

ANNUAL REVIEW 2024

Working for Infrastructure

CECA SOUTHERN MEMBERS 2024/25



CECA SOUTHERN ASSOCIATE MEMBERS 2024/25



CECA SOUTHERN CHAIR

Just last week I was asked a very interesting question - it was "what is the hardest question you were asked last year?"

Possibly, had this question itself not been time barred, I might have referred to that question itself. However, upon reflection, I think the hardest question asked of me last year was "how are you?". It is such a simple question and responding to it openly and honestly is perhaps the hardest thing to do, you need to know your audience and what your response might mean to them. The question can be meant very socially, by a person who really may be able to help if the answer is not positive, but often it is almost said as a courtesy rather than a real enquiry.

We know today that our world is an uncertain one, where policies and acts undertaken both locally and miles away from us can and will have a significant bearing upon us, our lives, our businesses and ultimately our wellbeing. A change in UK Government has led to changes in policy direction, in taxation and in the way in which UK Government directs its financial resources. Matters far away impact that too as we seek to develop world peace, whilst at the same time enabling our own national security and we see the global impact of a change in US Government.

So how does the foregoing impact how I am and how all of the many great people we have in the Civil Engineering Contractors Association feel? I might feel fine in myself and that may indeed be my response. But our work environment is both challenging and rewarding all at the same time. Our member companies continue to deliver amazing work across, not just the Southern region, not just in the UK, but overseas too.

I have been fortunate to witness the latter in Antarctica recently, seeing the challenges overcome in a very different environment by both main and subcontractor members alike. At the same time as seeing the completion of the huge Thames Tideway Scheme, our members are



ensuring the sustainability of our environment and our communities through flood defence work and forthcoming increasing investment in water infrastructure, all whilst maintaining our transport infrastructure across highways and railways, ports and airports.

As project opportunities seem to get larger and larger, often with never ending risk registers, it is essential that we, as the Civil Engineering Contractors Association, stand up for what we know to be right, that we do not accept risk that we cannot control or manage, and that we are not somehow coerced into accepting a budget for a project we know we cannot deliver against. That might sound simple, but there are multiple organisations we as an Association need to work with to achieve that, not least the budget setters themselves and the cost consultants that advise them, but project managers, scheme developers and designers too.

CECA members have so much experience and understanding to offer in these areas and we must do so. We deliver great value for customers, be it in quality products delivered safely, on time and within agreed financial constraints, but we must recognise that there must be value in

it for ourselves in terms of development of our people, the sustainability of our businesses and the welfare of everyone connected with every project delivered.

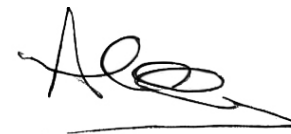
Regrettably the construction press is currently full of contrasts in "how are you?". On the positive side, we see several larger organisations posting results they are clearly and rightly proud of, boasting growing order books and cash balances, and many talk of these great positions as a result of managing order intake better, avoiding the projects where risk is ill-defined or unreasonably allocated, where budgets are sufficient and there is something in those opportunities for them. Significant business attention is being directed into the water, energy and defence sectors in particular, perhaps the status quo is being maintained in other sectors.

On the flip side of that, we also hear stories of businesses entering administration, of businesses struggling with client demands and reducing work load. The question "how are you" becomes increasingly important. Most successful and long-term sustainable businesses have a balance to their portfolio of work, they are not dependent upon a single income stream from a single client or reliant on a single skill set. Diversity in skill set, or at least application of that skill set, is important. Many businesses have commented on the slow start into CP7 in railway work and how they have suffered as a consequence; sudden changes in client strategies affecting ability to deploy purchased or long-term leased plant have impacted our members. All of these factors lead to a great deal of uncertainty in an increasingly uncertain world. So what can we do about that? As a benefit of businesses' membership, CECA lobbies central and local government and clients hard on our behalf, trying to create opportunities for its members in which they can grow and flourish. But we, as an Association of Civil Engineering Contractors, can help ourselves and it is my belief that we, as CECA members, have not only the ability but a duty to help each other. All contractors of whatever size should be working together, collaborating together to bring the best that CECA members have to offer to any project. It seems irreconcilable that almost in the same sentence we can be talking about sectors with significant forward workload, with

