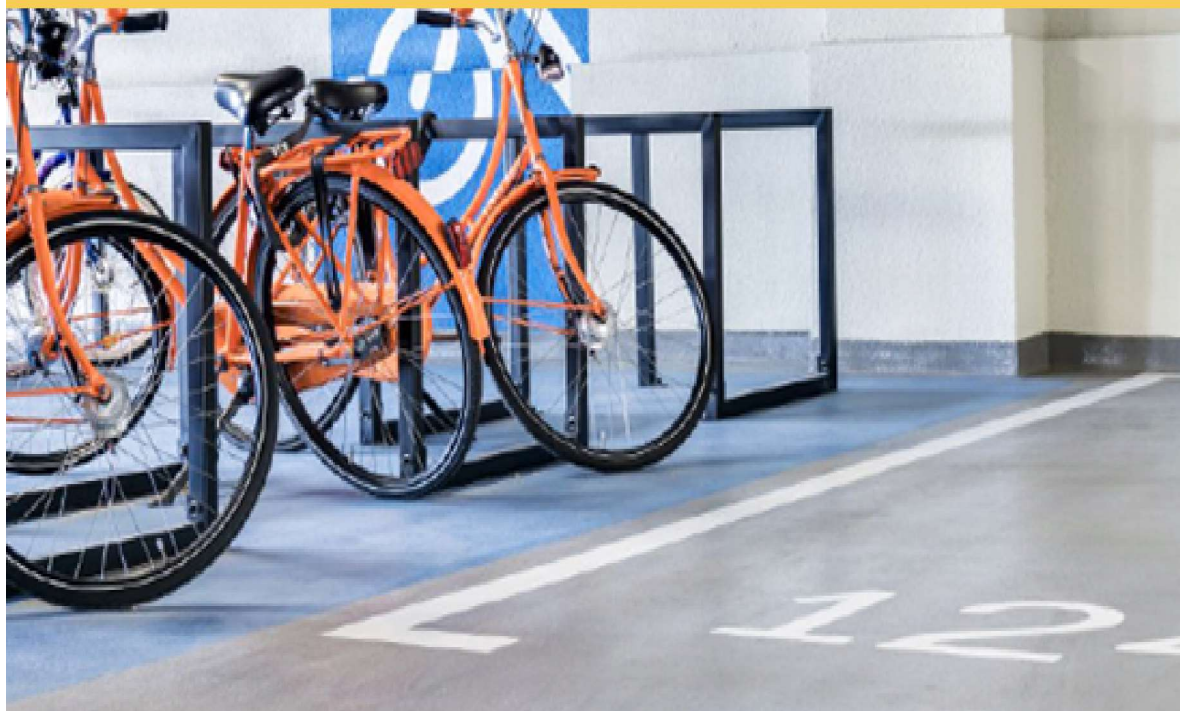
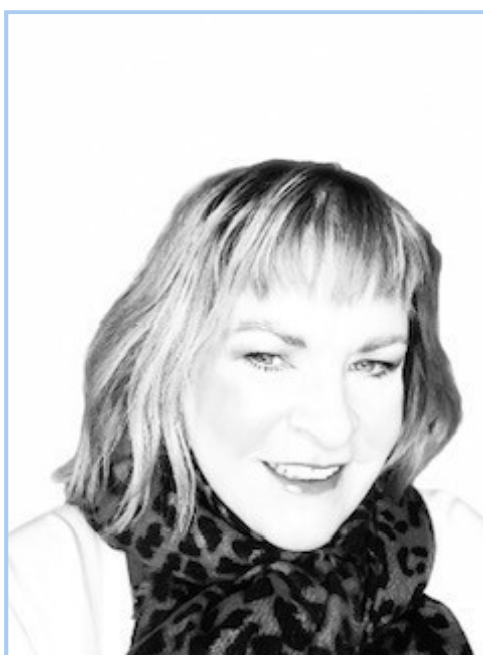


# FeRFA E-Newsletter



**MARCH 2022**

**TRACEY GLEW TAKES OVER AS NEW FeRFA CEO**



FerFA is delighted to announce the appointment of Tracey Glew, Managing Director of The Preparation Group, as its new Chief Executive Officer.

