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EXCELLENCE
1900–2025

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#SELECT125

Plenty to celebrate

Members enjoy industry insights and giveaways galore as
Toolbox Talks hit the road in our 125th anniversary year

→ A proud past and
a bright future
Looking back over our
history and planning for
tomorrow at our AGM

The facts on fire
system guidance
What you need to know
about the most recent
update to BS 5839 Part 1

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with Europe
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Electrical Services at our Toolbox Talk at The
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AT OUR AGM**

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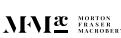
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125TH
ANNIVERSARY PARTNERS**





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Power chaos shines a light on vital role of electricity... and electricians

LIKE me, you probably watched footage of the recent blackouts in Spain and Portugal and marvelled at how quickly two modern European nations could be so completely paralysed.

The outages were the lead item on news outlets everywhere as millions of people were left without access to basic necessities, with images of traffic chaos, empty supermarket shelves and bewildered passengers being led from stranded trains.

Cash machines stopped working, phones went down and the internet was no longer there at our fingertips. Water supplies powered by electric pumps dried up, lifts stopped mid-floor and even electric taxis and buses rolled quietly to a halt.

While lessons will hopefully be learned about the necessity of resilience and back-up systems, these scenes of chaos and fear should open everyone's eyes to the most obvious element – the vital importance of electricity and of those who keep the lights switched on.

For me, the outages on the Iberian Peninsula prove one thing above all – the importance of industry regulation and properly trained electricians.

We used to say that the future was electric, but the scenes in April show that the **NOW** is electric and we all depend on it to a staggering extent in every facet of our lives. Given this ever-increasing reliance, it's only natural that those who work with it should be regulated.

While the cause of the outage appears to be natural phenomena rather than human error or a cyber attack, it is still shocking that developed nations could grind to a halt so quickly and comprehensively.

This is exactly why SELECT has spent years persistently campaigning for the professional recognition of electricians

"WHEN SYSTEMS FAIL, IT'S FULLY TRAINED AND SUITABLY SKILLED ELECTRICAL PROFESSIONALS WHO WILL RECONNECT US WITH OUR LIVES AND EACH OTHER"

and their crucial role in sustaining the way we have all learned to live.

Spain and Portugal showed us in graphic detail just how vulnerable and dependent we are. And when systems fail – as they inevitably will again in the future – it is fully trained and suitably skilled electrical professionals who will reconnect us with our lives and each other.

If ever there was a time to recognise their importance, it is now. And

regulating the industry and providing protection of title for this crucial profession would be the best recognition of all.

As you know, SELECT has been spearheading the campaign for regulation of the electrical industry for more than ten years to ensure those who work in the industry do so safely and competently.

And as you will read on the following pages, we've also made it one of the key pillars of our manifesto for the 2026 Scottish Parliamentary elections.

We hope our politicians sit up and take notice. Because if nothing else, the chaos in Spain and Portugal shines a light on the vital role that qualified electricians play in the smooth functioning of society. ■



WORDS
ALAN WILSON
Managing Director, SELECT

News

Launching our plan for change

Ahead of next year's Holyrood elections, SELECT has published a manifesto calling on politicians to work with us to create a properly regulated industry that's ready to drive the net zero transformation

SELLECT has issued an urgent three-point plan for action as part of its manifesto for next year's Scottish Parliamentary elections.

Launched at the association's recent AGM, the manifesto urges all political parties to work with it in three key areas:

- A properly regulated electrotechnical profession – to improve safety, standards and public trust.
- A future-proofed net zero skills strategy – to ensure a stronger and fairer electrical profession.
- A sector fully enabled to drive the renewables transformation

– to ensure a greener, more resilient Scotland.

Alan Wilson, Managing Director, said: "Scotland stands at a historic crossroads. As we transition to a low-carbon economy, our nation's future depends on a safe, skilled and strategically empowered electrotechnical workforce.

"As the world's oldest electrical trade association, SELECT calls upon policymakers to support a bold new vision that will enable us to power progress together.

"This is a moment when our political representatives can seize the initiative and bring in the measures for which we have been campaigning for many years."

On regulation, SELECT is calling on the next Scottish Government to legislate for statutory protection of title, so only those who meet nationally recognised qualifications should be allowed to use the title 'electrician'.

On skills, the association wants politicians to commit to a just transition for the electrotechnical workforce by offering accessible and lifelong learning, expanded, modernised and future-proofed apprenticeships and additional support for SME contractors.

And on renewables, SELECT is calling for policymakers to put electricians at the heart of its energy strategy, recognising



DOWNLOAD IT NOW

The SELECT Manifesto for the 2026 Scottish Parliamentary elections is available to download from the 'Publications' section at www.select.org.uk



SELECT AGM:
Pages 24-27



**AIRING VIEWS
AND INSIGHT
AT INDUSTRY
GET-TOGETHER**

Ventilation will be the hot topic at the fourth SELECT Professionals' Day, which will once again see senior construction leaders share ideas and gain invaluable insights.

Hosted at the V&A Dundee on Thursday 18 September, the event will bring together professionals and decision-

makers from across the construction industry.

The free event – which is being held in partnership with the Royal Institution of Chartered Surveyors (RICS) and Royal Incorporation of Architects in Scotland (RIAS) – will feature three topical presentations:

- Mould and Awaab's Law:

What to expect in Scotland, presented by Aico

- Practical ventilation solutions, presented by Ubbink
- Improving indoor air quality, presented by BEAMA.

These will be followed by an open panel discussion and Q&A featuring SELECT's Director of Technical Services Bob Cairney, representatives



7 FIRMS HAVE BECOME SELECT MEMBERS SINCE 1 APRIL 2025

1. Thomas Robertson Electrical, Fraserburgh
2. R P Electrical, Langholm
3. Gibb Electrical Services Ltd, Aberdeen
4. Skintec, Turriff
5. Scotia FM Limited, Glenrothes
6. CD Fire & Security Ltd, Edinburgh
7. C Martin Electrical, Inverness

SELECT leads conversation at annual electrical summit

SELECT was among the keynote speakers at a day of debate hosted by the Electrical Distributors' Association (EDA).

President Mike Stark, Vice President Darren Crockett and Managing Director Alan Wilson shared their insights at the annual EDA Regional Business Forum at the Radisson Blu in Glasgow on 15 May.

Alan discussed some of the sector's key

facts and figures before the trio opened the floor for a wider Q&A session with delegates from across the sector.

Mike said: "The event offered an excellent opportunity to discuss industry trends and relationships with wholesalers and manufacturers, as well as the importance of apprenticeships and training in the electrification of society."

the electrotechnical sector as essential infrastructure for net zero and local energy resilience and empowering electricians to lead in energy projects.

SELECT President Mike Stark said: "Scotland's net zero goals depend on new technologies which must be installed and maintained by competent, properly trained and future-ready professionals.

"By introducing these measures, public safety, consumer protection and professional pride will all be strengthened, lives will be saved and money currently used to fix poor work will be used in a better way."



from RICS and RIAS and other industry guests.

Managing Director Alan Wilson said: "With the introduction of Awaab's Law south of the Border in October, and plans for similar legislation in Scotland, ventilation is a topical talking point in construction. We look forward to welcoming

representatives from housing associations, local authorities and higher education facilities, as well as a wide number of architects, surveyors, specifiers and construction project managers."

For further details and to book your ticket to this year's event, email yvonne.wilson@select.org.uk

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↑ Training Manager Jenny Cryans welcomes the FIA

SELECT HQ hosts fire roadshow

The Walled Garden showed off its room hire capabilities when it hosted a recent meeting of the Fire Industry Association.

SELECT HQ's Training Centre was full to capacity when it welcomed more than 50 delegates from across the sector for a meeting on changes to BS 5839 Part 1 on 29 April.

Among the guests was former SELECT Technical Adviser Darren Sweeney, who helped present at the Scottish leg of the roadshow.

Training Manager Jenny Cryans said: "It was great to see The Walled Garden full and demonstrated our ability to host industry events for large number of delegates."

To find out more about room hire, contact our team at training@select.org.uk



↓ The Walled Garden was full for the event



↑ Darren Sweeney, second right, was among those present

Immigration shake-up is 'time bomb'

SELECT Managing Director Alan Wilson has issued a stark warning over the impact of UK Government plans for tough new rules about overseas workers

THE UK Government's tough new immigration proposals are "a ticking time bomb" for Scottish construction which could cause an exodus of skilled workers and leave the sector with a massive skills gap, SELECT has warned.

The association says the plan to raise the qualification standards for foreign workers is likely to see a significant number returning home, with Scottish construction workers flooding south to fill the resulting shortage.

Managing Director Alan Wilson raised the concerns with First Minister John Swinney at a meeting of Scottish business leaders last month, during which he relayed apprehensions from across the construction sector.

Alan said: "Raising the thresholds for skilled workers may seem on the face of it to be a laudable aim, but it is likely to be detrimental to recruitment in the major UK population areas and that means workers will be sucked in from places like Scotland.

"In areas such as London, it's estimated 50% of the workforce are from abroad, so if they leave, Scottish workers are likely to flood south to take up highly paid jobs, leaving

the domestic construction sector in crisis. This could leave Scotland bereft of skills, with no opportunity to top up from abroad, and could lead to the worst of all worlds just as we need these skills to fulfil our transition to a net zero economy.

"This ticking time bomb could leave Scotland without enough skilled workers to build the country we need, which is why we had to bring it to the attention of government."

The UK Government published its white paper, *Restoring control over the immigration system*, on 12 May. Under the proposals, the threshold for skilled workers would rise from Regulated Qualifications Framework 3 (RQF3) – equivalent to Scottish Highers – to RQF6, which is degree level.

But Alan added: "We're facing a recruitment crisis in almost all trades, which will not be helped by the uncertainty caused by these proposals.

"The construction sector is a vital pillar of the Scottish economy, yet it is experiencing a persistent and growing skills shortage.

"According to the Construction Industry Training Board, an additional 26,100 workers will be needed across Scotland between 2024 and 2028 to meet demand, yet apprenticeship starts across construction have remained flat, with only around 6,500 new entrants per year."



↑ Alan Wilson

PUPILS GET HANDS-ON WITH CONSTRUCTION

SELECT continued its commitment to the talent of tomorrow when it gave school pupils an introduction to construction at a recent event.

Consultant Technical Adviser Billy McRobert played a key role in the Build Your Future day at Coatbridge High School on 28 April, helping more than 50 pupils get hands-on with electrical activities.

He also assisted Conservative Graham Simpson and the SNP's Fulton MacGregor as the MSPs rolled up their sleeves and got stuck in with practical tasks.

Mr Simpson said afterwards: "This was a super event giving youngsters a taste of a variety of skills used in construction. We need more of this."



↑ The SELECT delegation took a tour of the Dimplex training facility

College's lessons in electric heating

A SELECT delegation learned more about the electrification of heating when it travelled west to visit the Dimplex training centre at City of Glasgow College.

Staff met with the Associate Member's Regional Business Manager Steve Thompson and Key Account

Manager Colleen Grant at the facility on 16 April and were also given a wider tour by the college's Assistant Dean Andy Pollock.

Representing the association were Director of Technical Services Bob Cairney, Director of Membership, Events & Communications Iain Mason, Training Manager Jenny Cryans and Training Development Adviser Stuart McKelvie.

Bob said: "The meeting gave us an invaluable opportunity to discuss the electrification of heating and the importance of training the workforce of the future."

NJS LIGHTING SHINES AS OUR LATEST ASSOCIATE

NJS Lighting has become the latest industry expert to join the SELECT Associate Member scheme.

The technical lighting agency represents LED lighting manufacturers to offer advanced energy-efficient solutions across the sector.

Its portfolio of innovative lighting and lighting controls provide specification bodies and

building services with a diverse selection of internal and external luminaires.

This cooperation is allied further with electrical contractors and wholesalers arranging quotations and site support as the project progresses, reducing the burden of compliance.

Iain Mason, Director of Membership, Events



& Communications, said: "We are delighted to welcome NJS as our latest Associate and look forward to introducing them to Members in our anniversary year."

↓ Billy shows pupils the basics



↑ MSP Graham has a go

Double the workforce to reach net zero

In the latest episode of our *Sparks' Remarks* podcast, industry expert Prof Sean Smith reveals we need twice as many electricians to keep up with the demand for renewables

SCOTLAND needs double the existing number of qualified electricians if it hopes to make a successful transition to net zero, a leading construction expert has told the latest SELECT podcast.

Professor Sean Smith says more recruitment is needed to keep pace with the growth in the renewables sector – and that there is an unprecedented pathway of work and a “golden travel ticket” for those who undertake suitable upskilling and training.

The distinguished academic – who is Director of the Centre for Future Infrastructure at the Edinburgh Futures Institute – told *Sparks' Remarks*: “The number of people currently studying electrical engineering or to become an electrician is up across the sector, and you could probably fill our universities and colleges twice

over, which is great. But do we need more? Yes, probably double the number really, which rather begs the question: Do we need to expand our facilities and resources to meet that demand?

“Part of the hurdle is also to make sure we make people aware of the scale of work on offer because the consideration of just how much is coming for the sector is unprecedented; never before in its history has there been such a pathway of work to come.

“It has taken the last 90 years to create the electricity system we now enjoy, but to meet the transition away from fossil fuels we’ll need to build at least five times the amount of infrastructure in the next 20 to 25 years, so the opportunities are really exciting.”

In the latest episode, called *Unprecedented Opportunities Ahead*



↑ Electrical qualifications can be a ‘golden ticket’

for *Electricians*, Professor Smith also told host Kim McAllister that people should see being a qualified electrical professional as their passport to rewarding work anywhere in the world.

He said: “We need to encourage our workforce, particularly young people, to see our industry as a golden travel ticket, so once you become an electrician or electrical engineer, you can move anywhere.

“I myself worked in Canada, Italy and Germany so I’d certainly encourage other people to travel and work overseas.

“We’d love them to return, so in the future they can bring that knowledge back and make good use of it here.”



↓ Professor Sean Smith

LISTEN NOW

Listen to the new episode of *Sparks' Remarks* by scanning the QR code or go to bit.ly/sparks-eight



“IT HAS TAKEN THE LAST 90 YEARS TO CREATE THE ELECTRICITY SYSTEM WE NOW ENJOY, BUT TO MEET THE TRANSITION AWAY FROM FOSSIL FUELS WE’LL NEED TO BUILD AT LEAST FIVE TIMES THE AMOUNT OF INFRASTRUCTURE IN THE NEXT 20 TO 25 YEARS, SO THE OPPORTUNITIES ARE REALLY EXCITING”

Bob adds his voice to debate

SELECT'S Bob Cairney flew the flag for Scotland at the recent high-profile Supply & Demand event hosted by Electrical Safety First.

Our Director of Technical Services was among the expert panellists who appeared at the Institution of Engineering and Technology building in Savoy Place, London, on 3 April.

Bob took part in a discussion on energy transition, exploring the impact of electrification on the network and the required changes in infrastructure and their timescales.

Other topics included the future of EV charging, heat pumps and skills, with speakers from bodies including ECA, CIBSE, Certsure and NAPIT.



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↑ The Walled Garden was busy as Members gathered for the technical update



↑ Director of Technical Services Bob Cairney with Technical Advisers Keith Hagan and Bruce Findlay



↑ Technical Adviser Robert McGoogan delivered two presentations



↑ Shawfair Electrical Services were among the Member firms who attended



Roadshows are bigger and better

Packed venues and plenty of prizes were the highlights of this year's Toolbox Talks, sponsored by Aico, with a record number of Members again flocking to venues across Scotland to take part in discussions on four technical topics



↑ The Electrium team enjoyed the day

WORDS
LINDA ROLFE
Events Manager



↑ Barry Mackenzie of TIS demonstrates test equipment



↑ The Europa stand received a steady stream of Members

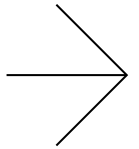


↓ There was plenty of discussion on the day

THE theme of this year's Toolbox Talks was definitely more: more prizes, more presentations and definitely more Members!

Sponsored by Aico, this year's technical updates were bigger and better than ever as we hit the road for the association's 125th anniversary.

