

Dave Holder

Director General Manager

HTC | WOLFFKRAN

New Talent In Our Industry

UK Customers demand high quality products along with trained and competent personnel.

These demands are supported by:

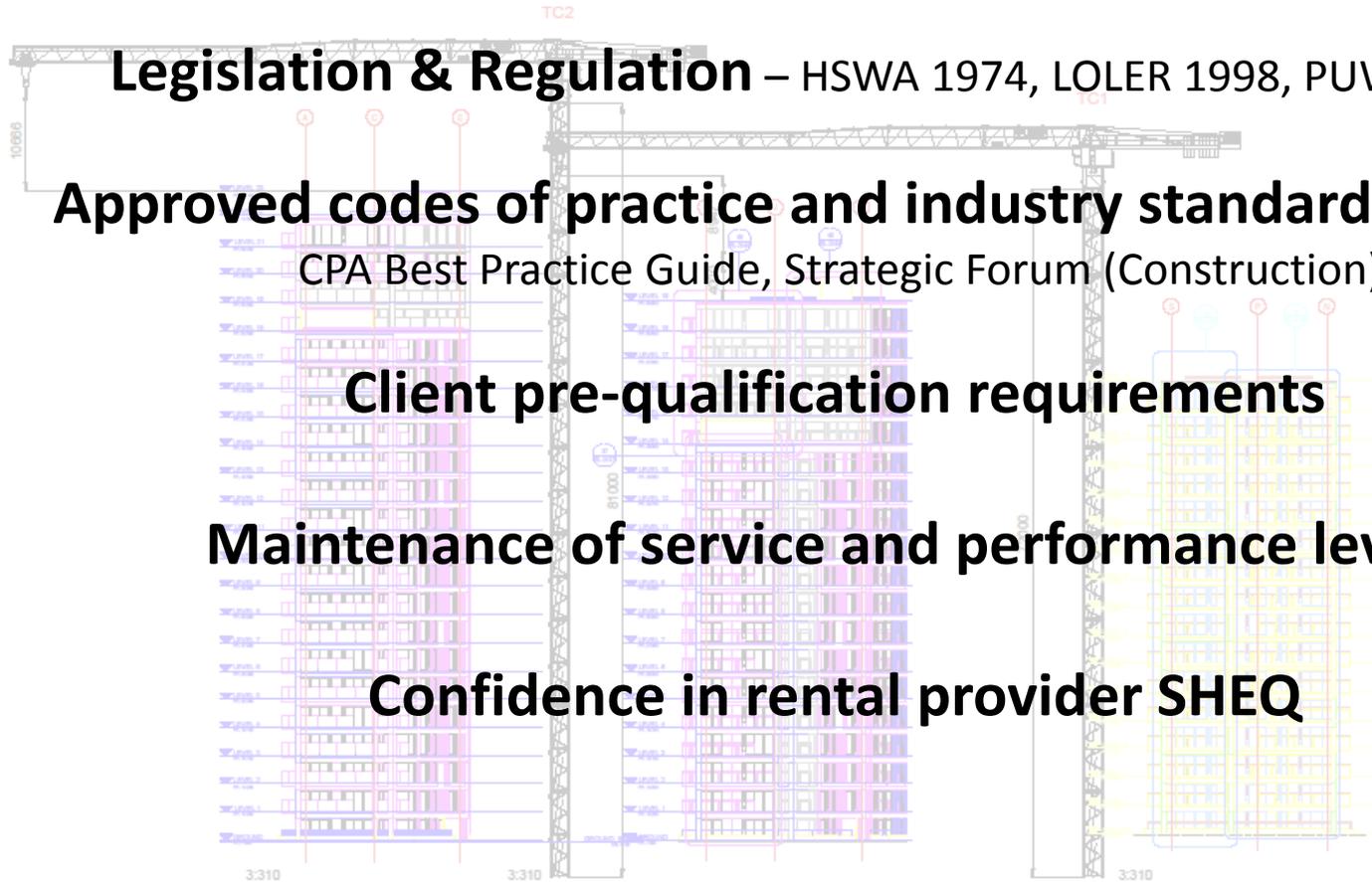
Legislation & Regulation – HSWA 1974, LOLER 1998, PUWER 1998

