



ceca

Working for Infrastructure

Civil
Engineering
Contractors
Association
Southern

Annual Review 2019

It certainly has been an interesting 12 months since our last report with uncertainty probably being the greatest influence on our industry, having an effect on both workload and resources.

It was evident that this continued uncertainty around Brexit and the political world has influenced our sector output during 2019. The CECA Q4 Workload Trends Survey commentary reflecting a “widespread weakness in workloads but outlook improves” status.

CECA continued to lobby government and key clients on the need for a sustainable release of work opportunity to our market to manage this uncertainty. Equally, the CECA Southern Board recognised the need to change the wider perception of our industry to one that reflected a more assured and innovative provider of our nation’s infrastructure. One that spoke with an industry aligned voice and promoted a collaborative, fair and inclusive working environment.

Whilst looking back over my last year as CECA Southern Chair that this review considers, I know that my successor, John Breheny, and his Board will continue to promote the need for our industry to work better together and look to ensure that the CECA brand continues to be seen as a positive influencer within our industry and beyond. Supporting initiatives to encourage a wider and more diverse demographic of resource into our sector, whilst looking to retain and upskill the people we already have; the establishment of the NextGen CECA Foundations Group in our region in 2019 being just part of this broader picture.



Brian Crofton
Chairman
CECA (Southern) Ltd



The CECA Southern Team

CECA (Southern) Ltd governs both CECA (Southern) and CECA (South West).
The Directors for CECA (Southern) Ltd in 2019 were:

Chairman	Brian Crofton , Jackson Civil Engineering Group Ltd
Vice Chairman	Trevor Dodds
Directors	Samantha Barratt , Barhale Construction plc John Breheny , Breheny Civil Engineering Ltd Ronan Clancy , Clancy Docwra Tony Rimoldi , Concrete Repairs Michael Conway MBE , FM Conway Ltd Joanne Garwood , FM Conway Ltd Richard King , Osborne Andy Pritchard , Interserve Construction Ltd Alan Cox , BAM Nuttall
CECA (Southern) Executive Director	David Allen



CECA Southern Members

ACS Construction Group Ltd
Aggregate Industries UK Ltd
Albion Drilling Group Ltd
American Bridge UK Ltd
Avon Construction Ltd
Balfour Beatty Construction Services UK
BAM Nuttall Ltd
Barhale Construction Plc
Barton Plant Ltd
BCM Construction
blu-3 (UK) Ltd
Bouygues Travaux Publics (UK)
Breheny Civil Engineering Ltd
Britannia Construction Ltd
J Browne Construction Ltd
Buckingham Group Contracting Ltd
Clancy Docwra Ltd
Cleshar Contract Services Ltd
Cliffe Contractors Ltd
Colas Ltd
Colas Rail Ltd
Concrete Repairs Ltd
FM Conway Ltd
Costain Ltd
Danaher & Walsh
David Beecroft Ltd
DJT Surfacing Ltd
Dyer & Butler Ltd

Eiffage Genie Civil UK
Erith Contractors Ltd
Farrans Construction
Ferrovial Agroman (UK) Ltd
Fox (Owmy) Ltd
Galliford Try Infrastructure
C G Godfrey Ltd
GRAHAM
Graham Attrill Civil Engineering Ltd
Hanson Contracting
HOCHTIEF (UK) Construction Ltd
Interserve Construction Ltd
J Coffey Construction Ltd
Jackson Civil Engineering Group Ltd
John F Hunt Ltd
Kier Infrastructure & Overseas Ltd
KKB Remediation
Knights Brown Construction Ltd
Land and Water Services Ltd
Mabey Hire Ltd
McCODA Ltd
B & M McHugh Ltd
Metrail Construction Ltd
Morgan Sindall Const & Infrastructure Ltd
J Murphy & Sons Ltd
A H Nicholls & Sons Ltd
Osborne
Ovenden Allworks Ltd

Pod Trak Ltd
PORR UK Ltd
Pro Direct Surfacing Ltd
R&W Civil Engineering Ltd
J B Riney & Co Ltd
SB Civil Engineering Ltd
Sidewinderuk.com Ltd
Sir Robert McAlpine Ltd
John Sisk & Son Ltd
Skanska
TAG Construction Ltd
Tarmac
Taylor Woodrow (Vinci)
Toppesfield
VolkerWessels
Whitemountain Quarries Ltd
Wills Bros Civil Engineering Ltd

Associate Members

Constructive Evaluation
Crouch Waterfall
Donseed – A Product of Causeway
Four-Tees Engineers Ltd
Invennt Ltd
Onwave UK Ltd
Pro Rail Services
Speedy Asset Services Ltd
Stema Shipping UK Ltd
TCS Exhumation Services Ltd

CLIENT ENGAGEMENT

CECA Southern has met with key clients and public sector bodies to influence thinking and decision-making on infrastructure investment in the South.