For the first time, the presentations were shorter, with four half-hour discussions replacing the traditional two one-hour sessions. This new format seemed to work well, with



"FOR THE FIRST TIME, THE PRESENTATIONS WERE SHORTER, WITH FOUR HALF-HOUR DISCUSSIONS REPLACING THE TRADITIONAL TWO ONE-HOUR SESSIONS"



↑ MD Alan Wilson hosted the day's proceedings

something for everyone and plenty of insightful questions and comments throughout the events.

Our Associate Members also upped their game when it came to prizes, donating armfuls of excellent goodies to ensure our lucky winners went home happy from every event.

And of course, it was fantastic to see venues packed with so many familiar faces – and plenty of new ones – as we criss-crossed the country to deliver free technical updates.

A WARM WELCOME

We kicked off this year's tour at The Walled Garden on 7 May, where our trusty photographer once again recorded proceedings for posterity.

Managing Director Alan Wilson opened this year's roadshow and acted as host for the day, welcoming Members and thanking both our sponsor and the many exhibitors who set out their stalls at SELECT HQ.

He then handed over to Technical Adviser Robert McGoogan who outlined the recent changes to BS 5839 Part 1 which impact the design, installation, commissioning and maintenance of fire detection and alarm systems in non-domestic premises.

The baton was then passed to fellow Technical Adviser Bruce Findlay for our second presentation of the morning, as he gave an insight into residual current devices (RCDs), based on queries received via our Technical Helpline.

After a quick break, it was back for the second half, with Robert again taking to the stage to discuss earth fault loop



↑ Alan Ramage of Midlothian Council with SELECT President Mike Stark

"NO TOOLBOX TALK IS COMPLETE WITHOUT OUR TECHNICAL QUIZ, SO ONCE AGAIN WE PUT DELEGATES THROUGH THEIR PACES"

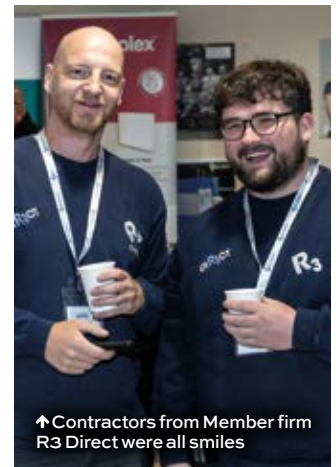
impedance – another popular issue regularly raised by our Members on the Helpline.

Our final presentation of the day saw Aico National Account Manager Dave Richmond deliver a talk on fire safety and renewables, updating Members on monitoring and evaluation tools and protecting zero carbon technology.

IT'S QUIZ TIME!

Of course, no Toolbox Talk is complete without our technical quiz, so once again we put delegates through their paces with some questions on the day's presentations – with a few electricity-related trivia zingers thrown in for good measure.

Competition was as fierce as ever, with Members answering via their phones and battling to answer the quickest to win prizes



↑ Contractors from Member firm R3 Direct were all smiles



↑ Aico's Dave Richmond presented the final talk



↑ It was good to see The Walled Garden busy with Members



↑ Leon Wong and Steve Conn fielded questions at the Luceco stand



↑ ROBUS and Daikin had plenty to talk about with Members



↑ Quiz runner-up Cameron Stavert won a TIS safe isolation kit at Edinburgh



↑ Representatives from Kingdom Housing were among our guests



↑ The team from East Lothian Council enjoyed the event



↑ SELECT's Sue Ross and Jenny Petrie welcomed guests to The Walled Garden



↑ Bruce delivers his talk on RCDs



↑ There were plenty of questions for Aico's Dave Richmond



↑ James McCartan of John Noble Electrical Contractors Ltd won Aurora downlights in the prize draw at Edinburgh



↑ The KSR Lighting team catch up with Members



↑ Donald W Orr shares a jokes with fellow Past President John Noble and son Alasdair



↑ Our Beat the Buzzer game was busy as always

"JUDGING BY THE MEMBER AND ASSOCIATE FEEDBACK, EDINBURGH WAS A HUGE SUCCESS AND A GREAT WAY TO START OUR 2025 ROADSHOW"

Megger. Judging by the Member and Associate feedback, Edinburgh was a huge success and a great way to start our 2025 roadshow as we packed up and headed to Peebles, Dundee, Glasgow, Fenwick, Dumfries, Inverness, Aberdeen and Oban.

As *cabletalk* went to press, the SELECT team was preparing its sea legs for the final three events in Shetland, Orkney and Stornoway.

Once they're finished, we'll again be studying the post-event surveys to ensure that the 2026 Toolbox Talks offer even more, more, more. See you there! ■

from Ovia Lighting, Test Instrument Solutions and Dimplex.

A prize draw was also held, with lucky winners going home with a range of goodies courtesy of Aurora Lighting, Flexel and Fluke.

And our Beat the Buzzer game also did a roaring trade, with delegates competing for the chance to win prizes donated by Associate Member



↓ Members were happy to help us celebrate our 125th anniversary



↑ Frazer Matchett, JSM Electrical

BEAT THE BUZZER leaderboard

- 0 buzzes / 46.8 seconds – Frazer Matchett, JSM Electrical (Dundee)
- 1 buzz / 36.9 secs – Paul Rice, Paul Rice Electrical (Edinburgh)
- 1 buzz / 39.5 secs – Jake Brown, Renfrewshire Council Community Resources (Glasgow)
- 1 buzz / 55 secs – Robert Wilson, ARL Wilson Electrical Services Ltd (Ayrshire)
- 1 buzz / 57 secs – Bradley Rice, Ryan Construction (Scotland) Ltd (Dumfries)
- 1 buzz / 90 secs – Steven Hyslop, RSE (Inverness)
- 1 buzz / 102 secs – Ritchie Ingram, Stenson (Laurencekirk) Ltd, (Aberdeen)
- 2 buzzes / 85 secs – Rys Howey, W P Purves Electrical Ltd (Borders)
- 5 buzzes / 42 secs – Grant Fraser, MacLeod Construction Ltd (Oban)

Stornoway event still to come.

OUR 2025 EXHIBITORS



↑ Haideen Ramage of Bennett & Heath Electrical Services Ltd won a Dimplex extractor fan at Edinburgh



↑ Apprentices enjoyed our Borders event

Apprentices play their part in hit roadshow

As our roadshow criss-crossed the mainland, there were plenty of highlights from our other eight events in May and June.

We were delighted to welcome eight 2nd Stage apprentices from Borders College to the event at the Cardrona Hotel on 8 May,

as well as eight 1st Stage apprentices from Dumfries and Galloway College who spent the morning at Easterbrook Hall on 22 May.

Instrument Repairs and Calibration generously donated a Megger MFT1741 multifunction tester worth £1,500 for the prize draw at our Glasgow event on 14 May,

with Martin Finnie from M Finnie Electrical going home happy from Hampden.

And Members, staff and Associates got up close with the Scottish Cup at Pittodrie at the Aberdeen event on 29 May, just days after the Dons lifted the world's oldest national football trophy.



↓ The eight young apprentices at Dumfries



↑ Martin Finnie won a Megger tester at Glasgow

↑ Staff and Members with the Scottish Cup in Aberdeen

How to halt the online hackers

WORDS
ALAN PAUL
IT Systems
Administrator



The recent cyber attacks on Marks & Spencer, the Co-op and Harrods have highlighted the importance of protecting your business from hackers. Here, we outline what you can do to foil the online attackers and stay safe

As a business owner, you might feel helpless against the threat of cyber attacks, but there are things you can do to protect your company with little or no additional expense.

TRAIN YOUR STAFF

Employees can leave your business vulnerable to an attack, for example by losing a work laptop, disclosing login details or opening fraudulent 'phishing' emails. To protect against such threats, invest in cybersecurity training for staff, teaching them the importance of using strong

passwords and how to spot suspicious emails.

PERFORM RISK ASSESSMENTS

Evaluate potential risks that might compromise the security of your networks, systems and information, identifying possible threats. Review where and how your data is stored and who has access to it. If your business data is stored in the cloud, ask your storage provider to help and review your strategy regularly.

USE ANTIVIRUS SOFTWARE

Choose antivirus software that can protect all your devices from viruses, spyware, ransomware and phishing scams. As well as protection, make sure it offers technology that helps you clean devices as needed and resets them to their pre-infected state.

KEEP SOFTWARE UPDATED

Suppliers regularly update their software to strengthen it or add patches that close new security scams, so make sure you keep everything up to date. Some of your software, such as a Wi-Fi router, may also need to be manually updated.

BACK UP REGULARLY

Use a back-up program to

automatically copy your files to storage so you can restore them in the event of an attack. Choose software that gives you the ability to schedule or automate the back-up process so you don't have to remember to do it. Store copies offline so they don't become encrypted or inaccessible if your system is attacked.

ENCRYPT KEY INFORMATION

If you deal with financial data, e.g. credit cards and bank accounts, it's good to have an encryption program which alters information into unreadable codes. This means that if your data is stolen it will be useless to a hacker as they won't be able to decipher the information.

LIMIT DATA ACCESS

Restrict the number of people who have access to critical data in your business. Keeping the numbers to a minimum

↓ It's important to stay safe when you're online



↑ Using the correct antivirus software can keep the hackers at bay



will reduce both the impact of a data breach and the possibility of someone gaining access to sensitive data. Outline who has access to certain levels of information so that roles and accountability are clear.

SECURE YOUR WI-FI

If your business is using the Wired Equivalent Privacy (WEP) network, switch to WPA2 or later as it's more secure. You can also protect your Wi-Fi network by changing the name of your wireless access point or router – also known as the Service Set Identifier (SSID) – or even can use a complex Pre-Shared Key (PSK) passphrase for additional security.

USE STRONG PASSWORDS

Ensure that all staff use a strong password on all devices, i.e. at least 15 characters in length and containing a mix of upper- and lower-case letters, numbers and symbols. Put in place a policy to change passwords at regular

intervals – ideally every three months – and enable multi-factor authentication (MFA) on devices and apps.

EMPLOY PASSWORD MANAGERS

Using strong passwords can be difficult to remember, so many businesses use password management tools. These store your information and automatically generate the correct username, password and security question answers you need to log into websites or apps. Many such managers also guide users away from weak or re-used passwords.

USE A FIREWALL

A firewall protects hardware as well as software by blocking or deterring viruses from entering your network. It can also stop hackers from attacking your network by blocking certain websites and can even restrict sending out sensitive data and confidential emails from your

network. Once your firewall is installed, remember to keep it updated.

VIRTUAL PRIVATE NETWORKS

A Virtual Private Network (VPN) allows staff to access your company's network securely when working remotely or travelling. They do this by using another secure connection between your own internet connection and the actual website or online service you need to access. They're especially useful when using public internet connections which can be vulnerable to hackers.

GUARD AGAINST THEFT

Hardware can be stolen too, so consider physically securing devices or adding a physical tracker to recover it in case of loss or theft. You can also set up remote wiping to delete the data on a lost or stolen device.

KEEP MOBILES SECURE

Ask staff to password-protect their mobile devices, install security apps and encrypt their data to stop criminals stealing information from public networks. Be sure to set reporting procedures for lost or stolen phones and tablets.

MONITOR THIRD PARTIES

Be wary of other businesses such as partners or suppliers who may be granted access to your systems and don't be afraid to check before you grant access to anybody. ■

FIND OUT MORE

UK Government information and advice about protecting your business from cyber attacks can be found by scanning the QR code or going to bit.ly/cyber-biz



"PUT IN PLACE A POLICY TO CHANGE PASSWORDS AT REGULAR INTERVALS – IDEALLY EVERY THREE MONTHS"

Illuminating Emerald Isle visit was great craic

It was destination Dublin for the SELECT Electrotechnical Committee as they held their latest meeting in Ireland courtesy of Associate Member ROBUS

WORDS
IAIN MASON

Director of
Membership, Events
& Communications



RELAND'S legendary hospitality was very much in evidence as a special SELECT delegation headed to the Emerald Isle for a whistlestop tour, hosted by ROBUS.

Members, staff and guests travelled to the Irish capital for a visit and special meeting of the Electrotechnical Committee at the lighting expert's HQ on Wednesday 23 April.

Highlights of the day included a tour of the ROBUS head office and distribution centre, a demonstration of the MyROBUS app by Marketing Executive Hannah Roche and an overview of lighting design by Lighting Designer Lorena Sifuentes.

Members also got hands-on with the latest technology during a fascinating presentation on product design by New Product Developer Denis Michen.

The committee was also joined for lunch by ROBUS founding director Michael Slein, who revealed how the company had developed since its early days in 1984.

Earlier in the day, ROBUS HQ played host to a hybrid meeting of the committee, with a range of topics

"THE HOSPITALITY SHOWN TO US WAS FIRST CLASS AND VERY MUCH APPRECIATED BY EVERYONE AND IT WAS PARTICULARLY ENJOYABLE TO MEET MICHAEL"



↑ The SELECT delegation with Michael at ROBUS HQ



↑ The committee held a hybrid meeting in the ROBUS office



↑ Touring ROBUS HQ



↑ Donald W Orr enjoyed his tour of the site

↑ Past President Kevin Griffin was among the delegates



↑ Michael Slein with Past President Donald W Orr



↑ Craig McGowan inspects ROBUS technology



↑ ROBUS founder Michael Slein joined the team for lunch



↑ Depute Vice President David Harris inspects the in-house ROBUS bar



↑ Learning about the MyROBUS app



↓ Bob Cairney gets to grips with downlighters

discussed, including DNO issues, National Occupational Standards (NOS) and DC current and residual current devices (RCDs).

FIRST-CLASS HOSPITALITY

Among the SELECT delegation were Past Presidents Kevin Griffin and Donald W Orr, as well as current Depute Vice President David Harris.

Also enjoying the trip was Lanarkshire Branch Vice Chair Craig McGowan, along with SELECT Director of Technical Services Bob Cairney and Technical Adviser Bruce Findlay.

SELECT was joined by SECTT Training & Development Manager Barrie McKay and Assessment Centre Manager David Henderson, plus Richard Harvey, Electrical Installation Safety Engineer at Electrical Safety First.

Bob said: "I think I can speak on behalf of the whole committee when I say how much we enjoyed the trip to Dublin and I would like to say a huge thank you to ROBUS for allowing us to host our meeting at their head office.

"The hospitality shown to us was first class and was very much appreciated by everyone and it was particularly enjoyable to meet Michael, both over lunch and later in the evening.

"The committee also enjoyed the opportunity to view the latest ROBUS innovations in LED lighting and we'd like to thank all the ROBUS staff involved, particularly Regional Sales Manager Scotland Stuart Mushet, who organised the visit and hosted us so expertly." ■

ROBUS®

FOUR DECADES OF SUCCESS

ROBUS is trusted by wholesalers and electrical contractors worldwide. Spanning 40 countries with over 3,000 stockists and 200 employees, it specialises in energy-efficient lighting for commercial, industrial and residential purposes.

In 1984, its journey began as a family business. Today, it is the largest Irish lighting company on the global stage.

Find out more at www.robus.com and scan the QR code to download the MyROBUS app.



Are you looking after the welfare of your workforce?

Two recent incidents have brought home how quickly disaster can strike – and the importance of having the right cover in place to help your workers and their families when they need it most

WORDS
MICHELLE COURTNEY
Benefits Manager



YOU might think that accident or illness won't happen to you, but two cases I dealt with recently showed just how devastating they can be and reinforced the value of making sure you're prepared.

Both incidents involved operatives working for Member firms who were enrolled in the SELECT Welfare Credit Scheme and were able to provide vital financial assistance.

As an employer, you never want to make such a claim – and thankfully they're quite rare – but just having the cover in place for your operatives and knowing it's there if it's needed is reassuring for everyone.

In addition, giving your employees the peace of mind that cover is in place can help with staff retention and make for a happier, more settled workforce.

CASE STUDY NO1: PERMANENT DISABILITY

After an accident at work in 2024, an operative at a SELECT Member firm lost the use of his wrist, meaning he would never be able to return to work as an electrician. As his employer was part of our

Welfare Credit Scheme, they were able to make an initial claim for sickness benefit for 52 weeks and then went on to make another claim for total and permanent disability benefit.

This second claim was recently concluded, with the operative receiving the full amount of benefit available, which is £50,000.

By having the cover available, this Member firm was able to offer its employee some relief in a terrible situation and make a huge difference to his future prospects.