resource challenges, skills gaps and (lack of) diversity at the same time as other organisations facing workload shortages, especially for some of the skilled workers. Our customers seek new ways, better ways, safer ways and more efficient ways of delivering projects. We will never achieve this if we all keep doing the same things, it is as we all know the definition of madness. We must embrace the challenges we face together, ensuring that new suppliers with appropriate skill sets are able to enter markets new to them, garnering support from customers and main contractors alike to support those new businesses in these sectors, enabling them to help themselves. In so doing we can and will increase the diversity of our work force, enabling a greater number of today's students to enter engineering from multiple entry points across society.

In CECA Southern we remain indebted to David Allen, Executive Director, Leone Donnelly and the wider team for their leadership and co-ordination of the various CECA Southern activities, in particular for the fostering and nurturing of the NextGen CECA Foundations Group in Southern, which offers fantastic opportunities for our younger members to be involved in promoting what they do.

As ever, all CECA regions received great support from Alasdair Reisner and his team in CECA National during the last year, lobbying for the industry in changing times to ensure a sustainable future for all in the industry. Through CECA's five core pillars, we are determined to raise the profile of what we do, make the construction industry an accessible and inclusive place for anyone to work, irrespective of background, in order that we can successfully meet the needs of the future. In so doing, we should all always remember to ask and be ready to respond to the question: "how are you?"



**CECA Southern Chair Alan Cox
(BAM Nuttall)**

THE CECA SOUTHERN TEAM



Executive Director David Allen



Executive PA Leone Donnelly



*Training Co-ordinator & Office
Administrator Lucy Hudson*

About CECA Southern

The CECA Southern regional office services 87 member and associated member companies located throughout the wider Southern region. We bring a range of benefits and support to our valued membership at local level.

CECA Southern delivers activities and events which provide business and social opportunities to enable members to network at a national and local level. We support your business every step of the way and deliver a vast array of services designed to give you the very best from your membership of CECA.

The Southern office, based in Chichester, works closely with five other regional offices throughout England, as well as both CECA Scotland and CECA Wales, while CECA's national office at the heart of Westminster provides an overview and influences government on behalf of members and the civil engineering industry.



CECA SOUTHERN LTD DIRECTORS 2024/25

CECA Southern Ltd governs both CECA Southern and CECA South West. The Directors for CECA Southern Ltd for the administrative year 2024-25 are:

Chair

Alan Cox, BAM Nuttall Ltd

Vice Chair

Kevin Valentine, Knights Brown

Directors

Samantha Barratt, Barhale Ltd

John Breheny, Breheny Civil Engineering Ltd

Brian Crofton, Jackson Civil Engineering Ltd

Trevor Dodds

John Kinirons, J Murphy & Sons Ltd

Andy Pritchard, Tilbury Douglas (SW representative)

Tim Stedman, Four-Tees Engineers Ltd

CECA Southern Executive Director

David Allen

ceca CORE PillARS

CECA has produced its Core Pillars model which defines the key objectives on which CECA will deliver for its members in the future, as depicted below:



CLIENTS, POLICY & WORKLOAD - Creating Work Opportunities

CECA Southern has engaged with key clients and public/private sector bodies throughout the year to influence thinking and decision-making on infrastructure investment in the South.



CECA Southern Executive Director David Allen attending the Sub-National Transport Body Conference in February.



Above: CECA Southern Executive Director, David Allen, attended the first framework contractors forum, delivered by Neil O'Connell (Chief Engineer (Commercial and Contracts) at Hampshire County Council) and Jonathan New of Hampshire County Council. This in-person session was for the successful Gen5-2 and Gen5-3 contractors providing an opportunity to discuss forward workload, KPIs, the GEN 5 portal and topics that were relevant to both Hampshire and the industry. Looking at how all could work better together to maximise the benefit of value engineering and the use of two-stage tendering as appropriate to improve outcomes for all. It also provided a great opportunity for some networking and highlighted the need for industry to collectively lobby funding bodies and government to better assure client bodies that have to bid for capital funding and also to provide greater financial support for local authorities in addressing the resilience challenge that is as equally important.