CECA was actively engaged with Hampshire County Council regarding GEN4 and providing feedback on GEN3.

Cambridgeshire & Peterborough Combined Authority
Central Bedfordshire Council **Essex County Council**
Hertfordshire County Council **Kent County Council**
Oxfordshire County Council
Surrey County Council **Heathrow** **Highways England**
Luton DART (Direct Air-Rail Transit)
Anglian Water @one Alliance **South East Water** **Southern Water**
Thames Water **Network Rail IP Southern**
Network Rail Croydon Area Remodelling Scheme (CARS) Soft Market Engagement
Network Rail Woking Area Capacity Enhancement (WACE) Soft Market Engagement
Transport for London **Transport for the South East**



Introduction to Rail

CECA Southern ran an **Introduction to Rail** event aimed at smaller regional/SME companies who are not currently working in the railway arena – this is an area where the DfT wants to encourage more companies to get involved in the delivery of smaller projects.

Network Rail IP Eastern, Greater Anglia, Murphy, National Skills Academy Rail and RD Professional Assurance all attended.



ATTRACTING, SECURING & TRAINING A DIVERSE, WORLD CLASS WORKFORCE

Training

A high-quality programme of free, or significantly discounted, training courses aimed at all employees of CECA Southern members has been delivered. Mark Bezzant delivered specialised contractual seminars on NEC.

"Tutor spoke full of knowledge, spoke clearly, concisely and effectively. Outstanding! Will highly recommend."



- NEC3 E&CC Compensation event procedure and assessments
- NEC3 E&CC Defined Cost
- NEC3 E&CC Subcontract
- NEC4 E&CC Contract Data
- NEC4 E&CC Compensation Events
- NEC4 E&CC Programmes
- Managing Risk
- Management Development Programme (NVQ L6/7)





Alexandra Kosta



Shannon Rivolta



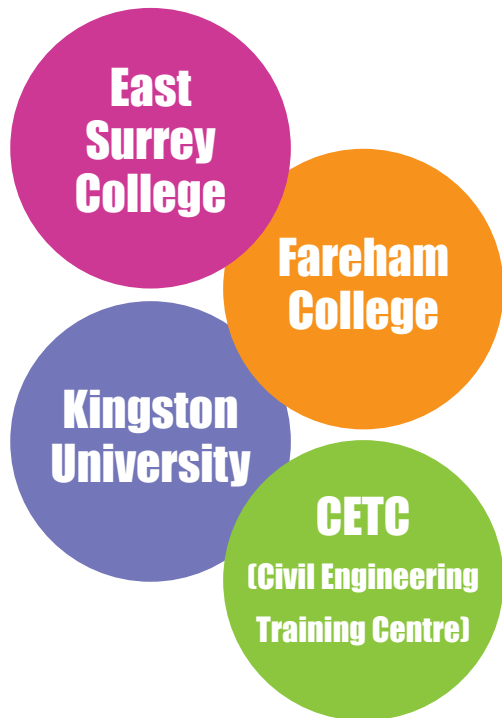
Hamza Din



Barbara Kemp

Young People & Education

Influencing young people to consider the civil engineering sector as the "career of choice".



Awards

The CECA Southern "Most Promising Awards" celebrate the remarkable achievements of the young women and men who are our rising stars.

- **Most Promising Apprentice 2019**
Alexandra Kosta (VolkerHighways)
- **Most Promising Trainee Quantity Surveyor 2019**
Shannon Rivolta (VolkerHighways)
- **Most Promising Trainee Civil Engineer 2019**
Hamza Din (Jackson Civil Engineering)
- **Outstanding Contribution / Lifetime Achievement Award 2019**
Barbara Kemp (VolkerFitzpatrick)

CECA Southern Foundations Group

CECA (Southern) has established its own NextGen CECA Group as part of the CECA wide Foundations Group initiative. Comprising of younger representatives from our member organisations they will bring a different perspective to addressing some of the industry challenges ahead.



MEMBER ENGAGEMENT



CECA (Southern) Annual Lunch

We were delighted to welcome members and guests to the CECA Southern Annual Lunch on Friday 5 July 2019 at The Brewery. In 2019, the Annual Lunch was refreshed with a new summertime date and new venue. The event included our keynote speaker, Wayne Barnes, who is widely recognised as one of the world's best rugby referees, as well as the presentation of the CECA (Southern) Training Awards, celebrating the remarkable achievements of the young women and men who are our rising stars.



Members' Meetings

Our quarterly meetings at the CIHT, London are very well attended giving members an opportunity to network and regularly feature industry guest speakers.

Competition Law in the Construction Sector



Housing Infrastructure Group



Transforming Construction Through Digital & Advanced Manufacturing Technologies



"I wish to congratulate you all on delivering a great annual lunch on Friday. I thoroughly enjoyed the new venue (thanks for organising perfect weather too!). The food was first class as was the whole organisation of the event. Once again, congratulations and thanks for inviting me to your very enjoyable annual lunch."



