

SkyBlue Knows More about M&E

SkyBlue can provide all the fully qualified mechanical and electrical personnel you need to complete your project on time and to budget. Even during the busiest season, we can solve the problems associated with high turnover and inconsistency.

We supply the continuity you need to ensure quality and safety, to eliminate costly delays and free your site supervisors up from repeated inductions and training.

This gives you the confidence to schedule mechanical and electrical installation knowing the right people will be in the right place at the right time. You don't have to retain trades people when you don't need them, or risk losing them to another job.

SkyBlue are the market leader in the supply of rail and construction M & E.

Committed to CSCS, the construction industry qualification scheme, we verify the registration of all our supplied labour through the JIB, where required, providing only approved electricians and certified trade fitters.

Even during the busiest season, we supply the continuity you need to ensure quality and safety, to eliminate costly delays and free site supervisors up from repeated inductions and training.

This means the client can schedule mechanical and electrical installation with confidence, sure that the right people will be in the right place at the right time. You don't have to retain tradespeople when you don't need them, or risk losing them to another job.

Our network of branches combines national support with local knowledge, ensuring that in the provision of mechanical and electrical services, you really do get more with SkyBlue.

See appendix for case study

SkyBlue Health & Safety

All of the suppliers within SkyBlue work to standard processes and these are the foundation on which they are measured to ensure legal compliance and conformity to industry standards.

SkyBlue, and all other suppliers, are measured by IMS on the following areas;

- Compliance to internal processes/policies and procedures
- The Equality Bill (Equality Act) 2009, and preceding Diversity, Equality and Discrimination Legislation
- Compliance to The Conduct of Employment Agencies and Employment Business Regulations 2003
- Asylum and Immigration Act
- Income Tax (Earnings & Pensions) Act – Chapters 7, 8 & 9 specifically

This process also provides a framework for the continual review and improvement of IMS in accordance with the requirements of BS EN ISO 9001:2000 and in line with the Environmental Management System BS EN ISO 14001:1996, and Safety Management System OHSAS 18001.

In addition to ensuring compliance of suppliers, IMS

- audits that all workers are provided with the required skills, qualification, technical accreditation and experience required for the work they are required to perform
- where required, Security and CRB checks can be facilitated. Where appropriate, correct levels of PPE (Personal Protection Equipment) are provided and maintained/checked

SkyBlue Training & Development

Well trained individuals are essential to the success of SkyBlue. SkyBlue ensure that its temporary workers are trained in the requirements of their trade, and skills are also enhanced where possible by further training, either because of a specific requirement by a particular client or contract or general worker training to improve the level of delivery. This training is in addition to what is provided for SkyBlue's own employees. Therefore training is split into two separate categories;

Employee Training:

SkyBlue offer employees at all levels training relevant to current roles and development opportunities in readiness for future opportunities. SkyBlue have an established Training Matrix which provides guidance on the internal and external training courses that are available and professional qualifications which can be gained.

Temporary Worker Training:

SkyBlue's temporary worker training is driven either as a result of a direct client requirement or SkyBlue aiming to enhance the performance of the temporary worker compared to the competition.

We also provide training in specific skills from grass and brush cutting to traffic management, providing a career progression that means the best people are more likely to stay with us and with our customers.

Funding for Training:

In partnership with a number of organisations SkyBlue are able to secure funding to support our continued investment in the training and development of our employees and temporary workers. By continuing to develop our relationships with training providers and associated organisations, i.e. the CITB, we are able to offset a large portion of the costs incurred.

ISV Skills Testing:

SkyBlue has an on-line skills testing facility that allows us to test the capabilities of our candidates in different administrative areas:

Awards

Best Large Recruiter 2010

REC Best Contribution in the Community
November 2009

Best Construction Recruitment Firm
April 2009

Man on a Mission
June 2008

Most Switched on Person
June 2008

Birmingham's Brite Spark
June 2007

Accreditations

Investors in People Status

Link Up

UVDB

REC Audited Status

REC Diversity Assured Status

Safety Standard (18001)

Environmental Standard (14001)

Quality Standard (9001)

Recruitment International – A top 250 Listed Recruitment Company*

*SkyBlue is listed in the top 50

SkyBlue Highlights

- H&S and IMS focus with full AFR reporting
- Through MS and its PSL, SkyBlue supplies temporary white and blue collar workers to a diverse range of sectors in addition to its permanent placement capability
- Competitive Rates
- Robust Health and Safety Practices
- Recruitment Legislation, Advice & Guidance
- Sector Knowledge and Expertise
- Diverse and Equal Working Practices
- Corporate Social Responsibility
- Training Expertise
- Cross Business/Marketing Opportunities
- Flexible Branding

SkyBlue Overview

SkyBlue contains 3 individual businesses; SkyBlue Solutions and Rail, which operate as recruitment agencies and businesses, and a Managed Service (MS), which provides one stop management processes for the supply and management of temporary or permanent recruitment for clients (largest contract valued at circa £90m per annum).

