

Issue 15, Winter 2021



# Leiths NEWS

The newsletter of Leiths (Scotland) Ltd

*Produced for our Employees, Customers and Colleagues.*

## MAJOR INVESTMENT AT BLACKHILLS QUARRY



page 4

Also featured in this issue

Precast Division produce concrete  
plinths for Mar Lodge Estate



page 5

Fyfe Glenrock receive "highly  
commended" nomination at the  
2020 Natural Stone Awards



page 8

The Life and Retirement of  
Louie Gray



page 14

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# Welcome to Leiths NEWS

## In this issue

Salt Distribution	p3
Concrete Supply to New Salmon Farm	p3
Major Investment at Blackhills Quarry	p4
Kishorn Port welcomes the Grand Canyon III	p5
Mar Lodge Estate Victoria Bridge	p5
Civil Engineering & Surfacing Update	p6
Lawrie Demolition Project Update	p7
Markon Signs Division carry out the Installation of Signs to Morrisons Stores	p7
Fyfe Glenrock receive "Highly Commended" Nomination at the 2020 Natural Stone Awards	p8
Aberdeen Harbour Expansion Project Progresses	p9
Near Miss Reporting has Changed	p10
Mental Health First Aid	p10
Quarry Safety Passport Course	p10
Slips, Trips and Falls	p10
Aboyne and Mid-Deeside Community Shed	p11
Health and Wellbeing Community Update	p11
Mark Robinson MC500 Motorcycle Fundraiser for NERVS	p12
Liam Fullerton (Montrose Precast) Success in Martial Arts	p12
Long Service Awards throughout 2021	p13
Leiths Upgrade to Weightsoft 5	p13
A fond farewell to Louie Gray	p14
Employee Referral Scheme	p15
Competition & Last Issue's Winner	p15

## Message from the Chairman



Thankfully, it would appear that we are recovering from the worst of the COVID 19 pandemic and due to your support, have weathered one of the most challenging periods in the history of the Company.

As this recovery continues, Leiths and the business community at large now face several challenges. Supply chains have been stretched leading to shortages in some of the goods and services upon which we rely for the manufacture of our own products. Fuel, gas and electricity prices have spiralled to record levels and I would ask all our people to take every opportunity to reduce our energy demand. Switching off non-essential lights and appliances and reducing engine idling time are two easy wins that will help reduce our costs and our carbon footprint.

Our Contracting businesses, including Markon and Lawrie Demolition are particularly busy at the present time - another post-COVID feature as our customers attempt to catch up on contracts that inevitably slowed down during 2020/21.

The supply of concrete to the Accropode factory and the Crown Wall at the Aberdeen Harbour contract has now been completed. Van Oord recently acknowledged the exemplary service and quality of our supplies, and I would like to add my personal thanks to all involved. NQP Ltd, our joint venture with Breedon has been notably successful in this respect, with some 35,000m3 of ready mixed concrete left to be supplied.

Having secured additional reserves at Blackhills Quarry, we have now completed a major upgrade to our aggregates processing plant. This completes the multi-million pound investment programme in all our activities at Blackhills, ensuring that it continues to be well placed to service the Aberdeen construction market for many years to come.

I must take this opportunity to personally thank Louie Gray for his outstanding service and commitment to the Leiths business over the last 40 years. Louie was our longest standing Manager/Director and has been invaluable to me as the Company has grown since I started out in the early 1970's.

I wish you all a Very Merry Christmas.

**Ian Leith**  
Chairman

### Get in Touch!

Leiths News is published for employees, customers and colleagues of the Leiths Group and its associated companies. Leiths News will be published on a regular basis but we can only do this through the contributions of articles and features from our employees. If you have any comments, ideas for stories, or pictures for future issues, please get in touch.

I hope you enjoy this edition of Leiths News and thanks to everyone who has contributed so far.

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## SALT DISTRIBUTION

It's that time of year again when Councils start to stock up with salt for their winter gritting operations in advance of the freezing weather setting in.

Salt is taken into Aberdeen and Buckie Harbour from Teesport and Ireland on ships carrying anything from 2,500t to 8,000t at a time. Our distribution team here in Cove work with Aberdeen, Aberdeenshire, and Moray Councils to distribute the salt from the harbours to the various depots located throughout the North East of Scotland.

Time is costly for a ship docked in a harbour so off-loading as quickly as possible is a key priority. Our distribution team have to organise a sufficient number of lorries to ensure there is a constant flow of salt going from the harbour to the Council depots. It is from these depots the Councils load their gritters with salt ready to treat our roads during the winter months.

During harsh winters it is common for us to be distributing up to 100,000t of salt to ensure the road network is kept gritted and safe for driving. That is the equivalent amount of salt contained in 227 billion packets of crisps!



## CONCRETE SUPPLY TO NEW SALMON FARM

**LEITHS HAVE COMMENCED CONCRETE SUPPLY FROM THEIR RECENTLY COMMISSIONED MOBILE CONCRETE PLANT AT KISHORN QUARRY TO NOFITECH, FOR THE CONSTRUCTION OF A NEW RECIRCULATING AQUACULTURE SYSTEM.**

The Scottish Salmon Company awarded Nofitech the contract to design and build the system which is an indoor land-based aquaculture system that allows fish to be reared for longer in freshwater tanks before being moved to marine sites.

The project involves the construction of two large concrete buildings each with two Recirculating Aquaculture Systems. When complete the buildings will be 16m and 20m in diameter, with each accommodating four tanks. The buildings are to be constructed of reinforced concrete with the tank walls serving as the external walls and are supported by the foundation slab. The total concrete requirement for this project is 4,500m<sup>3</sup>.

Following successful laboratory and production trials, with the aggregates and crushed rock fines produced at Kishorn Quarry, concrete supply for the foundation slab commenced on the 5th of October with 1,600m<sup>3</sup> supplied over 11 pours during a four-week period. Concrete designed with 50% cement replacement using Ground Granulated Blast Furnace Slag was necessary to comply with the XS1 exposure class specified for reinforced concrete in coastal areas, providing a lower Co2 embodied concrete. Concrete supply for the walls commenced the 2nd week in November and will continue over the coming months with each wall pour taking 80m<sup>3</sup>.

Having our mobile Concrete Plant on site with our locally available aggregates and replacing CEM I with Ground Granulated Blast Furnace Slag, Leiths were able to supply a concrete with significantly lower levels of embodied Co2 with savings of over 840t of Co2 providing a more sustainable and durable concrete.





