effort to obtain project finance. The investment from Finance Yorkshire enables us to build a solid financial and environmental case for it."

Alex McWhirter, Chief Executive of Finance Yorkshire, said: "GSA Environmental has a great deal of experience in working with clients where innovative solutions can be developed to address environmental issues and improve their customers' environmental performance and productivity.

"I'm delighted that our investment will lead to the employment of more people in the region."



Left to right: Alex McWhirter, Chief Executive of Finance Yorkshire, and Michael Grimley, Managing Director of GSA Environmental.

GSA Environmental has also completed an engineering assessment to build a commercial scale plant in Saudi Arabia.

For more information, please visit www.finance-yorkshire.com or call 0300 030 6060.



Finance Yorkshire is supported financially by the European Union. It has attracted investment from the European Regional Development Fund (ERDF), as part of Europe's support for the region's economic development through the Yorkshire and Humber ERDF Programme, UK Government and the European Investment Bank. Finance Yorkshire is also supported by the Regional Growth Fund.

Why Proofreading is so Important for Businesses

In these ever more competitive times for businesses, it is crucial to get your message out to prospective clients.

However, it's not just what you say but how you say it and mistakes in your printed or online material can be very damaging to your reputation.

That is why it makes sense to call in James Andrew Proofreading and Editing Services, a recently-created Beverley business which specialises in spotting all the problems and putting them right.

The business was started in April by James Andrew, a fully qualified proofreader, who said: "If you put out material with mistakes, it does not reflect well on your business and

the work I do helps businesses look more professional.

"Proofreading is not just about spotting spelling mistakes and typos. It is more complex than that and I can correct clumsy grammar, make sure the syntax is right, correct the wrong use of tenses and ensure that the style is consistent.

"I did some work for a client recently who had four pieces written by four different people and my job was to make sure that it read the same all the way through.

"I think the important thing to realise is that bringing in someone like me is not a criticism of the person who wrote the piece, rather part of the process to ensure that the finished work

is as good as it can be."

James works for a range of businesses in the area, proofreading everything from brochures and leaflets to letters and technical documents, including legal documents.

James, who will work on-site for a client if required, said: "Proofreading is such an important part of the process and by using our services you can make sure that your written materials gives the right impression of your company."

James can be contacted on **0787 6507437** and **jamie@andrew-1.fsnet.co.uk**

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Established After the First World War in 1919

W H Bowker Ltd. are still a family owned business, with the fourth generation and great grandson of the founder, William Bowker, now actively involved in the management team.

The business has experienced significant expansion over the generations and is now recognised as one of the main logistics companies operating in the UK, with a reputation for innovation, high performance and reliability.

Providing pallet distribution, groupage, part load and full load services throughout the UK, the company was one of the pioneers of the early European transport industry, undertaking its first movement from the UK to the Netherlands in 1961. W H Bowker International Ltd. now operate reliable and competitive services to and from all European countries.

In addition, the company operates over 40,000m² of modern storage, handling and distribution facilities at its sites in Hull and Preston.

Conscious of its responsibility to the environment the company has invested substantially in the latest low emission euro 6 satellite tracked vehicles, now making up the majority of its 150 vehicle fleet. The modern trailer fleet consists of 350 sliding roof euroliner and high cube mega trailers, which comply with the European wide code XL secure loading standard.

The company's many accreditations include ISO 9001, AEO in recognition of the safety and security of its storage and transport operations and BRC for the quality of its storage operation.

The Bowker family are now looking forward to the company's centenary in 2019, during which the longevity and successful growth and expansion of the business will be celebrated.



Family Team Have it Covered

Ian and Alex Stokes, a small family team, operating a painting and decorating business concentrating in a niche within the trade, are moving away from conventional synthetic paints.

Based in North Lincolnshire the company are switching to natural and traditional paints and experiencing an increasing market encompassing period and listed properties. It is a market where these paints are ideally suited to complement the building fabric of old buildings. Natural paints are not only appropriate for heritage buildings, but with their distinctive health and environmental benefits, work in contemporary properties too.

Ian started as an apprentice painter in 1978 moving to self-employment in 1998. In 2007 he ceased trading, then taught painting and decorating until 2011, when the business in its present form was established. Alex joined in the Spring of 2011 and went through a modern apprenticeship and continues to contribute, gaining valuable experience.

Nouveau cover areas from North Yorkshire down to Norfolk, from Derbyshire to East Yorkshire, applying both interior and exterior finishes. From preparation to finishing stages, specialising in Linseed paint finishes and integrating natural emulsions, clay, chalk, lime and casein paints. Natural varnishes and wood finishes are used.

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Hull: the ultrafast capital of the UK

In March 2015, the Government announced its ambition that ultrafast broadband – delivering at least 100Mbps – should become available to ‘nearly all UK premises’ to ensure Britain is among the best connected nations in the world.

In Hull and East Yorkshire, communications company KCOM had already gone one better, creating the ultrafast capital of the UK where businesses receive speeds of 1Gbps and beyond.

It began its ambitious deployment of its Lightstream fibre service in 2012 and today, Hull remains the only city in the UK where ultrafast broadband, delivered directly to homes and businesses, is being rolled out as standard.

Ultrafast connectivity to power a digital age

In an online world, fast and reliable connectivity is fundamental to economic growth. In the same way that the development of the railways once powered the industrial revolution, broadband networks are today driving the digital revolution.

The benefits of fast and reliable broadband are huge, with every £1 invested in superfast broadband delivering £20 of economic benefit* through improved productivity within existing businesses, the creation of new, digital businesses, and increased flexible working.

The connected city

In Hull and East Yorkshire, the digital economy is already worth £6.93 billion annually, employing 57,600 people**. It represents a tremendous opportunity for growth, with best-in-class connectivity delivered by KCOM's rapidly-expanding fibre network already powering the region's emergence as a hotbed for digital enterprises and start-ups.

By December 2017 KCOM will have invested more than £60m to make its future-proof digital infrastructure available to over 150,000 homes and businesses, giving the region not just the best connectivity today, but a major economic advantage for generations – and at no cost to the public purse.

Transforming the business landscape

Thousands of companies based at business parks across Hull and East Yorkshire are receiving 1Gbps speeds, using Lightstream to work faster, more productively and more efficiently.

Coinciding with a wave of other positive developments in the region, KCOM's investment to create the ultrafast capital of the UK could not have come at a better time to enable and support economic growth. For a limited time, businesses can take advantage of free connection to Lightstream and join the ultrafast revolution.

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Govind Manocha,
Spring Estate Agents

For more information visit heybusiness.kcom.com/ultrafast or call 01482 337733



Battery Storage – the Smart Future of Energy Management

By John Hudson, Managing Director, Boston Renewables

Until now much of the debate around energy management has been about using less. But now there are new opportunities in demand side response (DSR), which is the intelligent use of energy to balance the peaks and troughs of supply and demand.

Through its Power Responsive initiative, the National Grid is actively promoting DSR (which is also known as grid balancing). Many SMEs can engage in and benefit from it. Battery storage is the key enabler.

An energy storage system comprises lithium ion batteries with inverters and switchgear often housed in a metal shipping-type container and installed on the organisation's site. Typically, it will store cheap night-time electricity which the organisation can access on a daily basis to avoid peak time electricity pricing and, therefore, reduce its energy costs.

Not only does battery storage help the Grid manage electricity in a smart way, it can also deliver a valuable income stream for the organisations that participate. The National Grid uses companies' battery systems as stand-by assets to store excess electricity so it is not wasted, as happens at night or on a sunny day. National Grid pays to use these assets.

So, how to join in? Experts in our region will guide new participants. For example, battery storage developers have links with intermediaries, aggregators, to set up contracts for battery storage and DSR. The key is to engage with a developer offering a bespoke and complete solution.