Above; CECA Southern Executive Director David Allen with (L-R) Megan Primore, Katrien Goossens, & Jude D'Souza (Murphy Group), at *The Future of Local Growth in the South East* event in March.

Below: the West Sussex County Council Framework Launch - Lot 4/5/6/7 - March 2024.





CECA Southern attending a business dinner hosted by **Bill Esterson MP, Shadow Minister for Roads**, in May 2024. Simon White, in his role as Chair of CECA's Highway Maintenance Group, hosted this terrific opportunity to engage with the Shadow Minister on the eve of the General Election about the needs of CECA members operating in the sector and our clients. Some valuable discussions around maintenance backlog, funding mechanisms, skills and innovation, as well as the criticality of increased certainty and visibility, underpinned aligned strategy.

CECA Southern Executive Director, David Allen, attended the **DfT's SME supplier event** in Cambridge on 11 February 2025 where key client groups and T1s looked to connect with the region's SMEs.



Department
for Transport



CECA organised an in-person stakeholder event to allow **London Luton Airport's** expansion project to be presented to members with a view to delivering this £1bn+ opportunity. Above: Luton Rising Managing Director Nick Platts discussing the plans for the development of Luton airport that is currently going through a DCO process.



Above: **National Grid's** Senior Category Manager Tim Winnett attended our Members' Meeting in Dec 2024. Tim, in association with Richard Howell of Morrison Energy Services, provided an update to members on the Great Grid Partnership, which places their supply chain partners at the heart of their infrastructure upgrade programme.



Above: CECA Southern Executive Director David Allen supported the **Build Forward Alliance (BFA)** to deliver a panel event at the 2024 South Coast CPS Conference in Southampton on 14 November 2024. The alliance has been established to help generate better outcomes for those involved in the South Coast construction industry through a process of collaborative engagement and knowledge share. It is hoped that the increase in mutual awareness will unlock more value for the clients and better outcomes for all.



Above: Mark Boulton, Supplier Chain Manager – Strategic Resource Options (SESRO) attending our September Members' Meeting to provide an update to members on the earthworks scope for **Thames Water's SESRO project** for the new reservoir in the south-east of Abingdon, Oxfordshire.



Above: In September CECA Southern supported the **CITB SE civil engineering infrastructure event** for companies working in the civil engineering groundworks infrastructure sector with speakers talking about the opportunities available to procure on Gatwick Airport Northern Runway Project & VolkerFitzpatrick Southern Integrated FW 2024-34.

Right: CECA Southern Executive Director David Allen and CECA's Director of Operations Marie-Claude Hemming attended the Westminster Hall debate organised by **Jim Dickson MP** in support of the Lower Thames Crossing on 29 October 2024. Businesses, including some CECA members, came together to discuss how this infrastructure project would be crucial to boost trade, strengthen local communities, and make a substantial contribution to the South East and UK economy. The turnout showed the importance and widespread support for this transformative project.



HEALTH, SAFETY & WELLBEING - Creating A Safer Workplace

The majority of our focus on the Health, Safety and Wellbeing Core Pillar centres around diabetes safety. CECA Southern continues to promote the CECA funded diabetes safety training and the 'One Less' campaign encouraging members to become more aware of the risks around diabetes in the construction industry. Diabetes is a growing epidemic that isn't going away so we will continue to work closely with Kate Walker and her colleagues at the Diabetes Safety Organisation to promote this cause.

CECA Southern worked alongside CECA National on this year's **Stop. Make a Change** campaign, which focused Diabetes in Construction on how to protect the workforce on a practical level, but also around the impact on business in terms of the financial consequences. As part of the **Stop. Make a Change** campaign CECA Southern also worked with our fantastic NextGen team who produced a TikTok style video that can be used as part of a 'toolbox talk' raising awareness of the risks on site and what workers can do if someone starts having a hypoglycemic episode.



Stop.
Make a
Change.