She takes over as Mark Spowage, who has been CEO since October 2018, moves on to new challenges. FerFA would like to take the opportunity to thank Mark for his much valued contribution and leadership of FerFA, particularly during the last two challenging years. His technical expertise and good humour will be missed and the FerFA board wishes him every success in his future endeavours.

Tracey Glew founded The Preparation Group in 1991 and has a wealth of industry acumen, expertise and professional experience. She has developed her business over 30 years, so that it is today a recognised and respected 'one stop shop' for surface preparation in the UK.

The Preparation Group has been a FerFA member since 1997 and Tracey has sat on the FerFA Council since 2014. This long and dedicated service has given her an unrivalled knowledge of the Association and the whole resin flooring sector. Between 2016 and 2017, Tracey also served as FerFA's first female Chairperson.

Tracey has a particular interest in and commitment to improved and more accessible training in our industry, and is a huge advocate for the value that training brings to business. She wrote and produced the NVQ Level 2 'Prepare and profile substrates', which is still delivered by FerFA to this day.

She is a well-known and respected industry professional, and is determined to bring a fresh outlook to her work with FerFA, focusing especially on member benefits and training the next generation of resin flooring professionals. She is also keen to emphasise the value that FerFA can add to member businesses, promoting the Association as the leading industry experts and increasing membership and revenue.

*"I am really excited to continue and develop the work which Mark has been pushing forward over the last three and a half years, and I would like to add my personal thanks to him," says Tracey. "I am now keen to take on the challenge of leading FerFA into a new era, and I am really looking forward to working alongside our Chairman, Vice Chairman and the whole FerFA board."*



## FeRFA WORKING GROUPS

We are currently in the process of forming new working groups/committees in the following areas:-

Training  
Technical  
Health, Safety & Environmental  
Marketing & Events

If you are interested in participating in any of these groups and would like to find out more please contact the FeRFA office.



## Chancellor's Spring Statement

The Chancellor has used his **Spring Statement** to 'help people and businesses deal with rising costs' and strengthen the UK economy in the face of global uncertainty following COVID-19 and Russia's invasion of Ukraine. Presenting the Government's Tax Plan as the biggest net cut in taxes for over 25 years, the Chancellor announced a range of measures including:

- Cutting fuel duty by 5p per litre for the next 12 months
- Removing VAT on energy-saving home upgrades until 2027
- Increasing the Employment Allowance to £5,000
- Bringing forward business rates exemptions for eligible plant and machinery to April 2022
- Increasing the National Insurance threshold by £3,000 to £12,570.

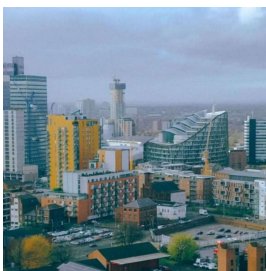
The Chancellor also highlighted the Government's **Help to Grow: Digital** and **Help to Grow: Management** schemes in supporting SMEs to develop and grow their businesses.



## COVID-19 Guidance

The Government has **confirmed** that it will be updating its COVID-19 guidance from **1st April** to advise anyone who tests positive to 'try to stay at home and avoid contact with other people for five days'. In line with the **Living with COVID-19** plan, the Working Safely During Coronavirus guidance and the health and safety requirement for employers to explicitly consider COVID-19 in their risk assessments, are due to be withdrawn from 1 April, and the Government will be publishing 'principles that employers can follow to help them decide how to reduce risks in the workplace'.

In accordance with these changes, the Build UK **COVID-19 flowchart** will be withdrawn and the **Site Operating Procedures** and the **Use of Face Coverings in Construction** will remain available as reference documents only from tomorrow. Build UK partner Citation has also updated its **guidance** for employers on implementing a vaccination policy to reflect the latest Government guidance.



