



# ANNUAL REVIEW 2024



## THE CECA SOUTH WEST TEAM

How time flies! In March 2025 I will be stepping down as Chair of CECA South West and I reflect on the past three years with immense pride and gratitude. It has been an honour to represent such a well-supported, energetic organisation, dedicated to representing a truly diverse range of civil engineering companies who are our CECA South West members. These businesses all provide vital support and benefits to the communities within our region.

Innovation and best practice are at the heart of members' efforts which embrace cutting edge technologies and innovative ways of working to enhance the quality, safety and sustainability of our projects. Many such examples were exhibited at our hugely successful 'Safe Digging' event which took place at Exeter Racecourse in July.

Also in 2024, CECA South West hosted a second 'Digital Leadership' programme for member companies, designed to help them integrate digital tools and technology within their businesses which ultimately improve communication, operational efficiency and productivity. Other digital technologies have been showcased at our regular members' meetings at Sandy Park - so it's fair to say that CECA South West has most definitely taken a big 'byte' into the digital future!

Equally important has been our focus on supporting school leavers and creating pathways to employment. Recognising the critical need for fresh talent in our industry, the **CECA South West Foundations Group** has worked tirelessly to engage with schools and colleges, sharing real-life experiences with the aim of stimulating interest in civil engineering as a career option.

In 2024 alone, the Group gave presentations and attended careers' fairs at close to **30 schools and colleges** which is hugely impressive. And so, a big 'thank you' from me for all their enthusiastic endeavours - and please keep up the great work.

I would like to take this opportunity to wish the best of luck to **Abie Hearn of Ringway/South West Highways** who will be taking over as Chair of



*CECA South West Chairman Phil Ramsden (OCU Group)*

CECA South West at the end of March. I'm already very excited about some of Abie's ideas for future South West events in the region and I will of course continue to support her and CECA well into the future.

I would also like to give a very important 'thank you' to all the CECA South West members (and non-members) who supported my chosen charity, **Children's Hospice South West**, during the past three years. Together, we have raised well over £25,000! Finally, I would like to thank Paul Santer and Linda Evans for their help and encouragement during my term as Chair - I've enjoyed every moment!

Thank you and best wishes,

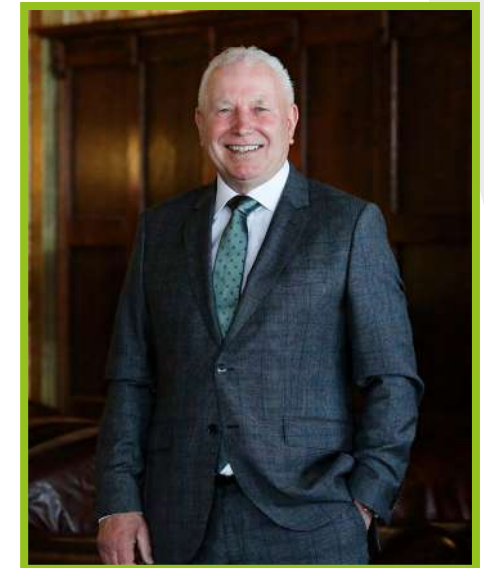
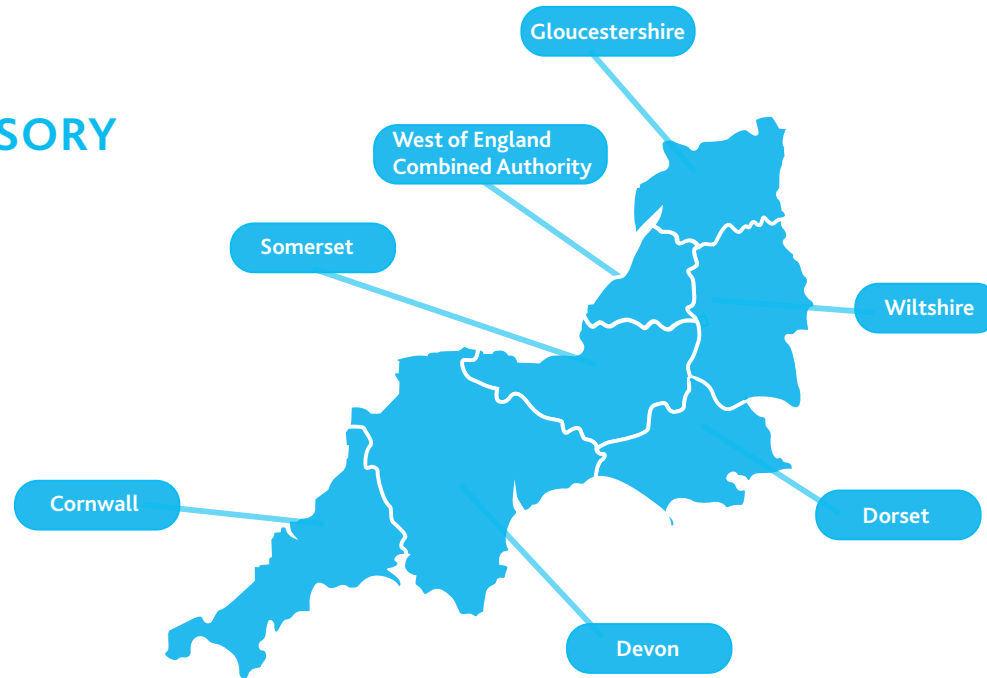
A handwritten signature in black ink, appearing to be 'Phil Ramsden'.

