

On-Site

Issue 37
October 2011

.....SPRINGFIELD NEWSLETTER

Staff Recognised As Springfield's Backbone

ANY company is only as good as its parts – and our staff are a key part without which the machine could not function.

This month On-Site highlights that fact with news of two exceptional examples of staff who give excellent service and have been rewarded for their unfailing commitment to the firm and their respective responsibilities.

It's all part of drive to be the best and make excellence a byword for Springfield.

And it's all the more significant as we gather pace in our new expanded form following our takeover this summer of leading national home-builder Redrow's Scottish operations.

The company growth that signals an exciting new chapter in our history and comes at a time of good local news with the recent reprieve of RAF Lossiemouth and confirmation the base will be maintained as an important operational site and eventually host the new Typhoon fighter/bomber and the next generation high-tech JSF combat aircraft.

It all helps underpin our future and that of the Moray area as we spread our own wings over a much larger part of Scotland.

We remain cautiously upbeat about the future of construction and were delighted when Scottish Housing Minister Alex Neil agreed to tour our Waulkmill and Linkwood affordable housing developments while he was in Elgin for one of the Scottish Government's "roaming" Cabinet meetings.

Recession is a global concern that no company can afford to ignore and there will be continuing difficult times in the Scottish house-building industry as our economy struggles to stabilise.

But our sales teams in the North and South are rising to these challenging and uncertain times as Springfield fights back and does all we can to maximise opportunities and progress especially in buying land for future developments while values are low.

Our land bank is still growing and we continue to outperform other builders.

Remember 'On-Site' keeps you up to date with lots of Springfield news. It is your newsletter and 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 Alexander Fleming House.

Prizes Galore!

THE lucky winner of our September draw for a £100 Tesco voucher was new recruit Janice Marchi who is a sales executive at our newly released Central Scotland development at Kinloch Gardens at Rattray in Blairgowrie.

But Janice is not our only winner in this month's On-Site. Turn to Page 2 to read who else is celebrating.

Our Ministerial Visit



Scottish Housing Minister Alex Neil (front right) and Springfield Properties chairman Sandy Adam (front left) during his tour of Springfield's Waulkmill development in Elgin with (left to right) Heather Henderson, Springfield; Neil Clapperton, CEO Grampian Housing Association; Richard Harland, Moray Council; Jill Stewart, Moray Council; Dave Main, Springfield and Brian Hadden, Springfield.

THE Scottish Government's Cabinet Secretary for Infrastructure and capital Investment Mr Alex Neil MSP examined some of Moray's largest and most modern affordable housing developments during his visit to Elgin for a Scottish Cabinet meeting on September 6.

During his visit Mr Neil was shown round our Waulkmill and Linkwood developments by the chairman of the Elgin-based house-building firm, Mr Sandy Adam.

The Minister toured various Springfield Properties homes with Sandy on both affordable housing developments which have been praised for their quality and innovative design.

Later our chairman said: "I am delighted that Alex Neil was able to take time out of his busy schedule

Scottish Cabinet Member Impressed By Tour Of Waulkmill and Linkwood

to view our affordable housing developments.

"Springfield will build its 700th affordable home in Moray this year, a great achievement which is the result of strong partnerships between Springfield, local housing associations and Moray Council."

Mr Neil was impressed by the work we've been doing and encouraged us to continue to look for new ways to provide all kinds of affordable housing.

He viewed a four-bedroom home

at Waulkmill which features an air source heat pump, underfloor heating, a large fitted kitchen and a large 'walk in' shower on the ground floor. The generous rear garden makes this a superb family home, one of nearly 700 affordable homes that Springfield have built since 2002.

Also in attendance during Mr Neil's visit to the developments were senior Springfield Properties staff, officials from Moray Council and the chief executive of Grampian Housing Association, Mr Neil Clapperton.

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Every Little Helps! Read On...

FOR our new readers from the south, every month we have a draw for Tesco supermarket vouchers which is drawn whether or not On-Site is published.

It's an automatic entry for everyone in the company and we've been doing it for some years.

That means that your name could come up in any month and bring you a welcome Tesco voucher valued at £100 to spend in any branch of the store on anything you like.

This time we have lucky £100 voucher winners from draws in July, August and September.

In July it was Elgin-based contracts manager Eck Paterson who scooped the prize while August's winner was our well-known human resources manager Heather Henderson who joined the company in 2006.

For September the prize moved south to new recruit Janice Marchi who is a sales executive at our newly released Central Scotland development at Kinloch Gardens at Rattray in Blairgowrie.

Well done to all..