## Major Investment at Blackhills Quarry

**Situated near Cove, Aberdeen, Blackhills Quarry has been operational within the Leiths Group since the late 70's. During this period, we have extracted over 15 million tonnes of high-quality Granite. The quarry produces a wide range of construction aggregates as well as rock armour, ready mixed concrete, and asphalt materials.**

Both the location of the quarry, which is only 200m from the North Sea, and the attrition of the particularly hard granite, means that wear and corrosion play a significant part in plant longevity of this busy quarry. As a key producer within the Leiths Group, the time was right to renew our fixed crushing and screening plant to support our onsite concrete and asphalt plants.

The upgrade work started with installing a new reclaim tunnel system which feeds primary crushed rock to a new 50t surge hopper that in turn feeds a large secondary crusher.

The secondary crushed material is then fed over a Sandvik SC2472 Circular Motion Screen which splits the rock into three size fractions plus a Type 1 Sub Base. From the large holding hoppers below, the rock is fed into three Tertiary cone crushers with a fourth Quaternary cone crusher to balance production requirements of specific aggregate

sizes when needed. These reliable and efficient crushers produce aggregates ranging in sizes from 32mm down to dust. From these crushers the material is conveyed up to our final screening station where the aggregates are passed over three large Sandvik (1x SC2462 and 2x SC2472) screens which sort the aggregates into their respective size fractions storing in large hoppers below.

From these holding hoppers the aggregates can be either fed directly into the asphalt plant or loaded into dumpers or road going tippers for stocking for onward delivery to customers.

As part of our continuing commitment to energy efficiency, every effort was made to design in the most energy resourceful technology throughout the new processing plant.

Variable speed drives were used wherever energy savings could be made. Control logic maintains the plant at an optimum throughput to minimise stop-start running and the need to run empty plant and machinery. Feeding the freshly crushed aggregates and dust directly into the asphalt plant from the storage hoppers optimises fuel consumption and production throughout, as well as emitting less carbon into the atmosphere.

This significant project demonstrates our ongoing commitment to investment and ensures we continue to exceed the elevated levels of quality and service that our customers have come to expect.



# Kishorn Port welcomes the Grand Canyon III

IN AUGUST THE PORT WELCOMED THE GRAND CANYON III, AN OFFSHORE SUPPORT VESSEL, FOR LAYOVER AND RE-SUPPLY.

The 128m long, 12,500 tonne vessel had been undertaking cable trenching work for a new 11 mile long undersea electricity connection between Skye and Harris. The original connection had been damaged in October 2020 leaving Harris and Lewis cut off from the national electricity grid.

The port assisted with the loading of stores and a change of crew.

The vessel is pictured at the dry dock quay close to the Voyageur Sprit FPSO moored in the dry dock.



## Mar Lodge Estate Victoria Bridge

THE TEAM AT LOCHTON PRECAST HAVE RECENTLY COMPLETED PRODUCTION OF CONCRETE PLINTH BLOCKS DESIGNED TO PROTECT THE NORTH PIER ON THE VICTORIA BRIDGE AFTER SUFFERING STRUCTURAL DAMAGE DURING STORM FRANK IN 2015.

Victoria Bridge is the early 20th century lattice girder bridge over the River Dee at Mar Lodge on the Mar Lodge Estate, Aberdeenshire. This bridge, built in 1905, replaced an earlier wooden bridge built in 1848 by the Duke of Leeds during his tenancy of the estate. The archway at the south end of the bridge bears '1848 Queen Victoria 1848' on the south side and '1905 Edward VII 1905' commemorating the construction of both bridges and the reigning monarch at the time.

The bridge is due to be totally dismantled piece by piece and taken off site so that new cast iron sections can be installed to replace those damaged by the storm. The entire structure will also receive a new coat of paint and restored to its former glory allowing members of the public to make full use of the crossing once again.

This is a challenging project with each plinth block having its own individual shape, so timber moulds were manufactured to suit each section, and steel reinforcement cages were bent and tied to fit the moulds. Bending the plywood for the moulds and the steel proved to be difficult and took some time with the more intricate shapes. Due to the current climate with the shortage of timber and increasing costs, sourcing materials suitable to complete the job was also a big challenge. The way each unit pieced together the tolerances were tight

so there was really no room for error with the dimensions and angles.

To ensure the units had been made correctly, the team did a trial layout in the yard at Lochton before delivery. The client specified a darker concrete than our normal grey so, following a number of production trials, pigment was used to keep the colour to the client's requirements.

Working with Taziker and to tight delivery dates, the Lochton team completed their part in the project and the units were successfully delivered and installed on the north pier before the deadline date.

With all other work now underway, the bridge will be closed to pedestrians, cyclists, horses and vehicles until December 2021. The nearest alternative crossing to access Mar Lodge Estate is at the Linn of Dee bridge, three miles west of Victoria Bridge.



# Civil Engineering & Surfacing Update

It's been an extremely busy period for the Leiths C&S Division since the last edition of Leiths News in the Spring.

The division has completed over 150 contracts throughout the country with works ranging from LIDL and CO-OP stores throughout the central belt for Dickie & Moore; new health facilities in Skye for David Smith; substantial overlays for Highland Council in the Badenoch and Strathspey region; surfacing for Distillery owners Chivas and WM Grant throughout Moray, and housing sites in Aberdeenshire for JKR.



New Volvo Paver



Aberdeen Beach Boulevard

## Aberdeen City Council – Carriageway Resurfacing

Leiths Aberdeen based squads, led by Foremen Andy Kennedy and Chas Mackenzie, have continued to resurface many sites for Aberdeen City Council as part of their framework contract with over 12000t of material over 20 sites laid through the Summer and early Autumn months.

The most notable of the projects was at the beach esplanade where works were required to be completed ahead of schedule due to the imminent arrival of some 100 cyclists!

## New ALDI Store Portlethen Retail Park

Leiths Civil Engineering Division recently completed the groundworks to the new ALDI store in Portlethen. Undertaking the works for Burns Construction, the existing front car park was milled and resurfaced with 500 tonnes of hot rolled asphalt, new slabbing, kerbing drainage, and bollards. Internally, new foundations, drainage and utilities were installed to suit the new shop layout. The back the existing yard was excavated, prepared, and a new concrete yard was constructed.

Under a separate order, ALDI instructed Leiths to construct a new ramp into the building for deliveries.

Completion of the works were time critical to coincide with ALDI opening dates for the store and this was achieved, largely helped by Leiths ability to supply concrete despite recent shortages with cement deliveries. The works came in ahead of time and to the high standard expected by the client.