Buried Services / Service Strike Mock Trial

On 10 December 2024 CECA Southern, in association with DAC Beachcroft, ran a mock trial in London concerning the prosecution of an employee accused of failing to ensure his colleagues' safety through his actions and omissions. Delegates heard evidence about company procedures and training that the employee did not follow.

The 'trial' simulated a Crown Court hearing, featuring an opening speech for the defendant. A judge (kindly acted by CECA Director of Operations Marie-Claude Hemming) summed up the evidence and delegates acted as the jury, deciding on guilt and sentencing.

By the session's end, delegates gained insight into the relevant laws and the challenges juries face in convicting organisations or individuals.



Heathrow

Making every journey better

CECA & HEATHROW'S SAFE DIGGING EVENT

On Tuesday 18 February 2025 industry professionals gathered at the Heathrow Employment & Skills Academy for an insightful Safe Digging Event focused on best practices and the latest advancements in excavation safety.

Heathrow is a client organisation that has taken utility service detection and protection to another level. Attendees engaged with real-life stories highlighting the risks of unsafe digging, alongside expert presentations on pre-construction risk assessment, legislation, and cutting-edge excavation techniques. Thought-provoking behavioural safety sessions encouraged a fresh approach to workplace safety.

The exhibitions and demonstrations showcased rapid technological advancements, including VR training, high-performance sensors, software and workflow tools, People Plant Interface detection, and Vac-Ex equipment - highlighting how innovation is transforming excavation safety.

With technology evolving quickly, staying informed is crucial. This event reinforced the industry's commitment to safety, equipping attendees with essential knowledge to prevent accidents and protect people and infrastructure.

Thanks to all our speakers and exhibitors.



Above: the CECA Southern team at the Heathrow Safe Digging Event, supported by CECA National Civil Engineering Director Peter Crosland.



SUSTAINABILITY & SOCIAL VALUE - Creating a Better Environment for All

CECA runs a number of sector and issue-specific industry groups which meet regularly throughout the year to discuss sector-specific topics and share best practice.

CECA Southern surveyed its members earlier in the year regarding the sector groups which received a favourable response.

CECA Southern currently helps support the CECA Environment Group. The group is well supported with 44 members from 31 CECA member organisations and they meet four times a year.

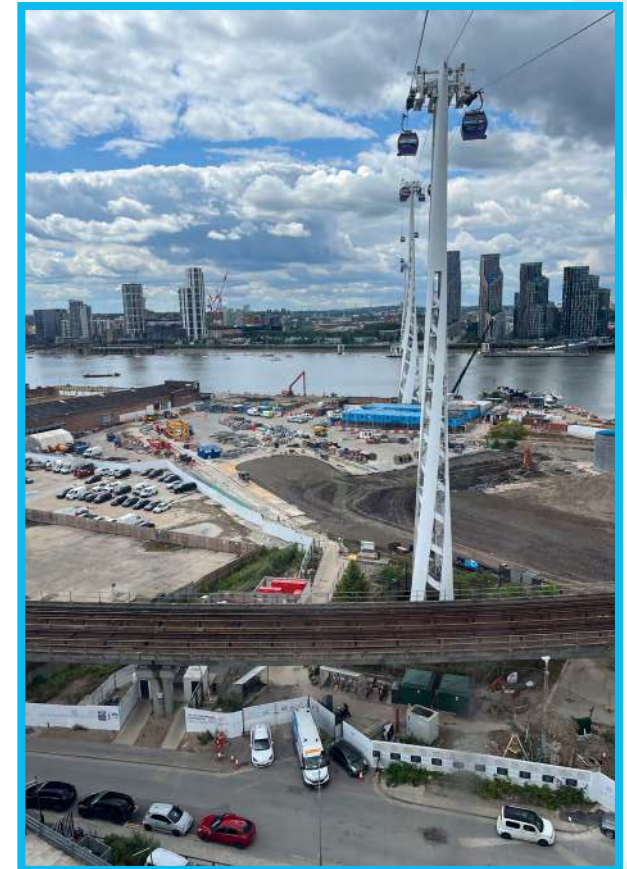
The Group has set up a number of sub-groups to work on carbon reduction for SMEs; chromium awareness; invasive non-native species; the circular economy; and avoidable waste in construction.