"Many thanks for inviting me to join you for the delicious lunch and brilliant occasion on Friday. It was inspiring, as ever, to see such talented representatives of the industry at the threshold of their careers in construction (or apex in the case of the lifetime achiever) being given their awards, and the speeches, entertainment were all excellent, as was company on my table and more widely. I thought the new venue and timing of the event worked very well (as did everyone I spoke to)."

MEMBER SERVICES

Construction Law & Commercial Helpline

This Helpline provides contract law and commercial advice and is available to members of CECA (Southern). The free of charge telephone and email service is provided by Bezzant Ltd and provides members with an opportunity to speak directly to experts, thereby obtaining clear and practical advice based on their extensive experience.

The telephone number for the Helpline Service is: **01489 578877**

or

Alternatively, CECA members can send their question by email to:
enquiries@bezzant.co.uk

Health & Safety

CECA has in-house expertise that is freely available to all members and prepares annual accident reporting statistics for civil engineering construction sites.

Contact – Peter Crosland,
National Civil Engineering Director
E: petercrosland@ceca.co.uk
M: **07717 541451**

Technical & Environmental Advice

CECA ensures members are kept up to date with all the latest developments.

Contact – Peter Crosland,
National Civil Engineering Director
E: petercrosland@ceca.co.uk
M: **07717 541451**

Employment

CECA is directly represented on the Construction Industry Joint Council (CIJC) Working Rule Agreement (WRA), and updates members with regular briefings.

Working Rule Agreement –

Copies of the new edition of the CIJC WRA (Rev Aug 2018) are available to members free of charge.



CECA Workload Trends

2019
Q1

Workload Trends

Fall in workloads and new orders in Q1

2019
Q2

Workload Trends

Activity picks up and prospects remain positive

2019
Q3

Workload Trends

Decrease in activity and broad weakness in new orders

2019
Q4

Workload Trends

Widespread weakness in workloads but outlook improves

The Construction Industry
Joint Taxation Committee

JTC

JTC NEWSLINE

Issue 134

January 2020

The Queen's post-election speech

The second Queen's speech in the space of nine weeks, following the election, produced few surprises and policies related to tax issues were short on detail, but included:

- An increase in the national insurance threshold.
- An increase to the living wage.

- An increase in tax credits for business R&D.
- Changes to business rates.

The next budget will be on 11th March. The Prime Minister had said, during the run up to the general election, that the proposed cut in the rate of corporation tax to 17% would be shelved. ■

Have you done anything about off-payroll working?

If the answer is that you don't know what I am talking about and think it will not apply to your business just think for a moment.

Do you remember in the last recession when firms had to reduce their payroll costs that there were lots of people who took early retirement or were made redundant but reappeared soon after as consultants?

Do you remember when there was a flurry of offers from 'intermediaries' to reduce payroll costs by taking a whole manual workforce from an employer and supplying them back to that same employer for a fee, the men being engaged through their own limited companies or via chains of agencies?

If you have people working in your business who are there regularly, you know their faces, their characters, they are workmates, colleagues but they are not on your PAYE system because they are paid via other routes, you must find out more and act.

The first thing to do is to establish a list of possible problem candidates.

Then find out who pays them and how your business pays the intermediary.

If they come through an agency and the agency pays a wage that runs through PAYE, the problem is solved.

If they work for their own limited company and the agency, or your firm, pay the limited company, you are square in the target of the off-payroll rules that start in April this year.

These rules effectively say that the firm using the labour is responsible for any unpaid PAYE however long the chain of intermediaries and agencies and personal service companies, if no PAYE is imposed and paid in the chain.

The next thing to do with your list of suspects is to CEST test them. The CEST test can be found on the HMRC website by typing in CEST. A test can be done anonymously but if you test a worker and it shows that they are self-employed it is useful to log it with that person's name and print a copy as evidence that you did the test.

If the CEST test shows that the person is an employee you must notify the personal services company that they work for, or the agency or intermediary and you must get their reassurance that PAYE will be applied to the payments. You need to be confident that you trust this reassurance because your firm is on the hook for any unpaid PAYE that HMRC discover later.

Continued overleaf

1

Taxation

CECA provides members with a free monthly taxation briefing.

Member queries on taxation issues are generally dealt with by Liz Bridge via email.

Contact – Liz Bridge

E: liz@thetaxbridge.com

M: 07770 478559

Training & Development

CECA has two in-house experts in training provision and delivers industry-led training for members in all regions at significantly discounted rates.

Contact – Briony Wickenden,

Head of Training & Development, CECA (Southern)

E: brionywickenden@cecasouth.co.uk

M: 07824 696405



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