## Billy Miller Findrassie

Leiths Surfacing Moray squads have recently started two new housing sites for Billy Miller. The sites at Findrassie, Elgin for Barratt homes, and Knockomie Braes in Forres for Springfield Properties, involve some 5000t of base course, 3500t of binder course and 6000t of surface courses, the majority of which is hot rolled asphalt.

Both sites have had good starts and the ariel photo above shows some of the base and binder laid at the Findrassie site.

**New member of the Team:** We are also pleased to announce the return of Sean Cocker as our Asphalt Manager for Surfacing, home from his 10-year spell working in the Middle East. Sean will be looking after all our surfacing works throughout Scotland, ably assisted by surfacing supervisors Andy Towns in the North and Scott Reid in the Grampian area.

# LAWRIE DEMOLITION HAVE BEEN WORKING HARD OVER THE SUMMER MONTHS COMPLETING A NUMBER OF LOCAL PROJECTS

## TRAFALGAR HOUSE DEMOLITION ON BEHALF OF FARO CAPITAL

When London based property group Faro Capital Ltd decided that their Trafalgar House property on Hareness Road, Aberdeen was no longer feasible to maintain or divide into smaller sections, they contacted Lawrie Demolition for advice.

Following discussions over a number of months Faro appointed Lawrie to remove the asbestos and then demolish the offices. Lawrie assisted Faro with gaining the demolition warrant and the termination of all services prior to works commencing.

Once the asbestos was removed from the stairwells of the original concrete building, Lawrie began the process of stripping out the interiors back to the concrete shell in preparation for mechanical demolition. Excavators fitted with hydraulic pulverisers began the dismantle of the concrete frame, reducing the height and processing the concrete to remove the reinforcing, prior to processing the concrete for recycle.

The soft stripping works began in the second 4 storey steel framed building, removing all fixtures and fittings, to leave only the steel frame ready for mechanical demolition. A specialist 30m high reach machine, fitted with hydraulic shear attachment, reduced the metal frame with the materials being processed on site prior to removal for recycle. The concrete floors, lift shafts, foundations were all broken out and processed for recycle.

The project took 7 months to complete with a recycle percentage of materials calculated at 96%.



## UNION TERRACE GARDENS WORKS FOR BALFOUR BEATTY

Lawrie Demolition were approached by Balfour Beatty to advise on the removal of the concrete slab above the iconic arches at Union Terrace Gardens in Aberdeen after the original slab had been deemed unfit for purpose for the new development.

Following discussions with site structural engineers, a plan was set out that would allow approximately 20m of slab to be lifted out in each visit, which would allow Balfour to repour the new slab prior to each phase of removal.

A series of temporary works were installed at each arch, which allowed Lawrie to cut the 250mm slab into sections approximately 6m<sup>2</sup>. Each section was cored to allow slinging for lifting. As the space available to work was extremely tight, the use of a crane would not be viable. With this in mind Lawrie used a specialist zero swing tail excavator to lift the sections of slab onto our roll-on-roll-off skip lorry and the materials were removed to our Joss Quarry at Lochills for recycling.

Once each phase was completed, Balfour Beatty would pour new concrete and form the new walkway above the arches. In total, approximately 192lm were removed in the original scope. As a result, and with the success of this phase, Lawrie were awarded additional floor removal works.



## Markon Signs Division carry out the installation of signs to Morrisons' Stores

THE CUMBERNAULD BASED DIVISION HAVE COMMENCED SIGNAGE INSTALLATION WORK IN PARTNERSHIP WITH BUTTERFIELD SIGNS.

The main works involve foundations, concrete, post and sign installations. The contract is a roll out to all Morrisons' stores across the UK. Markon Signs will install the "Click & Collect" signage across Scotland and the North of England, with the contract due to complete by the end of the year.



# Fyfe Glenrock receive “Highly Commended” Nomination at the 2020 Natural Stone Awards

Fyfe Glenrock were delighted to receive a ‘Highly Commended’ nomination for the Natural Stone Awards 2020 in the Landscaping Category, for the supply of Corrennie Pink Granite and Black Whinstone for The Peterloo Memorial, Manchester. (Cover Story of Issue 13 of Leiths News).



The Awards celebrate and recognise the excellence of design in natural stone projects from across the industry. They provide a chance for the industry to showcase the wide range of applications possible with natural stone and to demonstrate that it is the ideal building material, providing architects, designers and clients with a sustainable, durable and attractive end product.

The Awards are split into nine categories:

- **New Build - Modern Style Stone Cladding**  
Any project that features non load-bearing natural stone cladding as covered by BS 8298.
- **New Build - Traditional Style Stonemasonry**  
Any project that features load-bearing natural stone.
- **Repair & Restoration**  
Any project that involves the repair and restoration of natural stone on part of a building or the building as a whole.
- **Interiors**  
Any project that uses natural stone within an interior setting, including domestic, commercial and high-end residential.
- **Landscaping**  
Any project that involves the use of natural stone in landscaping, whether it be public realm, commercial or private projects.
- **Craftsmanship**  
Any project that displays a high standard of stonemasonry craftsmanship.
- **Carving, Lettering & Sculpture**  
This can be a new commission, replacement or part replacement of the original which has become disfigured or lost.
- **Technology Innovation**  
Any project that displays the use of technology (computers and other machinery) in the creation or carving of natural stone projects of all description.
- **Sustainability**  
Any project that displays positive elements of sustainability, for example, re-use of materials, use of local materials or environmentally conscious project management.



The glittering Awards lunch where the winners are normally announced was scheduled for 4 December 2020 in London but, of course, that could not take place because of the coronavirus pandemic restrictions. Instead, Stone Federation Great Britain, which runs the Awards, decided to go digital and hold an online event.

The full event can still be viewed on YouTube: <https://youtu.be/Gzd-kQzZh4o>

**Well done to all those involved at Fyfe Glenrock.**

# ABERDEEN HARBOUR EXPANSION PROJECT PROGRESSES



**WE ARE PLEASED TO REPORT THAT OUR JOINT VENTURE WITH BREEDON, TO SUPPLY CONCRETE TO THE ABERDEEN HARBOUR EXPANSION PROJECT, IS GOING WELL AS WE PROGRESS TOWARDS THE END OF SOME MAJOR MILESTONES.**

With some 70,000m<sup>3</sup> of concrete supplied up to the end of October 2021, we are now nearing the end of two main focal areas of supply.