The CECA Environment Sector Group visited the **Silvertown Link Scheme** in London in June and were kindly hosted by the **RiverlinxCJV**.

The group, chaired by Robert McCarthy of BAM, received a presentation about this incredible bit of infrastructure before receiving an aerial view of the scheme from the Emirates Air Line Cable. They then met in a hybrid meeting to discuss current environmental issues impacting on our industry and the work streams that might be needed in developing greater understanding around them.

At the December meeting the guest speakers were Nick White, Principal Advisor - Net Gain, Natural England and Julia Baker of Mott MacDonald, who is a leading light on BNG (Biodiversity Net Gain). CECA Southern and the CECA Environment Group have also engaged with Norfolk County Council to discuss the barbastelle bats issue and Natural England's recently published Favourable Conservation Status and related implications.





On 12 November CECA Southern held an insightful webinar in collaboration with Richard Patterson, Procurement and NEC Specialist from Mott MacDonald. The session focused on the X29 clause within the NEC contract - a recent addition developed to support key objectives in infrastructure projects, such as sustainability, climate change adaptation, and carbon reduction.

As explained by Patterson, understanding and implementing X29 can be crucial for members who encounter this clause in future contracts. Despite its title, the 'Climate Change' X29 clause offers flexible applications, allowing for the establishment of targets across a range of metrics, including carbon emissions, biodiversity net gain, social value, and whole life cost. This adaptability makes X29 a significant tool for contractors and stakeholders aiming to enhance project outcomes in alignment with environmental and social sustainability goals.



CECA Environment Group members at the Silvertown Link Scheme site visit in June:

L-R - Robert McCarthy (BAM), David Allen (CECA), Aisling Reynolds (Keltbray), Helen Leyshon (Mott MacDonald), Melissa Bomford (Mackley), Daisy-May Yeomans (Balfour Beatty), Rachel Ffitch (Balfour Beatty), Hannah Messenger (Story Contracting), Michael Sharmah (Volkerstevin), Jonathon Hook (Murphy).

Working in the Wet 2024

CECA Southern was back at this great cross industry event hosted by the ICE to promote this sector in April. 'Working in the Wet' has become a key event for the industry. The 2024 event attracted over 200 attendees and more than twenty exhibitors, providing a platform for networking, knowledge sharing, and demonstrating the latest innovations in the field of maritime engineering.

CAREERS & RECRUITMENT - Creating a Talent Pipeline

CECA Southern Annual Awards 2024

The **CECA Southern Awards** showcase some of our remarkable people that include both new rising stars, as well as those that have already been shining a positive but sometime unrecognised light on our industry. Winners were announced at the CECA Southern Annual Lunch & Awards event on 30 June 2024 and received an inscribed memento and cash prize of £500. The Highly Commended winners received a cash prize of £250.



Above: the 2024 CECA Southern Award Winners, pictured with CECA Southern Chair Alan Cox.

CECA Southern would like to congratulate all those who entered the awards, where the standard of entry was higher than ever. We look forward to returning to the Brewery for the 2025 Annual Lunch in the summer.

Our 2024 Award Winners were:

- Most Promising Industrial Placement – **Abigail Howells (Jackson Civil Engineering)**
- Most Promising Apprentice Level 2-3 – **Scott Dickson (Blanchard Wells)**
- Highly Commended Most Promising Apprentice Level 2-3 – **Michael Roughley (Murphy)**
- Most Promising Apprentice Level 4-7 – **Emily Cole (Jackson Civil Engineering)**
- Highly Commended Most Promising Apprentice Level 4-7 – **Henry Jones (BAM)**
- Most Promising Trainee Quantity Surveyor – **Vivien Abazaj (Clancy)**
- Highly Commended Trainee Quantity Surveyor – **Barira Mubarak (Barhale)**
- Most Promising Trainee Civil Engineer – **Alex Dodd (Barhale)**
- Outstanding Contribution / Lifetime Achievement – **Robin Percy (Breheny)**
- Workplace Wellbeing Initiative – **BAM 'Suicide Awareness and Prevention'**
- Highly Commended Workplace Wellbeing Initiative – **Hochtief-Murphy JV 'Mental Health Matters'**
- Highly Commended Workplace Wellbeing Initiative – **Pod-Trak 'Workplace Wellbeing on Sites'**

Congratulations also to all those nominated for the CECA Southern Awards.