## Building Safety Update

The Government has announced a number of key **changes to the Building Safety Bill**, reflecting its approach to the remediation of unsafe cladding which is now focussed on protecting leaseholders, ensuring the industry pays for remediation works, and stopping buildings being declared unsafe unnecessarily.

The RICS has **updated its EWS1 form** to confirm that all assessments of external walls should now be carried out in accordance with **PAS 9980**. It has confirmed that existing EWS1 forms will remain valid until a new EWS1 form or updated fire risk assessment is completed. On withdrawing its **Consolidated Advice Note** in January, the Government stated that buildings below 18m do not require an EWS1 form to be completed. However, **RICS guidance** continues to state that lenders should ask for EWS1 forms on blocks of six stories or

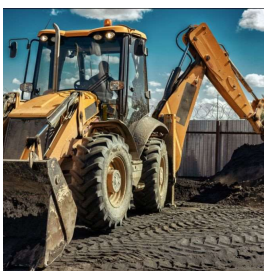
fewer where ACM, MCM or HPL panels are present on the building.

## Impact of the War in Ukraine on Construction

The Government has announced **new economic sanctions against Russia** designed to further isolate the Russian economy from global trade following its invasion of Ukraine. The new measures include an additional 35% tariff on a number of products imported from Russia, including steel, iron, wood, cement, copper, aluminium, silver, lead and iron ore. This is expected to have a further impact on availability and price inflation for the whole construction supply chain, and the CLC's Product Availability Group is reverting to meeting fortnightly to collate and share information across the industry.

Build UK Chief Executive Suzannah Nichol attended a meeting with Business Secretary Kwasi Kwarteng to discuss the impact of the war on different sectors of the UK economy. Energy UK confirmed that the price of gas has reached a record high which is affecting all businesses but particularly those that are high users of energy, whilst British ports were **asked by the Department for Transport not to provide access to ships** owned, controlled, chartered or operated by any person connected with Russia.

Build UK is working with CITB to understand how Ukrainians arriving in the UK will be able to use existing skills and qualifications to apply for jobs in construction. We have also confirmed that anyone with a visa issued under the **Ukraine Family Scheme** or **Homes for Ukraine** scheme has the right to work in the UK and an employer will **not** require a sponsor licence to employ them.



## End of Red Diesel Rebate

From **1st April**, the entitlement to use rebated red diesel will be removed from most sectors, including construction, which means it will be illegal to put red diesel into the tank of a vehicle or machine being used for construction work. If HMRC finds traces of red diesel in such a vehicle or machine, it will ask for evidence to demonstrate that it was put in before the rules changed and is still being used up. HMRC has confirmed it will take a pragmatic approach to enforcement in this situation but can seize the vehicle or machine and issue a fine of £250.

To help members manage this significant change, Build UK has published a series of **Frequently Asked Questions** covering the transition from red to white diesel which includes



a checklist of the steps to take.



## How to be a Smart Site

Build UK's **How to be a Smart Site** guide has been updated to reflect the new CSCS Smart Check app, which will be launched on **1st April**. In line with the objective in the **CLC Industry Card Schemes Recommendation**, the **Smart Check app** will enable cards across all 38 card schemes carrying the CSCS logo to be quickly verified with the same app for the first time. Build UK is supporting members to check that everyone on site has the right qualifications and training for the job they do, and our guide covers how to check cards, including those that are not yet smart, and what to do in the event of finding a fraudulent card.

## Changes to PPE Regulations

The Personal Protective Equipment at Work Regulations will be extended from **6 April** to require employers to provide **limb (b) workers** with the same PPE as employees. This means organisations will have to provide all workers with the correct PPE necessary for health and safety free of charge, as well as maintain and replace it as necessary, and the HSE has published **guidance** for employers.

The HSE has confirmed that those who have **self-employed** status are **not** covered by this change, and any organisations that are unsure about whether they need to provide a sub-contractor on site with PPE should check their employment status by referring to Government **guidance**.



## PLASTIC PACKAGING TAX IMPLEMENTED FROM TODAY - 1 APRIL

The new Plastic Packaging Tax comes into effect today.