Wold Top Brewery Wins National Award and Shortlisted in Another

In the space of just one week, the team at Wold Top Brewery picked up two awards and a place in the final of a regional food and drink awards for its coastal inspired beer.

Just days after being awarded a bronze medal at the International Beer Challenge, the Wold Newton brewery's Scarborough Fair IPA was awarded Highly Commended in the Great British Food Awards this week and has also been shortlisted in the Best Drink Product category of Yorkshire Life magazine's annual Food and Drink awards.

Kate Balchin, accounts and export manager at the brewery, said: "In the space of just three weeks Scarborough Fair IPA has won a national beer award, been highly commended in one prestigious food and drink award and shortlisted in another - it's amazing!"

"We're very proud that Scarborough Fair has been acknowledged as an award winning beer in two different competitions, and it would be fantastic if we were to win the treble with a Yorkshire Life award too."

Brewed from Wolds-grown malt, a blend of triple hops, maize and chalk-filtered water from the



Kate Balchin with husband, Alex, brewery manager

farm's own borehole, Scarborough Fair IPA has previously won a 2 Star Gold in the Great Taste Awards from The Guild of Fine Food.

Tough Accountants Raise £1,230 for Help for Heroes



A team of chartered accountants from Hull have raised £1,230 for Help for Heroes after completing Tough Mudder at Broughton Hall in West Yorkshire.

The team from cbaSadofskys completed the 12 mile course in less than four hours through mud, sweat and tears, both up hill and down dale.

Clare Stone, director from cbaSadofskys led the team. She said: "We had a team of 10 and we all agreed that Tough Mudder is the hardest but best thing we have ever done. It is so hard, you're cold, wet and exhausted and at some point it feels like it's never going to end, but the atmosphere is amazing and completing the course was such an achievement. We are already gathering our team to do it again next year."

"Help for Heroes is a national charity, raising money for servicemen and women who have been wounded or injured in action. A massive 97% of their funding comes direct from public support and so we are delighted to be sending £1,230 to them."

Commission an Artist Enters the Medical World

Arts organisation Commission an Artist has entered the world of medical science with some striking images.

The organisation, which finds artists to produce original works for everything from business premises to homes, has just completed a commission for a customer who wanted an image tracing the evolution of military medical practice over the past 300 years.

Commission an Artist has also engaged the services of an artist who specialises in producing images of the human body using other art imagery to enhance the meaning of the artwork.

The brief from the client wanting an image depicting the history of medicine was to depict the evolution of the military medic from the Boer War to modern day, with an emphasis on the change in uniform and equipment over different conflicts.

The client said: "This was the first time I had ever commissioned an artist and I was unsure of what to expect. I had left things quite late, so I was working to a tight timeline and I wanted a very specific concept.

"I found Commission an Artist easy to use and

very time efficient; I wouldn't have known where to start on my own but the process for posting an idea was straightforward and I got responses very quickly.

"The ability to see an artist's other work and commission a quick sketch was critical in helping me select the right artist. Throughout the process, Commission an Artist, were very responsive to all my requests.

"We were able to work together to hone the final work and create a brilliant original piece. The follow up and delivery was extremely efficient, and I was able to receive the work right on time. "

The artist whose work focuses on the human body, and who has produced images for a medical journal, said: "I've taken imagery of the human torso and blended Autumn leaves into the muscle structure to work to the ideas of an Autumn theme."

Helen Johnson, who runs Commission an Artist, said: "There has always been a strong link

between art and medicine. Leonardo Da Vinci was the perfect example of an artist who combined the artist's eye with a strong focus on detail.

"Our artists have themselves shown a remarkable talent for continuing in that tradition in the way they depict the subject."

You can find out more about the organisation at **01325 495639**

www.commissionanartist.co.uk

Email **info@commissionanartist.co.uk**

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Prevention the Key as Fire and Rescue Service Expands

Traditionally, Fire and Rescue Services fought fires and attended incidents when they happened. They were very much reactive organisations.



Chris Blacksell

However, recent years have seen significant changes as the Service takes on much more preventative work, with officers confident that if they can help people avoid accidents in the first place the benefits are immense.

That is certainly the case with the Humberside Fire and Rescue Service (HFRS), which has seen emergency calls drop by more than 50% over the past ten years thanks to its focus on prevention work.

Chris Blacksell, Deputy Chief Fire Officer, said: "A lot of what we do now is about prevention because if we can help people take sensible precautions there are less incidents, which is good for people and good for the local economy because it costs businesses less.

"We give out a lot of advice on fire prevention but what we do covers a much wider area than just fire so, for example, we also talk to companies and the wider community about flood risk

"For example we give advice on moving valuable equipment and stock records away from places likely to be flooded rather than them having to react quickly when an incident occurs."

As the enforcing authority for fire safety legislation, HFRS periodically audits businesses and its Business Safety team conduct more than 3,000 audits a year on commercial premises. They can contact any business at any time in the Humber region to carry out an audit of fire safety measures.

The law requires businesses to take steps to reduce the risk of fire and to make sure that, if a fire does occur, everyone can get out safely. HFRS will support businesses to do that but, as a last resort, will prosecute if it comes across dangerous breaches.

Chris said: "There do remain some people who avoid taking the right precautions and, although we focus heavily on prevention, we will take people to court if the circumstances require."

For instance, in August Grimsby property landlord Keith Newsum was given a five month jail term and ordered to pay £100,000 in costs after a fire, which started in one of the rear rooms on the ground floor of 21 Bursar Street, Grimsby on Saturday 23 August 2014 at 00:11 hours and spread to the room above, with smokeloggings to 19 and 21 Bursar Street and neighbouring buildings through a common roof void.

Anywhere between 10 and 20 people escaped from the property including a 16-year-old boy and his mother who escaped out of a first floor

window. As no fire alarm sounded in either property, only the quick thinking of residents who alerted those in neighbouring rooms by banging on doors or throwing stones at windows ensured that no-one was seriously injured or killed.

Judge Peter Kelson QC said that no fire risk assessment of the property had taken place since 2004 and it was 'good fortune that no-one died'.

Away from engaging with businesses, HFRS has also been working closer with health organisations.

For instance, a Transforming Services Award recently went to the partnership between Humberside Fire and Rescue Service and the Hull Clinical Commissioning Group (CCG). Over the past two years both organisations have worked together on the Hull 2020 transformation programme, which led to the piloting of a rapid response service attending to older people that have fallen in their home. Firefighters have attended hundreds of those incidents in the last six months, reaching people on average in 17 minutes and also working to prevent falls happening again in the future.

HFRS is also a major element of the CCG's plans for integrated out-of-hospital care supporting rehabilitation within the community. HFRS delivers 'FireFit' sessions free to disadvantaged young people in fire station gyms and turns heads in Hull with a bright blue engine promoting the signs and symptoms of prostate cancer to men over the age of 50.

Planning approval has been granted for a new Integrated Care Centre in Hull which will house a new fire station for East Hull.

The £9m centre will provide support to patients who have long-term health conditions and

"There do remain some people who avoid taking the right precautions and, although we focus heavily on prevention, we will take people to court if the circumstances require."



illnesses associated with older age. Providing an alternative to hospital admission, patients will be referred by their GP for assessment and treatment on a day case basis, before being supported to return home with an ongoing plan of care. Part of the centre will house a fire engine which will provide emergency cover to East Hull. It is also hoped that the firefighters will also be involved in delivering services in the purpose built rehabilitation and reablement suite that will support people to manage their own condition following illness or change in health.

The work of the Service in making the community safer is also supported by HFR Solutions, a not-for-profit Community Interest Company set up by senior HFRS fire officers in 2012. Among its range of safety training, it also has the contract for firefighting and rescue services at British Steel Scunthorpe, and the management of emergency response at Humberside International Airport.