The Crown wall, which sits on the North Breakwater, acts as a protective barrier from the aggressive North Sea overtopping into the harbour. The wall consists of 62 individual sections stretching the length of the 600m breakwater. Each section poured required 440m<sup>3</sup> (1,100t) of concrete which needed to be continuously supplied. As the wall construction progressed it is topped with a massive cope, each containing a further 220m<sup>3</sup> (550t) of concrete taking the full wall height to 12m. It's not until you are standing beside it that you fully appreciate the size and scale of this structure.

The other significant supply was to the onsite Accropode factory which is sited at the South compound. The Accropodes are unreinforced concrete objects designed to resist the action of waves on breakwaters and coastal structures. The units being manufactured for the project were 8m<sup>3</sup>, 12m<sup>3</sup> and 16m<sup>3</sup> in size, or for those who understand weight better 20t, 30t and 40t respectively.

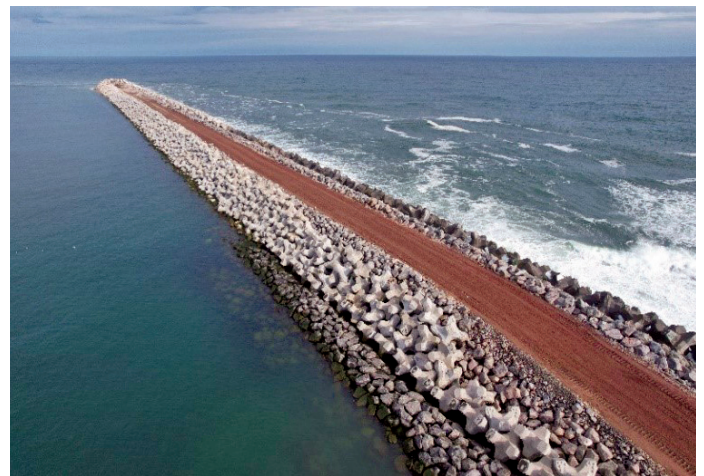
The concrete is pumped from our delivery vehicles into the massive Accropode moulds which sit on a carousel unit. As each mould is filled it moves around the carousel and is stripped after just 24 hours of being poured.

Achieving the daily supply target of 360m<sup>3</sup> permitted Van Oord to manufacture 31 Accropodes each day. The supply has now been concluded with a total of 2,262 units made. These are now being used to complete the construction of the South Breakwater.

What can't be understated is the technical and operational work that goes on behind the scenes to design, manufacture and deliver such high performing concrete mixes suitable for these applications. Its credit to both teams from Leiths and Breedon for their knowledge and expertise which has been instrumental in the project's success to date.



Accropodes on South Breakwater



Accropodes on South Breakwater



Crown Wall with Cope Construction

## Near Miss Reporting has Changed

In March 2021, the HSEQ team rolled out an online version of the Near Miss & Incident Report Cards. These QR codes have been displayed throughout the Group and act as a way to get your message to the HSEQ team instantly, rather than waiting days for your paper card to make its way back to Rigifa.

The QR codes do not replace SharePoint, which is still our primary method of recording and monitoring Incidents and Near Misses, but it does give you another easy to use and efficient way to feedback your observations to the HSEQ team – simply use the camera on your smartphone to follow the link and fill out the form.

**If you have any questions on how to use the system, please get in touch with the HSEQ team by emailing [hseq@leiths-group.co.uk](mailto:hseq@leiths-group.co.uk) or call Ross Cameron at 01224 293248.**



## MENTAL HEALTH FIRST AID

Just as CPR helps to provide life saving assistance to someone having a heart attack, Mental Health First Aid helps to assist someone experiencing a mental health issue and could be just as effective in saving a life.

We recognise the importance of maintaining a healthy mind and the challenges presented during the COVID pandemic. With depression, anxiety and stress common in society, we have begun a programme of training personnel as Mental Health First Aiders in an attempt to provide support.

These Mental Health First Aiders are trained in assessing the likelihood of individuals being at risk and they will listen nonjudgmentally whilst providing reassurance and information. The Mental Health First Aiders will be best placed to encourage individuals to seek help confidentially.

We will be alerting you of who these Mental Health First Aiders are in the workplace and how you can contact them in due course.



## QUARRY SAFETY PASSPORT COURSE

This year has seen a number of developments in relation to how we deliver in-house training courses, with remote learning used at the beginning of the year through to limited attendance at training courses delivered face to face.



Maintaining the competence levels of our personnel throughout the Group has always been important to the Board and, with the onset of COVID, the delivery of training courses had to be reviewed and adapted.

During the lockdown at the beginning of 2021, remote learning was used effectively allowing larger groups to attend training sessions whilst remaining safe, but this was always going to be a short-term solution.

We are fortunate that in-house training courses can be delivered at three locations: Mid Lairgs Quarry in Inverness, Markon in Cumbernauld, and at the new Training facility at LochHills Quarry, Aberdeen.

The Mineral Product Qualification Council Quarry Safety Passport Course is one of the Industry recognised courses that is delivered in-house, and continues to be successful in informing the attendees of the requirements of working within quarries and extractives industry.

Contracting personnel have received Construction related courses on the requirements placed on them as part of the Construction Design and Management Regulations and the systems that we have implemented within the Group which align with these regulations.

Although the delivery requirements have been challenging, we are making real headway into this ongoing objective.

## Slips, Trips and Falls

During 2021, we have had a number of slip, trip and fall injury incidents involving Leiths group personnel. We need to collectively raise awareness and change behavioural attitudes towards slip, trip and fall hazards.

Slips, trips and falls account for around 40% of major injuries and can also lead to other types of serious accidents, for example falls from height. Slips, trips and falls are also the most reported injury to members of the public.

The factors influencing slips, trips and falls fit broadly into two categories: environmental and human. It is often assumed that

slips, trips and falls are simply errors of execution, for example putting one's foot down wrongly, rather than active failures, which suggest an element of bad planning or decision-making.

To reduce slip, trip and fall accidents we need to:

- Assess the ground conditions
- Ensure housekeeping of or workplace is of the highest standard
- Improve workplace layouts
- Wear the correct footwear
- Encourage near miss reporting

**You have a major role in keeping yourself safe – if in doubt STOP!**

## Aboyne and Mid-Deeside Community Shed

**FYFE GLENROCK RECENTLY PROVIDED A BOULDER TO SIT AT THE ENTRANCE OF THE ROAD LEADING TO THE ABOYNE AND MID-DEESIDE COMMUNITY SHED.**

The Blackhills Granite boulder was cut in half and the smooth face sandblasted and painted silver, with the granite also being sealed to enhance the natural colour of the stone.