To guide members through the new regs, the CPA has produced a Briefing Paper, which provides an introduction to the tax and signposting to where you can find further information.

Find the CPA Briefing Paper on the Plastic Packaging Tax [here](#).

It should be noted that the Plastic Packaging Tax is different from the [Extended Producer Responsibility Scheme for Packaging](#), the start of which has been delayed by Government.

## CPA Response to the Spring Statement 2022

Chancellor Rishi Sunak delivered his Spring Statement but anyone seeking major announcements relevant to UK construction or products manufacturing is likely to be disappointed, as the focus instead was largely on energy security, resilience and relief for cost of living increases, and aimed very much at individual households.

Peter Caplehorn, Chief Executive of the Construction Products Association, said: *“Reducing VAT on energy efficiency products from 5% to 0% is of course welcome, but it won’t make a significant difference at a time when energy efficiency is critical for both the cost of living crisis and to move towards net zero. The decision to review the apprenticeship levy is long overdue. Perhaps more relevant is the 5 pence per litre (ppl) cut in fuel duty, as our sector is one of the largest users of the road network.*

*“We will echo many others across manufacturing, however, to say that the lack of support to tackle spiralling energy costs for businesses is frustrating. Energy bills often account for as much as one third of overall costs for manufacturers, and with these bills at historic highs it was a critical moment in need to ensure a resilient UK industry.”*



**Digital musculoskeletal (MSD) online  
assessment tools available**

## The assessment part of HSE's digital MSD tools are now available to use free of charge.

The digital versions of the Manual Handling Assessment Charts (MAC), Assessment of Repetitive Tasks (ART) and Risk Assessment of Pushing and Pulling (RAPP) tools have been designed to simplify the process of completing each assessment.

They have a logical step-by-step approach and will save your assessors considerable time in populating the results manually.

Employers and safety representatives can use these tools to easily assess the risks posed by physical, strenuous activities. The assessor can then understand, interpret, categorise, and communicate the level of risk. You can access the tools by following the below links:

- [MAC Tool](#)
- [RAPP Tool](#)
- [ART Tool](#)

If you want to consolidate your assessments and analyse the results, a premium option of the tool is also available.

## TRAINING NEWS



FeRFA are proud to announce that we have been successful in our bids to secure CITB grant funding for both our In Situ Resin Flooring Operative and Surface Preparation Operative Specialist Applied Skills Programmes leading to S/NVQ Level 2 diplomas in Specialist Concrete Occupations (Construction) - In Situ Flooring (Resin) and Substrate Preparation and Profiling. CITB will provide funding for up to 20 places on the Resin Flooring Operative and 7 places on the Surface Preparation Operative programme each year for the next three years. The total value of the successful bid to the association and its members is £405,000.

Outgoing CEO Mark Spowage says *“In the face of the many changes and challenges that our industry and many others have faced since I took office in 2018, I am extremely proud to have been able to secure this funding and leave a lasting legacy to our members. However, it is so important now more than ever that our industry takes advantage of this funding to train new entrants to our industry otherwise the funding will decrease year on year based on past performance.”*



FeRFA's specialist applied-skills programmes (SAPs) are 18-month long new entrant training programmes. The programmes lead to a vocational qualification (NVQ/SVQ) and are considered by trade associations and employers as 'sector apprenticeships'.

The schemes are delivered in modules by a mix of formal instruction off the job alongside supervised on-the-job training at employer level with a final assessment by an industry approved Assessor. The onsite employer supervision will be conducted by a suitably competent person and there will be a candidate record book to evidence all training received.

All courses lead to an NVQ Level 2 Diploma and CSCS blue Skilled Worker Card. Learners can apply for a CSCS red Trainee card following registration to the S/NVQ L2 and successful completion of the Health, Safety & Environmental touch screen test.

Courses take 18 months to complete and modules are held over two (and sometimes three) days at regular intervals throughout the first 14 months of the scheme. During the remaining months the candidates continue with their learning on the job, gaining in experience until the final assessment period.

Training takes place at a variety of locations around the country, including the training facilities of FeRFA manufacturer and associate members, giving learners the opportunity to mix and apply different materials.