**Phil Ramsden, CECA South West Chairman**

## SOUTH WEST ADVISORY GROUP (SWAG)

The current chair, vice chair and past chairs of CECA South West collectively form the South West Advisory Group alongside CECA South West Director, Paul Santer.

Quarterly meetings are held to strategise, consider, and address key industry challenges for the South West region and the wider UK.



*CECA South West Director Paul Santer (above) is ably assisted by CECA South West Office Manager Linda Evans (below)*

### Advisory Group

Director - Paul Santer

Chair - Phil Ramsden (OCU Group)

Vice Chair - Abie Hearn (Ringway/SWH)

Dave Ellis (Bridge Civil Engineering)

Jon Benton (VolkerStevin)

Andy Pritchard (Tilbury Douglas)

Andy Beech (Kier)



*The CECA South West Advisory Group*



## CECA'S 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:



The following pages demonstrate how CECA South West is aligning its activities to these five Core Pillars.

## CLIENTS, POLICY & WORKLOAD – Creating Work Opportunities

CECA South West maintains a regular programme of client engagements annually. These meetings help to build strong collaborative relationships between CECA members and public and private sector customers in our region.

For some CECA members, particularly SMEs, this is an invaluable service since they simply don't have the time or resources to approach potentially new clients on a regular basis. CECA South West does this on their behalf and brings the customers to them. Client liaison meetings and quarterly members' meetings not only keep members informed of the work pipeline but, more importantly, they encourage two way discussions between members and their customers to bring about a better understanding of each other's concerns, for example around skills shortages, funding constraints and the net zero agenda.

The following pages illustrate the wide range of South West and national clients with whom CECA South West has engaged in 2024.



Above: Babcock directors presenting at one of CECA SW members' meetings at Sandy Park



Above: CECA SW Director Paul Santer welcomes John Chaplin of Bristol Port to a members' meeting in June



Above: Devon County Council's Deputy Director for Highways and Infrastructure Development, Rob Richards engages with CECA SW members on a regular basis



Above: Peter Marsh, Head of Safety, Health & Environment, Babcock Engineering Services, addresses delegates at CECA South West's 'Safe Digging' Event



Above: Matt Hodson of Celtic Sea Power shares his knowledge with CECA SW members on the proposed offshore wind farm in the Celtic Sea



CECA SW members visited Devon County Council's Network Operations Control Centre in Exeter in July