The Community Shed is an inclusive community space where groups can hold their regular workshops, arts, crafts and other practical sessions. The Shed has been open since the 1970s to combat rural isolation and is a non-profit making facility run by members of the local community.

The Trustees were very pleased with the entrance stone, with Douglas Riach, Secretary of the Community Shed commenting, *"Many people have already remarked on how perfect and attractive it is for the location, are we are very grateful indeed for the care and attention, skill and time which has been given to his key and unique feature of our project."*



## HEALTH AND WELLBEING COMMITTEE UPDATE



THE HEALTH AND WELLBEING COMMITTEE MET RECENTLY FOR THE FIRST TIME SINCE JANUARY 2020 TO DISCUSS THE NEW WAY FORWARD. WE WILL BE COMMUNICATING ALL OUR CAMPAIGNS AND EVENTS, CHARITY SPONSORSHIP AND MORE FOR 2022 – HOWEVER, IN THE MEANTIME, WE WANTED TO UPDATE YOU ON WHERE WE ARE NOW.

### Committee Members

The Committee is managed by a team from H&S, HR and Office admin. We would love to have new Employee Reps join the Committee who can help promote initiatives and organise events – the more members, the better we can do! **If you're interested, please contact Caroline Anderson by email – [canderson@leiths-group.co.uk](mailto:canderson@leiths-group.co.uk).**

#### Current Members:

Dave Bremner, Health and Safety Director

Pat Dunlop, Group HR Advisor

Sam Leith, Company Secretary

Caroline Anderson, Office Manager / PA to Chairman and Board Directors

Ross Cameron, Employee Representative

### Charity Support

Through employee vote, our chosen charities for 2020 were Prostate Scotland Ltd and SAMH (Mental Health). Unfortunately, due to

COVID and the restrictions that came with that, we were unable to organise any events to support either Charity during last year and into this one.

We will now look at another employee poll for 2022 so watch out for emails asking for your vote.

We know the last 18 months have been a huge challenge for everyone – whether through personal experiences or adapting to the new changes (and challenges) at work. There have been a number of positives recently in the fight against COVID with a successful vaccination programme reducing the number of serious illness and hospitalisations which, without the vaccine would have been disastrous for the NHS. We're not out of the pandemic yet but by following our control measures we can keep our families and colleagues safe.

The Health and Wellbeing Committee, along with support from Senior Management, hope to look at ways in which we can continue to promote new initiatives, create and maintain a safe and healthy work environment, and support wellness for our staff. With all the changes we have been through in the past year, we would like to understand what you, our colleagues, would like to see the Committee doing now and in the future. Your ideas and suggestions are what will make the Committee a success going forward. Please forward your feedback to Caroline Anderson – [canderson@leiths-group.co.uk](mailto:canderson@leiths-group.co.uk).

We look forward to hearing from you all.

# Mark Robinson MC500 Motorcycle Fundraiser for NERVS

MARK ROBINSON, ONE OF LEITHS PLANT OPERATORS, CONTINUES HIS QUEST TO RAISE VITAL FUNDS FOR HIS CHOSEN CHARITIES, ALL OF WHICH ARE CLOSE TO HIS HEART.

In May, Mark motorcycled the North Coast 500, Scotland's equivalent of Route 66, in just one day to raise funds for North East Rider Volunteers Scotland (NERVS), a charity where he volunteers, which provides free transportation for the Grampian Health Service.

The journey started at Inverness Castle where Mark was joined by his friend Brett Bonas throughout the journey, where they completed the 516 miles in 12 hours and 45 minutes, raising £1,022.40.

Mark said: "Over the years, I've done Lands End to John O'Groats by motorcycle in one day, as well as Lands End to John O'Groats and back to Lands End in just two days. In 2012, while serving in Grampian Police, I rode a marked police bike to all 51 of the police force HQ's at the time on the mainland in 10 days and 3,500 miles for Commando 999. The following year, I went to the four furthest most compass points and police memorials for Care of Police Survivors on my motorcycle. And later that year I did a six-hour gym endurance event, lifting 107.84 tonnes to raise funds for Commando 999 again. After Storm Frank (in 2015), I arranged a huge fundraiser for the victims in Ballater and raised just over £16,000 in one evening. You can see I'm keen to do my bit."

Leiths were happy to support Mark on this journey covering the cost of his fuel and accommodation.

Mark commented, "it's gestures like these that help the planning of events like this happen."



Mark with his cheque for £1,022.40 for NERVS

Following on from his one million steps in May 2020, Cycling 874 miles from Lands End to John O'Groats (on a gym bike at home) over Christmas and motorcycling around the NC500 (516 miles) in May, Mark has set himself up for yet another challenge of walking at least five million steps in 12 months! Starting in July, the latest event began at Butlins Skegness and will finish there in July next year.

We wish Mark all the very best in yet another challenge – and as we said in the last edition of Leiths News, we can't imagine this will be his last!

## LIAM FULLERTON (MONTROSE PRECAST) SUCCESS IN MARTIAL ARTS

Liam Fullerton started at Leiths in our Montrose Precast division in February 2019, just shy of turning 18. Liam has become a valued member of the team at Montrose, working hard and producing quality items.

In October 2019 Liam started attending Jax Mixed Martial arts gym in Montrose. He had previously enjoyed boxing in Arbroath so was keen to try out a new class.

Liam was due to have his first tournament in February 2020, however, due to Covid-19, like many things, this was cancelled. He continued to train outdoors with his coach but also independently trained at home with a punch bag.

In July 2021 Liam attended his first amateur fight in Birmingham. With the support of his coach and teammates, he was successful in this fight, finishing his opponent in the first round.

In October 2021 Liam competed in a Brazilian Ju-Jitsu tournament where he won two silver medals. He attended these events as a featherweight fighter with a weight of 66kg. He is now looking to compete as a bantamweight and working with his coach to maintain a weight of 61kg.

Liam's latest fight in November took place in Falkirk where he was

joined by two other fighters from Jax Mixed Martial Arts. The three competitors were put through an intense training program to prepare them for the fight (at the time of print, match results were unknown).

Following that, in February 2022 the whole Jax team will be attending another ju-jitsu tournament. Every few weeks several fighters from Jax travel to Bathgate to use an affiliated gym which trains professional fighters to get a tougher session in preparation for fights.

Liam is sponsored by Pumper in Montrose; a sportswear shop that supplies sports clothing, equipment and supplements. They supply Liam with essentials for his training and have been big supporters during his training and fights.

We wish Liam luck in all his future fights and tournaments!