CITB grants are available for eligible CITB levy-payers.

For more information, please contact the FeRFA office:- [secretariat@ferfa.org.uk](mailto:secretariat@ferfa.org.uk)

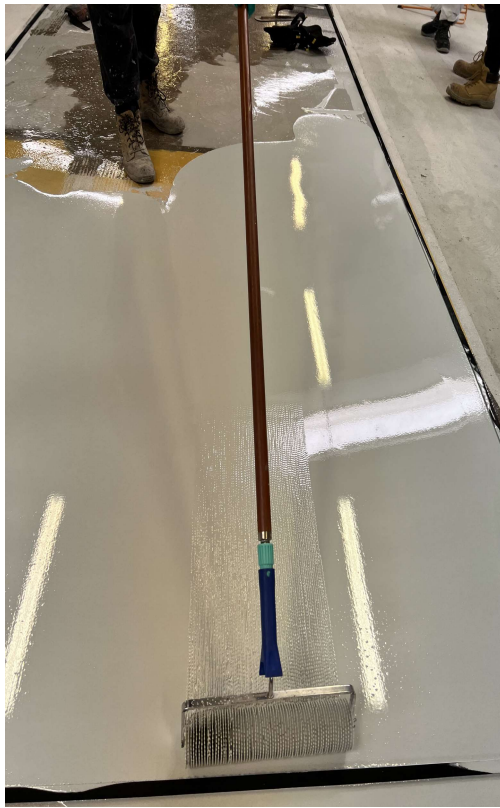
Training continued this month with NVQ L2 resin groups 25 & 26 taking their Self-Smoothing Systems module under the supervision of FeRFA Training Officer Jack Longden.

In the groups were Lewis, Jenson & Ryan from TPS 360, Cole from C J Surfaces and Cameron & Shane from F H Harvey.



We would like to thank FeRFA Training Officer Jack Longden and The Preparation Group for the use of their Training School





## **NEW MEMBERS**

**FeRFA would like to welcome our new member:**

### **ROBERT GEORGE LTD**

Robert George is a family run flooring company focusing on fast track installations within the retail, commercial, domestic and industrial sectors. We specialise in Methyl Methacrylate (MMA) and Epoxy Resin installations, and carry out sub-floor reconstruction wherever required. We operate 24 hours a day, 7 days a week to ensure minimal disruption to the client's operations. Our team is approved by many of the major flooring brands so we can guarantee a trained and knowledgeable workforce. We strongly believe that consistency and reliability is key, and we pride ourselves on always delivering a high level of service to clients.

For more details click [here](#)



## MEMBER CASE STUDIES

### EXTERIOR RESIN FLOORING INSTALLED TO WOLVERHAMPTON CARE HOME

**Monarch** recently completed a resin bound project for a care home in Wolverhampton. The exterior resin flooring covers over 300 square metres of **pathways and outdoor seating areas**.

Resin bound was chosen as it is a **porous material** which allows drainage, as well as its ability to **withstand the heavy footfall** of the care home. The previous substrate was well worn as it was a number of years old. It was not aesthetically pleasing and quite dull which didn't reflect the care home's bright, vibrant garden scenery.

With the narrowness of some of the pathways, we had to make sure that we installed the pathways to a high standard while keeping health and safety in mind. We also made sure that there was an added element of grip with non-slip added to the flooring. Some of the areas where we were installing the exterior resin were a distance from the main entrance but we made sure to respect the care home's garden area and worked within our boundaries. This is one of many successful exterior resin flooring installations completed by Monarch.

As well as commercial premises such as **care homes, schools and retail**, resin bound is also **well suited for domestic driveways** as a **tough, porous surface**. Its aesthetic appeal is one of its best features and comes in a **wide range of colour combinations** to suit anyone's taste.

You can take a look at our dedicated pages surrounding [Exterior Resin Flooring](#) and [Resin Bound Driveways](#).





