

ON-SITE

SPRINGFIELD NEWSLETTER ISSUE 11 **October 2008**

Affordable Quality Success

ISSUE 11 of our 'On Site' has good news on the planning front as we submit three planning applications on behalf of Grampian Housing association that will see several hundred new homes at three locations in Moray – Buckie, Elgin and Forres.

Additionally our new Macduff development has really taken off with a sales boost - It's encouraging news when many firms are feeling the economic pinch.

Like others we've had review our costs and take appropriate action, but our cost reductions have been modest compared to most and that's down to some far-sighted management decisions.

There's good news on other work too and we are continuing to move ahead and maintain our business progress despite the much-publicised nationwide economic slowdown.

Turn to Page 2 of this issue and there's more good news for youngsters and other fans of electronic gaming.

This month we're running a competition for a Wii console – and it's easy to enter.

'On-Site' is your newsletter. If you hear of something you think could be of interest contact us by calling Jane Innes at the Head Office or drop her a line at Pentland House.

Buckie Skatepark

ARCHITECTURAL technician Chris Bremner is counting down the days to the opening of the Buckie Skate Park on 11 October.

Chris, chairman of the group fronting the local facility, has invited Moray MP Angus Robertson to officially open the park at 1pm as part of a gala programme that will include live bands, skateboard and BMX demonstrations, refreshments, ice cream, face painting and even a bouncy castle.

Find out more at www.buckieskatepark.co.uk

Bucking the Trend

Buckie and Macduff Sites Busy

WE'VE been bucking the national trend on the house-sales front with a spectacular launch for our 147-home Letterfourie development at Buckie and a 90-house Golf View development overlooking the Moray Firth at Macduff.

Over the past three weeks more than 20 homes have been sold at the two sites with interest in other properties running high.

While many developers are reporting a market ravaged by slow sales and economic worries, Springfield are upbeat and potential buyers queued overnight to put down deposits on new homes.

One client started queuing at Macduff's Knowes Hotel at midnight to be in pole position to put a deposit on the home of his choice at 11am the following day.



Eager potential buyers have been queuing for the first releases at our new Buckie (Letterfourie) and Macduff (Golf View) housing developments.

"Our sales staff at both developments were busy right from the start," says managing director John Main. "There seems to be no slowing in demand for Springfield homes in this sector and I'm delighted for the business and our staff."

The homes sold at Buckie and Macduff range in size from two-

bedroomed apartments to detached four-bed villas with prices ranging from £89,500 to £249,500.

Construction work has started on the Letterfourie site at Buckie and is due to start soon on Golf View at Macduff with the first homes expected to be occupied by late spring.

Tiger, Tiger Shining Bright!

Thanks to an imaginative response from 45 youngsters living in the Linkwood area the superbly-equipped playpark area now boasts a stunning tiger head mural by a graffiti artist that dominates a 'graffiti wall' provided by Springfield as part of the overall community project.

But it was nine-year-old Chloe Symes from Fogwatt Lane that clinched the name. She came up with the title and tiger logo that will adorn the new playpark.

Chloe's winning entry was well rewarded and she gets the 'tiger's share' of a generous £200 prize

provided by Junners and Springfield. Other prizewinners also received Junners vouchers.

The Linkwood community project culminated in a 'Fun Day' run by the Elgin South Area Forum in August that marked the official opening of the playpark and naming it Tiger's Den.

Moray Council members attended along with around 100 Linkwood residents who are delighted with the new facility, its brilliant artwork and its safe play environment.



The stunning tiger head guards Linkwood's Tiger's Den.

ON-SITE

Heather's Human Resourcing Role



OUR Human Resources manager Heather McIntyre plays an important part in a company the size of Springfield with several hundred staff.

Here's a breakdown of Heather's HR responsibilities.

Training and Development

Training needs analysis carried out with site management and a training plan for the year ahead is submitted to the CITB. All training must then be costed, approved and booked within the training year.

Disciplinary and Grievance procedures

For Heather these procedures involve arranging disciplinary hearings, witnessing the meetings, dealing with appeals and advising and supporting managers. Overall, ensuring that each step of the disciplinary or grievance procedures is adhered to.

Keeping up to date with new and emerging employment legislation

With constant new employer rules and regulations, it is key to ensure Springfield are up to date in terms of procedures, people management and equality legislation.

Employee induction

Issuing employee contracts is part of Heather's monthly routine, and she makes sure new staff are welcomed in to the company with a new employee pack which contains information on their rights as an employee and what we expect as their employer.

Maternity and Paternity procedures

Ensuring that all employees are given information about their rights to statutory maternity and paternity leave and pay and communicating with them during this time regarding return to work

HR Admin

Heather's work sees her preparing job offers, change in job letters and resignation letters. If you ever need someone impartial to talk to on a confidential matter perhaps something personal or financial then Heather is the person to turn to. You can contact her at the Elgin Office on 01343 552550.

Huge Affordables Planning Boost

SPRINGFIELD has submitted three planning applications on behalf of Grampian Housing Association to provide affordable housing developments in Elgin, Forres and Buckie.

We have been working in close partnership with Grampian Housing Association and the three applications include 438 affordable new homes at the three locations.

Managing director, John Main, is delighted.

"This project is strategically important for us and provides a good foundation for Springfield's future," he said. "There's still a long way to go but I am delighted with the progress we have been making."

The application proposes 111 at Balnageth in Forres, 152 as part

Plans Laid for 438 New Homes

of a second phase at Waulkmill in Elgin and 175 at Barhill Road in Buckie.

We are already involved in affordable housing provision at Elgin and Forres, the largest development to date being the 101-home project at Waulkmill in Elgin. On the back of that we have gone on to secure affordable housing contracts for the Moray Housing Partnership by competitive tender that will deliver 21 homes at Pinegrove in Elgin, 22 in Lossiemouth and others still to be finalised at Keith and Buckie.

Springfield's senior quantity surveyor, Tom Leggeat, says Springfield "excels" in providing specialised affordable housing and handing the finished properties over on time.

"We have never missed a handover date for around 230 homes in various locations," said Tom. "That's vitally important for our clients."

It was a fact underlined by Mr Main who added: "We just don't do late whether it's affordable or private homes.

"We pride ourselves on meeting our deadlines. Over the past four or five years our specialist teams have delivered affordable homes on time – that has become a precept for Springfield."

Win a Wii!

THIS month 'On-Site' is giving away a Wii games console worth around £200 – and all you have to do is answer three easy questions.



The solutions might just roll off your tongue, but if they don't you'll find them in this issue of our newsletter.

No matter what your age, whether you want it for your children, grandchildren, friends or simply indulge yourself take a few moments to answer these three simple questions:

We want you to have a Wii – and it's just three easy answers away.

1. What's the name of Springfield's new Buckie development?
2. What's the name of Linkwood's playpark?
3. What is the Springfield web address?

Send your answers to Jane Innes at Pentland House, Grampian Road, Elgin, IV30 1XJ or e-mail her at jane@springfield.co.uk by 31/10/08 – and remember to include your name, address and phone number.

Southfield Takes Shape

SPRINGFIELD'S headline grabbing multi-facet development at Southfield in Elgin is taking shape fast.

Two key elements in the integrated provision for business, retail and social facilities are under way as part of an investment of between £13 and 14 million.

The Southfield child care building is rising on the site while close by foundations are in for the massive Southfield Medical Centre that, at 3000 square metres, will occupy more space than the site's retail property.

Southfield is helping keep us in the limelight because it delivers a range of community services for residents in Elgin South – and of course will eventually be home to Springfield Properties as the base of our new headquarters.