Liam (R) at the Brazilian Ju-Jitsu tournament in October

# Long Service Awards throughout 2021

## ROBERT BREMNER

Robert Bremner was recently awarded his long service medal after 25 years with our Civil Engineering and Surfacing Division.

Robert joined Leiths in October 1996 as a Site Engineer after graduating as a Civil Engineer after a short spell with one of our customers, Edward Mackay. Little did he know he was signing up for a 25+ year stretch at the time!

During his time with Leiths, Robert has been involved in the growth of the Division for both Civil Engineering and Surfacing works. Robert has worked on numerous projects which has allowed him to climb the Leiths' career ladder resulting in him now being the Operations Manager covering Scotland.

Those who know Robert appreciate his many talents including his IT skills, use of spreadsheets and the spooky ability to sense when there are doughnuts in the canteen! He's also known for his calmness and defusing heated moments especially in company football matches held in years gone by.

Away from work, Robert tries to spend most of his time playing golf much to the annoyance of his wife Wendy and their three children, although his eldest Andy has now joined him on the course to share the annoyance.

We wish Robert all the best in his future years at Leiths.



Robert doing time at Leiths!

## DAVID CONROY

David Conroy, specialist Surfacing Operative at Markon also received his 25 year service award earlier this year.

Davie started his employment with Markon in 1994 as a Civil Engineering Ganger working on various projects throughout Scotland; from simple 1-day jobs to large scale projects such as Kingdom of Fife cycle routes, MacArthur Glen Retail Park and Saughton Prison Visitor Centre.

Davie has an extensive knowledge in all things construction including excavations, concrete works, kerbing, asphalt, drainage, joinery, brickwork, roofing, anti-skid and resin bound surfacing. We would consider him to be one of the best all-rounders within the Industry.

We would like to thank Davie for his contribution to Markon's success over the years – a conscientious worker ever ready to dispense his knowledge and skills to help in the completion of the job. His colleagues look forward in working with Davie for many more years to come.



Davie Conroy (L) receiving his 25 Year Service Award from Scott Darling, Director at Markon (R)

# Leiths Upgrade to Weightsoft 5

Leiths upgraded their weighbridge software from Weightsoft 4 to Weightsoft 5 during 2020. Weightsoft seamlessly handles the process of weighing material in and out of the quarries. The software captures weight data, prints tickets and produces reports for creating customer invoices. Weightsoft 5 allows us to phase out the use of paper tickets and move to the more modern method of electronic ticketing. When our drivers proceed to the weighbridge after being loaded with material they would have normally been issued with a printed ticket. Now when they pass onto the weighbridge the ticket is electronically generated and sent to their tablets. On arrival at site, the customer signs for the delivery on the tablet and that ticket is then automatically emailed directly to them. Following the successful delivery of that load, our drivers can see their next work instruction on the tablet.

The use of electronic ticketing has many benefits:

- It reduces unnecessary use of paper.
- Reduces the impact on the environment.
- Sends tickets instantly to customers, giving them live updates on when materials are delivered.
- Paper tickets are no longer misplaced or lost.
- The app can store locally up to 7 days' worth of data, ensuring our drivers can continue using the app as normal without concern due to a lack of signal.
- If no one is on site to sign to accept the delivery, which has become more common due to COVID-19, the app can accommodate this when completing the ticket and the customer will receive a delivery ticket acknowledging this.

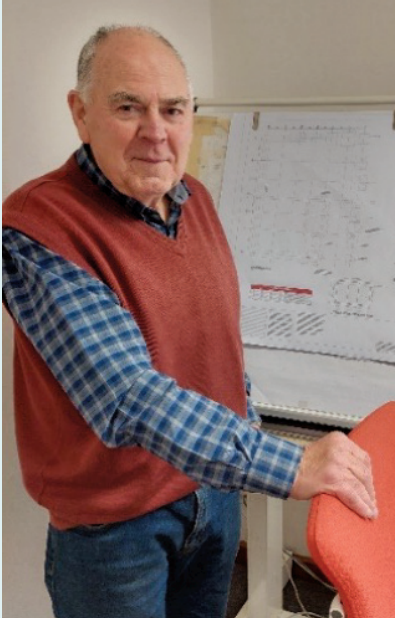
As well as dealing with electronic ticketing, Weightsoft 5 has an additional function which allows our drivers to carryout their First Use checks on the tablet rather than on a paper check sheet. It is mandatory for every driver to inspect their vehicle before it is used that day. These checks are set out and normally completed on a defect book. Weightsoft 5 allows the drivers to complete the same checks on their tablets and, once complete, the details of that inspection are emailed directly to our Fleet Department. This allows our fleet team to support our drivers more effectively by responding to defects quicker.

Following a successful trial, we will continue the roll out the tablets to all drivers within the Group. The aim will be to make all quarry sales paperless in the future. The tablets will hopefully also benefit the drivers by providing sat nav, avoid the need to carry paper tickets and reduce the need to contact transport to establish their next delivery.

Although this is a big change of process for the drivers, the app's simple workflow has seen our drivers respond positively, which is encouraging ahead of the much bigger roll out across the Group in 2022.

# A fond farewell to Louie Gray

IT GAVE US IMMENSE PLEASURE TO RECOGNISE LOUIE GRAY FOR HIS DEDICATED SERVICE TO THE LEITHS BUSINESS PRESENTING HIM WITH SEVERAL GIFTS TO CELEBRATE HIS RETIREMENT AFTER MORE THAN 40 YEARS WITH THE COMPANY.



Following school Louie started a 5-year apprenticeship in Engineering covering fabrication, fitting, machining, welding and technical drawing with George Cassie Engineering who were based in Kings Street, Aberdeen.

During his apprenticeship Louie also attended night classes at the local technical college and achieved his HNC in Engineering.

Louie worked hard during these early years with George Cassie and progressed to become a Supervisor for primary crushing installations working out of quarry sites throughout England and Wales. Louie was also involved in setting up crushing plants for supporting the construction of the M6 and M62 motorways and even had a spell setting up a plant in Nigeria at the tender age of 23.

Returning to Aberdeen Louie then moved to a company called Craigenlow who operated Craigenlow Quarry as we know it today as their Foreman Engineer. He then progressed to Assistant Quarry Manager when Tarmac bought over Craigenlow.

In 1980 Louie enrolled on to the recognised Quarrying Diploma Course known as DAPs where he undertook distance learning with tutorials down in Doncaster and finally passing 3 years later.