Resounding Resonance Success



In June On-Site reported that Springfield's involvement in the piloting of the Resonance funding scheme had won us industry recognition at the Homes for Scotland Awards. Here (left to right) our chairman Sandy Adam, Penny Turnbull of Dunedin Canmore Group and our new non-executive director Matthew Benson of Rettie & Co receive the award from Scottish comedian and broadcaster Fred MacAulay.

Welcome On Board Matthew

THE Springfield board has welcomed a new member following the acceptance by Matthew Benson to join us as a non-executive director.

Matthew worked in international finance before establishing his own consultancy business which specialised in the structuring and planning of high quality residential and leisure projects.

Now a director at Rettie & Co with responsibility for land and development, new homes and rural projects, he brings a broader financial know-how to Springfield, particularly in the area of structuring deals, along with a broad base of contacts throughout the UK.

Our new non-executive director developed much of the thinking behind the Resonance funding model which we have been using to deliver new homes in Edinburgh and we are delighted to have Matthew on board.

'Super Parkus' Strikes Again!

THEY call him 'Super Parkus' – and here's why.

The Springfield site manager at Knockmie Meadows in Forres has a heart as big as you can get and he'll put others ahead of himself in everything he does – especially when it comes to youngsters with serious health problems.

Parkus, known universally by that name, is Mark Parkington who has worked tirelessly with his wife, family and friends to raise money to help the families of young children with serious illness after experiencing personal tragedy in his own family some years ago.

For the past six years Parkus and his supporters have been seeking out families and offering some cash help



Springfield's undisputed king of generosity when it comes to helping others – our Parkus.

to ease problems faced by families. In all he has been responsible for raising almost £4000.

This year Parkus and his dedicated group have raised more than £1400 for a little girl from Hopeman – Isla Simpson. Only two years and 10

months old she has been suffering from a rare form of eye cancer and the money will help her family with the considerable expense that specialist treatment entails.

"The good news is that I hear little Isla is in remission and hopefully will get the all clear," said Parkus. "That's great news and I hope she and her family will be able to use the money to enjoy this improvement."

For Parkus it's now a question of pressing on to find another family in need because of childhood serious illness – and he will and, as always, he and his team will be raising money to help.

If you would like to help him, or know of a family who could use some assistance, you can contact Parkus on 07788741044.

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Stephen's Top Apprentice Accolade

A SKILLED first year joinery apprentice with Springfield has been awarded a top prize by Moray College.

On September 26 Stephen Gauld collected the Craig Wright Shield at the college's annual prizegiving in Elgin as a reward for being this year's Most Improved Joinery Apprentice.

It's the first time Springfield apprentice has won an award at Moray College and Eck Paterson our Elgin-based contracts manager was on hand to witness the presentation on our behalf.

The Craig Wright Shield is presented in memory for a former Moray College student.

Well done Stephen – a well-deserved award!

Another Top Award For Knockomie Meadows

AT Springfield Properties we're no strangers to honours for our homes and our latest has come from a national awards programme.

The prestigious Herald Property Awards has given us a Commendation in the Best Family Home category for our popular Moy design at Knockomie Meadows in Forres.

It's a well-deserved honour for a home that sells well thanks to its great strength – its flexibility as a family home.

The home has been designed to have living areas that are bright and roomy and a selection of alternative open plan layouts are possible to suit buyers particular desires and needs.

The upstairs layout can be three or four bedrooms with some clients choosing to use the fourth bedroom as a study or TV room.

The Herald Property Awards judges were impressed with just how much we'll do for the client to build them a home tailored to fit their lifestyle. Add to that the attractive location in this small friendly town and we agree with the judges - this is a great family home!

In-House Excellence!



Managing director Sandy Anderson presents our Employee Recognition Scheme winners John Morrison (left) and Stephen Gauld with their prizes as other staff look on.

CONGRATULATIONS are in order for a pair of Springfield staff who have been recognised in our Employee Recognition Scheme.

Recently our managing director Sandy Anderson handed over the awards to John Morrison and Stephen Gauld – the first having been with Springfield since the early years and the second a relative new arrival.

John is one of our original employees who joined the company in 1998. He has been a loyal Springfield employee for more than thirteen years raising and dismantling scaffolding on our sites across Moray and the north.

A tireless worker he was nominated for the extraordinary effort he manages to keep up every day.

Our civils director Bob Macleod says it's simple:

"John's last in and first out of the tea hut every time! No job is too much trouble, he finds a way and just gets on with it."

Springfield Recognises Our Top Staff With New Awards

The second recipient is just at the start of his construction industry career. Stephen has been with the company for just two years on a joinery apprenticeship who attracted the attention of his site manager Alan McWilliam and his lecturers at Moray College through the high standard of his work.