Chris Blacksell, who is also the Chair of the HFR Solutions Board, said: "Our work at British Steel is a great example of our approach. It makes sense to

have emergency responders on site who work to the same procedures and ethos as HFRS so if something does occur there is a seamless integration.

"Their work is not all responding to incidents though, lots of their time is spent having important health and safety conversations with site personnel to try to prevent incidents happening in the first place. Achieving that means we make the site safer for the people who work there, including our own staff."

MRS Training & Rescue Grows Business by Looking Beyond Mining

These are exciting times for MRS Training & Rescue, the new name for Mines Rescue Service, as they announce the opening of a brand new training facility in Knottingley, West Yorkshire.

Despite the last deep coal mine closing at Kellingley in December last year, MRS Training & Rescue aims to grow annual turnover from £11m to £20m by diversifying its services. The strategy has seen it expand whilst the coal mining industry it was originally set up to serve has disappeared.

Its new Yorkshire base, at Knottingley, was officially opened by Normanton, Pontefract and Castleford MP Yvette Cooper on 27 May, and takes the total number of training facilities to seven across the UK. It is conveniently located near the A1 and M62 motorways, approximately two miles from Pontefract, with a large free car park and hotel next door.

Facilities include:

- Five modern, training rooms
- Video conferencing facilities
- Male and female changing rooms and showers
- A self-contained confined space training chamber built into the fabric of the building with 70m of crawl space
- Bistro for delegates to enjoy a drink and eat their lunch

It replaces its former home at Kellingley Colliery, near Selby, Britain's last pit, which shut in December, bringing 300 years of UK deep mining to an end.

The new base will play a key role in the company's expansion plans, and offers improved facilities, including a self-contained confined space training chamber, built into the fabric of the building with 70m of crawl space and internal cameras for recording all training, to prepare and train anyone who works in confined spaces.

MRS' Yorkshire Operations Manager, Billy Gundry, said: "Our new centre has five training rooms where we will offer a full range of Health and Safety training courses including First Aid, Safe Entry into Confined Spaces, Fire Fighting, IOSH and NEBOSH courses, to name a few. We particularly target all aspects of confined space training, especially the provision of rescue cover for the high risk categorised work. Unfortunately accidents still occur in confined space working being undertaken and awareness of the hazards still needs to be communicated better. We also have a mobile training facility that allows us to



deliver confined space training and assessment at a customers' premises if preferred."

For more than 100 years, MRS Training & Rescue has developed its specialist skills, experience and knowledge gained from working in difficult and potentially dangerous environments, to effect the rescue and escape of mine workers from underground. The company has been able to secure long term success by leveraging its expertise, and has branched out from underground mining into providing a comprehensive range of health and safety related products, training and services to a wide range of industries, including nuclear, aerospace, rail, manufacturing and utilities. Their team of qualified trainers not only provide expert training, but can impart real life scenarios of situations they have faced, to bring the learning to life.

- All trainers have worked in confined spaces and continue to do so – with real life stories to share to make the theory come alive.
- They work with City and Guilds to create the qualifications for confined space training.
- They work with the sector to set the standards for confined space entry and rescue.
- More than 100 years' experience working in confined spaces and high risk situations.

■ Provide health and safety consultancy services across the world.

■ Specialist providers of long duration breathing apparatus (four hours). Best equipped for the most difficult jobs.

It intends to grow its work with a broad range of industries, and as well as confined space training, offers a wide range of other health and safety related courses for all industry personnel.

For more information about the new training centre, and to see the wide range of courses on offer, please visit www.mrstrainingandrescue.com.

To contact the new Knottingley Centre, call **01977 676700** or email yorkshire@mrstrainingandrescue.com

MRS Training and Rescue, Rescue House, A1 Business Park, Knottingley, West Yorkshire. WF11 0BU



Billy Gundry Grad IOSH MCMI
Operations Manager
Yorkshire, Lancashire & Humberside



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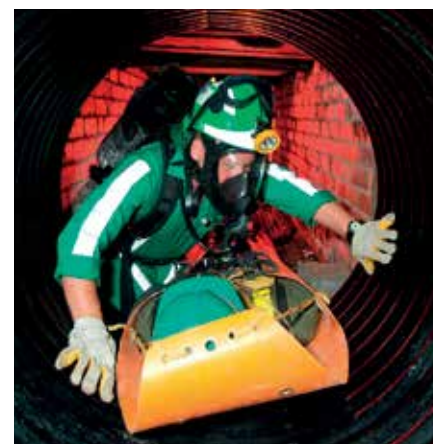
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Alex Green,
Head of Employment Law at Graham & Rosen solicitors, looks at the legal requirements for Employer’s Liability insurance.



Don't Forget the Safety Net

Alex Green, Head of Employment Law at Graham & Rosen solicitors, looks at the legal requirements for Employer’s Liability insurance.

Responsible employers will take appropriate steps to reduce the risk of claims for injuries by their employees. There is a legal duty to carry out risk assessments and to have appropriate policies, procedures and training to reduce accidents and injuries at work.

However, as well as trying to prevent accidents, employers also have a legal duty

to insure against claims for injury or disease from employees. It is a legal requirement for employers to have a minimum level of £5 million insurance cover.

Almost all employers, even those who employ just one person, are required to have Employers Liability Insurance. The only exceptions are some family businesses where all the employees are closely related to the employer (this does not apply to family businesses which are limited companies) and limited companies where the only employee is also the majority shareholder.

Employers must display their insurance certificate, either on paper at the company’s main address or electronically, provided that employees can have access to the electronic version.

Failure to have Employer’s Liability Insurance can lead to a criminal prosecution, with a fine of up to £2,500 per day for each day when there is no insurance in place. Also the employer themselves would be liable to pay any compensation, including legal costs, from a successful claim by an employee.

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Controlling the Risks in the Workplace

As part of managing the health and safety of your business you must control the risks in your workplace.

To do this you need to think about what might cause harm to people and decide whether you are taking reasonable steps to prevent that harm. This is known as risk assessment and it is something you are required by law to carry out. If you have fewer than five employees you don't have to write anything down.

A risk assessment is not about creating huge amounts of paperwork, but rather about identifying sensible measures to control the risks in your workplace. You are probably already taking steps to protect your employees, but your risk assessment will help you decide whether you have covered all you need to.

Think about how accidents and ill health could happen and concentrate on real risks – those that are most likely and which will cause the most harm.

For some risks, other regulations require particular control measures. Your assessment can help you

identify where you need to look at certain risks and these particular control measures in more detail. These control measures do not have to be assessed separately but can be considered as part of, or an extension of, your overall risk assessment.

How to assess the risks in your workplace

- Identify the hazards
- Decide who might be harmed and how
- Evaluate the risks and decide on precautions
- Record your significant findings
- Review your assessment and update if necessary

Many organisations, where you are confident you understand what's involved, can do the assessment themselves. You don't have to be a health and safety expert.

When thinking about your risk assessment, remember:

A **hazard** is anything that may cause harm, such as chemicals, electricity, working from ladders, an open drawer etc

The **risk** is the chance, high or low, that somebody could be harmed by these and other hazards, together with an indication of how serious the harm could be

Contains public sector information published by the Health and Safety Executive and licensed under the Open Government Licence

Trust and Estates Lawyer Steps Up to Accreditation

Amy Clague, a solicitor in the private client team at Andrew Jackson Solicitors, has been granted full membership of the internationally recognised Society of Trusts and Estate Practitioners (STEP), having successfully completed the STEP Diploma in Trusts and Estates for England and Wales.

The fourth member of Andrew Jackson's private client team to achieve the highly regarded qualification and become a full member of STEP, Amy joins just 18 solicitors in the Hull region to have passed a number of rigorous examinations in order to obtain the diploma.

