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**Introduction**

There are eight project performance indicators in construction

* Construction cost
* Construction time
* Cost predictability
* Time predictability
* Defects
* Client Satisfaction with the product
* Client Satisfaction with the Service
* Health and Safety

Jelcon Limited, HBL Brickwork Limited and WSCL Limited work together closely, in- house, to co-ordinate our skill base, knowledge and experience so that these key areas are met to a high standard and to bring the projects we work on to a successful conclusion.

We believe that our level of success in carrying out construction projects is due to our quality of managerial, financial, technical and organisational performance.

The common assessment of the success of a construction project is that they are delivered on time, to budget, to technical specification and meet the client's satisfaction and this is where we can deliver.

Our three companies would enable the Main Contractor to avoid the nuisance of having to deal with site ’niggles’ as we will have the responsibility of managing the tight coordination needed between the three trades. As our three companies have regular, in-house meetings to discuss and overcome any issues that may occur on the site’s that we work together on we are often able to correct any issues at the initial arise of them.

**Integration**

The benefits of this integration between our three companies and the main Contractor is multi fold.

Working with us will decrease your Management time as instead of interfacing and dealing with three separate trades you will be dealing with one point of contact and all information can be shared in-house between relevant contacts.

There is constant communication between our three trades senior management, enabling the transfer of information and any possible delays or issues to be dealt with quickly and efficiently.

Our labour can be shared if one trade or another needs a productivity boost or assistance in meeting a reduced deadline.

It also enables us to place our labour on specific sites quickly if one becomes more time restricted or a priority over another.

By having one point of contact consistently, ensures that communication and relationships are built strongly and efficiently, and levels of trust are deepened.

Our plan of having internal, weekly meetings will ensure all site requirements are met safeguarding the smooth running of these sites and their programmes.

**Our combined approach**

What makes us unique is our three-prong approach. A combination of 3 different skills, working together and using the benefit of each company’s experience.

By offering a collective brickwork, carpentry and scaffold package we have the advantage of being able to co-ordinate and schedule in advance scaffolding lifts, access and sequencing enabling us to ensure high productivity. This negates the risk for the Contractor with regards to potential delays resulting in waiting time and the charges that may result. The close relationship between our three divisions result in quicker response times and an interactive relationship between all three, in any combination.

Due to this unique company set up we were able to ensure that adaptions are controlled.

Where we have extensive discussions in house between the three divisions we were able to reduce the level of management input required from the Main Contractor.

This combined approach also enables us to access a “crossover” of labour that can be specific to individual site needs, the results being a maintained labour level being constant and enabling each trade to enhance the labour needs of another if required for short periods.

Another advantage of our three-pronged approach is that we are able to keep Dayworks to a minimum and can have a level of flexibility when it comes to variations for adaptions.

**Health and Safety**

Our intention is to employ a full-time, in house Health and Safety officer, which will not only give everybody peace of mind that all sites are meeting the Health and Safety requirements but will also allow higher management to focus on other targets relating to costs and productivity.

Our H & S officer will ensure all site workers are following established policies and Safety regulations. They will work closely with the Occupational Safety and Health Administration (OSHA).

We plan for our safety officer to develop, implement and enforce policies that will be site specific as well as being responsible for keeping policies up to date, meeting the latest standards and establishing new ones from time to time as more and newer risks are discovered.

He will be responsible for site inspections, determining what personal protective equipment is required and ensuring all workers are issued with the relevant PPE.

The role will be proactive and will ensure

* The attendance of workers to site inductions
* relevant training
* tool box meetings
* Verify injury logs and reports are completed and submitted to the relevant government agencies
* Trains and carries out drills and exercises on how to manage emergency situations
* Conduct investigations of all accidents and near misses
* Establishes safety standards and policies as needed
* Coordinates registration and removal of hazardous waste
* Arranges for IOSH mandated testing and/or evaluations of the workplace

**Site Activity**

Each of our site’s will benefit from having an overall Contracts Manager, as well as a dedicated Site Foreman. With both positions being on site it will ensure and high level of Health and Safety control and importance of the right perception.

In every case we shall endeavour to ensure a harmonious working attitude between all levels of labour and be able to place our men at sites where their individual skills and experience will benefit the construction as well as the spirit of the team.

As stated before we will be able to ramp up and increase labour across various sites should the need arise

We ensure that all of our employees have a can-do approach and a support network to rely on should they require assistance finding a solution.

As we are based in Southampton we are in an ideal location to cover the South Coast region.

**Price certainty**

Time certainty is found to be influenced by cost certainty and the perceived importance of cost, number of defects and past performance. Findings indicate that cost certainty and time certainty are closely related and interact with each other.

An improvement in one aspect can lead to the enhancement of the other, and vice-versa. A way to reduce the risk of loss of profit is by using an integrated approach, to emphasize cost and time certainty and to reduce defects to improve performance in cost certainty and time certainty.

If cost overruns and delays are encountered the risk is that the client suffers from an increase in cost, leading to dissatisfaction.

With the human infrastructure we intend to implicate this risk is reduced as each company not only has its own Hands-on Director, but each site will also have the benefit of a personal Contracts Manager as well as a Site Foreman enabling a faster response and possibly removing the majority of risk. By giving each position a particular area to focus upon we remove the chance of anything being overlooked, for example ensure material supplies are order in time and periods of low labour, such as holidays or sickness that these are managed at the earliest period.

Our plans to employ a full time Buyer will also enable us to find products and materials at the best rate.

**Investing in our people**

At HBL, Jelcon and WSCL we believe in investing in our workforce.

We believe that Apprenticeships are good for everyone. For the apprentices themselves it means equipping them with knowledge, skills and experience while enabling them a pathway to career progression and the opportunity to earn while they learn. Its also beneficial to us as employers too by improving our productivity, reducing staff turnover and gives us a chance to ‘grow our own talent’. As they are learning theory and application concurrently they are able to develop a real understanding of the business they are working in.

HBL Brickwork Ltd already have 3 apprentices on our books, with another due to start this September. Both Jelcon Ltd and WSCL are keen to take on apprentices and have had discussions with the local College regarding this.

As individual companies we are keen to invest in ‘our people’ and to encourage them to develop and grow as individuals that will not only benefit their own career progression but also us as a company.