The college recognised him as the most improved first year joinery apprentice and awarded him the Craig Wright Shield at the College prizegiving.

Stephen says he always wanted to work in the construction industry, just like his father, a much missed former Springfield site manager who has sadly passed away. According to Stephen working in joinery is a great start.

According to Alan the great strength shown by Stephen is that he just needs to be shown once how to do something

"He really pays attention and seems to pick things up very easily," said Alan.

Sandy Anderson has been really impressed with the calibre of the nominations and wants to remind managers to keep all their people in mind for these awards.

Sandy told On-Site: "John Morrison is a tremendous example to us all and young Stephen has the kind of attitude which will take him far in this industry. I am delighted that their achievements have been recognised."

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It's Time To Scramble!



This could be you! The Shempston Tiger Moth will be taking a lucky Springfield draw winner high above Moray.

LAST year Springfield staffer John Pitt spread his wings and flew as a passenger in a Tiger Moth from Shempston Farm near Lossiemouth.

It was his prize in one of our occasional draws that saw John see Moray from the air from the front seat of local businessman Robin Falconer's well-known yellow Tiger that is based at his grass strip close to the boundary of RAF Lossiemouth.

John says it was a "great experience" – and you could sit where he did and enjoy the same special spectacle.

We're doing it again and in next month's On-Site the lucky winner will be named.

Keep your eyes open for the winner and who knows, it could be you!

Time To Do Your 'Best'

Look out! Heather and Diane are about.

It's that time of year again when Heather Henderson and Diane Kemp are on a site near you brandishing the Best Company survey – and we need your responses.

The survey is important to Springfield Properties because it tells us how you think we're doing as employers.

The Human Resources duo puts lots of work into this project and they're the team who use the results to make improvements for all of us - so they deserve all our help in completing the surveys!

It won't take you long – just 10 minutes to fill in.

Remember, it's your chance to say what you think – and it's completely anonymous.

Judges' Choice? It's Springfield!

Our Top Accolade at Scottish Home Awards

SPRINGFIELD can be justifiably proud of the recognition it received this year at the Scottish Home Awards.

In a great accolade to our achievements of the last couple of years Springfield were presented with the Judges Award which recognises special achievement.

That's because at a time of difficult economic conditions that has affected the construction industry nationwide more than most, we have remained profitable and continued to grow throughout the downturn.

The judges were impressed and in presenting us with their award suggested that Springfield is "the company to watch" in Scottish construction.

From our submissions the judges learned about one of our affordable housing projects in Elgin where we are building the first council houses in Moray for thirty years and how committed we are to achieving Scottish Government renewable energy targets.

In the next issue of On-Site we'll bring you more on why we are at the forefront of Scottish home construction with schemes like our air source heat pump initiative which achieves the largest mass use of air source heat pumps in Scotland.



Springfield managing director Sandy Anderson receives the coveted Scottish Home Awards Judges Award from Dan MacDonald of MacDonald Estates at a gala dinner held earlier this year at Edinburgh.

Our range of homes was to the fore at the awards ceremony in Edinburgh and featured the Moy house design at Knockmie Meadows in Forres and the success of our Edina Apartments in Edinburgh.

The piloting of the Resonance Funding Scheme was addressed in detail at the awards and, along with the general performance and success of our company, was highlighted as another great achievement for Springfield.

Pantomime Help Needed!

A MORAY pantomime production needs your help.

Without the kind of honed construction skills that tradesmen in Springfield can deliver, this winter's staging of Aladdin by Elgin Amateur Dramatic Society is in doubt and thousands of hopeful audience members will be left at home.

Boo Hoo!

But we're not going to let that happen, are we?

That's right, we're not!

We are making a plea for anyone who would like to help out back stage with the construction and painting of the sets for this year's pantomime to get in touch with the producers.

Oh No It Isn't - Oh Yes It Is!

The panto chiefs need your skills NOW as the clock starts ticking down to the planned first night at Elgin Town Hall on Wednesday, December 14.

If you're keen to help on a volunteer basis you'd have to turn up at The Sheddie in Elgin's Kingsmills area close to the Cathedral on a Tuesday or Thursday evening for two hours from around 7.30pm.

The set-builders would also be needed during the week of the panto's run –

Wednesday, December 14 to Saturday, December 17 to help get everything ready for opening night and to help with set changes during the show.

If anyone from Springfield is interested they can get in touch with our pantomime contact, Amanda Craib, on 07786298584, or EADS president Lindsay Knight on 07802438460.