Two of Louie's grandchildren, Arran and Blake

Achieving his quarrying diploma allowed Louie to become a full member of the Institute of Quarrying.

Never one to be shy of work Louie embarked on building his own family house in Blackburn during 1976 to 1977 where he still stays today.

It was 1981 that Louie joined Leiths as Manager of Blackhills Quarry here in Cove. Louie's talented engineering ability both on the drawing board and on site were soon recognised and he was pivotal in setting up and running many of our operations working his way to become Production Director. At the age of 65 Louie decided to work part-time working 3 days per week as our Projects Director focusing primarily on larger engineering schemes within the business.

Twelve years on Louie has decided the time is right to retire and now looks forward to spending more time with his 4 grandchildren and working in the garden and his much loved greenhouse.

Louie's unrivalled knowledge of plant and machinery has been paramount in growing the Leiths business and making it the success it is today.

As well as this, Louie has been a great colleague and friend to us all and we wish him, and his wife Vera, a long and happy retirement.



Louie (R) with Ian Leith, onsite to receive his retirement gifts

**FYFE** **glenrock**

FOR NATURAL STONE

FYFE GLENROCK, OUR SUBSIDIARY COMPANY IN OLD MELDRUM, HAS OVER 160 YEARS' EXPERIENCE OF CRAFTING NATURAL STONE PRODUCTS. The Group are pleased to offer a discount on decorative surfaces to all Leiths employees and colleagues.



Please contact the showroom on Tel. 01651 873873 or email [sales@fyfe-glenrock.com](mailto:sales@fyfe-glenrock.com) for any enquires, quoting discount code – 21Q3.

## Competition Winner Issue 14

Thanks to everyone who entered the last Leiths News Competition in Issue 14 (Spring 2021).

The competition gave employees an opportunity to win £100.00 by answering the following question:

**Q: What is the total tonnage of stone crushed and used to supply the Lossiemouth Runway Project?**

**A: 90,000 tonnes (75,000 tonnes of PQ aggregate from Parkmore Quarry + 15,000 tonnes of drainage aggregate from New Forres Quarry, specifically crushed for the project).**

We had just 3 correct entries which were entered into our draw and the lucky winner was **Kevin Fraser, Area Sales Manager based at Rigifa.**

## Competition Issue 15

To be in with a chance of winning £100.00, please tell us:

**Q: When was the original bridge on the Mar Lodge Estate built?**

Entrants should send their answer, including name, place of work and contact details to Caroline Anderson ([canderson@leiths-group.co.uk](mailto:canderson@leiths-group.co.uk)) by 14 January 2022.

The winner will be randomly picked from all correct entries and announced by 21 January 2022 and featured in the next edition of Leiths News.

**Good Luck!**

## Construction Worker Helpline



Life doesn't always go to plan. The Construction Worker Helpline offers you free support and guidance in times of need.

- Need help with debt or money worries?
- Think some counselling would benefit you?
- Want some guidance about housing and social welfare?
- Struggle with mental or physical health issues?
- Financial assistance for manual operatives and their dependents \*

Life doesn't always go to plan. The Construction Worker Helpline offers you free support and guidance in times of need.

**Call us in confidence**

**Freephone 0808 801 0372**

**8am to 8pm – 7 days a week.**

\*Only construction worker 'manual operatives' and their dependants have access to financial assistance, for example, with rent or mortgage arrears. Other construction employees (site and office based) have access to all other services.



**MEMBER**

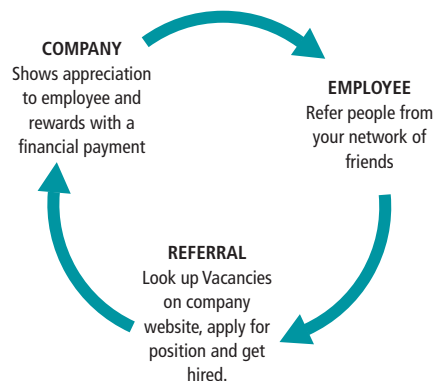
B&CE's Charitable Trust set up the Construction Worker Helpline so you can feel confident speaking to a friendly voice, knowing they've the experience to point you towards the help you need. B&CE is a not-for-profit organisation with a clear focus on its members. The helpline was launched to help even more workers in construction.

B&CE has been providing financial products to the construction industry since 1942. We're pleased to offer our new Construction Worker Helpline service, a non-contractual benefit, set up by B&CE's Charitable Trust. (The Trust reserves the right to withdraw the service at any time.)

**B&CE**

**Charitable Trust**

## EMPLOYEE REFERRAL SCHEME



Finding and attracting, future talent is essential to our continued growth and to continue to deliver the best service to our customers. The best way to achieve this is through our own employees. The Leiths Employee Referral Programme is open to all current employees.

Payments will only be made when all criteria are met:

- The referral form is completed, in accordance with the Policy.
- Applicant has completed the Company application form.
- After successful completion of 12 week probation period by new employee.
- Any employee who successfully refers a new employee will receive £300.

Please refer to the HR Employee Referral Policy for full details of the scheme.

## Group Companies

### 1 Leiths

Leiths (Scotland) Ltd  
Rigifa, Cove, Aberdeen  
Aberdeenshire AB12 3LR  
Tel: 01224 876333  
Fax: 01224 876332

### 4 Markon

Antonine House  
6-10 Dunnswood Road  
Wardpark South, Cumbernauld  
Glasgow G67 3EN  
Tel: 01236 875134  
Fax: 01236 875525

### 2 Lawrie Demolition

Rigifa, Cove  
Aberdeen  
Aberdeenshire AB12 3LR  
Tel: 01224 876333  
Fax: 01224 876332

### 5 Ross

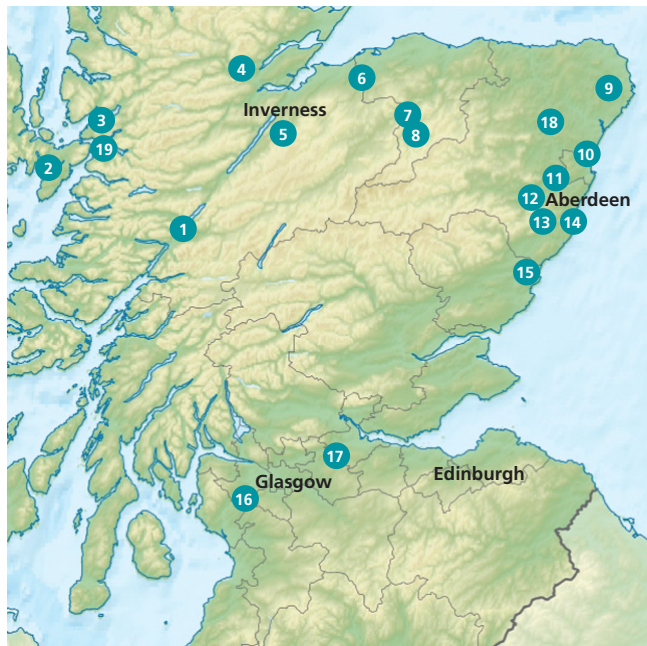
A Ross & Sons Ltd  
Daviot  
Inverness  
Inverness-shire IV2 6XN  
Tel: 01463 772255  
Fax: 01463 772321