# SITUATIONS VACANT

## MONARCH

### FULL TIME RESIN FLOORING OPERATIVES REQUIRED

#### About the company:

Monarch has grown to be one of the UK's leading applicators of seamless resin flooring. With an extensive record of successful applications and an impressive portfolio of clients, the company offers a nationwide, competitive and complete flooring installation service to suit all requirements from heavy duty industrial systems to commercial decorative finishes. With a growing order book, Monarch are seeking experienced resin flooring applicators to work full time.

#### About the position:

Monarch are looking to appoint a number of qualified resin flooring operatives within the Northern area of the UK. We have an opening in our Leigh, Lancashire, based team as well as places throughout the company. The role will include floor preparation, coating and screeding. There is training offered from our experienced floor layers and based at our training site. This is an opportunity for someone who is willing to work hard and gain knowledge and experience within the field.

#### What you can gain from this role:

- Use of a fully equipped company vehicle
- Health and Safety training

- Gaining knowledge and experience within this field
- Training on a number of floor laying techniques
- Travel and accommodation paid for with expenses

#### **Key Requirements and Desired Skills:**

- Full/valid UK driving licence
- Experience in working with resin systems
  - Epoxy coating/screed/self-levelling/quartz
  - Polyurethane coating/screed/self-levelling
  - Polyaspartic fast-curing resin coatings
- Resin line marking/gangway installation/bay marking
- Experience in floor preparation including grinding, shot blasting and priming floors
- Excellent communication & negotiation skills (verbal and written) with team, suppliers, site supervisors and clients
- Ability to work weekends/early mornings when required
- Experience of health and safety on large industrial sites
  - Ability to follow instructions
  - Punctuality and strong work ethic
  - Computer literate
  - Ability to work well as part of a team
- Means to come into the main office in Dronfield as and when needed
- Practical experience on construction sites
  - Current CSCS Card

**For the right candidate we can offer support and training to ensure all of the above requirements can be met.**

To apply for the position please email your CV and/or covering letter to [sales@monarchresinfloors.co.uk](mailto:sales@monarchresinfloors.co.uk) with the subject showing as **Flooring Operative Vacancy.**

Successful candidates will be contacted and asked to attend an interview.

**Deadline for applications close on the 29th April 2022**

## **ASSOCIATE SPOTLIGHT**

This month, FeRFA are highlighting two more of our Associate members. Associate members are companies who are involved indirectly with the manufacture, application and maintenance of resin flooring such as Surface Preparation Plant Suppliers, Chemical Suppliers to Manufacturer members, floor cleaning machinery suppliers, test houses etc.





With over 325 years of innovation and passion, Husqvarna Construction Products is a world leader when it comes to equipment and diamond tools. Husqvarna's floor grinders and dust collectors boast a unique balance between the machines power and design, and the tools speed and efficiency. Our range of floor grinders are available in a variety of sizes to suit your job, providing users with unsurpassed productivity and control for preparing, grinding, polishing concrete floors, as well as repairing and polishing terrazzo and other natural stone. With Husqvarna surface preparation machines and HIPERFLOOR, (Husqvarna's floor polishing system), you not only get a beautiful surface but also a high quality, hard wearing floor.

Click [here](#) for more info

Preptec supply a wide range of surface preparation related products and services. The company provides services to many sectors including the industrial flooring, refurbishment and construction industries. Preptec are main distributors for a number of leading machinery manufacturers and also supply high quality consumables, diamond tooling, spare parts, accessories and equipment repair services. Preptec also work closely with a number of industry partners providing specialist equipment rental, onsite services and training consultancy solutions.

Click [here](#) for more info

## MEMBER BENEFITS



### **H&S Advice and Business Shield from Stallard Kane Associates**

FeRFA are keen to provide additional benefits to our members and we work hard to secure partners who offer simple solutions that could help you and your business.

For a number of years, our partner **Stallard Kane Associates Ltd** have provided FeRFA Business Shield as part of the FeRFA membership package and as we approach the anniversary of this long term relationship we are delighted to confirm the expansion of the offering moving forward.

