



## Graduate Engineers Profit From The Past

When counsel springs to the defence of some of history's most famous engineering sons, you know that HBPW's unique graduate training programme is in full flow!

Many newly qualified graduates up and down the country, find themselves in at the deep end once they have achieved their

by HBPW's newly qualified engineers.

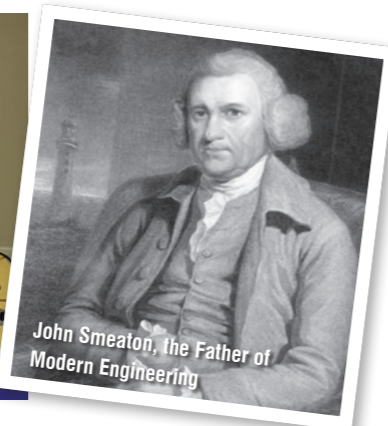
"Jim invariably proposes a thought and invites discussion, one being: 'We believe that HS2 is a superb and valuable addition to the country's infrastructure. Debate and discuss'.

"The last one also considered the merits of some of history's



The ICE's Coat of Arms featuring John Smeaton's Eddystone Lighthouse

in that that they form a growing 'catalogue' of professional achievements, which are useful as an aide memoire when you



John Smeaton, the Father of Modern Engineering



Jonathan Bent, left, with Ross Hardy, both members of HBPW's Graduate Forum

degree in civil engineering, and are working towards Chartered status and membership of either the Institution of Civil Engineers (ICE) or the Institution of Structural Engineers.

But at HBPW a unique 'Graduate Forum' has now been created to support the existing ICE approved training programme, which has been running at the firm for many years.

The new initiative is already proving key to helping newly qualified engineers through the next phase of their careers.

Managing Partner Paul Withers said: "Engineer and graduate training coordinator, Jim Codrington, has been working with our young professionals for many years, and has now set up the Graduate Forum, which meets monthly and is attended

greatest engineers namely John Smeaton, Thomas Telford and Isambard Kingdom Brunel, with three teams making the case as to who they believed should take the accolade of history's most influential engineer."

John Smeaton, the so-called 'Founder of Civil Engineering', won!

Paul said that such debates were also run alongside one to one sessions – a key element of the ICE approved training programme - at which graduate engineers were encouraged to produce quarterly reports cataloguing aspects of their work.

Participant graduate design engineer, Ross Hardy added: "The reports might appertain to a specific project or summarise work completed. Either way they are incredibly beneficial

finally apply to become Chartered and have to face a professional interview with the Institution of your choice.

"However, when taken in conjunction with the Graduate Forum, our training is more rounded than most, because the monthly Forum meetings not only give young engineers the opportunity to collectively share opinions, but also acquire debating and presentation skills."

Paul Withers added: "Competition for high quality graduates is fierce in the UK but, by investing in our team, it means that we continue to attract some of the brightest young people from Britain's universities and, in so doing, sustain our high quality client base thanks to a 'funnel' of continuing engineering excellence."

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Nottinghamshire we source most of our tea bags from Morrisons! However, joking aside, CSR is something we all need to remind ourselves about in this increasingly turbulent world.

My take on it is simple: it is about 'putting back' and, in our case, is as simple as an office bake-off to raise much needed cash for Macmillan Cancer Support. It is my personal involvement with Rotary where 'Service above Self' is a key ethos, or helping Paul Hand, an emerging speed skater, with cash to support his training.

In 2017 we will be working with Rotary to construct a new 100 metre boardwalk at the Idle Valley Nature Reserve north-west of the town.

Perhaps the year ahead is about being a little kinder after the turbulence of 2016, Brexit, the ups and downs of the economy and the craziness of the US election? Maybe CSR is a good start?

Just a little food for thought as we enter 2017 a little older and, hopefully, a little wiser and more generous of spirit.

Happy New Year!

Meanwhile we continue to work on some great projects so please keep an eye on the HBPW blog to see what we've been up to ([www.hbpw.co.uk](http://www.hbpw.co.uk)).

Enjoy the read!

**PAUL WITHERS**  
MANAGING PARTNER  
HBPW LLP

## Welcome



Paul Withers - Managing Partner

Someone recently complimented me on the company's CSR policy. After I had made a scramble for the Oxford Dictionary of acronyms and realised they were referring to our achievements on the Corporate Social Responsibility front, I was relieved to appreciate that there was nothing sinister in the comment!

But, it did get me thinking.

According to the Financial Times, CSR is a 'business approach that contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders.'

The article cited Unilever's 'sustainable tea' programme in which the global food giant aims to source, wherever possible, all of its Lipton and PG Tips tea bags from Rainforest Alliance Certified™ farms.