Above: CECA South West and Southern members regularly attend the CECA Rail Forum in London. Below: Over 50 contractors attended the CECA SW members' meeting in September to hear from Jason Hones, Regional Director for National Highways



Above Left: Gravity's Programme Director, Paul Lowndes, describes the potential for sustainable businesses at the company's Bridgwater site in Somerset. Above: Andy Coupe, Somerset Council's Head of Infrastructure Programmes, regularly engages with CECA South West members





Above: Gloucestershire CC's Director of Transport & Highways, Jason Humm spoke at CECA SW's December members' meeting, pictured here alongside Abie Hearn, CECA SW Vice Chair



Above: CECA SW Chair, Phil Ramsden and Paul Santer welcomed Paul Lowndes (Salamanca Group/Gravity) and Jason Hones (National Highways) to the September members' meeting



Above: CECA South West hosts the CECA Flood & Marine Group, which meets every quarter





*Regular face-to-face liaison with the above organisations during 2024 by CECA South West's Director Paul Santer also helped to consolidate a good level of understanding and cooperation between CECA members and their potential or existing customer base*

## CAREERS & RECRUITMENT - Creating a Talent Pipeline

CECA South West is proud to have a hugely proactive and enthusiastic Foundations Group comprising young engineers and technicians from member companies who visit schools and colleges, giving presentations and attending careers fairs, in order to promote the benefits of a career in civil engineering.

The Group also hosts a stand at the two-day National Apprenticeship Show in Exeter every year and engages with hundreds of school children and their teachers at this event - which often results in a follow-up organised visit to their school(s).

CECA South West Foundations Group has been established for seven years now and continues to go from strength to strength, with new members coming on board all the time. In the following pages, we introduce you to the Group members and attempt to illustrate the extent of their ambitious programme of events held in 2024.





*Saif Akeel, Kier*



*Peter Boden, Milestone*



*Ely Coleman, BAM/Plymouth University*



*Chil Chanda, Taylor Woodrow*



*Jake Danson, Suttles*



*Katie Farrell, BAM*



*Stella Fisher, MJ Church*



*Walker Grevel, Milestone*



*Mahmoud Hussain, Milestone*



*Max James, Bridge*



*Fergus Longbottom, BAM*



*Brian Munyanyiwa, Taylor Woodrow*



*Tom Pritchard, Milestone/  
Exeter University*



*Ben Reynolds, Bridge*



*Abigail Scott, Jackson/  
University of Bath*



*Matt Sheppard, Balfour Beatty*



*Kate Stenner, TMS*



*Archie Terry, Kier*



*Josh Vivian, Kier*



*Jack Walker, Kier*



*Dan Wardrobe, Griffiths*



*Mike Wilcox, Kier*



*Adam Woodman, Bridge*

## CAREERS & RECRUITMENT - Creating a Talent Pipeline (cont.)



Above: CECA SWFG members prep for the day at Spires College, Torquay

Above & below right: the CECA SWFG meets regularly at CECA SW HQ to plan its careers outreach and CPD programmes



Left: highlighting civil engineering as a career of choice Avonbourne Academy, Bournemouth; & Presenting a CECA SWFG careers video at Uffculme School, Devon



*Above: the CECA SWFG Stand at the National Apprenticeship Show, Exeter, February 2024; Right: Exeter School Careers Fair*



*Above: CECA SW director Paul Santer lends Jake Danson a hand at Corfe Hills School, Dorset. Left: virtual plant at the National Apprenticeship Show. Right: Archie Terry & Jack Walker at the NAS Show in Exeter*





*Above: presenting to students in the company of teaching staff at Shaftesbury School*

*Below: primed to answer questions about opportunities in the industry at Bridgwater & Taunton College*



*Above: making the case for infrastructure at Blundell's School, Tiverton.  
Below: with Ben Collins (aka 'The Stig') at Blundell's School*





*Above: CECA members and Plymouth University students and lecturers at their Project Showcase event in May, celebrating the strong links between the region's civil engineering industry and academia*

CECA South West retains close links with universities throughout our region with a view to creating a talent pipeline and ensuring our members can recruit from a skilled workforce.