CASE STUDY 2: DEATH IN SERVICE

I spoke with an operative earlier this year who'd received a terminal diagnosis and was calling to check that his wife would be OK financially after his passing.



↑ A wrist injury meant one operative could no longer work as an electrician

£50,000
paid out to
operative
after wrist
accident

TABLE 1

GRADE	WEEKS	AMOUNT PAYABLE
Technician	Weeks 3-24	£210 per week
	Weeks 25-52	£105 per week
Approved electrician	Weeks 3-24	£200 per week
	Weeks 25-52	£100 per week
Electrician	Weeks 3-24	£190 per week
	Weeks 25-52	£95 per week
Labourer/adult trainees	Weeks 3-24	£180 per week
	Weeks 25-52	£90 per week



↑ Make sure you're covered
in case the worst happens

TABLE 2

DEATH IN SERVICE BENEFIT	OPERATIVES	APPRENTICES
Death in service for any cause	£40,000	£10,000
Accidental death on site	£70,000	£25,000
Total accidental death benefit on site	£110,000 (£70,000 + £40,000)	£35,000 (£25,000 + £10,000)

As the Member company he worked for was part of the Welfare Credit Scheme, I reassured him that everything was in place and he was covered for death in service.

I advised him to speak with his employer to make sure that his personnel records were up to date and showed his wife as the beneficiary, as keeping details up to date is essential.

After a few days I called his employer to make sure he'd been in touch. They confirmed they'd been to visit him and gone through everything, which I felt showed that they were going the extra mile.

Sadly, the operative did pass away recently but there were no issues with the claim and the £40,000 death in service was duly paid out to his wife.

THE SELECT WELFARE CREDIT SCHEME

One of the many benefits of SELECT membership

"BY HAVING THE COVER AVAILABLE, THIS MEMBER FIRM WAS ABLE TO OFFER ITS EMPLOYEE SOME RELIEF IN A TERRIBLE SITUATION AND MAKE A HUGE DIFFERENCE TO HIS FUTURE PROSPECTS"

£40,000
paid to family
of operative
who passed
away

is the option to join the Welfare Credit Scheme and cover your employees for a range of issues, including:

- Additional sick pay
- Death in service
- Accidental death on site
- Dismemberment
- Total and permanent disability.

These benefits are specifically designed to suit the requirements of both staff and operatives, from sole traders to larger organisations.

Table 1, on the left, shows the cover available for additional sickness benefit for operatives after 10 days' absence, in addition to statutory sick pay (SSP).

After eight weeks of continuous sickness absence, payment of waiting days 8-14 – i.e. the second week of the sickness benefit claim – will be made retrospectively and there will be no payment for days 1-7, i.e. the first week.

Table 2, above, shows the cover in place for the various death benefits, while Table 3, below, outlines details of cover for dismemberment and total and permanent disability,

As always, you should be aware that the amounts shown for apprentices are payable at no weekly cost to Members who participate in the welfare scheme.

All the cover detailed above is available at a cost of just £9.85 per person per week, with weekly or monthly payments available – making it flexible for each Member company. ■

TABLE 3

DISMEMBERMENT AND TOTAL AND PERMANENT DISABILITY	OPERATIVES	APPRENTICES
Dismemberment	Up to £4,000	Up to £2,000
Total and permanent disability benefit	Up to £50,000	Up to £10,000

FIND OUT MORE

Further information about the SELECT Welfare Credit Scheme can be found in our dedicated brochure, which can be downloaded by scanning the QR code or going to our 'Publications' page at www.select.org.uk For more details or to find out how to join, please email Michelle on michelle.courtney@select.org.uk or call her on 0131 445 5577.



A proud past, and the best is yet to come

This year's AGM saw Members, staff and guests gather to salute both the electrotechnical industry and the ongoing contribution of the association during its 125th year

WORDS
IAIN MASON

Director of
Membership, Events
& Communications



CELEBRATING the past while looking to the future was the theme of this year's AGM, which reviewed recent progress and outlined the future for Members and the electrotechnical industry itself.

Gathering at the DoubleTree Hilton Queensferry Crossing on 5 June, the annual get-together welcomed more than 40 delegates, including seven Branch Chairs, who wore their traditional medals of office in recognition of the association's 125th anniversary.

Also in attendance were Past Presidents Kevin Griffin, John Noble, Alick Smith and David Smith, SECTT CEO Fiona Harper and ECA Past President Stuart Smith, with Dimplex and National Ventilation exhibiting.

Four representatives from Member firm OCS also attended to see their UK & Ireland Technical Director Mike Stark welcome guests to the 113th AGM in his capacity as SELECT President.

Mike also provided his own snapshot of current activity in SELECT and the wider industry,

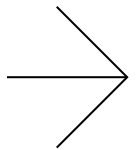
"IT'S ALSO CLEAR THAT OUR DEPENDENCY ON ELECTRICITY HAS GROWN AND IT'S APPARENT THAT THE SECTOR NEEDS TO BE SUPPORTED ON ITS QUEST FOR REGULATION"

delivering updates on apprenticeships, skills and regulation of the sector.

He told delegates: "One of the most pressing issues facing our sector is a skills shortage, with an increasing number of experienced electricians retiring. Apprenticeships help towards a solution to this challenge, providing a pipeline of fresh talent to fill crucial roles.

"Looking to the future, it's also clear that our dependency on electricity has grown and it's apparent that the sector needs to be supported on its quest for regulation.

"We are much better prepared than ever for pushing the campaign



↑ Past President John Noble with SELECT's Bob Cairney and John McGhee



↑ Bob Cairney delivered a presentation on the EAS



A STORY OF ACHIEVEMENT

The SELECT Annual Report for 2024-25 is now available to download from the SELECT website. The document provides an overview of achievements during the past year, as well as details of industry activity and representation. Find it in the 'Publications' section at www.select.org.uk



↑ Branch Chairs show off their medals

"ONCE AGAIN, THE AGM PROVIDED AN EXCELLENT OPPORTUNITY TO MEET UP WITH MEMBERS AND TO DISCUSS THE ISSUES THAT AFFECT THEM THE MOST"

to a successful conclusion and while it may take longer than we hoped, I'm confident that we will eventually achieve regulation for this safety-critical industry."

Director of Finance & Resources and Association Secretary John McGhee then led Members through the annual accounts and confirmed the membership subscription and turnover levy for 2026.

After Mike and Darren Crockett were re-elected as President and Vice President for another year, Managing Director Alan Wilson announced the launch of the SELECT manifesto for the 2026 Scottish Parliamentary elections and outlined some of its main political talking points.

The formal proceedings were then followed by a technical update as Director of Technical Services Bob Cairney provided an overview of the Electrical Assessment Specification (EAS).

Before the AGM itself, the SELECT Central Board met for its second quarterly meeting of the year, during which Members discussed priorities for 2026 and beyond.

Branch officers attending included Stewart Anderson and Eric Rae from Aberdeen & North East of Scotland, Chic Dobbie and Jim Cooper (Ayrshire), Gordon Paterson (Dumfriesshire) and Graeme Anderson and Paul Erasmuson (Edinburgh & South East Scotland).

Also in attendance were fellow office bearers Sean Harkin and Alan Watt (Glasgow & West of Scotland Branch), Mike Campbell and Alastair Grant (Inverness & North of Scotland), Craig McGowan (Lanarkshire) and Keith Smith and Grant Stewart (Tayside).

Afterwards, Managing Director Alan Wilson said: "Once again, the AGM provided an excellent opportunity to meet up with Members and discuss the issues that affect them most.

"In our 125th year, it was refreshing to hear so many positive viewpoints in recognition of the bright future that lies ahead for the electrotechnical industry in Scotland." ■



↑ Glasgow's David Harris and Sean Harkin



↑ Mike Campbell gets a taste of being Chair



↑ President Mike Stark opened proceedings and hosted the AGM



↑ Steve Thompson from Dimplex chats to Vice President Darren Crockett



↑ Edinburgh's Paul Erasmuson and Graeme Anderson listen intently



↑ MD Alan Wilson launched the SELECT manifesto at the AGM

Images: Mark Jackson Photography



↑ Past Presidents David Smith, Kevin Griffin, Donald W Orr and Alistair Grant in conversation



↑ Colin Hepplewhite from National Ventilation exhibited at the AGM



↑ ECA Past President Stuart Smith was among the delegates



↑ Grant Stewart, Alan Watt and Mike Campbell share a laugh



↑ Keith Smith, Chic Dobbie and Jim Cooper



↑ Sean Harkin with the original Glasgow Branch medal



↑ SECTT CEO Fiona Harper chats with Donald W Orr



↓ The team from OCS came to support President Mike Stark

Taking a step back in time... to 1999!

As part of our 125th anniversary activity, we've delved into the association archives to share some of the issues that were discussed at our AGM more than a quarter of a century ago

WORDS
IAIN MASON
Director of
Membership, Events
& Communications

THE association's 87th AGM was held at the Thistle Hotel in Glasgow on Tuesday 15 June 1999 and was attended by 38 Members from the seven Branches that then existed.

Chaired by President Jim McArthur, the meeting was also joined by two Honorary Members and five staff, including Managing Director Michael Goodwin and Secretary Mike Bowden. As well as the usual formalities, the meeting saw discussions on a number of issues as the association approached its centenary, with the 1998/99 Annual Report also prompting several talking points...

THE WAY FORWARD

The meeting acknowledged that modern technologies were converging with traditional electrical contracting to form a new, broader electrotechnical industry. Minutes of the meeting noted: "This opens up training opportunities and the image of a modern,



↑ SELECT Central Board for 1999-2000

technically-excellent industry, impacting on the ability to secure the future by recruiting bright young people on to high-quality modern apprenticeships."

TAKING THINGS UPMARKET

The AGM also heard that boundaries between industries might need to be redrawn, with a new electrotechnical industry being seen as more upmarket and requiring a new negotiating structure and higher wage rates. The minutes noted: "This is probably good for the industry's standing and image, but difficult to handle in the existing wage negotiations south of the Border."

SIGNING UP CORRECTLY

The AGM was told that a much more rigorous approach had been taken to the latest Directory of Members, with Members asked to sign up to the categories of Safety & Security Systems, Information Technology, Telecommunications, Electronics and



↑ Jim McArthur stepped down as President at the 1999 AGM

MEMBERS IN ATTENDANCE

- J McArthur (President)
- H S McGown (Vice President)
- R B Wilson (Immediate Past-President)
- G Hutcheon (Depute Vice President)
- A J Smith (Aberdeen)
- G Taylor (Aberdeen)
- E Finnie (Ayrshire)
- A C Jay (Ayrshire)
- W F Horsburgh (Dumfries & Galloway)
- I Kerr (Dumfries & Galloway)
- J McKeown (Dumfries & Galloway)
- Sir James Morrison-Low (Dundee)
- G Miller (Edinburgh & SE)
- J Noble (Edinburgh & SE)
- V Williamson (Edinburgh & SE)
- M Brodie (Glasgow & West)
- D Coia (Glasgow & West)
- J A Ewing (Glasgow & West)
- I Hamilton (Glasgow & West)
- A H McKinney (Glasgow & West)



HUGH MCGOWN
NEW PRESIDENT

"ITS ADVENT HAS THE POTENTIAL TO RELEASE SIGNIFICANT CHANGE AND THE EARLY INDICATIONS ARE THAT IT WILL PROBABLY BE FOR THE GOOD"

government, with key messages articulated "clearly and unambiguously". The minutes added: "The obverse of this is the question of responsibility, the need to get it right first time before demands are made, because there is a very real chance that the association will get it."

PROMOTING OUR INTERESTS

The meeting was told that having 129 new MSPs meant that SELECT had "a unique chance" to promote the interests of the electrotechnical industry. The minutes went on: "The new Parliament can be expected to

Controls. The minutes noted: "Significantly, this aligns the association with Constructionline which is expected to become the registration scheme for the industry."

NEW POLITICAL LANDSCAPE

Members were told that "it was difficult to overstate" the impact of the new Scottish Parliament, which was due to open in Edinburgh the following month. Minutes of the meeting reveal that they were told: "Its advent has the potential to release significant change and early indications are that it will probably be for the good."

SPEAKING TO GOVERNMENT

The meeting also heard that the new Scottish Parliament would also require the association to sharpen the way it presented itself to

A PROUD HISTORY OF ACHIEVEMENT

The full history of SELECT is available to download from the 'About Us' section of our website at www.select.org.uk



focus on a whole range of Scottish issues and it's up to SELECT to ensure an appropriate Scottish angle for each of our industry problems is found."

PRESIDENTIAL TEAM ELECTION

Jim McArthur announced his intention to step down as President, saying he felt he had been fortunate to be in office in a period where so many important initiatives had come to fruition, including the association's identity change. The minutes show: "He said he believed this was an imaginative and courageous decision, one which was already enhancing the reputation of the association and for the first time we were being recognised not only by our industry partners but by the industry generally that we are uniquely different from our sister association south of the border."

Hugh McGown of Member firm Osborne & Hunter was nominated as President for 1999/2000 and duly elected. Minutes of the meeting reveal: "He said it was particularly pleasing for him to be a Glasgow lad, in a Glasgow hotel, a Glasgow contractor, past Branch Chair and now President. He had also been referred to as Millennium Man and the very title seemed to bring additional pressures, not to mention that SELECT itself would be 100 years old, but hopefully having guided his firm, in his capacity as Chairman and Managing Director, through their centenary last year, the experience gained would stand him in good stead."

The final piece of official business saw Archie Jay elected as Vice President, after which he said he was "very proud to be elected". ■

- E McMurray (Glasgow & West)
- W A McNicol (Glasgow & West)
- J McSporran (Glasgow & West)
- F Quinn (Glasgow & West)
- C Richardson (Glasgow & West)

- M Robertson (Glasgow & West)
- D Smith (Glasgow & West)
- G Thomson (Glasgow & West)
- R A Watt (Glasgow & West)
- I Young (Glasgow & West)
- J D Barrett (Lanarkshire)

- A Eadie (Lanarkshire)
- K Griffin (Lanarkshire)
- J Mackie (Lanarkshire)
- W McLaughlin (Lanarkshire)
- B Turpie (Lanarkshire)
- J D Houston (Honorary Member)
- G H Turnbull (Honorary Member)

Forum team goes back to school

WORDS
YVONNE WILSON
Skills & Client
Relations Manager



LOCAL AUTHORITY
ENGINEERS & CLIENT FORUM
ELECTRICAL BEST PRACTICE

The association continued its links with the wider construction industry when it organised a recent site visit to a new higher education facility in Tayside

S **ELECT** headed north to Dundee when it hosted the latest meeting of the Local Authority Engineers & Client Forum (LAECF).

The LAECF was invited to visit the new Drumgeith Community Campus and Greenfield Academy currently under construction by Robertson Construction.

Organised by Kevin Nicoll, Senior Building Services Engineer at Dundee City Council (DCC), the tour gave LAECF members chance to enjoy an overview of the mechanical, electrical and plumbing (MEP) aspects of the project. The delegates were given a guided site tour from Patrick

McMahon from Robertsons, during which they learned about the project highlights, including:

- More than 200km of power cabling has been installed
- More than 200 employees are on site, with over 90 MEP trades represented
- More than 1,700m² of solar panels have been installed.

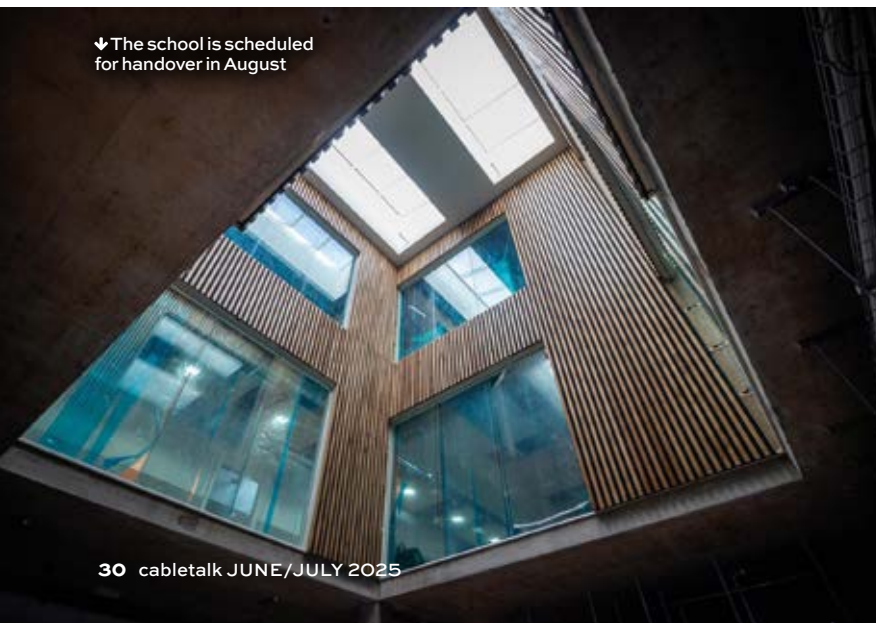
The school is scheduled for handover in August and remains on track for completion.