Alternatively call the Society's vice-president Mrs Jacky Pratt, whose husband Eddie is in charge of this year's set building, on 01343 850304.

You know you want to help, don't you? Oh, yes you do!

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Meet our 'On-Site' Staff – Part 1

A Guide to Who's Who and Where's Where - Here and There!

Kinloch Gardens, Blairgowrie

A sloping site with 88 two, three and four-bedroom homes.

Sales consultant: Janice Marchi
Civils manger: Stuart Gordon

JANICE has worked in construction for ten years and is relishing the new challenge at Springfield. Blairgowrie is a difficult market at the moment because, like a lot of other places, the second hand market is slow, added to that Springfield are not known here. However, according to Janice we are beginning to build a presence.

"The site looks great and I love the portfolio of homes; these are super size houses for the money and that is what I'm getting across to clients." Janice believes we are offering something different that people will really like.



Sales consultant Janice Marchi.

"Clients choosing their kitchen from a kitchen studio is unique and it's a great selling point. Clients will have to travel to either Elgin or Glasgow to view

kitchens and that will be an interesting challenge and it's one I'm looking forward to.

"The Springfield brand is not known in this area and I think things will really start moving here once the showhome is completed and clients can see what great value we are offering them."

Stuart, who is based in Elgin is doing a great job preparing the site for construction,

"I live in Dufftown and travel down each day so it's not too far. This is a clean site with lots of scope and it's been good to work on; it'll be good to see some homes going up."



Site manager Stuart Gordon.

Middlebank Rise, Dunfermline

A mix of 55 three and four-bedroom family homes from The Heritage range

Sales consultants: Faith Davies and Maureen Bruce
Site manager: James O'Neil



Sales consultant Faith Davies

FAITH knows people are pretty savvy about value these days and she believes we are far outselling the other eight developers on this site because, although we are a little more expensive, we offer by far the best value and kerb appeal.

"We have no direct incentives and still we are outselling the competition; I really believe that giving clients as much as we can rather than cutting cost is the way forward and it's great to work for a company that takes that attitude."

Maureen works on Middlebank Rise and as cover on other sites. She says Middlebank Rise offers a good location with easy commuter access to Edinburgh without paying Edinburgh house prices.

Regarding the move to Springfield Maureen says: "Everyone is really helpful and friendly; there has been a really smooth transition and that is good for clients and staff alike."



Sales consultant Maureen Bruce

James arrived at the sales cabin fresh from overseeing the installation of a footbridge which you can read about elsewhere in this edition. Working as a joiner and furniture maker and then in customer care James moved into management in 2003. The daily challenge is motivating subbies to turn out their best work,

"I have good guys working here, it's a case of getting to know them individually and making sure they have everything they need to do a good job, some are pretty self sufficient, others need a bit of input"

The Middlebank team has welcomed the addition of two tradesmen to the Larbert aftersales team.

According to James: "On a busy site like this we can usually keep up with remedials but an aftersales team can be a big help too. I'm in contact with clients on site every day and want to be sure they are happy clients."



Site manager: James O'Neil

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Brunstane Apartments, Edinburgh

A block of 35 one, two and three-bedroom apartments

Sales consultant: Mary Forrest

Site Manager: Gerry Devine

MARY has a long career in the new homes industry and has enjoyed the challenge of Edina and Brunstane Apartments,

She told On-Site: "These are great quality apartments in a super location at a good price; people see them as good value especially when they see the quality of the build."



Site manager: Gerry Devine

Anyway the proof is in the pudding – we're all but sold out and we've got lots of happy clients."

On site Gerry, who came to site management from a bricklaying and pre-cast business background, says he really enjoys working on apartments.



Brunstane's sales consultant Mary Forrest.

He says: "Apartments make for a tight site, everything is contained, you're in close touch with everything that's going on. To look after your men you need to listen as well as look; I may not be able to see everything but I can hear a pin drop at a hundred yards so on a site like this you really are in close touch with everything. The move south has been a really good thing for me, when you work with new people you come across new ideas and I really enjoy that."

Sylvan Brae, Inverkip

A site of four-bedroom family homes from The Heritage Range

Sales consultant: Kathleen Sannachan

Site Manager: Kenny Jackson

KATHLEEN has worked in new home sales for fifteen years and says every site brings new challenges.

"Sylvan Brae does not have passing traffic," she says, "but when people come up here to see

the site they love it. What we need to work on at the moment is getting the name out there, Springfield as well as Sylvan Brae and I've got some ideas about that! I'm really impressed with what Springfield offer from what's in the houses to the aftersales service; we have already had a house reserved here on the strength of being able to give the client an altered kitchen layout which better suited their lifestyle. Is great to hear that two tradesmen have been taken on to assist with aftersales. What they can bring will boost our word-of-mouth reputation."