The calibre of entry was incredibly high across all categories and we wish to thank everyone who supported the event, in particular those taking the time to support their incredible people by submitting them for awards:

- Robert Crocker (BAM)
- Johsua Taylor (Knights Brown)
- Thomas Kelleher (BAM)
- Tony Camilleri (Mackley)
- Annabelle Parker (BAM)
- Matt Osman (Milestone)
- Shahul Hameed (Barhale)
- Zoe Bird (Murphy)
- Alexander Donald (Breheny CE)
- Kaylan McCabe (Murphy)
- Aron Boodhna (Browne)
- Cormac Rowe (Murphy)
- Riley Waller (Browne)
- Malcolm Attrill (Octavius)
- Grace Johnson (Clancy)
- Nicola Boczek (Octavius)
- Bruce Thornton (Jackson CE)
- Michael George (Octavius)
- Sam Rai (Knights Brown)
- Elliot Hargreaves (Octavius)



Above: Ruth Pott & Rhianwen Condron of BAM with CECA Southern Chair Alan Cox - winners of the Workplace Wellbeing Award for their Suicide Awareness and Prevention programme.



Above: CECA Southern Director David Allen attending the Kent Hill Park School Careers Fair in October, in association with Concrete Repairs Ltd.

CECA NEXTGEN SOUTHERN FOUNDATIONS GROUP

The **CECA NextGen Southern Foundations Group** brings together young civil engineers, technicians and construction personnel who work for civil engineering contractors in the Southern region. The Group promotes the civil engineering and construction industry to current and future generations and engage with like-minded engineering and construction professionals and companies who wish to attract young people into our industry.

The Group had a successful 2024 working with universities, school, youth groups and running interactive STEM activities. Our thanks goes to Josh Maney (Barhale) who successfully chaired the group in 2024 and congratulations to Hugo Wrampling-Pounsett (Four-Tees Engineers) who is the new Group Chair for 2024, along with Ryan George (Jones Bros) as the new Vice Chair.



Above: CECA Southern NextGen Foundations members Molly McMaster & Hugo Wrampling Pounsett attending Brockenhurst College Job Fair.

iConstruct Careers Event

Organised by the Hampshire Construction Training Association (HCTA), the iConstruct event was held at CETC & CEMAST at Fareham College on 17 October.



There were a total of sixteen schools attending, where the students were undertaking a 'project' in groups of 3 or 4, where they were given a brief and had to speak to different stakeholders and do some research, before presenting their proposals. Once they had delivered their presentations, or while they were waiting to present, they were directed into the room where the NextGen group and some other interactive groups were based.



In September 2024 Carys Hartigan, Hugo Wrampling-Pounsett, & Syed Samad Rizvi of the CECA NextGen Southern Foundation Group attended the **Southampton International Boat Show Careers Event**.

At the event the team engaged with visitors of all ages and career paths, promoting the role that civil engineering has in improving marine and coastal environments, as well as discussing their own experiences and career progression.





Above: The Group met up at Barhale's offices in St. Albans in April to discuss plans for the year ahead.



25TH sea WORK MARINE CIVILS

Left: CECA NextGen Foundations Group representing the future of the industry at the 25th annual Seawork conference in Southampton in June.

The Group had a stand in the careers fair section of the exhibition which was open not only to students but all visitors to the event. During the morning, the team spoke to students from varying age ranges about CECA and potential career opportunities in the industry; the students were interested in hearing about the Group members' individual experiences and roles within the industry and the opportunities available to new entrants in the infrastructure sector.

To get the students thinking about coastal engineering, CECA NexGen were able to borrow Southsea Coastal Schemes' wave tank for the day, and to provide practical demonstrations of how coastal defences work, and how they each impact on the coastal environment in which they are situated.