The project was procured by DCC through the Procurement Hub Major Projects to Robertson Construction Tayside as the design and build contractor. It is also being constructed to Passivhaus standards, with SELECT Member firm FES as the appointed MEP delivery partner.

Joining Kevin and me on the tour were Aidan Currie and Mark Ednie of DCC, Alastair Stewart, (Aberdeenshire Council), Colin MacDonald (Argyll and Bute Council), Alan Brown and Grant Key (Perth & Kinross Council) and Stuart Beveridge (Fife Council). Completing the delegation were SELECT Training Development Adviser Stuart McKelvie and apprentice Rory O'Brien from DCC.

The LAECF was established in 2010 for electrical engineers and meets on a regular basis, hosted by SELECT. The association also hosts the Local Authority & Client Forum, which includes representatives from councils, housing associations, universities and NHS estates. ■

↓ The school is scheduled for handover in August



Let's get ready to party!

SELECT
125
GRAND
BALL
SPONSORED BY **Scolmore**
GROUP

Tickets are now on sale for our 125th Anniversary Grand Ball, sponsored by Scolmore Group, which will see Members, politicians and industry guests gather to toast the world's oldest electrical trade association

WORDS
LINDA ROLFE
Events Manager



IT'S the hottest ticket in town! The countdown has begun for our glittering birthday bash later this year – and we'd love to see you there!

Tickets are now on sale for our 125th Anniversary Grand Ball, sponsored by Associate Member Scolmore Group, which will take place in Glasgow on Friday 14 November.

The black-tie event will see guests from across the industry gather in the splendid surroundings of the Marriott Hotel to toast Scotland's largest construction trade association.

Partygoers will include SELECT Member businesses, office bearers, industry leaders, politicians and other senior decision-makers from across the construction sector.

Hosted by comedian and TV and radio star Fred MacAulay, a night of laughter, celebration and special surprises is planned as we look back on more than a century of service to the electrotechnical industry in Scotland and beyond.

SELECT Managing Director Alan Wilson said: "As the culmination of an extraordinary year of celebration, our Grand Ball will see around 350 special guests gather to celebrate the founding of the world's first electrical trade association.

"The first meeting of the Electrical Contractors' Association of Scotland, as it was then, was held in Glasgow on 15 November 1900, so it's only fitting that we return to the city of our birth to toast this unique milestone.

"I look forward to welcoming friends old and new to this event as we reflect on 125 years of service to the industry and look forward to a future of opportunity for the electrotechnical sector."

Tickets are priced at £125 each or £1,250 for a table of 10, so book **NOW** to save your space. We look forward to seeing you there! ■

BOOK YOUR TICKET

To secure your place, please call our Member Services team on 0131 445 5577 or email memberservices@select.org.uk



↓ Fred MacAulay Terry Murden / Shutterstock.com

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Exchanging ideas for a better future

WORDS
YVONNE WILSON
Skills & Client
Relations Manager



The association was proud to welcome some of its continental counterparts to Edinburgh recently as we hosted a three-day conference for members of EuropeOn and GCP Europe

S **ELECT** continued its long tradition of international collaboration and cooperation when we rolled out the red carpet for representatives of the European electrical contractors' association, EuropeOn.

We were honoured to host a three-day get-together for the association's secretariat, along with a delegation from GCP Europe, the voice of building services engineering, mechanical contractors, plumbers and HVAC installers.

SELECT President Mike Stark made the opening speech to more than 30 figures from across the continent at a special dinner at the Radisson Blu Hotel on the Royal Mile on Wednesday 21 May, including EuropeOn President Kimmo Hallamaa.

Gifts were also presented to SELECT Managing Director Alan Wilson by EuropeOn Secretary General Julie Beaufils to thank the association for its hospitality.

The three-day trip was an excellent opportunity to share updates, discuss the future of the industry and exchange ideas on the state of the electrical and

mechanical installation sector across Europe. Among the many highlights was a presentation by the Federation of Installers' Guilds of Catalonia (FEGiCAT), who updated delegates about the blackout in Spain and Portugal and the energy security implications for the sector.

Delegates also received an update on electrical growth futures from Professor Sean Smith of the University of Edinburgh, as well as a discussion about current challenges facing the sector from Emma Church of Built Environment – Smarter Transformation (BE-ST).

↓ Delegates and speakers line up on the second day of the conference





↑ Oliver Jung, Alan Wilson, Kimmo Hallamaa, Mike Stark, Federico Fucci and Julie Beauflis



↑ Professor Sean Smith discussed energy growth

EuropeOn also held a hybrid meeting during which it gathered feedback from its members about the EU-funded RESkill4NetZero project, which aims to create a skills strategy for high-demand jobs across the renewables sector.

As well as several productive days of meetings, SELECT's visitors also enjoyed a guided walking tour along the Royal Mile before being piped up to The Scotch Whisky Experience, where they sampled a few drams of Scotland's national drink.

Alan said: "The conference was a huge success and we were delighted our European

neighbours could help us celebrate our 125th anniversary." Julie Beauflis added: "I would like to thank everyone at SELECT for their warm welcome and for organising such a well-structured and engaging programme of events.

"The conference provided an invaluable insight into the Scottish electrical sector and helped us discover more about the work of SELECT and its Members." ■



Founded in 1954, EuropeOn represents 1.8 million professionals and promotes high-quality and safe electrical installations in Europe. Find out more at www.europe-on.org



↑ Delegates enjoyed a range of presentations



Footie fans' fun day out Doon south

Members of the Dumfries & Galloway Branch were on the ball when they enjoyed a day's hospitality to watch Annan Athletic v Queen of the South

WORDS
FIONA SMITH
Membership
Representative



THE third tier of Scottish football was the backdrop for a Branch outing as more than 30 SELECT Members

and guests descended on Annan for a social event.

Members of the Dumfries & Galloway Branch made the most of the hospitality as they attended the Scottish League One clash between Annan Athletic and Queen of the South on Saturday 5 April.

Among those enjoying the day were Branch Chair Gordon Paterson from GP Services (Dumfries) and Vice Chair John Wilson from John Wilson Electrical, who was joined by his son Jack and other guests.

Also attending were Barry Wilson and Ben Robson (Barry Wilson Electrical), Morton Harvey (Paul Fergusson Heating & Electrical Engineers) and Greg Hutchings (Lotus Electrical Services Ltd).

Former Branch Chair Elliot Graham from Amber Programmable Design Ltd also helped to swell the crowd, bringing along eight guests to cheer on the Black and Golds.

Completing the line-up were Kyle Muirhead (Muirhead Electrical), David and Chris Faulds (David K Faulds Ltd), Andy Galligan (Galligan Electrical Services) and David Paterson, Electrical Engineering Lecturer at Dumfries and Galloway College.

The day kicked off for most by catching the 11am train from Dumfries to Annan, with a quick stop for some to have a flutter on the Grand National.

It was then on to Galabank stadium, where guests were treated to a curry lunch and drinks before the game itself kicked off.

With a mix of Annan and Queen of the South fans in the party, there was plenty of good-natured banter when the Doonhamers missed a penalty, and it was still 0-0 when Members returned to the clubhouse at half time for pies and sandwiches.

Those who stayed inside to watch the National missed Liam Smith giving the visitors the lead in the 57th minute, with Jordan Allan wrapping up a 2-0 win 15 minutes later.

The fans drowned their sorrows and toasted victory in equal measure afterwards, with the party heading back to Dumfries at around 8pm, where they discussed the game into the wee small hours.

All in all, it was a great day – and no punch-ups! ■

"THE FANS DROWNED THEIR SORROWS AND TOASTED VICTORY IN EQUAL MEASURES"

QUICK FACTS

BRANCH:
Dumfries & Galloway

Branch Chair:
Gordon Paterson



↑ Cheering on the Black and Golds... but victory was elusive this time



↑ David Paterson from Dumfries and Galloway College was among the guests



↓ Members from APD, Muirhead Electrical and Wilson Electrical



↑ Member David Faulds was among the guests



↑ Gordon Paterson raises a glass to a successful day



↑ Andy Galligan from Galligan Electrical Services



↑ Members mingle before the game



↑ Member Greg Hutchings enjoying the day – and his SELECT bobble hat!



↓ The SELECT merchandise was a big hit on the day



↑ Branch Chair Gordon Paterson in the stands

Technical

MORE INFORMATION
For further information on our
technical support and advice,
please call 0131 445 9218 or email
technicalhelp@select.org.uk

Stay up to date on fire guidance

This year's Toolbox Talks included an update on the recently published BS 5839-1:2025, outlining key changes to the code of practice which provides recommendations and guidance for fire detection and fire alarm systems in non-domestic premises

WORDS
BILLY MCROBERT
Consultant Technical
Adviser



↓ The latest advice
is now available



MEMBERS involved with fire detection and fire alarm installations in buildings will hopefully be aware of the British Standard (BS) 5839 series, which provides recommendations for such systems, with Part 1 specifically providing guidance for the design, installation, commissioning and maintenance of systems in non-domestic premises.

Members should also be aware that all British Standards go through a process of regular review and amendment around

every five years or so, and a review of BS 5839-1:2017 was recently completed.

This resulted in the publication of BS 5839-1:2025 *Fire detection and fire alarm systems for buildings Part 1: Design, installation, commissioning and maintenance of systems in non-domestic premises - Code of practice*

practice in April. BS 5839-1:2025 supersedes the previous version, which was withdrawn as a British Standard from 30 April.

So what are some of the key changes to this important standard? Let's take a look...

NEW SECTIONS AND ANNEXES

The first thing to note is that the revised standard now comprises eight specific sections with a new Section 7 – Extensions and Modifications – introduced to provide recommendations for such work.

In the previous version of the standard, Section 7 provided for user's responsibilities. These recommendations are retained in the standard but are now located in Section 8.

The number of annexes provided is also increased, with a new Annex F which provides guidance on the calculation of false alarm rates.

The order in which information is provided in the annexes has also been changed.

CLARIFICATIONS AND DIAGRAMS

The majority of changes in

BS 5839-1:2025 are editorial and many of the recommendations are simply reworded to modernise and clarify them.

Diagrams are also repositioned to be more relevant to accompanying text, e.g. Figures 1 and 2 in Clause 11: Monitoring integrity and reliability of circuits external to control equipment.

The colour of remote fire indicators has also been clarified in Clause 12.5: Remote indication of detector operation, and should be red. They should also still be clearly labelled to indicate their function and assist in determining the location of the detectors they serve.

COMPETENT PERSON CPD

A note has been added in relation to the definition of a competent person, i.e. "a person, suitably trained and qualified by knowledge and practical experience, and provided with the necessary instructions, to enable the required task(s) to be carried out correctly".

This note reads: "Maintenance of competence is likely to require continuing professional development (CPD)."

An obvious route for CPD would be to undertake the new

↑ The update covers alarm receiving centres



- Supported housing
- Residential care home.

MANUAL CALL POINT POSITIONING

Recommendations for the positioning of manual call points (MCPs) have been simplified in Clause 19 of the revised COP.

For example, the height above finished

floor level (FFL) is normally recommended as being 1.4m, however this can vary by +200mm or -300mm.

The positioning of MCPs in escape routes has also been simplified as per Clause 19.4 and recommendations are that these are located at storey exits, sited either in the accommodation or on the landing of a stairway to which the storey exit gives access.

In multi-storey buildings with phased evacuation or where more than one zone leads to the same stairway, MCPs

↑ Safe fire alarm systems are essential



↑ SELECT training course 203 is an obvious route for CPD

recent fatal fire incidents, some previously acceptable variations are now considered to be unacceptable.

These unacceptable variations include the absence of a zone plan or other suitable diagram where there is more than one zone on any floor or in premises where people sleep.

Another variation now considered unacceptable is the absence of a facility of transmission of a fire alarm signal to an alarm receiving centre (ARC) in two locations:

SELECT 203 training course, the Customised Award in Design, Installation, Commissioning and Maintenance of Fire Detection and Fire Alarm Systems.

Find out more by emailing training@select.org.uk or call the Training team on 0131 445 5577.

UNACCEPTABLE VARIATIONS

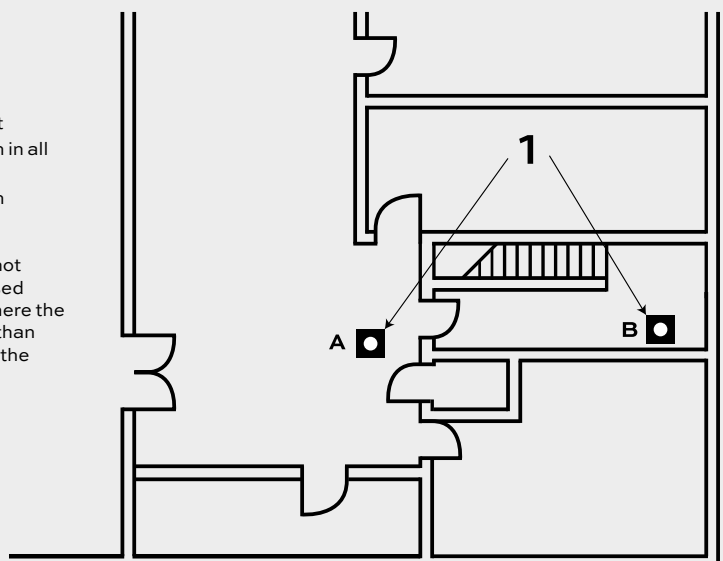
As a code of practice (COP), variations to the recommendations within the standard have always been acceptable and normally should be clearly identified and in some instances recorded, as per Clause 6 of the standard.

However, following review and the experience from several

↓ Figure 9: Manual call points on escape routes

KEY

- 1 Manual call point
- A Suitable location in all buildings
- B Suitable location in buildings with simultaneous evacuation (i.e. not suitable for phased evacuation or where the exits from more than one zone lead to the same stairway)





False alarm notice

This fire alarm system has an active connection to the fire and rescue service

Contact telephone:

↑ Figure 5: Label to stop a false activation

should be sited only within the accommodation – see Figure 9 from BS 5839-1 on the previous page.

AUTOMATIC FIRE DETECTION

In Clause 20.2c it is recommended that heat detectors should not be used in rooms where people sleep.

Instead, it is now recommended that preference is given to forms of automatic fire detection other than heat detectors or sprinkler heads performing the same role.

It is not recommended that this is applied retrospectively until upgrades or replacement takes place. These heat detectors were designed primarily to protect escape routes.

↓ There is additional information on wiring

TYPICAL SIGNS

Examples of typical signs are given, e.g. when functionality is provided for automatic transmission of an alarm signal to an ARC, there should be a label with information to stop a false activation to summon the fire and rescue service now given in Clause 14.22 – see Figure 5 above.

Where the ambient noise level exceeds 90 dB(A) and in other areas where hearing protection is likely under normal circumstances, visual alarm signals should be provided as per Clause 16.1.

CABLES, WIRING AND OTHER INTERCONNECTIONS

Technical changes include mention of compliance with BS 7671:2018+A3 in Clause 25 and Clause 28 and now includes information on a functional earth (FE) conductor, which is to be coloured pink or identified by alphanumeric marking 'FE' as per the note to Clause 28.2.

Additional text on complying with Regulation 521.10.202 of BS 7671 regarding the fixing of cables is also included in Clause 35, which relates to installation practices and workmanship, e.g. this precludes the use of non-metallic cable clips or ties as the sole means of cable support.

EXTENSIONS AND MODIFICATIONS

Section 7 now provides recommendations for the extension of an existing system.