Sylvan Brae is the second of Kenny's sites, inevitably he spends a fair bit of time on the road between the two but he is able to transfer his handpicked subbies between the two sites so that saves time because everyone understands what he expects.



Sales consultant Kathleen Sannachan.
Site Manager: Kenny Jackson

Kenny says: "Quality and attention to detail are important to me, I want to feel proud when I show a house to a client. To get my message home I insist on all the screws in socket wall plates being vertically aligned; that point seems to demonstrate the standards I expect throughout the house and the subbies do a great job for me."

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Woodliee Village, Lenzie

A site of 240 family homes from The Heritage Range

Sales consultant: Cheryl Kelly, Lynn Cullen and Lynn Houston

Site Manager: Graeme Stewart, Ian McGarvey and Andy Simpson

SPRINGFIELD'S development at Woodliee Village consists of 3 and 4 bedroom family homes in a great setting on the outskirts of Lenzie.

According to our sales executive Cheryl Kelly the site is popular and Springfield homes are outselling all other developers on the site.

Cheryl says: "The site and our homes have a lot going for them. This is a great location geographically in terms of main roads access and there hasn't been a lot of development in West Dumbartonshire for the last ten years, so there's some pent up demand.

"On the site we have a great mix of homes – 3 and 4 bedrooms in the £200,000 to £350,000 range which appeal to families.

"Clients really do their homework before buying these days and we often hear from clients that our homes add up to best value because of what's included in the price; so all in all we have a lot going for us and that is reflected in sales."

"The move to Springfield has been good for clients' sense of security on this site; before the takeover there was quite a bit of doubt and insecurity; once again they've done their homework and now they know that Springfield is steady and secure they are happy again."

Working part time on site and at head office Lynn Houston agrees with Cheryl, she adds: "Woodliee lies within the catchment for one of the best high schools in Scotland; that's a great draw for families."

Lynn feels things have gelled well since the takeover and things are going well,

"There is a good atmosphere in the office and on site which is great!" she says.

Lenzie's other full time sales consultant Lynn Cullen is recovering

from a broken ankle. We wish her a speedy recovery and look forward to meeting her in a later issue.

The site team at Lenzie run a tight ship on this busy site.

Each has come to management from a different route, Graeme was a bricklayer, Ian a joiner and Andy has an HNC in construction.

The team aim to deliver a house with no snagging issues and so ongoing snagging is a daily task. That's where it's important to work with subbies who you know and trust says Graeme,

"The subbies on this site help us immensely and we do everything we can to keep them on-side," he told On-Site.

"The way Springfield operates really helps with that because we are able to make decisions on site now that were not ours to make before. It's much less frustrating and gives us more authority to get the job done; it's more relaxed and more satisfying."

The three agree that the big daily challenge is prioritising the workload to ensure they stay on programme for handovers. They all enjoy the challenge of a big and busy site and working as a management team helps in coming up with creative solutions to problems.



Woodliee's trio of site managers – Andy Simpson, Ian McGarvey and Graeme Stewart.



Sales consultant at Lenzie Cheryl Kelly.



Woodliee sales consultant Lynn Houston.

It's Safety First For Rattray Pupils

We Start
Them Young
When It
Comes To
Site Safety

SAFETY is top of the agenda on any construction site – but it's not just a concern about building staff and visitors.

The attraction of a building site to young people can be a fatal attraction that Springfield Properties are tackling at the chalk face with health and safety messages to schools close to any of our development sites.

Recently our health and safety advisers Mark Sutton and Hugh McCrea visited Rattray Primary School which is in the vicinity of Springfield's new Rattray housing development and spelled out the dangers of playing on building sites to an attentive young audience.

It is one of several visits Mark and Hugh will be making to schools in an effort to get the safety message over to children.



Youngsters at Rattray Primary School learn of the dangers of playing on building sites from Springfield's health and safety advisers Hugh McCrea (left) and Mark Sutton (right)

Our
Bridge
Over
Untroubled
Waters



Gently does it! This timber bridge being lowered into position at our Middlebank Rise development at Dunfermline was a planning consent requirement. It links into all of the new paths which form the walkways, cycleways and safe routes to school and other facilities and run through the extensive Dulloch area. The 12 metre long wooden bridge was made in Holland and weighs six tonnes and needed a 240-tonne crane to lift it into position and carefully locate it on its base.

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