'SAMMI ON SITE' STORYBOOK

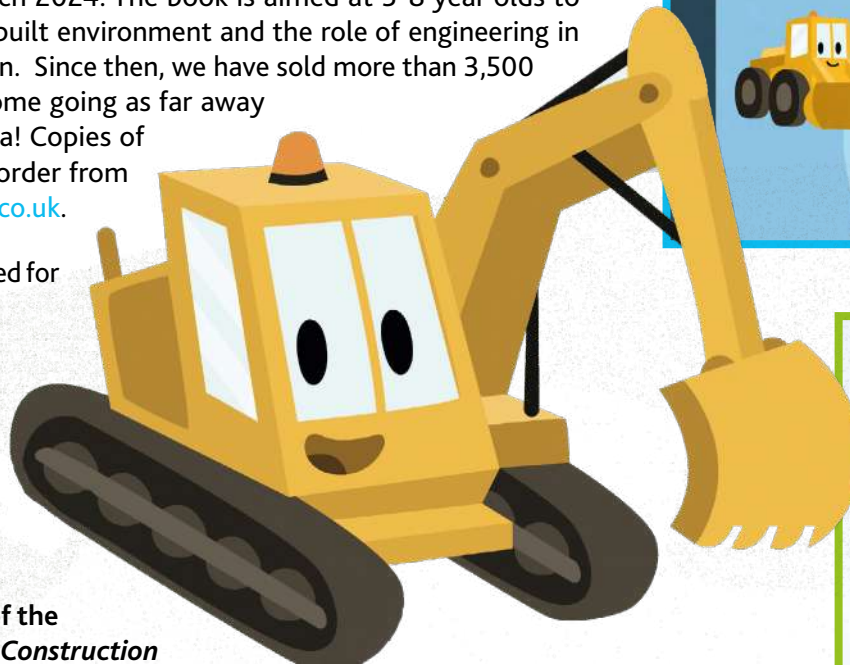
The NextGen's 'Sammi on Site' storybook was formally launched at the CECA Southern Ltd AGM in March 2024. The book is aimed at 5-8 year olds to ignite curiosity about the built environment and the role of engineering in creating the world we live in. Since then, we have sold more than 3,500 copies of the book with some going as far away as Cape Town, South Africa! Copies of the book are available to order from leonedonnelly@cecasouth.co.uk.

The storybook was shortlisted for two Awards in 2024:

- 'Excellence in Outreach' category of the Inspiring Women in Construction & Engineering Awards
- 'Outreach Initiatives of the Year' category for the *Construction News Workforce Awards*

They didn't win either Award, but we're extremely proud of the Group for the storybook to have been nominated. Riana Hattrell (who wrote the story) and Josh Maney (the 2024 Group Chair) also gave a brief presentation to attendees at our Annual Lunch & Awards event in the summer.

The Group had engaged with the Watford Brownies in 2023 when compiling the storybook for market research and visited the Brownies again in November to show off the final product. Each girl took a book home and was excited to read it to their family. The Group also went through a "Connect the PPE" game and got to try on some PPE too. The leader Anne is keen for the Group to come back with some more STEM games.





Above: the Group had engaged with the Watford Brownies in 2023 for market research when compiling the storybook, and visited the Brownies again in November 2024 to show off the final product. Each girl took a book home and was excited to read it to their parents and siblings.



Introducing the next generation to environmental awareness and civil engineering. Can you spot the protected animal species?

"We wrote this book to show the many jobs and roles in the industry. We love our jobs and hope this book can ignite curiosity about the built environment and the role of civil engineering in creating the world we live in." - Riana Hattrell, Charlie White, Anna Cox, Monica Chandran, & Josh Maney - authors of 'Sammi on Site.'



The production of 'Sammi on Site' was made possible through the kind sponsorship of the following CECA members:



SKILLS & TRAINING

- Creating a Skilled Workforce

To meet member demand, an enhanced high-quality training programme of free, or significantly discounted, training courses was offered to CECA Southern members.



Above: The 2024 CECA Southern/South West Management Development cohort undertook a series of six management development workshops with the opportunity to attain a Level 6 or 7 vocational qualification in construction.