It requires that a modification or extension should comply with BS 5839-1:2025 and that appropriate certification as per the model extensions or modifications certificate given in Annex G is provided.

AMENDED ANNEXES

As mentioned earlier, the annexes in BS 5839-1:2025 have been reorganised.

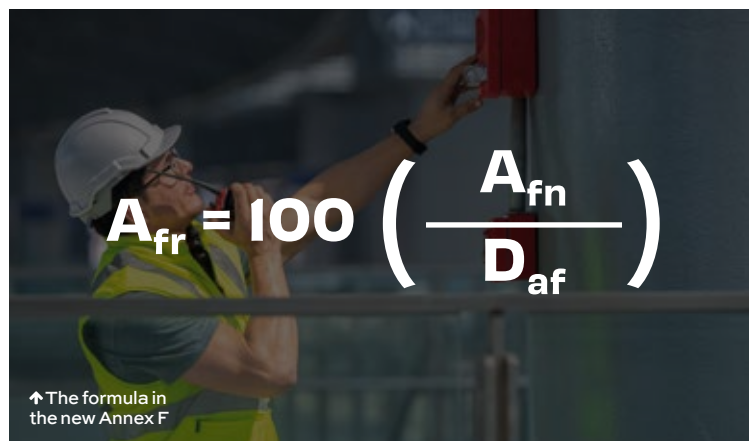
Model certificates as given in Annex G are modified and include a model extensions or modifications certificate in G7.

There is also a new Annex F which includes the formula for calculating the false alarm rates, where:

- A_{fr} = false alarm rate
- A_{fn} = number of false alarms
- D_{af} = number of automatic detectors

Typical values are given as a rate per 100 auto detectors. Details are in Clause 31, e.g. a review when the rate is over four, or if more than ten false alarms have occurred, or more than one activation of a MCP. ■

For further information about the changes included in BS 5839-1:2025, email our Technical team at technical@select.org.uk or call the SELECT Technical Helpline on 0131 445 9218.



↑ The formula in the new Annex F

"IT IS NOW RECOMMENDED THAT PREFERENCE IS GIVEN TO FORMS OF AUTOMATIC FIRE DETECTION OTHER THAN HEAT DETECTORS OR SPRINKLER HEADS PERFORMING THE SAME ROLE"

Latest course is a breath of fresh air

SELECT's Technical team spent a day in the classroom as they took part in the new training course in domestic ventilation with Associate Member Ubbink

MEMBERS were joined by two of our Technical staff as they got hands-on with ventilation in the latest training course to be launched in our dedicated facility at The Walled Garden.

Technical Adviser Bruce Findlay and Training Development Adviser Stuart McKelvie both spent a day in the classroom for the one-day course, delivered in partnership with Ubbink.

Rolled out on Wednesday 14 May, the module focused on mechanical ventilation with heat recovery (MVHR) and was led by Ubbink Product Ventilation Lead Craig Cundey.

With his expert guidance and a hands-on training rig, attendees got to dive deep into the tech, testing airflow with an anemometer and exploring the unit inside and out.

Craig said: "You never really know how a first course is going to go but the session was extremely enjoyable, helped by having attendees who were all keen to learn and who added valuable thoughts and comments as well as engaging with the practical hands-on aspects."

"The feedback was great and the timings worked out perfectly, with all delegates leaving around 3pm. All in all, it was a very successful first course and we look forward to more."

Members gave the session a unanimous thumbs-up afterwards, with one telling us: "The course

was informative and detailed the importance of legislation and the correct type of domestic ventilation system to install for the various construction methods of dwellings."

Another told us: "The module was well organised, informative and was presented well. The tutor was also great and answered all the questions I had. It was also useful to get hands-on with the MVHR unit and learn how to commission it, as well as receive a briefing on the correct certification to produce."

SELECT and Ubbink have three further courses planned later this year, all hosted at The Walled Garden and costing £185 + VAT for Members.

Craig added: "I'd like to thank SELECT for giving us the opportunity to deliver this new course and for providing great facilities and a supportive suite of training material. Our goal is to help, support and educate, raising the knowledge and awareness of all things ventilation." ■



↑ Members got hands-on during the day

UPCOMING VENTILATION COURSES

- Thursday 25 September
- Thursday 23 October
- Wednesday 19 November

All sessions will be at The Walled Garden. Find out more by e-mailing training@select.org.uk or calling our Training team on 0131 445 5577.



↓ Craig and Bruce, left, and Stuart, third from the right, at the course

Training

MORE INFORMATION
To enquire about SELECT's range of
training courses, please call 0131 445
5577 or email training@select.org.uk



How best to prepare for retirement

It might be imminent or still a long time away, but it's essential to think about how your life will look after full-time employment. SELECT has partnered with Age Scotland to offer a two-day online workshop that will help you plan for your future when retirement finally beckons



WE all know that Scotland has an ageing workforce, yet nearly 90% of organisations haven't discussed retirement plans with employees due to leave within five years.

That's why we've teamed up with Age Scotland to deliver a new virtual session to help you – and your staff – prepare properly when the time comes to hang up your tools.

As a trusted national charity, Age Scotland has supported more than 4,300 attendees through their independent, impartial workshops, helping them feel more confident about their future.

By encouraging open conversations, these sessions also support employers with succession

WORDS
JENNY CRYANS
Training Manager



planning and knowledge transfer before retirement.

Many people leave work with no plan in place and as a result discover that they simply weren't ready for this huge change in lifestyle. Age Scotland can help, with workshops that give you a chance to spend two essential half-days focusing on yourself and **YOUR** future.

Delivered by experts in their fields, the Planning For Your Future workshop provides independent and impartial advice and can help you decide when might be the best time to leave full-time employment.

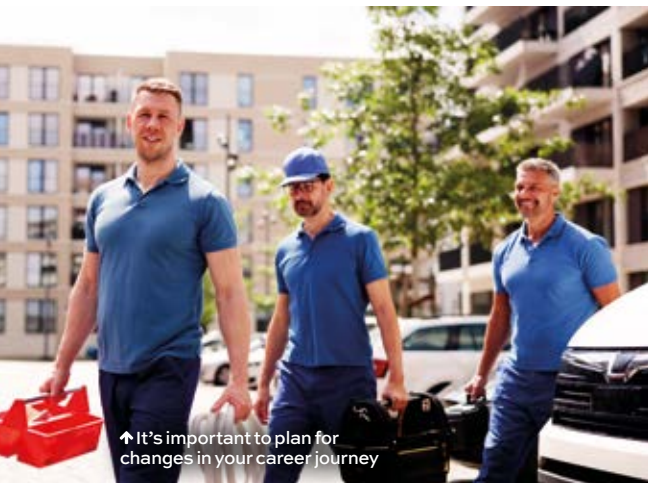
Most attendees tell Age Scotland that they wish they'd known about the key topics earlier – and an outstanding 98% of the 4,300 delegates helped so far say they would recommend the workshop to a colleague.

WHO IS IT FOR?

This workshop is for those who are thinking about leaving full-time employment, however anyone with an interest in planning for the future is welcome.

The content will be most useful for people considering leaving full-time employment between

↑ The right preparation can make the transition from work to retirement easier



↑ It's important to plan for changes in your career journey

"FANTASTIC WORKSHOP. ONE OF THE BEST I HAVE ATTENDED. VERY THOUGHT PROVOKING AND IT WILL SPUR ME INTO ACTION!"

Workshop attendee



SAMPLE AGENDA

RETIREMENT // TRAINING

DAY ONE:

TIMING	SESSION 1: THINKING ABOUT YOU	WHO
9.30-10.10	Welcome and managing the change process	Volunteer facilitator
10.10-11.20	Time in Retirement	Careers coach
11.20-11.30	Break	
TIMING	SESSION 2: THINKING ABOUT FINANCE	WHO
11.30-12.15	Finance matters in later life	Financial adviser
12.15-12.25	Q&A / Break	
12.25-13.00	Finance matters in later life	

DAY TWO:

TIMING	SESSION 3: THINKING ABOUT LEGAL	WHO
9.30-10.00	Legal matters for later life	Solicitor
10.00-10.10	Q&A / Break	
10.10-10.50	Legal matters for later life	
10.50-11.00	Break	
TIMING	SESSION 4: THINKING ABOUT WELLBEING	WHO
11.00-11.40	Building healthy habits in later life	Health & wellbeing adviser
11.40-11.50	Q&A / Break	
11.50-12.20	Building healthy habits in later life	
12.20-12.40	Looking to your future	Facilitator

two and five years from now, although many people attend who are leaving work imminently and they still find attending to be hugely beneficial.

WHAT DOES THE WORKSHOP COVER?

The workshop consists of the following topics, and there's also plenty of opportunity for discussion and breakout groups:

- **Thinking about you:** Exploring the emotional journey you will go through and look at how to manage change as well as identifying opportunities for part-time work, volunteering and hobbies.
- **Thinking about finance:** Making the most of your money, understanding pensions, tax, savings and investments.
- **Thinking about legal:** Equity release, wills, Power of Attorney and care costs.
- **Thinking about wellbeing:** Keeping physically active, building healthy habits and looking after your mental wellbeing.

As a result of attending this workshop, attendees will create an action plan for their next steps towards retirement, gain clarity on what their retirement could look like with proper planning and get answers to financial, legal, wellbeing and lifestyle questions.

COST, DELIVERY AND BOOKING

The workshops are delivered online via Zoom across

DATES FOR YOUR DIARY

Available open workshop dates:

- 5&6 August
- 2&3 September
- 8&9 October
- 4&5 November



two half-days from 9.30am-1pm. These are delivered with Age Scotland at a charge of £199 per attendee.

To book on any of the scheduled dates, click the QR code on this page or go to www.agescotland.org.uk/how-we-help/workplace-training/planning-for-your-future

IN-HOUSE WORKSHOPS

Age Scotland can also deliver the workshop in a classroom environment at your premises for up to 16 people. ■

If you would like further information regarding this, please contact the charity's sales team on sales@agescotland.org.uk or call them on 0131 668 8045.

"THE COURSE WAS TOTALLY DIFFERENT FROM WHAT I WAS EXPECTING, VERY INSIGHTFUL, INTERESTING, WELL-PRESENTED AND FUN, I WOULD RECOMMEND THIS COURSE TO ANYONE OF ANY AGE, NOT JUST OVER 50S, THERE'S SO MUCH GOOD ADVICE, FOR EVERYONE"

Workshop attendee

Health & Safety

Tackling the dangers of deadly dust

It may be tiny, but silica and wood dust is a massive threat to worker safety, so it's vital to take measures to protect operatives on site

WORDS
ANDY HARPER

Head of Technical and
CDM Support, BSG



BSG The Building
Safety Group

↓ Dust can cause
serious lung conditions



THE Building Safety Group (BSG) has reported a 14% rise in the number of dust breaches occurring on construction sites in just six months.

One of the most common types of breach found was a failure to provide a suitable system of health surveillance for employees exposed to dust, namely silica and wood dust.

Health surveillance has become a key focus for the Health and Safety Executive (HSE), which recently announced an important update to its guidance on surveillance for workers exposed to respirable crystalline silica (RCS). This hazardous substance is linked to a number of serious lung diseases, including silicosis, chronic obstructive pulmonary disease (COPD)

and lung cancer. See [hse.gov.uk](https://www.hse.gov.uk) for further details.

Some of the other common violations recorded by BSG Safety Advisers during site visits included failure to set up effective dust suppression and extraction procedures on site as well as not having dust masks face fit tested.

CONTROLLING THE RISK

According to the HSE, more than 3,500 builders die each year from cancer related to their work, with thousands more cases of ill health and working days lost. Over 500 of these deaths are caused by exposure to silica dust.

Critically, the amount of dust that's needed to cause damage is not large. Dust particles can be 100 times smaller than a grain of sand. You don't need to see them to breathe them in, but once in your lungs, dust will start causing damage.

Exposure to dust can lead to severe breathing difficulties and lung diseases that can ruin lives and cause an early death. Construction workers have a high risk of developing these



↑ Workers must be protected from dust exposure while they're on site

HELPFUL VIDEOS

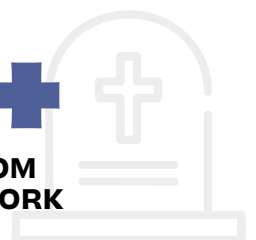
🔗 Silica dust BSG
toolbox talk



🔗 Silica dust on
construction sites



3,500+
**BUILDERS DIE EACH YEAR FROM
CANCER RELATED TO THEIR WORK**





DUST DANGER // HEALTH & SAFETY



WATCH OUR OCCUPATIONAL HEALTH WEBINAR

In case you missed it, you can now watch the recent SELECT/BSG webinar on occupational health in the workplace.

The half-hour session on 15 May covered noise, dust and vibration, who might be exposed to it and how and what controls are used to prevent it.

Our experts also took a deep dive into health surveillance, the Control of Noise at Work Regulations 2005, Control of Substances Hazardous to Health (COSHH) Regulations 2002, Control of Vibration at Work Regulations 2005 and Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).

Watch the webinar by scanning the QR code or going to bit.ly/occ-watch



For more information about working with dust and how to limit risk exposure, browse the BSG Hub that is free for all SELECT Members. As always, you can also contact me directly at andrewh@bsgltd.co.uk ■

BSG's report was based on 6,000 independent site inspections conducted over a six-month period, comparing Q4 2024 with Q1 2025.

SIGN UP FOR FREE HEALTH AND SAFETY ADVICE

SELECT Members automatically qualify for FREE advice and practical resources from the BSG worth £750.

Signing up is quick and easy – all you need is your membership number. To find out more and get started, scan the QR code right.



"CRITICALLY, THE AMOUNT OF DUST NEEDED TO CAUSE DAMAGE IS NOT LARGE. DUST PARTICLES CAN BE 100 TIMES SMALLER THAN A GRAIN OF SAND"

diseases because many common construction tasks can create high dust levels. It can take years before the damage is visible and by then it can be too late.

Construction dust is regulated most effectively when there are control

500+
OF ANNUAL BUILDER CANCER DEATHS ARE CAUSED BY EXPOSURE TO SILICA DUST

methods and processes in place to minimise how much dust is generated during operations. Some sites also require extraction, suppression and ventilation procedures to keep dust at safe levels.

Dust prevention measures have been widely published in industry guidance and should be considered for all jobs which are potentially harmful.

Learn lessons from award-winning film

Members should be aware of a engaging workplace safety training film that could be useful for employees and contractors.

Entitled *Free Fall*, the award-winning drama from SSE tells

the story behind a workplace fatality, using the resulting HSE investigation to show different attitudes and behaviours to health and safety.

The video was one of several films

that made up part of a health and safety pack and won awards for its merits as a behaviour-based training video.

Watch the film by scanning the QR code or go to bit.ly/sse-freefall



Industry insight

It's vital to choose the right path

The UK construction industry stands at a crossroads, facing unprecedented challenges that threaten its long-term health and sustainability. Wafer-thin margins, contractual complexity, skills shortages and an ageing workforce mean better leadership is more urgent than ever

WITH the construction sector under increasing pressure to adapt quickly to a rapidly changing landscape, business leaders are expected to respond to market volatility, regulatory changes and shifting client expectations.

Over the past three decades, the industry has become more complex and uncertain, demanding a new breed of leadership that is agile, strategic and resilient.

The traditional approach, which often relied on technical expertise and incremental improvements, is no longer sufficient. Instead, leaders must be prepared to make bold decisions, embrace innovation and foster a culture of continuous learning and improvement.

A LEGACY OF TECHNICAL LEADERSHIP

One of the core challenges facing construction is its historical approach to leadership development.

Most leaders have risen through the ranks based on their technical skills and excel at managing projects, solving problems and delivering results

on-site. As a result, they are often promoted to leadership positions without adequate preparation for the broader responsibilities these roles entail.

This technical bias means that many leaders lack the strategic vision and people management skills required to steer their organisations through turbulent times. They are experts in their field but may struggle to see the bigger picture, anticipate future trends or inspire their teams to achieve collective goals.

The industry's failure to invest in leadership development has left a generation of managers ill-equipped to handle the complexities of modern construction.

THE COST OF NEGLECTING LEADERSHIP DEVELOPMENT

The consequences of this neglect are becoming increasingly apparent. Without strong leadership, construction firms are more vulnerable to external shocks, less able to innovate and more likely to suffer from low morale and high staff turnover.