Richard Hoare, partner and head of private client services at Andrew Jackson, said: "We are delighted that all of Amy's hard work has paid off. The stringent training requirements - more than double those normally required of a solicitor - mean that Amy has been able to show a deeper knowledge and understanding of trusts and estates, which will be converted into practical, applied competence for the benefit of our clients."

Amy said: "For the past three years I have been fitting my studies around work in order to be ready for the STEP exams, which were quite challenging and stretched my professional knowledge."

"I'm really pleased to have achieved my STEP diploma. It broadens my knowledge and understanding across key areas of trusts and estates administration whilst ensuring that my clients are provided with the latest developments and changes in legislation that may impact upon wills and estate planning."



Solicitor Amy Clague, also pictured with Richard Hoare, partner and head of private client services at Andrew Jackson Solicitors

ASR in Expansion Ahead of Rating Changes

A company which specialises in reducing rating liabilities is gearing up for an expected rush of business from the revaluation of business rates by adding to its network of offices in the Hull area.

Adrian Smith, who founded ASR in 2000, said the move will enable the company to provide better coverage across the Hull and East Yorkshire area and will also increase convenience for clients.

The company's new office is within a business centre which went on the market earlier this year after a major refurbishment and was originally owned by InterBulk, who are still an ASR client.

The business also operates from its original office in Keyingham and from sites at Priory Park, Hessle, and Freetown Way, Hull.

Adrian said: "It is important for us to have a presence across Hull and the wider area. That's what this expansion gives us, and we also visit clients at their premises."

"Things have become much busier in recent years with business owners looking for good advice when faced with changes around rating, and with various people offering deals that are too good to be true."

"Revaluation, which is happening now, will add to the confusion and will increase demand for our services so I've acted to make sure we're ready."

"It is possible businesses will see an increase in their rateable value but there are also increases in the thresholds for relief and that could result in a liability being reduced or even wiped out."



"It is important that business owners are aware of that before they commission consultants to secure savings which they would have made anyway! Our message is to take professional advice from someone with the appropriate accreditations to ensure you understand the changes."

To contact ASR call **01964 625415** or **01482 623930** or visit **www.asrating.com**

HETA Calls for Action on Careers Support



Graham Stuart MP with Iain Elliott (left) and Dr Malcolm Joslin.

Humberside Engineering Training Association (HETA) highlighted the importance of improving employability advice and skills as part of the Government's new careers framework during a visit to the Hull site by Graham Stuart MP.

Iain Elliott, Chief Executive of HETA, also discussed plans for changes to the apprenticeship system during his meeting with Mr Stuart, who is MP for Beverley and chair of the All-Party Parliamentary Group on Careers Information, Advice and Guidance.

Mr Stuart, who has since been appointed as an Assistant Whip, said: "HETA does vital work in promoting and providing training opportunities for young people in Hull and the East Riding and I greatly enjoyed my visit to the company. The government is working hard to improve the quality of careers information, advice and guidance available to young people and organisations like HETA set the standard we need to see across the country."

Iain Elliott and Malcolm Joslin, chair of the HETA board of trustees, said their ongoing dealings with employers highlighted a number of concerns.

Malcolm said: "Information on careers advice is still very patchy in schools. When we have young people coming to HETA and applying to do an apprenticeship I ask what inspired them and they will almost always say it was a member of their family. It is rare to find people who were advised to come here by their careers teacher."

Iain added: "In education we are doing a really good job of confusing parents with every change that comes through. Parents need to understand what's available for their kids.

"We were delighted to get the opportunity to meet Graham, to show him what we do and to tell him what we are hearing from employers and we would welcome the opportunity to host visits by other MPs."



Brexit Uncertainty Underlines Benefit of Business Centres

Post-Brexit uncertainty is underlining the flexibility and value of business centres, according to a Hull-based board member of the sector's professional body.

Freya Cross, Business and Corporate Manager at The Deep, said the success of The Deep Business Centre and its tenants is testament to the benefits of opting for adaptability.

Freya said: "We specialise in meeting the short-notice needs of businesses who may be start-ups or established companies and we help them deal with the complete range of changes in circumstances – positive and negative.

"That commitment to respond rapidly to changing requirements gives our tenants the confidence that they don't have to worry about the property issues that arise from expanding or downsizing quickly.

"In recent months we lost one long term tenant which closed down its operation because of volatility in its sector, but we have also seen other tenants winning business, recruiting staff and taking more space. We support them all as much as we can because the top priority for us is the long term health of their businesses."

Freya, who began a second term on the board of the Business Centre Association (BCA) a year ago, said the body's first meeting after the Euro referendum reinforced the need to take some of the uncertainty out of tenants' businesses.

She said: "BCA members from around the country reported mixed fortunes based largely on the performance of sectors local to them rather than on anything to do with Brexit, but the overall view was that in uncertain times the flexibility and value of business centres comes to the fore.

"There's not much that we or our tenants can do about things like interest rates and exchange rates but we can help tenants keep their options open by increasing or reducing their space as business needs dictate."

HFR Solutions CIC Launches the Most Advanced First Aid and Trauma Training Course Available

HFR Solutions CIC, a full service risk prevention and emergency response provider based in the Humber region, has developed a specialist, clinically-governed, advanced first aid training course in-conjunction with Centrica and Trauma Resuscitation Services Ltd.

The course is for organisations operating in remote locations and within the offshore renewables sector, in response to heightened risk for offshore workers with the vast distance between shore and wind turbine.

The increase to medical response times for attending the scene of a casualty in the case of a remote emergency means that operators must now place greater emphasis on advanced first aid, emergency care capabilities and the provision of more advanced lifesaving skills.

HFR Solutions CIC is one of the few training providers with the expertise to deliver a four Day Immediate Emergency Care & Advanced Trauma Training Course, clinically governed by leading healthcare professionals. This allows their highly-experienced instructors to train delegates to administer on-site pain relief, medicine and prescription drugs at offshore and remote locations and support the provision of medical equipment.

Rob Granger, Lead Instructor from HFR Solutions CIC, said: "It has been recognised that health and safety legislation and basic first aid training is insufficient, should an incident occur where a casualty needs to be stabilised and receive first aid



and pain relief offshore. This new course bridges that gap, delivering best practice training that upskills first aiders to advanced first aiders and increases their competence levels for handling such circumstances."

Developed in conjunction with pre-hospital care experts, remote rescue specialists and those working in the renewable energy sector, to ensure that it is carefully tailored for those working in the

most demanding environments, the course sets the standards for the delivery of advanced first aid training to the offshore wind sector.

Anyone interested in more information or in booking a place on the URIECA UK Remote Immediate Emergency Care Advanced Training Course, can visit hfrsolutions.co.uk or call **01482 398521**

Have Lamp, Will Guide You...

It's generally accepted business wisdom that a successful organisation's most highly prized asset is its 'people'.

Whilst we wouldn't disagree, there is another asset that holds the magic key to business success.

Effective management of intelligent business data is fast becoming the route to sustainable business growth. Tomorrow's business environment will be led by data-driven sales campaigns and smart marketing initiatives.

It's not enough simply to have a target market in mind; having pinpoint, accurately targeted and clean base information will be business gold. For many companies, that means having to get to grips with a new philosophy as well as new systems to unlock a valuable potential asset that has often been underutilised, or even overlooked, in the past.

You needn't worry if you don't know where to start, Sales Lead Genie has arrived to advise, consult and guide businesses through the data and sales management aspects of a successful business development journey.

We work alongside our clients to build and deliver new sales and business opportunities for growth

- Business data management: data building, cleaning and profiling
- Sales lead generation: digital lead generation, data building, sales pipeline support
- Telemarketing services: sales lead generation, market research and campaign management.