**UNIVERSITY OF  
PLYMOUTH**

*Far left: Bridge's Michael Green celebrates receiving his degree at Plymouth University's Graduation Day*

*Below: Jayne Pangbourne receives the CECA prize for her dissertation on 'Pervious Pavements on a Sloping Sub-base'*



## SKILLS & TRAINING - Creating a Skilled Workforce



Training Hours Delivered: 5,735

Number of People Trained: 875

CECA South West delivers a full and varied programme of training courses for its members - ranging from NEC4 Contract Conditions through to Temporary Works Coordinator/Supervisor and SMSTS/SSSTS health and safety sessions; from Management of Quality/Subcontractors/Risk through to Effective Communication training and from a highly respected Management Development NVQ Level 6 & 7 programme to New Entrants' Practical Skills and Site Surveying residential courses at the National Construction College in Bircham Newton.

CECA training professionals **Glenn Hide (GMH Planning)** and **Bob Bilbrough (Robert Bilbrough Associates)** deliver the majority of these courses together with **2020 Safety Solutions**. There are also health and safety mock trials and legal training webinars available to members via our legal partners, **DAC Beachcroft**.



Bob Bilbrough (Robert Bilbrough Associates)



Lucy Hudson, CECA's Training Co-ordinator



Glenn Hide (GMH Planning)



Above: CECA SW has a seat on the board of AccXel, the UK's first industry-led construction school



Above: The first of a series of bid writing courses, run by Impart, took place at CECA SW's HQ in November



Above: Five sessions of our digital leadership course, run by Cosmic UK, were held at CECA SW's HQ in Exeter during 2024



Above & below: CECA's Management Development Programme (MDP), led by Bob Bilbrough, trained over 20 construction managers in leadership, planning and communication skills, helping them attain a Level 6 or 7 NVQ qualification

One of our attendees had this to say: "Just wanted to comment on yesterday's MDP training day. I don't think I have ever taken so much away, with such relevance to my work position, from one day of any sort of training. Really enjoyed it."

One of the delegates, **Thomas Butler-Easton** of **Smart Drainage**, who attended the digital leadership course sessions, had this to say: "I've always considered myself fairly competent and up to date with digital technology, however the Cosmic Digital Leadership course genuinely opened my eyes - especially in respect of the capabilities and sheer size of Office 365."

"I have taken the time during and since the course to start implementing new systems to our workplace as well as improving existing ones. I would highly recommend this course to anyone, whether a novice, or like myself, fairly up to speed with technology. The course instructors were extremely knowledgeable and approachable, and the ability to network with one's peers from other companies was invaluable."







*CECA SW members and **Bournemouth & Poole College** are launching a **Level 2 Groundworker Apprenticeship Course**, largely thanks to land being provided for the practical training by **Suttles** at its Hamworthy depot in Poole*



*Bridgwater & Taunton College personnel spoke at a CECA SW members' meeting about the range of skills and training opportunities available locally*

## HEALTH, SAFETY & WELLBEING - Creating a Safer Workplace

In July 2024, CECA South West hosted its 'Safe Digging' event at Exeter Racecourse which included live plant demonstrations, exhibitor stands and a host of expert guest speakers. Over 100 delegates from both CECA and non-CECA member companies attended on the day which very much focused on safe working around buried services. Special thanks must go to MJ Church and Trimble, Plantforce and Leica and Mammoth-MTS for their live plant safety demonstrations, showcasing the latest innovation and digital technology employed during excavation works on site.