Moreover, the lack of leadership competence hampers the industry's ability to attract and retain talent. Young people are looking for employers who can offer them clear career progression,

WORDS
PAUL McDEVITT
Managing Director,
McDevitt & Co



McDevitt & Co

"MOST LEADERS HAVE RISEN THROUGH THE RANKS BASED ON THEIR TECHNICAL SKILLS AND EXCEL AT MANAGING PROJECTS, SOLVING PROBLEMS AND DELIVERING RESULTS ON-SITE"

supportive management and opportunities for personal growth. In an industry where leadership training is often an afterthought, it is no surprise that many talented individuals don't see construction as an attractive career destination.

THE NEED FOR A NEW LEADERSHIP PARADIGM

To address these challenges, the construction industry must embrace a new leadership paradigm.

This means recognising that leadership is not an innate quality possessed by a select few, but a skill that can be developed and refined over time and requiring a commitment to ongoing education, mentoring and professional development at all levels.

Business leaders must be encouraged to step out of their comfort zones, challenge conventional wisdom and seek out new perspectives.

They should be equipped with the tools and techniques needed to manage change, resolve conflicts and build high-performing teams.

By investing in leadership development, construction firms can create a pipeline of future leaders who are ready to tackle the challenges of tomorrow.

LEARNING FROM OTHER SECTORS

Other industries have long recognised the value of leadership development and have reaped the rewards in terms of improved performance, innovation and employee engagement.

The construction sector can learn from these examples by adopting best practices in talent management, succession planning and organisational culture.

For instance, structured leadership programmes, coaching and peer learning networks can help managers develop the skills they need to succeed.

Regular feedback, performance reviews and opportunities for reflection can also help to foster a culture of accountability and continuous improvement.

By benchmarking against other sectors, construction firms can identify gaps in their own leadership capabilities and take proactive steps to address them.

A PERSONAL PERSPECTIVE ON LEADERSHIP IN CONSTRUCTION

Having worked in the industry for more than 30 years, I've witnessed first-hand the impact of strong and weak leadership.

I recently delivered a leadership programme attended by a diverse group of business owners and managers. One participant, who had been in the industry for two decades, remarked that this was the first formal leadership training he had ever received. His experience is not unique; many people working in construction go through their entire careers without any structured development in this critical area.

This lack of investment in leadership is a missed opportunity. Effective leaders can transform organisations, drive innovation and create environments where people thrive.

They are the key to unlocking the industry's potential and ensuring its long-term success.

CONCLUSION: BUILDING A SUSTAINABLE FUTURE

The current construction model is ill-suited to the uncertainty and unpredictability of today's world.

To survive and thrive, the UK construction industry must prioritise leadership development as a strategic imperative. This means moving beyond technical excellence to embrace a more holistic approach that values adaptability, emotional intelligence and strategic thinking.

By investing in better leadership, the industry can build more resilient organisations, deliver better outcomes for clients and create rewarding careers for its people. ■

Paul McDevitt is Managing Director of McDevitt & Co, an experienced business consultancy that helps to inspire people, improve productivity and increase profits in the construction industry. Find out more and contact him at www.mcdevitt.co

CONSTRUCTION EVENT WILL BE SUMMIT SPECIAL

If this article resonates, then you might be interested in attending the Scottish Construction Summit in Glasgow on 17 September. The event features a stellar line-up of industry disruptors and thought leaders who aim to foster innovation and collaboration to shape the future of construction in Scotland. Find out more at www.scottishconstructionsummit.com



Change is clause for some optimism

With a notable shift towards conflict avoidance in the construction industry, we look at new clauses in NEC4 contracts and how they compare with JCT and SBCC documents

WORDS
DAVID WILSON
Consultant



MFR
MORTON
FRASER
MACROBERTS
LLP

David Wilson regularly advises on arbitration and adjudication matters, often providing legal advice to adjudicators. As a litigator, he has extensive experience of acting for pursuers and defenders in commercial disputes in the Court of Session.

NEC4 contracts include a conflict avoidance clause that provides a procedure for resolving disputes at an early stage by encouraging the client and the contractor to cooperate through discussion.

A conflict avoidance panel is selected by parties or nominated by a body to provide recommendations to resolve disagreements. The panel's recommendation is legally binding if the parties agree, or, if the parties disagree, the recommendation is referred to senior representatives to dispute.

This goes further than NEC3 contracts by introducing a dispute avoidance clause and early contractor involvement. The UK Government has welcomed these changes and recommends public

sector use of NEC4 contracts for construction projects.

There has been a movement in the construction industry towards conflict avoidance, as demonstrated by the Conflict Avoidance Pledge to tackle the rising financial and resource costs of disputes. There is widespread support, as evidenced by the implementation of the pledge in the Construction Playbook, and support from central and devolved governments across the UK.

NEC4 also complements the RICS Construction Conflict Avoidance Process, which exists to manage and resolve conflicts early to reduce costs and deliver projects on time.

CONTRACTS AND CONFLICT AVOIDANCE

JCT contracts (and SBCC contracts in Scotland) are the most common standard form contracts used in the construction industry. Due to the nature of JCT/SBCC contracts, whereby risk is transferred by the client to the contractor, they have been criticised for creating hostility between parties when conflict arises.

JCT/SBCC contracts require the client to appoint a contracts administrator or employer's agents to manage administration, while NEC4 contracts require a project manager to also deal with monitoring the detailed programme of work.

This programme, in theory, allows the project manager to identify issues in line with the 'early warning' procedure

which improves efficiency of the project. Further, NEC4 conflict avoidance clauses operate by obliging the contractor and supervisor to notify each other at the earliest opportunity when defects become apparent.

JCT introduced similar guidance in 2021, which includes a model tripartite agreement to bind the client, contractor and adjudicators. The Dispute Adjudication Board (DAB) will operate similarly to the NEC4 Panel to detect issues from the outset of a project. However, there may be challenges to the jurisdiction of a DAB acting as adjudicator in accordance with the Construction Act.

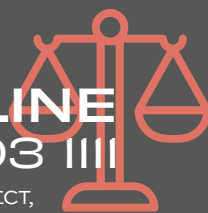
Overall, it is best practice to ensure your contract includes a robust conflict avoidance clause in order to ensure costly conflict is minimised throughout the project.

It is clear that NEC4 contracts provide a strong mechanism for early resolution as supported by the UK Government for providing a forum for amicable discussion before issues develop into disputes. ■



↑ The right contracts can help you avoid costly and time-consuming disputes

**LEGAL
HELPLINE**
0141 303 1111



As a Member of SELECT, you have access to the Legal Helpline operated by Morton Fraser MacRoberts. This helpline covers advice and assistance on commercial, contractual and employment matters under Scots law which concern your business.

Making probationary periods work for you both

It's become standard practice for employers to include a probationary period before confirming a permanent position. Here, we provide a few pointers about best practice

ALTHOUGH not legally required, probationary periods allow both employer and employee an opportunity to consider if the role, skill set, people and company are a good fit.

Successful probation includes performance monitoring, feedback, regular review, communication and alignment with company culture and values.

To be enforceable, probation must be stated in an employment contract, specifically:

- The length of the probationary period
- If it may be extended
- What amends to benefits or entitlements occur during this phase
- What notice applies during probation
- What will happen at the end of the probationary period.

During probation, the employee remains covered from all statutory day one rights, e.g. minimum and living wage requirements, holiday accrual, the right to time off, Statutory Sick Pay (if eligible), maternity leave and protection from unlawful discrimination. They are also protected by the Equality Act 2010 and all health and safety legislation.

Termination can occur at the end of probation but must be fair and companies must ensure they follow a basic process of clear communication, discussion, warnings and notice to improve. Reasons for unfair dismissal



WORDS
ERIKA FERGUSON
Employment
& HR Manager



still apply, as does discrimination on any protected grounds.

MAKING IT WORK

Provide the employee with a job description and a set of goals and performance guidelines – this will let them know what is expected. Consider if they require any additional training, i.e. do they have the skills to succeed?

Arrange regular in-person reviews to discuss successes and concerns. Use this time to guide the employee towards the expected goal, offering company support where you can. Record the discussion and action points from each review session and use this as the framework for excelling.

Make sure the employee is aware of your concerns and of what will happen if key goals aren't met. Regular review and communication will mean that underperformance shouldn't be a surprise, particularly if it leads to dismissal.

Finally, make it clear if the employee has successfully completed probation, had it extended or failed (and why), confirming all outcomes in person and in writing.

And above all, remember that decisions made are professional, not personal. ■

HAPPY TO HELP

Our Employment Affairs team is always happy to help if you'd like to discuss probation or any other query. Call us on **0131 455 9216** or email employment@sjib.org.uk

Let's always keep each other in mind

The power of community can be invaluable to improving wellbeing in the workplace. Here, our guest columnist explains how we can all work together to uplift, empower and protect our collective mental health

WORDS
JESS VAILIMA
Managing Director,
the Electrical
Industries Charity



LAST month saw the UK come together to mark Mental Health Awareness Week, an annual campaign designed to shine a light on mental health and wellbeing.

For this year's event, the Mental Health Foundation chose the theme of 'community', a topic that resonates deeply with individuals, businesses and organisations across the country, including the Electrical Industries Charity (EIC).

At the EIC, we understand the importance of community in maintaining mental wellbeing. Whether it's a close-knit group of colleagues,

a supportive online network or the industry-wide community, having people who care, listen and support one another makes all the difference.

WHY COMMUNITY MATTERS FOR MENTAL HEALTH

Being part of a safe, positive and engaged community is vital for our mental health. We thrive when we have strong connections, meaningful relationships and access to support when we need it most. Studies show that people who are socially connected – to their families, friends, workplaces or broader communities – are happier, healthier and live longer than those who experience social isolation.

For many in the electrotechnical industry, work can often be demanding, high-pressure and even isolating. Whether it's long hours on-site, working away from home or managing the challenges of running a business, mental health can sometimes take a back seat. That's why fostering a strong sense of community within our industry is more important than ever.

WHAT IS A COMMUNITY?

A community isn't just about where you live – it's about the people you connect with through shared experiences, values and interests. It might be:

- **Your workplace** – a team that looks out for one another and promotes wellbeing.
- **A support group** –

"WE'RE COMMITTED TO CREATING AND STRENGTHENING COMMUNITIES WITHIN OUR INDUSTRY"



↑ A strong sense of community can boost mental health in the workplace

MENTAL HEALTH TRAINING FOR THE INDUSTRY

The EIC offers a range of training programmes, including mental health first aider training and refresher courses. The Managing Mental Health and Wellbeing in the Workplace course empowers managers to support teams and create psychologically safe environments. And the Mental Health Conversation Practice session helps develop skills to initiate meaningful conversations. Find out more at www.electricalcharity.org/training-2





staff to resources like the EIC's mental health and wellbeing services.

By taking action, businesses can help create healthier, happier workplaces.

RECOGNISING AND AVOIDING HARMFUL COMMUNITIES

While positive communities are vital for mental health, it's also important to recognise that not all communities are supportive or safe. Some groups can be toxic, discriminatory or mentally draining. If you or someone you know is struggling, the EIC is here to help. We offer confidential support to ensure that everyone in the electrical industries has access to the right help, at the right time.

WHAT YOU CAN DO

Everyone in the Scottish electrotechnical industry can play their part in fostering better staff wellbeing by:

- **STARTING** conversations about mental health in your workplace or community.
- **SHARING** your stories about the impact of community on wellbeing.
- **TAKING** part in activities and events that promote connection and support.
- **REACHING OUT** to colleagues who might be struggling with isolation or mental health challenges.
- **USING EIC** resources to help build stronger, more supportive workplaces.

By taking these steps, we can help break the stigma surrounding mental health and create an industry where no one feels alone. ■

a space where people can talk openly about their mental health challenges.

- **An online network** – a virtual space where people share knowledge, experiences and encouragement.
- **A shared passion or cause** – whether it's a charity initiative, a hobby or a movement for change.

At the EIC, we're committed to creating and strengthening communities within our industry. We work to ensure that no one feels alone when facing challenges related to mental health, financial strain or personal difficulties.

HOW THE EIC SUPPORTS COMMUNITY AND MENTAL HEALTH

For 120 years, the EIC has been supporting people within our sector, providing essential services that help individuals, families and businesses navigate tough times.

Our work is built on the idea that community matters and that when we support each other, everyone benefits. We do this in a number of ways:

- **RAISING** awareness and sharing expert guidance on how strong communities help prevent poor mental health and support wellbeing.
- **ENCOURAGING** workplaces, teams and individuals to talk openly about

mental health and support networks.

- **PROVIDING** support and ensuring people in the electrical industry know they can access counselling, financial aid and wellbeing programmes through the EIC.
- **SHARING** real stories and highlighting the personal experiences of those in our industry who have benefitted from community support.

THE ROLE OF EMPLOYERS IN BUILDING MENTALLY HEALTHY COMMUNITIES

Businesses and workplaces play a crucial role in shaping positive communities. A supportive workplace culture can help reduce stress, boost morale and create environments where people feel valued, connected and able to ask for help.

We encourage managers, business owners and team leaders in the electrical and energy industries to encourage open discussions about mental health and promote wellbeing initiatives within the workplace.

We also suggest ways they can create a culture where employees feel safe, heard and supported, signposting

GET ALL THE RIGHT ADVICE

Currently celebrating its 120th anniversary, the EIC is committed to building a stronger, healthier industry for all. If you need support, know someone who does or want to get involved in its work, visit www.electricalcharity.org to learn more.





SECTT Update

SECTT was delighted to mark 16 years of its

safe isolation initiative, teaming up with Electrical Safety First (ESF) to once again help empower apprentices and adult trainees through safety.

The Trust began issuing free lock-off kits to every Stage 3 electrical apprentice and adult trainee in Scotland in 2009 to instil critical safety practices at the heart of their training.

Thanks to funding from ESF, the scheme continues to make a tangible difference in workplace safety, with every third-year apprentice and adult trainee who attended this year's Inspection & Testing Week receiving their safe isolation lock-off kit.

The high-quality kits contain essential tools for learners, including padlocks, warning tags and devices for securing isolation points.

Barrie McKay, SECTT Training & Development Manager, said: "With electrical incidents still a serious risk on site, the ability to isolate circuits properly isn't just a procedural box-tick – it's a lifesaving skill.

"Our ongoing commitment to this initiative ensures that new generations of electricians are equipped not only with technical skills, but also with the right mindset and tools to put safety first on every job."

Barrie praised ESF Technical Director Luke



↑ Inverness College UHI learners with their lock-off kits

16 years of safe starts

SECTT continues vital scheme that started in 2009, providing apprentices and adult trainees with free safe isolation kits to ensure they start their careers knowing how to stay protected



↑ Learners show off their kits at West College Scotland – Clydebank campus

"THANKS TO FUNDING FROM ESF, THE INITIATIVE CONTINUES TO MAKE A TANGIBLE DIFFERENCE IN WORKPLACE SAFETY"



↑ The kits were well received by adult trainees at West College Scotland – Paisley campus



Osborne for the “pivotal role” he has played in maintaining the success of the programme.

He said: “Luke’s continued efforts – and those of the wider ESF team – have helped cement safe isolation

as a non-negotiable standard for young electricians and adult trainees.

“At a time when the industry is pushing for higher competency standards, SECTT’s lock-off kit initiative stands out as an example of how training providers and safety organisations can work together to drive meaningful change, one apprentice and adult trainee at a time.

“As SECTT Training Officers distribute the kits at training centres from Inverness to the Borders, the message is clear – safety is everyone’s responsibility, and it starts with preparation and the right equipment.” ■



ABOUT SECTT

SECTT manages high-quality training on behalf of the SJIB. To find out more about SECTT and its work, call 0131 445 5659, email admin@sectt.org.uk or visit www.sectt.org.uk



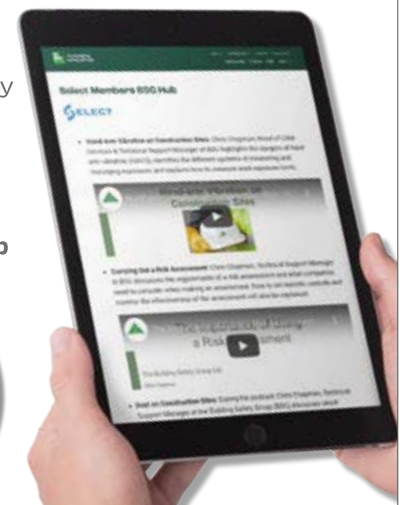
↑ The kits contain the tools for learners to keep themselves and others safe

HEALTH & SAFETY IS AT YOUR FINGERTIPS



Being a SELECT Member automatically qualifies you for a wealth of **FREE** advice and practical resources from **The Building Safety Group**

Worth
£750



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- **Solar power diverters** to reduce waste and boost efficiency
- **Full eco system** home energy, battery storage and EV charging all seamlessly controlled to maximise savings

Engineered for quick installation, and reliable performance.