■ Business growth development: CRM integration, KPI evaluation, effective reporting procedures

To unlock the potential in your data, contact the Genie herself, Sarah McKenzie, on **07926 093549** or visit www.salesleadgenie.co.uk

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Celebrations at Accountants

Forrester Boyd, one of the leading independent accountancy practices, has announced notable success from recent examinations.

Emma Snell, from the Louth office, has been working with the firm for the past five years and has passed the final examination of the Association of Chartered Certified Accountants.

Emma, a former Caistor Grammar school student, began studying for the AAT qualification before moving onto ACCA.

Emma is based in the farming department where she has developed expertise in the accounting and taxation requirements of mainly unincorporated agricultural businesses. Her knowledge covers wider issues facing the sector as well as the basic compliance work.

Jessica Herrington, who is based at the Scunthorpe office, has also passed the final examination of the Association of Chartered Certified Accountants.

Jessica completed her A levels at John Leggott College in Scunthorpe and progressed to North Lindsey College to commence her AAT qualification while working for another local accountancy firm.

Jessica joined Forrester Boyd last year to continue with her ACCA qualifications and has become a valued member of the team. Jessica concentrates on statutory returns and produces accounts for a diverse range of clients.

Forrester Boyd's HR Manager, Lesley Morrison, said



Jessica Herrington



Emma Snell

"Professional accountancy qualifications are not easy and our success over the years is a tribute to the hard work put in by those taking the examinations as well as the quality of the training provided."

"In today's complex business environment, the need is greater than ever for top quality accountants."

Alan Nesbitt, Forrester Boyd's partner responsible for training, said "Emma and Jessica have both done extremely well and this is another example

of the success of our strategy in recruiting and developing home grown talent. This, combined with the excellent accounting tuition provided by Kaplan Financial, allows Forrester Boyd to continue to provide top quality accounting staff."

Forrester Boyd is one of the leading independent chartered accountancy practices based wholly within the Humber Region and North Lincolnshire with 12 partners and 230 staff base.

Accolades for Chamber Members at 2016 Chamber Business Awards

Heald Ltd, a security engineering from Hornsea, and the University of Hull Business School have been crowned as winners in two of the Yorkshire and Humber regional heats of the national British Chambers of Commerce Business Awards 2016.

Heald have progressed in the Export Business of the Year category and the University Business School in the Education and Business Partnership category. Now in their 13th year, the Awards are a highlight of the business calendar, and they pay tribute to the key role that local businesses play in driving the UK economy.

The two organisations will now go forward to represent the Yorkshire and Humber region in the national finals, which take place in London in November.

Francis Martin, President of the British Chambers of Commerce (BCC) said:

"Businesses are the driving force of the UK economy. Their creativity, hard work and acumen are what makes us one of the world's strongest and most resilient economies, and they deserve recognition for the crucial role that they play.

"Our judging teams across the country are consistently impressed by the number of high calibre entrants in the awards, and this year's competitors are no different.

"The Chamber Business Awards are the perfect opportunity for us to celebrate our business community's achievements, to take stock of the outstanding performances of UK businesses over the past year, and to encourage and inspire others to follow in their footsteps."

The Hull & Humber Chamber of Commerce wishes our two Members success at the Gala Awards Dinner on Thursday 24th November at the Brewery, London.



Chris Hutchinson

Together Wins Management Team Award

Specialist lender, Together, has been named Large Company Management Team of the Year at the annual British Venture Capitalists' Association (BVCA) Management Team Awards for the North West region, where its head office is based.

The prestigious awards acknowledge and celebrate the successes and achievements of businesses which receive funding from private equity and venture capital. Equistone (formerly Barclays Private Equity), a leading European mid-market private equity house, acquired a minority stake in Together in September 2006.

Group chairman of Together, Mike McTighe, said: "We're very proud to receive this acknowledgement of what the management team has achieved here at Together. Since the time of the investment, the business has demonstrated robust performance, proving resilient in the recessionary period and trading successfully through different economic cycles. The significant growth of the group over the past decade is a testament to the passion and commitment of the leadership team."

In the Hull and Humber region, Together is represented by regional development manager, Bob Stones. Commenting on the win, Bob added: "This award is testament to the success of our impressive management team which has helped establish the business as a leading specialist finance provider. Our plans for growth across the region form part of our ongoing plan to become a national brand, led by this dynamic leadership team."

Together lent £31 million in the Yorkshire and Humber region in the first half of 2016, completing 300 transactions between January and June – a quarter of which were successful applications for bridging finance, a short-term loan often used for purchasing property or refinancing.

For more information contact Bob on bob.stones@togethermoney.com or 07841 871 092 or visit www.togethermoney.com/yorkshire

Wills and Probate Expert Joins a Legal Firm Continue to Grow

The new Head of Wills and Probate has been appointed to the team at James Legal Solicitors in Hull.

Chris Hutchinson, has previously owned and managed his own firm, and latterly practiced at another local firm in Beverley and Bridlington, before joining the firm which takes a fresh approach to legal advice.

James Legal continues to expand in all departments. The private client team is receiving an increasing number of enquiries and Chris Hutchinson brings with him a wealth of valuable experience to meet the demand.

Mr Hutchinson said: "I have known Nick Miller for many years and have always admired the way

he runs the practice as it really isn't like other firms - old fashioned ways have been thrown out of the window. I had also previously worked with the practice manager, Lindsey Nicklin, who encouraged me to take this opportunity.

Nick Miller, Director of James Legal, said: "Chris is the latest person to join our growing team. I have known Chris for some years and he has always struck me as the type of person I would like to work with, so I am really happy that he has joined us. Fitting in with the rest of the team, Chris is a really nice guy who brings with him a wealth of practical and legal experience.

"We have just entered our eighth year and I am delighted to say we have exceeded expectations and found that clients really do enjoy a fresh approach to legals."

For further information, please visit www.jameslegal.co.uk

Become a Chamber Patron

Why not join other Chamber Patrons and receive a higher level of Membership with lots of benefits? These will help raise the profile of your services within the region's business community for only £1000 per year.

Your 'good news' articles and company logo can appear in this magazine's 'Patrons' Pages', which is a feature in every issue of the bi-monthly publication, distributed to our 1400 Members (at MD level) and to numerous organisations to be read by their visitors, etc.

There will be a link from the new Chamber website to your company's website, via your logo and also via the list of Patrons, which appear on our site.

You can place flyers in Chamber mailouts to 1400 Members, obtain the address labels or send emails to 3800 contacts, (or any mixture of these three) three times per year. This has a total value of £900 and is free.

Also, promote your company by displaying literature at two Members' Network Lunches.

Your company will be listed as Patrons in the Chamber Annual Report and Accounts and on Menus at the Annual Dinner.



Chamber Patrons enjoying the Patrons' Lunch with the Lord Mayor

Your company noted as Patrons prominently, with your logo, in every issue of 'Business Intelligence'. Attendance at the Annual Patrons' Lunch with Lord Mayor of Hull.

New Patrons receive a special plaque inscribed with your company name, for your Reception area or Board Room. This is presented to the company representative at the subsequent Members' Network Lunch.

A 250 word review of the Lunch will appear in the next 'Business Intelligence', highlighting the new Patron's company, usually accompanied

by a photograph of the Patron's representative receiving the Plaque. This is written by Chamber staff. A place at the Top Table at this Lunch is offered to the new Patron.

Your support of the Chamber is underlined to all Members and other Patrons.

The status of your company, as a leading organisation in the region, is emphasised in the perception of all Members and other Patrons, plus many non-Members.

Contact Bruce or Janice on **01482 324976** for more information.



Offshore Wind Farm Proves its Worth

One of the biggest renewable energy projects on the east coast is proving its worth after exceeding all expectations in its first full year of operation.