*Left: Babcock International's Head of Safety, Health and Environment, Peter Marsh, was the keynote speaker*

*Right: CECA National Civil Engineering Director, Peter Crosland*

**babcock™**





*Above: MJ Church's Group Health, Safety & Environmental Manager, Ben Hodson responds to a question from the floor. Right: Peter Sillett of Coaching Cultural Solutions shared his 'take' on safety culture and behaviours*



### *Safe Digging: Creating a Safe & Secure World Together*

*CECA South West's 'Safe Digging' Event, held at Exeter Racecourse in July, drew a full attendance, and included guest speakers from Kier, Costain, MJ Church, Leica and Plantforce, John Mee VAC-EX, LSBUD, Coaching Cultural Solutions and CECA's very own National Civil Engineering Director Peter Crosland.*

*Field demonstrations were staged by Mammoth-MTS, Plantforce and Leica, MJ Church and Trimble, while exhibitors at the event included MJ Church; Intuety; Teignmouth Maritime Services (TMS); Kier; RVT Group; Jackson Geo Services; One Point Survey / Leica; Sumo; and last but not least, the CECA SW Foundations Group.*

*The main sponsor of the day was Babcock International (Devonport) to whom CECA SW would like to extend its special thanks.*



*Above: CECA's Paul Santer and Peter Crosland were invited to speak at the Institute of Quarrying's Safety Day at Lee Moor in November*

## SUSTAINABILITY & SOCIAL VALUE - Creating a Better Environment For All



Above: CECA SW Chair Phil Ramsden and his team raised over £3,750 for Children's Hospice South West on their 200 mile 'Devon Triangle' Charity Bike Ride in July

Above right: Paul Barker of 1Energy explains to CECA SW members how his company will decarbonise Exeter by creating a low-to-zero district energy network across the city



Above: Devon CC's Deputy Director for Highways and Infrastructure Development, Rob Richards appeals to SW members to support the Council's Post 16 Children in Care initiative



*CECA SW members' 'Devon Triangle' charity bike ride route took in Exeter, Bude and Plymouth, raising funds for Children's Hospice South West*

*You can still donate to this worthy cause via the QR code below:*



Supporting  
 children's hospice  
SOUTH WEST  
Registered Charity No. 1003314





**Sir Robert  
McALPINE**

# Aging Assets 2024

A Civil Engineering Contractors Association conference



Above and Left: CECA CEO Alasdair Reisner hosted the 'Managing Our Aging Assets' conference in October at Aerospace Bristol, the home of Concorde. The conference was kindly sponsored by Sir Robert McAlpine



Above: Another whopping £2,738 raised by CECA SW members at our Annual Lunch and Young Achievers' Awards event, which took place in October



Above: The CECA SW University of Bath Industrial Placement award went to Abigail Scott





*Above, L to R: CECA South West Young Achievers' Awards 2024 - the University of Plymouth Industrial Placement Award went to **Ely Coleman**. The Most Promising Trainee Quantity Surveyor award went to **Daniel Horne** of Kier and **Max James** of Bridge Civil Engineering won the CECA SW Most Promising Apprentice award*

*Below right: Our worthy award winners flanked by CECA SW Chair, **Phil Ramsden** and Guest Speaker, **Michael Caines MBE***



*Above: Winner of the Most Promising Trainee Civil Engineer award was **Mahmoud Hussain**, pictured here with CECA SW Chair, **Phil Ramsden***



*Above: Phil Ramsden and Paul Santer with Henrietta Olsson and Daniela Hopkins from Children's Hospice South West*



*Guest speaker Michael Caines MBE*



*Above: Phil Ramsden and Paul Santer with award winners and members of the CECA South West Foundations Group. Below: The CECA SWFG table at the awards event*



## WELCOMING NEW MEMBERS IN 2024 - CECA SW expands its reach



CECA South West was delighted to welcome three new companies into membership during 2024.

Above: Paul Santer welcomes Simon White, Managing Director of Core Highways, as a new CECA SW member

Above right: New CECA South West member, Sam Setchell of Jackson Geo Services, exhibited at the Safe Digging event in July

Below right: Paul Santer welcomes Keith Warren, Claire Coetzee and Jon Clark of MJ Church into membership of the CECA SW community





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Cliff stabilisation works at Dawlish for Network Rail, courtesy of BAM Ritchies.