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to view the
complete range

Whole Home Connectivity

From setup to daily use, the Sync Energy App unifies the entire home energy system in one intuitive platform



SJIB Bulletin

Keeping your ECS card up to date

Make sure your ECS grade card and credentials are all in order with this handy checklist

As we head into the summer months, why not take the time to check all is well with your ECS grade card and credentials?

The Scottish Joint Industry Board (SJIB) has compiled this handy checklist so you can ensure you're up to date and make everything quicker and easier.

1. ARE YOUR DETAILS CORRECT?

The contact information we hold for you may be out of date, so please remember to keep us in the loop or you might miss our reminders. Need to update anything? You're welcome to call us on **0131 445 9216** or email **generalenquiries@sjib.org.uk**

2. ARE YOU HAPPY TO DISCLOSE?

On occasion, we're asked to verify card expiry or training details for operatives, which we can only do if we have your permission to disclose. You're welcome to check your disclosure status by calling us on **0131 445 9216** or emailing **generalenquiries@sjib.org.uk**

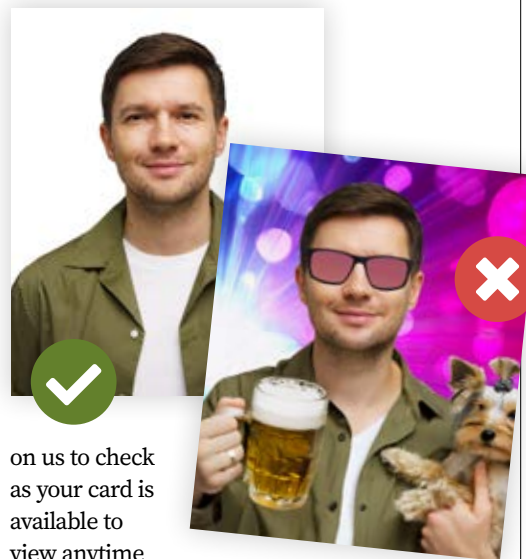
3. HAVE YOU CHECKED YOUR CARD?

SJIB will email you six months before the expiry of your ECS grade card, but you don't need to wait

on us to check as your card is available to view anytime on the ECS Portal. To access it, head to the 'ECS Cards' section at **sjib.org.uk** or scan the QR code on this page.



ECS Cards section of SJIB website



on us to check as your card is available to view anytime on the ECS Portal. To access it, head to the 'ECS Cards' section at **sjib.org.uk** or scan the QR code on this page.

4. IS YOUR ASSESSMENT IN DATE?

When you apply for a card, you'll need to provide a certificate of completion for the ECS Health, Safety and Environmental (HSE) Assessment, or an approved exemption, which must have been completed within the past 30 months. A list of ECS HSE exemptions is available when you apply online via the ECS Portal – scan the QR code.

5. IS EVERYTHING PICTURE PERFECT?

Applying for a new card? You'll need to provide a photo of yourself to go on it. This should be a simple head and shoulders photo, which you can take with your phone against a plain background.

While we appreciate the artistic and social side of operatives, we ask that pets, friends, significant others, beers, hats and sunglasses are not included in your picture! ■



AGGRESSION WON'T BE TOLERATED

We've issued this reminder before, but unfortunately we continue to bear the brunt of aggression or foul language on occasion. Please remember that our team is here to help you and that such behaviour is unacceptable and will not be tolerated. SJIB staff are here to help you, so please treat them with the respect they deserve.

WE'VE GOT THE X FACTOR



Get the latest SJIB news and updates on X – formerly Twitter – by following **@The_SJIB**

KEEP IN TOUCH

As always, our small team is extremely busy and receiving a high volume of calls. The best way to get in touch with us is the 'Contact Us' form at **www.sjib.org.uk**, which ensures your query goes directly to the team member responsible.

↑ ABOUT THE SJIB
SJIB regulates relations between employers and employees engaged in the Scottish electrotechnical industry. To find out more about SJIB and its work, visit **www.sjib.org.uk**

ProZone

BECOME AN ASSOCIATE MEMBER

To inquire about becoming an
Associate Member, email
memberservices@select.org.uk



↑ The new system from Europa is a perfect choice for
places where traditional cabling would not be practical

Installations are slick as a Parrot

EUROPA has
launched Parrot,
a wireless cable
replacement
system designed
to eliminate the need for costly
and disruptive cabling in
industrial environments.

Developed in response
to increasing demand for
smarter, faster and more
cost-effective control
solutions, Parrot uses DIN-rail
mountable, pre-configured
transmitters and receivers to
provide long-range wireless
communication with line-of-sight
distances of up to 8km.

Core technologies including
chirped spread spectrum (CSS)
and digital signal processing
(DSP) ensure strong, interference-
resistant performance – even in
harsh conditions.

Parrot significantly reduces
installation costs and supports
rapid, plug-and-play deployment.

Its non-invasive set-up also makes
it ideal for retrofit applications,
sensitive environments or remote
locations where traditional
cabling is impractical.

Suitable for everything from
remote gate controls and lighting
to weather data collection and
switchgear monitoring, it also
proves valuable in applications
such as factory-to-factory
communication, pipeline
pressure sensing and turbine
safety management.

Technical Director Rob Aitken
said: “Parrot aligns perfectly
with our mission to simplify
and modernise industrial
control solutions.

“This suite of innovative
devices is designed to streamline
deployments by removing the
need for expensive cabling or
adding telemetry in places where
it wasn’t previously possible.”

→ Find out more at bit.ly/europa-parrot

↓ The devices combine essential safety features



ALL-IN-ONE PROTECTION FROM ELUCIAN

Part of Click Scolmore’s
growing Elucian consumer
unit and protective devices
range is the AFDD+MCB
combination unit, which
is designed to deliver
superior protection against
electrical fires, overloads
and short circuits in one
compact, efficient device.

Arc fault detection
devices (AFDDs) detect
and interrupt dangerous
arc faults that could lead
to electrical fires, providing
essential protection in
residential, commercial and

public buildings. Miniature
circuit breakers (MCBs)
offer standard protection
against overcurrent
and short circuits with
high reliability and quick
response. The integration
of these two critical
protection functions in
a single modular device
saves valuable space in
the distribution board.

Ideal for applications
where residual current
protection is already
managed, the AFDD+MCB
range ensures safety and

compliance with the latest
standards.

It offers overcurrent
protection, series arc fault
protection and parallel arc
fault protection.

Combining cutting-
edge arc fault detection
with trusted overcurrent
protection, this product
significantly enhances
electrical safety with
minimal installation
complexity.

→ Find out more about
the range by visiting
www.elucianuk.com

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ASSOCIATE
MEMBERS





↑ The service can help you identify potential issues

CONTACT OUR TEAM TO SHOWCASE YOUR GREAT NEW PRODUCTS HERE

David Hughes: 07767 407 402
davidh@connectcommunications.co.uk

Get the experts' advice at Power Quality Clinic

ELECTRICAL contractors are facing an increasing demand to address power quality issues but often lack the dedicated resources or expertise.

Power Quality Expert's new Power Quality Clinic offers a revolutionary solution, providing accessible and affordable expert power quality analysis through an innovative online service.

Problems such as harmonic distortion and voltage fluctuations can cause issues with equipment and increase energy costs, and the clinic aims to help contractors proactively identify and resolve these issues.

The Power Quality Clinic operates on a flexible 'Power Quality as a Service' (PQaaS) model. SELECT Members simply record data using their existing or hired power quality loggers and upload the file through an online portal.

Power Quality Expert then provides expert analysis, generating standardised reports that clearly highlight potential issues as well as offering remedial actions removing the need for a dedicated in-house power quality specialist.

SELECT Members can explore the service through a free tier which includes a quarterly report and advice on power quality and energy logger survey set-up.

The subscription tiers – Basic, Standard and Deluxe – cater to businesses of all sizes, offering varying report allowances per month. This allows contractors to scale their services to bring expert power quality analysis to their business.

➔ For further information and to sign up, please visit the dedicated website at www.powerqualityclinic.com

ESP LIGHTS THE WAY WITH NEW DUCERI RANGE

Recent additions to ESP's comprehensive range of Duceri emergency lighting products are the new circular bulkheads, which offer contractors independently tested products that combine high performance with ease of installation.

These new bulkheads are available in slimmer designs and offer selectable colour temperature (CCT) modes ranging from 3000K to 4000K and 6000K, which ultimately improve overall lumen outputs. They are IP65 rated and come with three 20mm surface knockouts that allow flexibility and convenience for the installer.

The range now comprises:

- 14W LED emergency circular bulkhead
- 14W LED emergency circular bulkhead with microwave sensor
- 14W LED mains only circular bulkhead
- 14W LED mains only circular bulkhead with microwave sensor.

The emergency models now include lithium batteries to complement the recent Duceri revamps and offer three-hour duration periods.

➔ The full Duceri Emergency Lighting brochure can be found on the ESP website – www.espuke.com – as well as on the Scolmore Group app.

➔ The range now includes circular bulkheads



LEMACE HELPS YOUR BUSINESS CHARGE AHEAD

Boost your business with Lemac Power EV chargers, engineered for electricians and installers.

The range delivers reliable, compliant and easy-to-install charging solutions for homes and businesses and you can benefit from competitive trade pricing and dedicated support.

Lemac Power chargers are designed to deliver efficiency and safety, meeting the growing demand for EV infrastructure. Expand your service offerings and capitalise on the EV revolution. Contact Lemac today for direct trade access, product details and to become a Lemac Power installer.

📍 Visit www.lemacpower.com or call 01620 828 738 to power up your trade

↓ Lemac chargers are reliable and easy to install



↑ The system is fully connected through the Sync Energy app

Stay in Sync with smart home energy systems

SYNC Energy has launched Flow, a next-generation, fully integrated home energy system uniting hybrid inverters, modular battery storage, solar power diverters and EV chargers, all intelligently connected via the intuitive Sync Energy app.

With an increasing focus on energy independence and smarter sustainability, this flexible, future-ready ecosystem for residential energy management is ideal for both new builds and retrofit projects.

Key system components include:

- Hybrid inverters, available in 3.6kW or 6kW, wall-mountable or stackable. These enable real-time solar use, battery integration and grid import/export.
- Modular battery storage, available in 5.12kWh battery packs, expandable up to 35.84kWh, offering 90% depth

of discharge using advanced LiFePO4 technology, renowned for safety and long lifespan.

- Solar power diverters, intelligently redirecting surplus solar generation to prevent wastage, ideal for water heating and boosting self-consumption.

Combine with EV chargers for the full package, including the ultra-slim, wall-integrated Link Charger for discreet socketed charging, or the customisable Wall Charger 2, available in socketed or tethered, both offering dynamic 7.4kW charging with OCPP 1.6j compatibility and no earth rod required.

All products are seamlessly integrated through the Sync Energy app, which enables real-time monitoring, energy automation, Tariff Sense for tariff-based optimisation and full remote control from a single interface.

📍 Find out more at www.sync.energy/flow

HOMEHUB PUTS VERICON IN FIRST PLACE

Vericon Systems has been awarded the ASCP Product of the Year Award 2025 for its HomeHub device, an intelligent solution designed for social housing landlords and tenants.

Launched earlier this year, HomeHub stood out to judges for its advanced real-time monitoring and user-friendly touchscreen.

The device tracks environmental conditions



↑ The Vericon team collect their award

such as humidity and alerts residents to potential damp and mould risks by assessing each room every five minutes.

Its machine learning capabilities analyse a property's unique heating patterns, providing landlords with actionable data on which properties may need improved

heating or insulation, allowing for early intervention.

HomeHub also enables direct communication between landlords and residents, supporting the tracking of maintenance and repairs with a full audit trail.

Its intelligent analytics and AI-driven recommendations

help identify root causes of issues and suggest solutions, so both parties can address problems proactively.

By equipping housing providers with detailed property insights, HomeHub supports better decision-making and helps improve living conditions for residents.

The ASCP award signals recognition of Vericon Systems' commitment to innovation in property management and resident wellbeing.

📍 Find out more at www.vericonsystems.com/homehub

Compact Alta is big on style

THE Dimplex Alta Wi-Fi low profile panel heater offers a smart, stylish heating solution for spaces where wall height is limited but performance and style are essential.

With a height of just 20cm and a total wall projection of just 9cm, Alta Wi-Fi's Scandinavian-inspired ultra-slim design makes it ideal for conservatories, orangeries and low-wall areas, where conventional radiators may not fit.

It's particularly well suited to new builds, residential refurbishments and light commercial settings where aesthetics and discreet heating are key requirements.

Its compact size also makes it a great choice for converted garages, garden offices, loft spaces and annexes – anywhere where traditional heating isn't practical. The low-profile variant offers all the same features as the

standard models, including intelligent controls and Wi-Fi connectivity for remote access via a smartphone app and compatibility with Amazon Alexa.

Alta Wi-Fi's appearance can be customised with white or anthracite glass accessories, sold separately.

Alta Wi-Fi panel heaters support smarter energy use without compromising on either comfort or performance.

Lot 20 compliant, they feature intuitive onboard user controls with a seven-day programmable timer, four time periods a day and five built-in pre-set modes.

Easy to install, the low profile Alta Wi-Fi panel heater provides a modern and unobtrusive heating system for today's smart homes, offering installers a dependable, versatile option for low-wall applications.

➔ Find out more at bit.ly/dimplex-alta



↑ The heaters provide style and performance for a range of spaces



↑ Signature LED offers an expansive range

SIGNATURE'S SOLUTIONS FOR LIGHTING

Signature LED Lighting continues to redefine the standards of modern illumination.

Its expansive range includes LED bulkheads, downlights, panels, battens, emergency lighting, floods, streetlights, columns and brackets — all designed to meet the unique needs of architects, contractors and end-users.

A large proportion of its fittings are designed by electricians, for electricians. This ensures installer-friendly products that save time without compromising on quality.

Whether upgrading an office, outfitting a new development, or retrofitting a retail space, clients can expect an elevated experience.

The team prides itself on its consultative approach, offering expert guidance from project planning through to installation. Their attention to detail and customer-first ethos have earned them a trusted reputation across the UK.

➔ Find out more at www.signatureledlighting.co.uk

CLICK SCOLMORE ADDS EXTRA SAFETY

Click Scolmore has added unswitched safety shutter socket outlets to some of its popular wiring accessory ranges.

This new range brings one-gang and two-gang unswitched socket outlets, with integrated three-pin safety shutters as standard, to the Mode and Part M collections, as well as to the most popular finishes in the Deco and Deco+ ranges – satin chrome and stainless steel.

The three-pin safety shutter prevents foreign objects being inserted into live

contacts, which brings a crucial layer of protection, making these sockets ideal for both residential and commercial installations.

The new unswitched safety socket outlets in the Deco and Deco+ finishes are available with a choice of black or white inserts, further expanding the possibilities of a project's appearance.

Each product is rigorously tested to BS 1363 standards, offering installers and end-users peace of mind alongside Click's 10-year warranty.

➔ For more information on Click's full range of wiring accessories, visit the Scolmore Group



↑ The new range has integrated three-pin safety shutters as standard

website – www.scolmore.com – or download the Scolmore Group app.



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FLEXEL ECOSUN PANELS SHINE

Flexel's Scottish manufactured EcoSun C+ far infrared ceiling panels warrant your attention.

Unlike conventional, inefficient convection heaters, they directly warm occupants and objects via infrared radiation, delivering faster comfort and lower energy bills.

These ceiling mounted panels offer a clean look, uniform heat, and space-saving installation for homes and businesses.