The Humber Gateway Offshore Wind Farm, which has been created by energy firm E.ON, is located 8km off the East Yorkshire coast, just north of the mouth of the River Humber.

At its heart are 73 turbines which, taken together, have a generating capacity of 219MW.

The farm became fully operational with all 73 turbines generating two months ahead of schedule in 2015. It generated electricity for the first time in February 2015 and the final turbine was installed in May 2015.

Today, it produces enough electricity for around 170,000 homes, equivalent to about one and a half times the size of Hull.

Overseeing the operation is Operations Manager Jon Beresford, who started working on renewable energy in its fledgling days.

The early stages of his career were spent working

on conventional coal-fired power stations but 14 years ago he switched to renewables.

Initially, he worked on the Scroby Sands Wind Farm off Great Yarmouth. It was commissioned in March 2004 by Powergen Renewables Offshore, a division of E.ON UK.

In those days the green revolution was barely under way and Jon found himself in the vanguard of a technology whose success was seen as crucial if Britain was to reduce its reliance on fossil fuels.

Jon said: "They really were the early days of wind energy and everyone involved at Scroby Sands was on a very steep learning curve.

"The turbine manufacturers, the engineers, the construction team, we were all learning what was possible.

"Scroby Sands was among the first offshore wind farms in the UK and working on it helped me gain



a knowledge of the technology that I have been able to develop since."

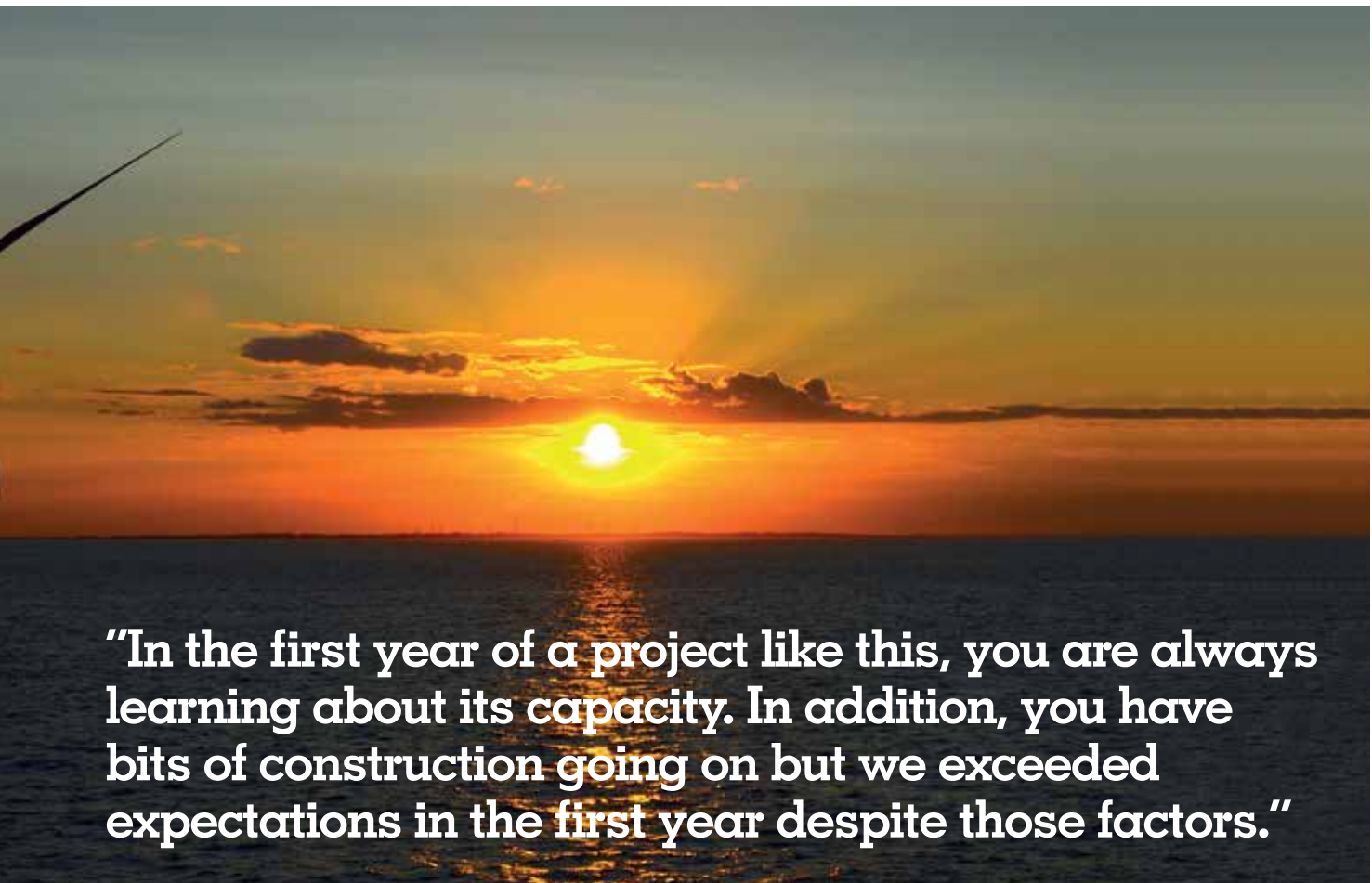
Eventually, Jon transferred those skills to Humber Gateway where he was part of the team that developed the project, before becoming Operations Manager of a project which has seen millions of pounds ploughed into the local economy.

In addition to investing in the offshore turbines themselves, the company spent £4m to transform a neglected site in Grimsby into its centre of operations, improving the surrounding quayside and using 102 local sub-contractors throughout the construction.

The site is home to the wind farm's control room, as well as offices, stores and a workshop, and its pontoon allows the company to berth its three wind farm service vessels to refuel, replenish and prepare them for their next journey.

The wind farm operations is managed by E.ON, supported by MHI Vestas Offshore Wind, whose team works with E.ON's engineers to maintain the turbines, and North Sea Services, which operates the fleet of vessels.

More than a year after it began operating, Humber Gateway is delivering on its potential.



“In the first year of a project like this, you are always learning about its capacity. In addition, you have bits of construction going on but we exceeded expectations in the first year despite those factors.”

Jon, whose own E.ON team is eighteen-strong, said: “We are really pleased with the way the wind farm is performing.

“In the first year of a project like this, you are always learning about its capacity. In addition, you have bits of construction going on but we exceeded expectations in the first year despite those factors.

“In the second year, there will be no construction work so we are very optimistic about what the plant can achieve.”

E.ON is also supporting the local community;

including training the next generations of wind farm operatives.

In April 2015, the company launched a £2m Community Fund. Part of this fund was allocated to a Community Support Fund, which is a pot of money that has been set aside by E.ON to support smaller, sustainable projects in the parishes bordering the wind farm, in an area between Easington and Preston.

Local community groups, voluntary organisations or registered charities are able to apply for funding and over 25 organisations have already benefitted.

One great success from the community fund is the recruitment of a number of apprentices.

E.ON linked up with training specialists HETA, with the result that five apprentices were taken on last year with a further five recently appointed.

Jon said “One of the big challenges for us as we developed Humber Gateway was finding people with the right skills.

“The scheme with HETA allows us to bring on the next generation of workers with the skills we require.”



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Built on the foundation of our Danish parent company Comtec Int. A/S, we have the experience and knowledge necessary to provide the best service whilst aiming to deliver a complete and timely solution to our partners.

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We are located in Kingston upon Hull, close to the docks and the new Siemens facility. From the Humber we can easily supply you with a wide range of PPE and Workwear anywhere in the UK.