With immediate effect you will receive the following services for **FREE**:

- **Unlimited** HR & employment law telephone support via the FeRFA Business Shield helpline on 0345 076 6485
- **Unlimited** health & safety telephone support via the FeRFA Business Shield helpline on 0345 076 6485
- Access to the FeRFA Business Shield exclusive members area with many downloadable templates and guidance such as risk assessments.
- Complementary gap analysis to review your current health & safety and/or HR & employment law management systems. This can be carried out at your premises or remotely subject to availability.
- Complementary training needs analysis

The above are **ALL** included as part of your annual FeRFA membership and there is no charge to set up additional access.

Your dedicated Account Manager is **Barry Nicol** who will be more than happy to discuss the above in greater detail should you have any queries, wish to arrange a meeting, or if you indeed require additional consultancy support on top of the above complementary benefits such as the creation of documentation including policies, contracts of employment or indeed workplace and site audits. Barry's contact details are:

Barry Nicol

Email: [barry@skaltd.co.uk](mailto:barry@skaltd.co.uk)

Mobile: 07854 938693

In addition, should you be unable to find your login details, or if you wish to set up additional users from your company to the service at no extra charge, please email Barry ([barry@skaltd.co.uk](mailto:barry@skaltd.co.uk)) and he will arrange accordingly.

Read more about Stallard Kane [here](#).

## PIB Insurance Brokers

PIB Insurance Brokers will continue to have access to a wider range of experts across many different industry sectors and insurance types. They'll also be able to draw on the skills of colleagues in PIB Risk Management and PIB Employee Benefits to provide you with important services beyond your insurance needs, should you need them.

If you would like to speak to Howard about your company insurance needs and organize a **free insurance health check** please don't hesitate to contact him at [howard.collins@pib-insurance.com](mailto:howard.collins@pib-insurance.com) or call him on 07775 888933.

FeRFA and PIB Insurance Brokers are excited to offer a facility which gives all your resin floor protection with an **INSURANCE BACKED WARRANTY**. The scheme has been set up so that **all your customers** benefit from the **security** of an **Insurance backed warranty** once you are signed up. You pay an upfront premium based on your annual turnover and then simply register each resin contract online when completed.



## CONTRACT REVIEW SERVICE



CONTRACT AND LEGAL SERVICES

FeRFA have partnered with BEB Contract & Legal Services so that as a member of FeRFA, you will get 10% off their Bronze, Silver and Gold packages for bespoke, robust contracts.

Contact BEB on 01604 217365 or email [info@bebconsultancy.co.uk](mailto:info@bebconsultancy.co.uk) and quote FeRFA10 to get started.

BEB are passionate about protecting businesses with watertight contracts. It's what they do, day in, day out. Their approach is hands-on so they'll find out as much as they can about what your business does, how you work and any problem customers you may have had – because it's only when talking about those practical, real-life issues you've encountered that BEB get to really understand how to protect you from those things happening again, in your Ts & Cs.

BEB can help with:

- Terms and conditions
- Sub-contractor agreements
- Shareholder agreements
- Manufacturing and distribution agreements
- GDPR and privacy policies
- And much more

OR are you signing contracts you don't really understand? BEB offer a unique review service where they will check and confirm if the contract you've been sent:

- Protects you fully
- Is clear and unambiguous
- Contains clauses that could be risky for your business

[Click here for more information.](#)

# FORTHCOMING EVENTS

## Surfex moved to June 2022

Following review of the major considerations, the Board of Surfex Ltd - unanimously supported by OCCA - has taken the decision to reschedule the dates in the interests of allowing Surfex to take place in a period that offers a high degree of confidence in a successful outcome.

**Accordingly the dates of Surfex are 7 – 8 June 2022.**



**SURFEX**  
The complete event for surface & coatings technology

EXHIBITION 7-8 June  
INDUSTRY INSIGHT  
SURFACING SCIENCE  
TECHFOCUS  
THE CUTTING EDGE  
**2022**  
Ricoh Arena, Coventry, UK

FeRFA The Resin Flooring Association  
FeRFA PO Box 3716, Stone, ST15 9EU

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