Electricians benefit from quick, maintenance-free installation, efficient low-carbon heating aligned with modern standards, and reliable UK support.

With the UK's net-zero goals, demand for sustainable heating is growing. Offer your clients a premium, future-proof solution with EcoSun C+, outperforming older technologies. Choose efficiency, local manufacturing and EcoSun C+.

➔ Find out more: www.flexel.co.uk



↑ The ceiling panels are a stylish and space-saving solution

Ubbink supports the installers of tomorrow

As demand for energy-efficient ventilation systems continues to grow, Ubbink is leading the way with its innovative mechanical ventilation with heat recovery (MVHR) solutions and commitment to high-quality training, including a new course in partnership with SELECT.

The Ubbink MVHR training programme equips installers, contractors and specifiers with the essential knowledge and skills to design, install and commission MVHR systems to the highest standards.

Delivered by industry experts, the training covers key topics such as airflow balancing, duct layout optimisation, system commissioning and compliance with regulations. It emphasises hands-on experience, ensuring participants leave with practical confidence as well as theoretical understanding. By

mastering the principles behind heat recovery ventilation, installers are better prepared to deliver energy-efficient, healthy indoor environments that meet today's stringent building standards.

Ubbink's approach reflects a broader commitment to raising industry standards and promoting sustainable construction practices.

The training also highlights best practices for using Ubbink's complete MVHR system, including its innovative ducting solutions and accessories designed for performance and ease of installation.

In an evolving industry where quality installation is just as important as product innovation, Ubbink's MVHR training empowers professionals to deliver on both. It's not just about ventilation – it's about building the future, one well-trained installer at a time.

➔ Find out more at bit.ly/ubbink-mvhr and the Training section of the SELECT website.

THINK PINK WITH CABLE SLEEVE FROM UNICRIMP

Unicrimp continues to expand its comprehensive range of Q-Crimp cable management accessories, and its most recent development sees the launch of pink PVC sleeving.

Cable sleeving is used to insulate and protect wiring. Unicrimp's new pink PVC sleeving is designed for use in applications where 'functional'

and 'protective' earthing need to be distinctive – a crucial element to comply with BS 7671 regulations. BS 7671:2018+A2 identifies that functional earthing conductors must be



identifiable to avoid confusion with other earthing systems and should be marked with pink sleeving. The pink-coloured sleeving should be applied to the conductor's insulation. This is particularly important

in complex systems that incorporate multiple types of earthing, as it helps electricians and engineers quickly identify and correctly handle the functional earth conductors, ensuring safety and efficiency in the installation process.

The new sleeving is available in three sizes – 100m x 2mm, 100m x 3mm and 100m x 4mm.

➔ To view the full range, visit the Unicrimp website at www.unicrimp.com

TRUST AICO TO STAY ON TOP OF SENSOR SAFETY

Fire and carbon monoxide (CO) alarms play a crucial role in home safety, and the correct installation and maintenance cannot be overstated.

A gradual decline in performance throughout the alarm's lifespan can be the difference between a safe escape and a tragic outcome.

Over time, airborne contaminants like cooking fumes, dust and humidity settle on smoke and CO sensors, reducing their sensitivity. This leads to alarm sensor degradation, increasing the risk of detection failure or false alarms.

The alarm components can also deteriorate over time. Capacitors, resistors and internal wiring can become brittle or corroded, leading to malfunctions. It could be a seemingly working alarm that fails during a real emergency.

Fire safety organisations like Aico understand the intricacies of sensor technologies and design alarms to be replaced before sensors become unreliable.

Failure to replace fire alarms at the end of their lifespan could lead to a reduced ability to detect fire. Sensor decline is often gradual, making it difficult to notice until it's too late.

➔ Read the full story at www.aico.co.uk

↓ It's vital to know when to replace fire and carbon monoxide alarms



↑ The family firm has been in business for more than 40 years

ROBUS continues story of success

LAST year, ROBUS celebrated 40 years in business – a journey built on ambition, accountability, customer focus, empowerment and a fast-paced approach. Look closely, and you'll see how everything it does stems from these core values.

Founded in 1984 by Michael Slein Snr, ROBUS was the first Irish company to import lighting from Asia, marking the beginning of an ambitious global vision.

One success swiftly fostered another, with ROBUS growing a global presence across the UAE, Australia, New Zealand, France, the Baltics, Scandinavia and beyond.

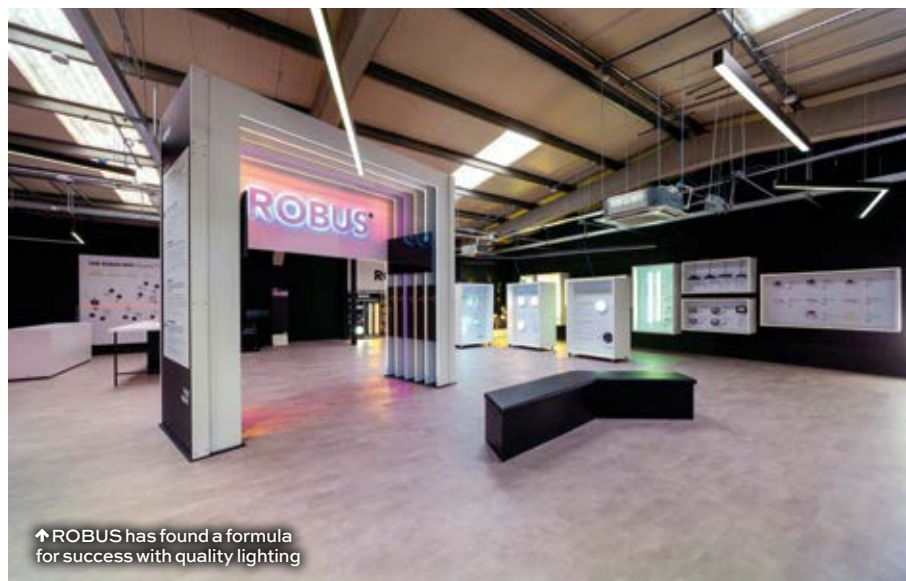
Now led by CEO Mick G Slein, Michael's son, ROBUS thrives as a

family business. Many of its 200-strong team joined through a refer-a-friend programme, creating a tight-knit culture of trust and accountability.

A strong focus on learning and development empowers staff, with many working there for over a decade. But it is the customers who are at the heart of ROBUS. Every week, electricians and wholesalers visit the 100,000 sq ft Dublin HQ to share feedback, making contractor-led design a reality.

The takeaway? When you're onto a winning formula, stick to it. ROBUS has carved out a path to success, exporting quality lighting worldwide while keeping customers and community at its core.

➔ Find out more at www.robust.com



↑ ROBUS has found a formula for success with quality lighting

Tower has the power to deliver when you need it

DEAL for use in both domestic and professional environments, the Tower cable reel range delivers dependable portable power to all.

From compact indoor models to hard-wearing products ideal for use in demanding environments, the range focuses on safe and efficient power.

Tower cable reels are equipped with a range of features, such as thermal cutouts that prevent damage when it is at risk of overheating, to ensure extended use without compromising quality.

For those who need to work outdoors, the REELPRO and the Garden+ ranges features highly visible yellow and orange cables



respectively, helping to reduce the tripping risk for users.

For more demanding environments, the REELPRO Cable Reels are also more hard-wearing thanks to their tough, impact-resistant casing.

Tower's portable power solutions are the perfect assistant for today's professional electricians as they get to work.

Find out more at www.deta.co.uk/tower

↓ The E-Lite linear batten provides both performance and flexibility



SWITCH TO THE BENEFITS OF OVIA'S E-LITE

Ovia, part of the Scolmore Group of companies, introduces E-Lite, a new power switchable linear batten designed to deliver superior performance, flexibility and ease of installation.

A premium-performing luminaire, the E-Lite is available in microwave sensor, emergency and microwave sensor and emergency versions. Operating at an impressive 120lm/W, the E-Lite is available in two varied sizes and wattage combinations – 1200mm (15-30W) and 1500mm (23-40W).

This luminaire offers a range of features and benefits, including:

- Piano key terminal for easy wiring and quick installation
- 600mm fixing centres across the full range
- Power switchable to allow the installer to change the wattage to suit the environment.
- Adjustable CCT to suit any environment
- Option to be surface mounted, mounted with a BESA box, or suspended
- IP44 rating (ceiling mounted)
- Self-test emergency to remove the need of manual testing
- Security screw caps
- Optional microwave sensor available, offering variable detection area adjustment, hold time, daylight threshold and a corridor function.
- Optional emergency converter pack with three-hour lifespan.

The E-Lite also comes with an industry-leading five-year warranty.

More information can be found on the Ovia website – www.oviauk.com – and the Scolmore Group app



↑ The new catalogue is packed with new products and solutions

THORNECO MAKES LIGHTING EASY AND EFFICIENT

THORNeco has unveiled its new 2025 catalogue, offering a comprehensive range of easy-to-install, energy-efficient lighting solutions, designed to meet the needs of today's electrical contractors.

The updated catalogue introduces new products, including extensions to the popular Zoe range and exciting new additions, Sylvie and Maya. As

always, THORNeco's focus remains on providing solutions that are easy to install, stock and sell.

Across the range, installers can benefit from flexible features like VARIO and FLEX, allowing them to easily adjust colour temperatures or lumen packages on site – helping streamline stockholding and simplify installation. The new JUST

feature also enables fast emergency conversions via a simple plug-and-play kit, offering one product for multiple uses.

Sustainability is a key focus too, with 100% recyclable and plastic-free packaging now standard across the THORNeco portfolio.

Download the catalogue at bit.ly/thorn-brochure

SELECT EVENTS 2025

Catch up with colleagues at Branch Updates, Toolbox Talks and our other events.

CENTRAL BOARD

Wednesday 3 September – online

Thursday 4 December – Balmoral Hotel, Edinburgh



PRESIDENT'S CUP

Monday 28 July – Dunblane New Golf Club

Places still available, priced at £30 per head. Email memberservices@select.org.uk or call 0131 445 5577 to book.



PROFESSIONALS' DAY

Thursday 18 September – V&A Dundee



Mino Sufalini / Shutterstock.com



BRANCH UPDATES

w/c 6 October, venues TBC



125TH ANNIVERSARY GRAND BALL

Friday 14 November – Marriott Hotel, Glasgow

Places still available, priced at £125 per ticket or £1,250 for a table of 10. Email memberservices@select.org.uk or call 0131 445 5577 to book

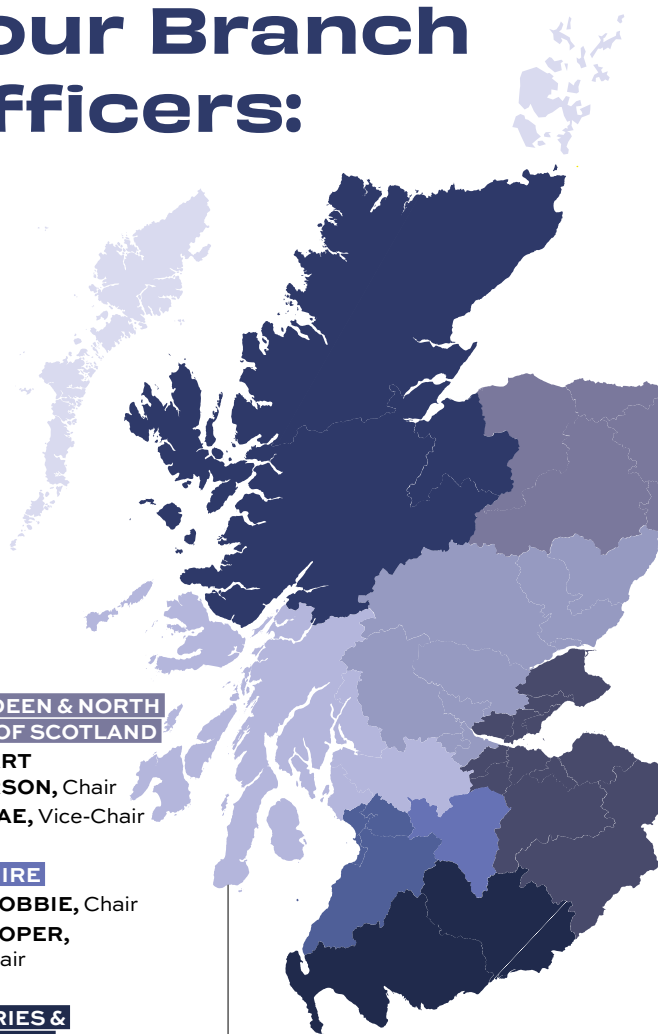


PAST PRESIDENTS' CHRISTMAS LUNCH

Thursday 4 December – Balmoral Hotel, Edinburgh



Your Branch Officers:



ABERDEEN & NORTH EAST OF SCOTLAND

STEWART ANDERSON, Chair
ERIC RAE, Vice-Chair

AYRSHIRE

CHIC DOBBIE, Chair
JIM COOPER, Vice-Chair

DUMFRIES & GALLOWAY

GORDON PATERSON, Chair
JOHN WILSON, Vice-Chair

EDINBURGH & SOUTH EAST OF SCOTLAND

GRAEME ANDERSON, Chair
PAUL ERASMUSON, Vice-Chair

GLASGOW & WEST OF SCOTLAND

SEAN HARKIN, Chair
ALAN WATT, Vice-Chair

INVERNESS & NORTH OF SCOTLAND

MIKE CAMPBELL, Chair
ALISTAIR GRANT, Vice-Chair

LANARKSHIRE

JOHN CHAMBERS, Chair
CRAIG MCGOWAN, Vice-Chair

TAYSIDE

KEITH SMITH, Chair
GRANT STEWART, Vice-Chair



SHOWING NOW ON SELECT TV

Get expert advice and technical tips with the huge range of videos available for Members on SELECT TV

CABLE SIZING

This easy-to-follow session demonstrates a method of calculation in line with the requirements of BS 7671.

➔ Watch now at bit.ly/STV-cable

READING THE SMALL PRINT

Expert Professor Rudi Klein explains why it's vital to always check a supplier's terms and conditions.

➔ Watch now at bit.ly/STV-TCs

HOME OFFICES & HOT TUBS

This special online Toolbox Talk was held on 7 July 2021, and saw Bob Cairney discuss the rise of hot tubs and home offices during lockdown.

➔ Watch now at bit.ly/TTalk-3

WIN £200 OF **Megger** TEST EQUIPMENT



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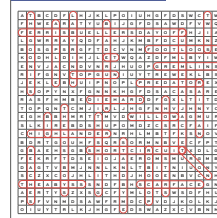
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AEROPLANE
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BEACHBALL
BIKINI
BOOK
COCKTAILS
FLIP FLOPS
HEAT
ICE CREAM
PARASOL
POOL
POSTCARD
RELAX
SAND
SEA
SUITCASE
SUNBATHE
SUN CREAM
SUNGLASSES
SUNSHINE
SWIMMING POOL
TOWEL

Here's your chance to win a top-of-the-range Megger voltage tester and proving unit worth more than £200 by completing our prize wordsearch about summer holidays.

Find all the words listed above then take a picture of your completed wordsearch and email it to memberservices@select.org.uk by 11 July. The winner will be drawn at random. Ts&Cs are online. Congratulations to April/May winner **Scott Lamb** from **Electricaire Ltd**.

APR/MAY 2025 ANSWERS:



BIDDING STRATEGIES

In this useful film, we offer exclusive guidance and practical advice on bidding strategies.

Watch it now at
bit.ly/STV-matbid

EICR CODING

Three-part tutorial on Electrical Inspection Condition Reports (EICRs), and use of classification codes in accordance with BS 7671:2018.

Watch Part
1 at bit.ly/STV-EICR1

Watch Part
2 at bit.ly/STV-EICR2

Watch Part 3
at bit.ly/STV-EICR3



Watch now at
bit.ly/SELECT-TV



#AlarmsSaveLives

Ei3030

MULTI-SENSOR FIRE & CO ALARM



The latest addition to the technologically advanced **3000** Series, the Ei3030 combines individual **Optical**, **Heat** and **CO** sensors for the ultimate fire and CO response, while maintaining the simplicity that Installers love.

Smart, connected and future-proof.



Add the Ei3000MRF for wireless interconnection and data extraction via the Ei1000G Gateway



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