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- Safety Footwear
- Personal Protection Equipment
- Fall Protection Equipment
- Offshore Survival Equipment

Service areas:

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- Inspection of Survival Equipment
- Inspection on breathing apparatus
- Rental of Survival Equipment
- Container solutions(stock onsite)
- PPE trailer onsite (showroom)
- Customer webshop solutions

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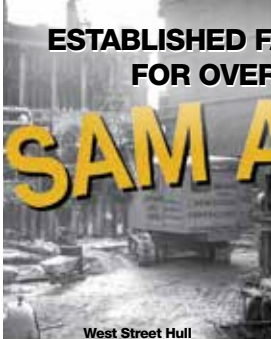
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HullBID Key Role for City of Culture

HullBID is taking a lead in its key role as a conduit to help city centre businesses seize the opportunities on offer during the City of Culture year and beyond.

The BID team are drawing on their experience of organising major, crowd-pulling events to advise businesses on how to prepare for the year which organisers hope will attract a million visitors to the city centre.

Kathryn Shillito, HullBID City Centre Manager, is also ensuring the voice of city centre businesses is heard in her regular discussions with partners including City of Culture, Hull City Council, Humberside Police and Visit Hull and East Yorkshire (VHEY).

The HullBID Fashion Week and Hull Trinity Festival have gone from strength to strength in recent years and this year's Yum! Festival was hailed as the best ever after its move to the Rose Bowl at Queens Gardens fountain.

This year's Christmas campaign will once again see HullBID supporting celebrations by Hull City Council and private businesses, and one of the highlights will be the Victorian Christmas event which attracts



thousands of people to the Old Town.

Kathryn said: "We've gained a lot of recognition for our events but what is less well known is that we put an enormous amount of work into strengthening links between the city centre business community and the organisations which run the city.

"We'll be passing on information to businesses, from details of road closures to guidance on when to open

for special events. We do it for our own festivals, and this year we've been working particularly closely with City of Culture and their team of volunteers.

"We'll be supporting businesses during the Christmas campaign and we'll be working hard in 2017 when we all hope it will be Christmas every day!"

For regular updates about HullBID's activities visit www.hullbid.co.uk

Take Advantage of Great Apprenticeship Funding with Kaplan Financial, While the Going is Good!

Kaplan Financial has been one of the largest providers of accountancy tuition in the UK for over 50 years, offering high quality courses for all of the major accountancy qualifications (AAT, ICAEW, ACCA, CIMA, CIPFA).

The company's operation in Hull, which has been here for over 15 years, is based in Lowgate and our centre in Grimsby, based on the Europarc, are home to a tutor team with over 60 years experience.

The majority of students on Kaplan's AAT (Association of Accounting Technicians) courses are studying via an apprenticeship which, subject to age and other conditions, can be fully funded by the government, meaning a very cost effective training solution for finance staff.

The AAT qualification is an excellent, wide ranging qualification aimed at finance staff in a variety of operational roles from ledger clerks and cashiers through to credit controllers and assistant accountants.

The nature of the AAT qualification and its exams is that students are exposed to very practical problems, from processing of transactions at the lower levels, to producing sets of financial and management accounts and tax computations at later levels, ensuring, on qualification, that they are a more valuable member of their workplace.

From 2017 the funding regime is facing significant changes and is likely to be much less generous, resulting in additional costs for employers. Kaplan is advising employers to

plan for these changes and to enrol potential apprentices within 2016 to secure the more advantageous funding rates.

Kaplan offers AAT courses on both a day release and evening basis in Hull with day release in Grimsby. Alternatively there is a live online course for those who cannot make it into the centre, or prefer to study at their own pace. In addition to their tutors, AAT students on an apprenticeship have their own personal reviewer who is there to guide and support them throughout their qualification journey.

If you would like to find out more about how you can train your finance staff for free, please contact Janet Berry, the AAT Course Manager at Kaplan in Hull on **01482 620578** or janet.berry@kaplan.co.uk



Peter Sharp

IT Specialist is Keeping Hull Ionians Connected

A businessman who helped secure one of the first sponsorship deals at Hull Ionians more than 30 years ago has now stepped up to the role of club President after logging off from a long career in IT.

Peter Sharp will call on his business experience and contacts to continue to develop the club, which plays in the third tier of English rugby union and is the highest ranked in the Hull and Humber region.

He said: "It's taken a lot of hard work to get the club to the current level. We could not survive without the support of businesses – sponsorship of kit, boards, matches and more and also support in kind from people who give their time and expertise."

Peter moved to Hull in the 1970s to take up an IT role with Fenner. He became involved in Ionians during the 1980s, prior to the club's merger with Hull and East Riding.

His job involved writing software for major local businesses including Rix Jordan, Skeltons and

McLeish and led to early commercial opportunities for the rugby club as he moved to Alveronic and then C-CAT.

Peter said: "Sponsorship particularly in rugby union was all very new and low level in those days and we found ourselves needing a new backer when the first sponsor closed – the Pecan Pizzeria in Silver Street!

"Through my IT background I helped us agree a deal with Alveronic, who were very well known in that sector. They evolved into C-CAT who were a very high profile IT business in the 1990s and big supporters of rugby union.

"Without the backing of business we would not be playing at level three in English national rugby and I now want to devote more of my time to help us build on that."

Confidential Alcohol & Drug Screening in the Workplace

A nice glass of red. A bottle of red? A pint...or two, a spliff or something else stronger perhaps?

It doesn't cause any harm? Who knows anyway? Who cares?

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- What do YOU do when someone in the office or on site turns up for work smelling of alcohol?
- What support is in place for the person who raises the suspicion of a colleague having consumed alcohol or is showing signs of drug misuse?
- What is your position when someone brings these concerns to your attention?
- Do you ignore it? Hope it will go away? Send them home? Or just accept it as the norm?
- What do your customers and visitors think? How do your other staff members view your actions?

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A local company based in East Yorkshire is at the forefront of Drug and Alcohol Policy, Procedure and Testing Protocols, with National and International clients, and is offering a free and without obligation review of your current Policy.

Better still, if you are in the process of implementation or even considering the option they will help there as well.

For more information contact:

Jonathan Smith on **0845 519 4645** or email jon@lemoncherry.co.uk to arrange a confidential discussion on how Lemon Cherry Ltd could assist you, or visit the website at: www.lemoncherry.co.uk for more details.



Kirk Akdemir

AA Global Set for Expansion after Contract Wins

A sponsor of the Chamber's International Trade Department is planning further expansion after securing major contract wins in the public sector.

AA Global Language Services Ltd, which was founded nearly 30 years ago and opened its Hull office in 2012, has seen its contract renewed with the NHS Hull Clinical Commissioning Group (CCG) and has also agreed a deal to provide translation and interpreting services to ESPO – the Eastern Shires Purchasing Organisation.

Kirk Akdemir, Chief Executive of AA Global, said: "We are very active in the private sector but the public sector has always been a significant part of our work and these successes help to demonstrate the quality and cost effectiveness of what we do.

"Since opening in Hull we have strengthened our presence in the city to 14 permanent staff

and more than 10,000 freelance translators and interpreters worldwide and we hope these contracts will enable us to expand further."

The contract with Hull CCG is for the provision of interpreting and translation services for primary care providers across Hull, including dentists, pharmacies, opticians and GPs surgeries.

ESPO is a buying organisation which sources products and services on behalf of County Councils for Cambridgeshire, Leicestershire, Lincolnshire, Norfolk, Peterborough and Warwickshire. The new deal also gives AA Global access to the Yorkshire Purchasing Organisation (YPO).

Kirk said: "The tendering processes for such contracts are extremely thorough and the fact that we have been successful in the face of some very tough competition is an indication of the quality and the robust nature of our services.

"ESPO in particular look for a track record of partnership working and flexibility as well as a strong commitment to customer focus and a culture of continuous improvement. Significantly they also demand great commercial awareness, and that's where our wide experience in the private sector has made a difference."