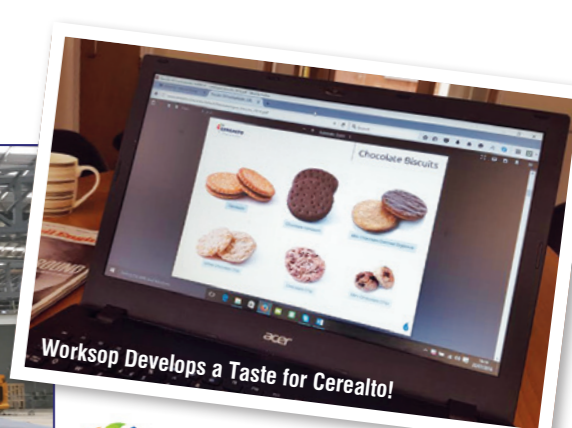
That all sounds rather grand. At our Retford office in

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## HBPW Biscuit Bonanza in Bassetlaw!



Part of the new Cerealto Factory



Workshop Develops a Taste for Cerealto!



**HBPW's reputation for value engineering was instrumental in winning it a major piece of business that has played its part in the opening of a new biscuit manufacturing facility in Nottinghamshire.**

Cerealto, which has operations in Portugal, Italy, Spain, Mexico and the United States, has a 20-year heritage of producing innovative, top quality cereal-based products from biscuits and cakes to baby food and pasta.

So when the Spanish company said it wanted to open a new factory on part of the Gateford Industrial Estate at Claylands Avenue in Worksop, with the initial creation of 50 jobs, there was considerable political excitement locally.

Managing Partner, Paul Withers, said: "Our Bradford based sister company, HBCL, was originally invited to the table by Spanish based, Ditesca, which has been delivering complex industrial projects since 1993.

"Via HBCL, HBPW was asked to design the structural steelwork and foundations for the industrial building and various silos that will

hold things like flour, sugar, liquid chocolate and palm oil."

Then Paul spotted an opportunity. "I realised that some of the original engineering drawings had been over-designed and knew that considerable cost could be taken out of the overall project in terms of programme time and materials.

"A case in point were the foundations for one particular tank. They were drawn to a depth of three metres but I knew that 700mm would be perfectly adequate. Scale up this type of challenge and you have a massive difference in budget."

Working with Ditesca, who have 'compartmentalised' the building internally into its various manufacturing components whilst, at the same time, installing key manufacturing equipment, Paul was able to dramatically reduce the overall scheme cost.

"We finished up designing structural steel work for plant access platforms, as well as various other things, and finished up leading the building engineering on site," added Paul. "This has been an exciting project and a classic example of a new client

win which was driven by our value engineering ethos."

The new factory, which has seen phased opening since last year, is Cerealto's first UK facility. The company was assisted in securing its site by development teams at Bassetlaw Council and Notts County Council.

Cerealto says it is keen to grow the gluten-free aspect of its business, with the Worksop factory playing a key part. Gluten free production is already in 24-hour production.

It also claims to have a 'distinguished track record' in hiring disadvantaged people. Globally, 14 per cent of the workforce has faced hardship and barriers to find work. As part of its recruitment drive for the Worksop facility, Cerealto says it will be looking to replicate this model and hire talented, local workers who share its values.

Client: Ditesca UK  
Contractor: HBCL / Tolent



# Lidl More Success For HBPW!



Lidl falls in love with Scarborough!

HBPW is expanding its work for German global discount chain, Lidl, after winning the contract to complete civil and structural engineering drawings for the company's newest store in Scarborough, North Yorkshire.

Due to open early this year, the supermarket will have a sales area of 1,286m<sup>2</sup> as well as a dedicated in-store bakery.

It is being built on the former McCain Stadium site in Seamer Road, adjacent to the town's new 'Leisure Village', which is being constructed on the former Weaponness coach park and features a new football stadium for

Scarborough Athletic Football Club as well as other sporting facilities.

Partner, Emyr Parry, said: "This is Lidl's first move to the town and it is a particularly high profile job because it is located so close to the much anticipated Scarborough Leisure Village, widely heralded in the local media thanks to the burial of a time capsule which won't be opened until 2066!

"We are delighted to be working with contractors, Clugston, and will be completing all the civil and structural work on the scheme including steelwork, foundations, drainage and the car park area."

A spokesperson for Lidl said: "We are very excited to announce plans for (this) new Lidl foodstore. As well as allowing us to stock our full range of bakery products, there will also be a free customer car park with 99 spaces and we predict that the store will create up to 30 full and part time positions."