Approved codes of practice and industry standards – BS 7121, CPA Best Practice Guide, Strategic Forum (Construction)

Client pre-qualification requirements

Maintenance of service and performance levels

Confidence in rental provider SHEQ



GENERAL NOTES
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SPECIFIC NOTES
ALL ADD LEVELS TO BE CONFIRMED.
TC1 TO BE RE-ERECTED AS TC2.

TC1 DETAILS

CRANE MODEL	WH9031.8
JIB LENGTH (m)	88
TOWER HEIGHT (m)	72.0
ROPE FALL OPERATION	2
SAFE TYPE	TYPE D
BASE LEVEL (m)	3.310

TC2 DETAILS

CRANE MODEL	WH9031.8
JIB LENGTH (m)	88
TOWER HEIGHT (m)	81.0
ROPE FALL OPERATION	2
SAFE TYPE	TYPE F
BASE LEVEL (m)	TBC

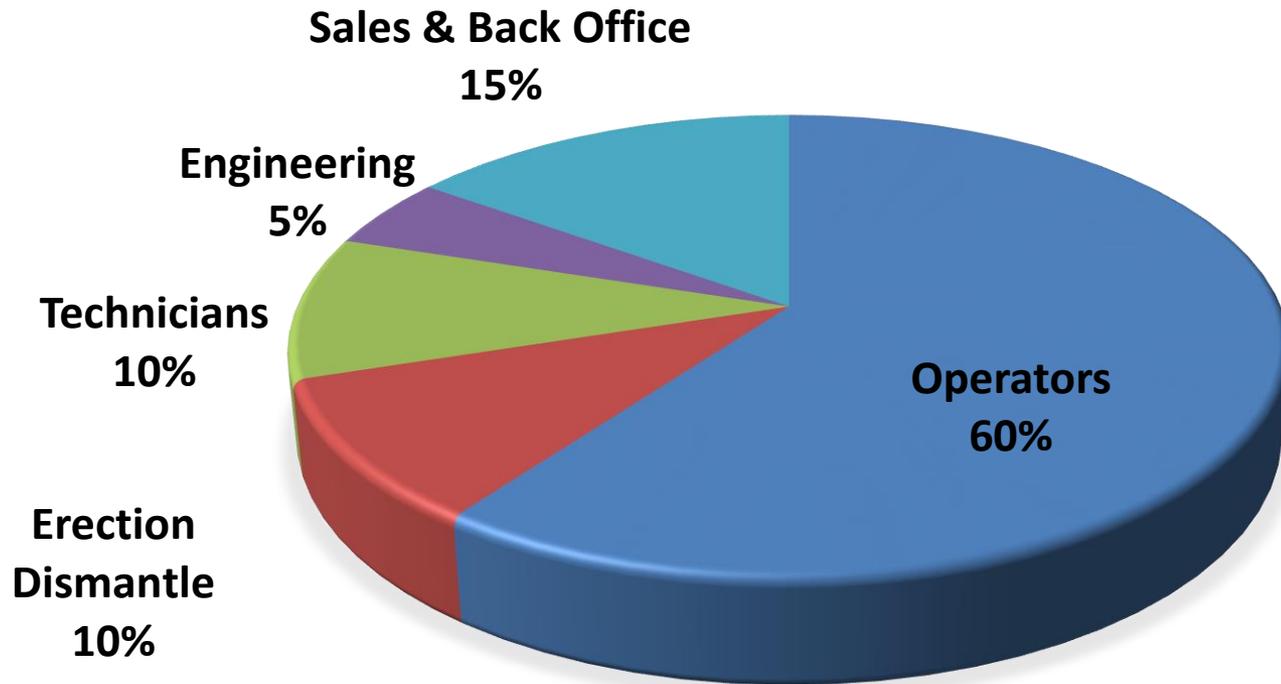
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Rev.	Authority	Notes	Drawn
Client:		Berkeley Group	
Project:		Riverside Phase 6	
Title:		Preliminary Tower Crane Elevation - 2 Crane Scheme	