### 9 Joss

Joss (Aberdeen) Ltd  
Parkhill, Dyce  
Aberdeen AB21 7AT  
Tel: 01224 774422  
Fax: 01224 772444



## Group Resources



### 1. Highland Lime

Torlundy, Fort William  
Inverness-shire, PH33 6SQ  
Tel: 01397 702227  
Fax: 01397 702308  
SERVICES (See Key)  
**A B F H I J K N O**

### 2. Torrinn Quarry

Leiths (Scotland) Ltd  
Broadford  
Isle of Skye, IV49 9BA  
Tel: 01471 822265  
Fax: 01471 822266  
SERVICES (See Key)  
**A D F J K N**

### 3. Kishorn Quarry

Nr Strathcarron  
Ross-shire, IV54 8XF  
Tel: 01471 822265  
Fax: 01471 822266  
SERVICES (See Key)  
**D F J N**

### 4. Achilty Quarry

Leiths, Contin, Strathpeffer  
Ross-shire, IV14 9EG  
Tel: 01997 421122  
Fax: 01997 421145  
SERVICES (See Key)  
**C D F K R**

### 5. Mid Lairgs Quarry

A Ross & Sons Ltd  
Daviot, Inverness  
Inverness-shire  
IV2 6XN  
Tel: 01463 772211  
Fax: 01463 772321  
SERVICES (See Key)  
**C D E F J K N O**

### 6. New Forres Quarry

Leiths (Scotland) Ltd  
Rafford, Forres  
Moray  
IV36 2RQ  
Tel: 01309 671188  
Fax: 01309 671199  
SERVICES (See Key)  
**C D F J K N P**

### 7. Bluehills Quarry

Leiths (Scotland) Ltd  
Craigellachie  
Moray  
AB55 4BW  
Tel: 03301 190627  
Fax: 01340 820890  
SERVICES (See Key)  
**C D F J K N**

### 8. Parkmore Quarry

Leiths (Scotland) Ltd  
Dufftown, Keith  
Moray, AB55 4DL  
Tel: 01340 820200  
Fax: 01340 820890  
SERVICES (See Key)  
**A D F J R**

### 9. Longside Concrete Plant

Faichfield, Longside  
Peterhead,  
AB42 3ED  
Tel: 01779 821466  
Fax: 01779 821354  
SERVICES (See Key)  
**J**

### 10. Loch Hills Quarry

Joss (Aberdeen) Ltd  
Parkhill, Dyce  
Aberdeen, AB21 7AT  
Tel: 01224 774422  
Fax: 01224 772444  
SERVICES (See Key)  
**C D G J K O**

### 11. North Lasts Quarry

Leiths (Scotland) Ltd  
Peterculter, Aberdeen  
Aberdeenshire, AB14 0PE  
Tel: 01224 732690  
Fax: 01224 876332  
SERVICES (See Key)  
**C D F K N**

### 12. Nether Park Quarry

Joss (Aberdeen) Ltd  
Drumoak, Banchory  
Kincardineshire, AB31 5AD  
Tel: 01224 660468  
Fax: 01224 772444  
SERVICES (See Key)  
**D O**

### 13. Lochton Precast Concrete

Leiths (Scotland) Ltd  
Slug Road, Durris  
Banchory, AB31 6DD  
Tel: 01330 844444  
Fax: 01330 844417  
SERVICES (See Key)  
**I J**

### 14. Blackhills Quarry

Cove, Aberdeen  
Aberdeenshire  
AB12 3LR  
Tel: 01224 897568  
Fax: 01224 897590  
SERVICES (See Key)  
**C D F K N**

### 15. Montrose Concrete Products

Leiths (Scotland) Ltd  
Broomfield Industrial Estate  
Montrose, DD10 8SY  
Tel: 01674 677037  
Fax: 01674 672809  
SERVICES (See Key)  
**I J**

### 16. Lugton Lime

Lugton  
Kilmarnock  
Ayrshire, KA3 4EB  
Tel: 01505 850435  
Fax: 01505 850590  
SERVICES (See Key)  
**A F H K**

### 17. Markon Office

Antonine House  
6-10 Dunnswood Road  
Wardpark South  
Cumbernauld  
Glasgow, G67 3EN  
Tel: 01236 875134  
Fax: 01236 875525  
SERVICES (See Key)  
**L M Q T**

### 18. Fyfe Glenrock

Academy Way  
Colpy Road Industrial Estate  
Oldmeldrum, Inverurie  
AB51 0BZ  
Tel: 01651 873873  
Fax: 01651 873399  
SERVICES (See Key)  
**S**

### 19. Kishorn Port Ltd

Kishorn Base, Kishorn  
Strathcarron, IV54 8XA  
Tel: 01397 773840  
Fax: 01397 773850  
SERVICES  
Dry Dock  
Port & Harbour Services

## KEY

**A** Agricultural Lime  
**B** Animal Feed  
**C** Asphalt Products  
**D** Decorative Stone  
**E** Concrete Blocks

**F** Hardrock Quarry  
**G** Inert Landfill Site  
**H** Limestone Filler  
**I** Precast Concrete Products  
**J** Ready-Mix Concrete

**K** Recycling Facilities  
**L** Road Marking  
**M** Road Planing  
**N** Rock Armour  
**O** Sand and Gravel Quarry

**P** Civil Engineering and Surfacing  
**Q** Traffic Management  
**R** UKAS Accredited Laboratory  
**S** Masonry and Specialist Natural Stone Products  
**T** Signage

Leiths News is published for employees, customers and colleagues of the Leiths Group and its associated companies by Leiths Scotland Ltd, Rigifa, Cove, Aberdeen, AB12 3LR.

If you have any stories for the next issues of Leiths News, please send them to: canderson@leiths-group.co.uk

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[www.leiths-group.co.uk](http://www.leiths-group.co.uk)

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