This is the first Lidl store on which HBPW has provided wider engineering services, however, the geoenvironmental department has also been working with the company's Northern region to provide ground investigation and geoenvironmental advice at a range of stores

including Ossett in West Yorkshire, Driffild, Brigg near Scunthorpe and Woodseats in Sheffield. More details from Elin Griffiths at: [e.griffiths@hbpwconsulting.co.uk](mailto:e.griffiths@hbpwconsulting.co.uk)

Client: Lidl  
Contractor: Clugston Construction



The Former McCain Stadium Site, Scarborough

# Pre Planning Prevents Crisis – Sustainable Drainage

A 45,000-gallon underground water tank was one of the key engineering features designed into a new trade park on the outskirts of Greater London, as developers and engineers become increasingly aware of future flood threats.

Partner, Emyr Parry, was asked by Faircloth Construction and GLE Properties Ltd, to include a Sustainable Drainage System when he completed the engineering drawings for a new 10-unit industrial warehousing development at Brentwood Trade Park, part of the Tallon Road Industrial Estate and close to junction 28 of the M25 in Essex.

He said: "In order to maximise the development site, which features two industrial 'terraces' and two detached units, we had to

dig down and introduce retaining walls, fairly standard protocol in such environments, but included, in this instance, to prevent collapse of the adjacent highway. All work was done with the approval of Essex County Council."

The water tank, which is situated between the two industrial terraces, was assembled on site, following more detailed discussions with

Anglian Water, and will reduce water flow into the existing public sewer in the event of heavy downpours.

"The water attenuation tank gradually releases stored rainwater once downfalls have subsided, thus preventing flooding. Engineers and developers have had to become increasingly aware of such requirements, especially in light

of perceived changes in weather trends and, indeed, the widespread flooding we have witnessed in the UK," he added.

The established commercial area of Tallon Road, Brentwood is approximately 1.5 miles from the A12 and less than 4.5 miles from the M25, making it prime industrial land for those companies requiring easy access into the capital.

Client: GLE Properties Ltd  
Contractor: Faircloth Construction



# Not Quite Heineken but.....!

HBPW's sister company, Bridgespan, is proving that its bridge builders can reach parts of the world where others fear to tread!

The joint venture, between fabrication specialists, Arromax, HBPW and civil and structural design consultants, A. Torn Construction, has a practical reason

for existence; to generate business for its owner companies.

"We design the bridges," said HBPW Managing Partner Paul Withers, "Arromax fabricate them and Andy Torn's team install them on to prepared footings or build the necessary footings for us to put more permanent structures on to.

"Our unique selling point is that we are able to take our temporary and permanent bridges to places that many companies seem unable to access and, in so doing, we use our skills to generate work for ourselves."

The team has now developed a temporary

bridge that features elements not weighing more than one tonne each.

"That means we are able to get compact, manoeuvrable structures into a range of tight locations that more traditional, bulkier bridges just can't access because of crane lifting requirements," said Paul.

Bridgespan was contacted by Buckingham Group to see if they could offer any design solutions for a temporary bridge to access the site where Salford Reds' new rugby league stadium was to be constructed.

"We finished up erecting a temporary bridge across a stream so that large earth moving equipment could get to site during the construction phase of the stadium.

"Our approach is wholly practical and is always solution focussed. If you can identify a space or weight constraint, with key elements being access and portability, then there are some amazing opportunities for Bridgespan, something we are already proving on a daily basis," added Paul.



Salford Red Devils



Trentham Gardens Footbridge

# From Bath To The Baltic!

The international flavour of HBPW's offices continues to increase with the appointment of three more graduate engineers.

Asitha 'Ace' Nanayakkara, who originally hails from Sri Lanka, and Tadziwa 'Tadz' Stevens, who lived in Malawi until the age of 18, both graduated from Bath University with an MEng in Civil & Structural Engineering.

They are joined by Russian born graduate

engineer Denis Fedosov, who hails from Moscow region. He is a BEng graduate from Wolverhampton University and studied for his Masters in Civil Engineering at nearby Coventry University.

Tadz, who is a long distance runner when he is not sitting at his computer, worked with young autistic children before embarking on his engineering career. "Ace and myself were only a year or two apart at university," he said "but our paths never crossed.

"However, Bath has a strong engineering tradition so it does not surprise me that the two of us graduated from the same university."

Ace now lives in Sheffield. Both men are working towards chartered engineering status.

Partner Paul Monaghan, said: "We are delighted to welcome Ace, Tadz and Denis to the team. As well as strong engineering pedigrees, they each bring positive cultural dimensions to the company thanks to their diverse and interesting backgrounds.

"With members of the HBPW team from as far afield as Egypt, Malawi and Malaysia, we now have a wonderful diverse mix of people within with the company, something that was highlighted as a requirement among those companies featuring in the NCE's Top 100 companies." HBPW was named in the New Civil Engineer's 2016 list, ranking at number 72.