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Drawn by: A Webster Date: 27/11/14
Scale: 1/500 @ A3 Checked by:

In the last 12 months, HTC have added 20 new industry entrants to our workforce of 356 equating to 5.6% of our total personnel. The majority replace Retirees and Leaver's within the operational areas identified in the chart.



UK STATISTICS

Tower Crane Operators

70% of tower cranes in the UK are hired with an operator provided by the rental company

Erection & Dismantle Personnel

65% of all tower crane operations are executed by the rental company's directly employed staff.

Technicians

65% of all tower crane repairs are carried out by the rental company's directly employed staff.

Engineering Support

90% of all tower crane engineering support services are carried out by the rental company's directly employed staff.

Directly Employed Staff

For:

- Operational Control – Planning jobs, WTD compliance
 - Training & Competence – Controlled, Reviewed, Progressed
 - Pride, Care, Conscientiousness
 - Product Care
 - Team Spirit – Camaraderie
 - Customer Perception
 - Operational Smoothness

Against:

- Flexibility on working hours & conditions
 - Labour Cost – Vans, Tools, Training, Holiday Cover, Sickness, Pension
 - Flexibility during periods of inactivity – bad weather, market downturn

Required Personnel Characteristics:

- **Timekeeping** – Crane operator is essential to project – E & D is personnel dependant
 - **Able to meet medical requirements**
 - **Comfortable at heights**
 - **Flexible to short notice changes**
 - **Comfortable working away from home**
 - **Loyalty**
 - **Literacy & Numeracy skills** – Charts- Manuals
 - **Good spatial awareness** – Large Plant & Machinery

Why Tower Cranes ?

- **Excellent financial rewards**
 - **Specialist niche industry**
 - **Travel opportunities**
 - **Excellent career prospects**
 - **Responsibility**
 - **Progression - Supervisor – AP – Management**
 - **Opportunity to meet friends for life**
 - **Satisfaction – Project completion - Pride**

How do we do it ?

- Selection
 - 12 Weeks at CITB College
 - 20 Weeks as a “Buddy”
 - NVQ Registration & eventual accreditation, 1-2 years
 - Multi crane project deployment
 - Solo deployment
 - Progression – Supervisor – AP - Management

Future Training Aspirations

Entry Level Engineering Qualification - ONC in Civil, Mechanical or Electrical Engineering for all operational staff.

Progression to HNC for above trades

SMSTS – Site Manager Safety Training Programme

SSSTS – Site Supervisor Safety Training Programme

Vision

...through the deployment of high-performing teams HTC Wolffkran will safely deliver on a consistently high level, becoming the number one choice of customers who share our values and spirit.

Strategy "...to be recognised as the lifting partner of choice by the creation and implementation of;

- Fully empowered teams who understand the contribution they make to HTC Wolffkran and our customers
 - Robust measurement of our operational effectiveness
 - Industry leading processes and relationship management

Quotes from successful apprentices

“The best decision I’ve ever made, it turned my life around”

Andrew Marcombe, Operator

“I look forward to going to work everyday”

Josh Norton, CAD Technician

“ It’s a very interesting topic, it’s not an expected career for a woman”

Victoria Harvey, Operator

“I have a real sense of achievement along with an excellent career path through the industry”

Matthew Kitchen, Electrician

“I was overjoyed and honoured when asked to become Director & General Manager of the business I joined as an apprentice over 34 years ago”

Dave Holder, Director General Manager HTC Wolffkran