SkyBlue provides resource across all of the UK. Solutions currently operate from 10 locations from Glasgow to Southampton, Rail operates from 3 locations and currently there are 3 on-site operations with MS operating from Birmingham.

The business is listed as one of the top 50 recruitment firms and is one of only 5% of all nationally operating recruitment companies governed and fully audited by the Recruitment and Employment Confederation (REC).



QUEEN ALEXANDRA HOSPITAL CROWN HOUSE & SKYBLUE



Case Study

Local recruitment agency builds bridges at Queen Alexandra Hospital

Back in 2007, Carillion Planned Maintenance (CPM) started the refurbishment of the Queen Alexandra Hospital in Portsmouth. Award winning recruitment agency SkyBlue was appointed main supplier for the Mechanical and Electrical (M&E) labour requirements on-site.

At the same time, Crown House Technologies started to build the new hospital extension, to be linked to the original building through a bridge. However, their electrical sub-contractor was placed into administration - a victim of the current economic down turn.

After witnessing SkyBlue's outstanding performance in supplying M&E workers for CPM on the other side of the bridge, Crown House agreed

to utilise SkyBlue to get the job done – and on time.

SkyBlue, specialists in the construction, facilities management, mechanical & electrical, highways and rail sectors, was tasked with helping to transition any worker who had been made redundant from this sub-contractor in an aim to help stabilise the team and project.

As a result, a total of 12 temporary workers were smoothly transitioned over. Utilising their previous experience and knowledge of the site, they were key in keeping the project moving forward.

The deadline for the project was initially June 09. At this point it was expected to be handed over to the NHS Trust and the new hospital would go live.

Due to the amount of time lost from the sub-contractor leaving the site, SkyBlue was asked to supply large numbers of M&E Supervisors, Electricians, Improvers and Electrical Mates at very short notice to keep the project on track.

Finally, the hospital was handed over on the due date.

Overall, SkyBlue supplied Crown House Technologies in excess of 85 temporary workers for a period of seven months and over 80 workers for CPM; from Senior Engineers, Mechanical & Electrical Supervisors to Foreman and Electricians.

Dave Pearce, Electrical Supervisor from Crown House, said: "Due to the nature of the contract the labour demands both in terms of quantity and quality were extensive.

"The service provided by the SkyBlue team was at all times helpful and carried out professionally. We would have no hesitation in utilising their services on their similar projects."

John Talbot ,Senior Project Manager CPM, adds: "SkyBlue Southampton have provided me with a first class service. This has been achieved despite some demanding time scales and the volume of labour required.

"The team has provided an efficient and effective service and I would recommend them to anyone looking for exceptional standard of labour and service."

SkyBlue is currently supplying CPM with all the temporary labour for the last phase of the project which involves maintenance work and is due to finish in 2011.

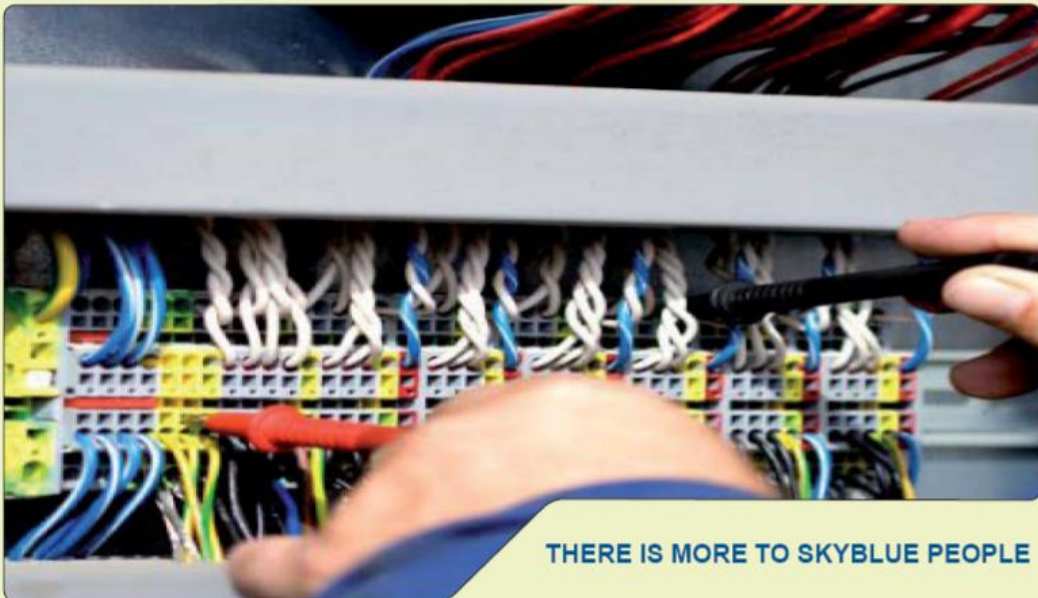
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SkyBlue Solutions provides temporary and permanent labour for clients in Construction, Civil Engineering, Highways, Utilities, Business Services, Facilities Management and M& E.



THERE IS MORE TO SKYBLUE PEOPLE