International Trade Centre



Export Documentation Price List 1st September 2016

CERTIFICATION FEES	EC Certificate of Origin	EC Invoice	EUR / ATR	Other Document
Completed by Exporter				
HHCC Member	£19.00	£19.00	£17.50	£28.50
Non-HHCC Member	£38.00	£38.00	£35.00	£57.00
Completed by HHCC				
HHCC Member	£40.00	N/A	£40.00	£85.00
Non-HHCC Member	£80.00	N/A	£80.00	£150.00
Express Service Fee				
HHCC Member	£7.00	£7.00	£7.00	£7.00
Non-HHCC Member	£14.00	£14.00	£14.00	£14.00
Rejection Fee	£5.00	£5.00	£5.00	£5.00
Extra Copies Original Document				
HHCC Member	£9.50			
Non-HHCC Member	£19.00			
Copy Document				
HHCC Member	£6.50			
Non-HHCC Member	£13.00			

OTHER FEES			
Amendment Approval	£14.00		
Signature Scanning (per signature)	£10.00		
Letter of Credit Service	On application		
Blank Documents			
Dangerous Goods Note	£0.75	Standard Shipping Note	£0.65
EC Cert of Origin	£0.75	Copy EC Cert of Origin	£0.45
Arab Cert of Origin	£1.50	Copy Arab Cert of Origin	£0.80

Postage: The Chamber will charge P & P on returned and processed documents. To minimise this cost to you, please supply a 1st class stamped addressed return envelope.

Note: The above scale of charges are not applicable to Arab/Egyptian document certification and legalisation fees which are subject to a separate scale of charges, rules and regulations. The above fees are basic fees and DO NOT include the additional costs for certification by offices such as the Foreign and Commonwealth Office, the Department for Environment Food & Rural Affairs, foreign embassies or any other authorities. Additional fees and associated charges are available upon request from the Hull and Humber Chamber of Commerce.

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GRIMSBY OFFICE

Tel: **01472 342981** | Fax: **01472 349524**

Opening Hours

Monday - Friday 9.30am – 2pm / 3pm – 4.30pm

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What is Chamber Energy Solutions Online?

Chamber Energy Solutions Online is our new price comparison and switching website for electricity and gas.

Any business with an annual consumption of up to 50,000kWh (both Gas and Electricity) can get an online business energy quote from Chamber Energy Solutions in just three minutes. All you require to begin the process is a copy of your latest energy bill. Not everyone likes to transact over the telephone, so now Members have the additional option to procure online.

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- **Less effort:** Chamber Energy Solutions will deal with a range of energy suppliers so you don't have to
- **Save money:** A host of energy efficiency services are available for Chamber Members

- **Hassle-free and at no cost:** We go the extra mile for Chamber Members. When you ask for an energy quote from us, you will be given access to our free energy saving services – for free!

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Chamber Energy Solutions Online is now available at the following: <http://quotes.chamberenergysolutions.co.uk>

Prefer to talk? Call our Chamber Energy Solutions team on **0333 000 0132** or email help@chamberenergysolutions.co.uk

Chamber Primary Health Plan



The Chamber Health Plan is an exclusive Chamber Member benefit brought to you by award winning health provider, Westfield Health.

We've been working in partnership with the Chamber for over 12 years and have been supporting people throughout their working lives and beyond for almost a century, with affordable, innovative and best in class health cover from just £5.30 per employee, per month. And as a leading provider of corporate health insurance nobody knows more about keeping people healthy, motivated and fit for work than we do.

The Chamber Health Plan provides health cover that really works hard for you and your employees. The health plan can be purchased as a standalone product or together as a package with Hospital Treatment Insurance to provide greater cover from diagnosis right through to rehabilitation.

So from things like fast access to confidential counselling, MRI, CT and PET scanning, sight test and glasses, dental fees and surgical procedures such as hernias and knee operations, you can help keep your staff at their healthy best.

Please visit www.westfieldhealth.com/chamber

Healthcare Offer

Chamber Partner AXA PPP

Take advantage of half price Chambers Membership for three years when you take out a private healthcare plan with AXA PPP healthcare. There are also additional benefits that can bring real value to your business.

Why private healthcare?

At AXA PPP healthcare, what they're really about is protecting the most important assets your business will ever have – you and your employees.

Have you ever been ill, and felt you had no choice but to struggle on? Or you've had an employee off sick and everyone else has had to cover while they've been waiting to get treatment?

That's what AXA PPP healthcare are really there for – to stop poor health from harming your business.

Should anyone get ill, AXA will aim to get them back to work as quickly as possible, avoiding waiting lists and fast-tracking to expert diagnosis and eligible treatment from experienced doctors and medical professionals at a time you choose – all in the comfortable surroundings of a private hospital.

To find out more **visit; axapphealthcare.co.uk/chambers** or call **0800 387 754**

*Terms and conditions apply, see AXA PPP healthcare's website for more details.

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Bluebird Care (Hull & Beverley)

Mike Thompson
Hull
01482 332267
Social Care Provider

BQ

Helen Gowland
Seaham
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Bridlington Harbour Commissioners

Margaret Hyland
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01262 670148
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Del & Co Accountants

Mr Delwar Hossain
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01482 772999
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Bill Mills
Epworth
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Fair Share Group Ltd (Highseal Manufacturing)

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Scunthorpe
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Market Weighton
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Company*

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01262 488721
Contractors



Name: John Hudson

Company: Boston Renewables Ltd

Job Title: Managing Director

John has in the past been involved for years in equity broking and trading options market-making in the City, for one year with a mobile phone start-up, and for ten years looking after a family-owned farming business. He spent fifteen years running a commercial property development company and the past six years riding the roller coaster of renewal energy development.

What was your first job and what was the pay packet?

Tending livestock and cutting winter vegetables - £45 per week

What do you always carry with you to work?

A positive, can do attitude

What is the biggest challenge facing your business?

Making companies understand that their electricity overhead is one that they can control and need not just tolerate

If you were Prime Minister, what one thing would you change to help business?

Make apprenticeships and workplace learning qualifications more accessible

What can you see from your office window?

We have recently moved offices to the wonderful Norwood House, Beverley. However it is still undergoing refurbishment so at present it's a skip

If you could do another job what would it be?

The grass is never greener; our country's energy revolution is at its outset, I'm staying put!

As a business person, what are your three main qualities?

Positive, resilient and a listener

What was your biggest mistake in business?

Adhering to sage advice in the 1980s that a mobile phone network in the UK would never come to fruition

What advice would you give to aspiring entrepreneurs?

Trust your own judgement; it is your time, and stick at it!

Who do you admire most in business?

Tim Radford. He took Project Telecom from absolutely nothing to being a public company that was subsequently sold to Vodafone. He possesses extraordinary vision and clarity of thought.



Chamber Events Diary 2016/17

Members' Speed Networking and Lunch

Friday 21 October 2016
Forest Pines Hotel, nr Brigg

Members' Speed Networking and Lunch

Friday 25 November 2016
Beverley Racecourse

Members' Speed Networking and Lunch

Friday 20 January 2017
Healing Manor, Near Grimsby

Members' Speed Networking and Lunch

Friday 17 February 2017
Ashsournie Hotel, North Killingholme, Immingham

Chamber Goole & Howdenshire Business Excellence Awards

Friday 24 February 2017
Goole High School Conference Centre

Chamber Annual Dinner

Friday 3 March 2017
Mercure Hull Grange Park, Hotel, Willerby

AGM/Members' Speed Networking and Lunch

Friday 10 March 2017
KC Stadium, Hull

Take advantage of your Chamber Membership to attend the wide range of events we organise to help you meet potential

clients and develop valuable business relationships. 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.

Legal and Finance – the focus of the next edition of Business Intelligence



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