Our Trainers:



**Robert Bilbrough
Associates Ltd.**



CECA Southern Executive Director David Allen attended the **Lower Thames Crossing Skills Hub Pilot Event** in support of the Gallagher Group Ltd and Flannery Plant Hire partnership. CECA Southern has signed up to the **Skills Hub Supply Chain Charter** which is designed to encourage collaboration across industry, educational institutions, and government agencies to develop and deliver a workforce with the targeted skills needed to deliver the pipeline of infrastructure projects across the region.

The new Skills Hubs will help tackle industry skills shortages and meet local workforce targets through Bootcamp style training, giving participants recognised qualifications and hands-on experience. A great day with insightful speeches from **Lord David Blunkett**, former Education and Employment Secretary, and **Skills Advisor for the Lower Thames Crossing, Kirsty Evans**, former Director for the Department for Education and Executive Principal of CITB and the National Construction College, and **Natalie Bonnick** MCIPS, Head of Supply Chain Development Lower Thames Crossing.



CECA Southern is supporting the **Oxfordshire and Berkshire LSIP initiative** to better integrate the needs of industry with the funding, education, training and recruitments processes. CECA Southern Executive Director David Allen has a seat on the Construction & Built Environment WDP (Workforce Development Panel), which is also made up of universities, colleges, private training providers, apprentices, graduates, contractors, subcontractors and industry/trade bodies. On 6 February 2025 a round-table was held about 'why is construction losing the battle for talent'.



NEC People Conference

CECA attended and presented at the 12th annual **NEC People Conference** on 18 June in London. There was a focus on the 'state of the industry' in terms of how well projects are managing to follow the rules of the NEC, and what issues they are facing. CECA's Director of Operations Marie-Claude Hemming addressed the conference with a consideration of the challenges we face as an industry and CECA's recommendation for the Government, including procurement, onerous clauses, payment, retentions and risk. David Allen and Paul Santer from CECA also attended to promote CECA membership and present on the key challenges being faced by our industry. Glenn Hide, GMH Planning, who delivers CECA's NEC Training models and produces our monthly NEC Bulletins, kindly hosted and co-ordinated the event for the NEC People Group.





Above: attendees at a CECA Southern Bid Writing Workshop, which took place in November at BAM's CityPoint office in London.



CECA members have been briefed at every stage of the development of the Procurement Act, which finally became law on 24 February 2025.



Procurement Act 2023 Webinar

CECA Southern hosted a webinar on PA23 for CECA members on 1 October on what the potential implications to our members will be. With experts from Burges Salmon providing a quick overview of the act (as it currently stands) that has now been delayed until February 2025 before going live. The impact on members could potentially be onerous as it covers the award, entry into and management of a public contract including options to debar contractors directly or as a consequence of poor performance by their supply chain and will also challenge already stretched public client bodies trying to manage the processes behind it.

CECA Southern Lunch & Awards

We were delighted to welcome so many members and guests to our Annual Lunch and Awards Event which took place at The Brewery, London on Friday 28 June. Our flagship event brought together 400 people for the biggest networking event of the CECA Southern calendar.

Thursday 6 June 2024 marked the 80th anniversary of the D-Day landings. The D-Day landings of 6 June 1944 was the largest seaborne invasion in history. Along with the associated airborne operations, it marked the beginning of the liberation of France and Western Europe. Whilst recognising that the CECA Southern Lunch was not the event to formally commemorate the 80th anniversary of the D-Day landings and other battles of 1944, we looked to subtly reflect the importance of these events to the present day. We were therefore delighted to welcome The Lollipops as our guest act. The Lollipops are a leading female vintage vocal trio from London specialising in 1940s/ WWII events, as well as the 1950s and 1960s.

We were delighted to support Construction Youth Trust as our charity at the event, a social mobility charity that inspires and enables young people to reach their full career potential by connecting them with employers and opportunities in construction and the built environment.

With thanks to our 2024 headline sponsor:



& with thanks to our sponsors:



Above and below: CECA Southern members & their guests gathered at the Brewery in London in June, and were entertained by period vocal group The Lollipops (left).





Working for Infrastructure

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CECA Southern

Photo credit: Gull Wing Bridge, Lowestoft -
courtesy of Farrans & Suffolk County Council.

