



JAMES FREW

SINCE 1911



James Frew Newsletter

Issue 9 / November 2024



Look! Frews Talking



Roddy Frew,
Managing Director

I am delighted to share our most recent newsletter which celebrates our achievements, charts the progress we've been making over the past year, and provides an insight into all the exciting things that are going on at James Frew. This newsletter truly is jam-packed with stories.

We've experienced significant growth and success across all our projects and services and our unwavering commitment to excellence has not only enabled us to expand our offerings but also to enhance our client relationships and strengthen our position in the industry.

In our ongoing digital journey, we've recently partnered with Lynsey and Scott from Scoot, bringing onboard Maurice and Cameron at Seesaw, our new graphics partners. Seesaw have already played a key role in our rebranding efforts over the past year, and they've been instrumental in developing the James Frew timeline.

Our rebranding has been highly successful and is now firmly embedded in our organisational culture. We have refreshed our values based

"James Frew Way" and have been working closely with our teams across all business units to share our approach. I am convinced these values and behaviours are our framework for success going forward.

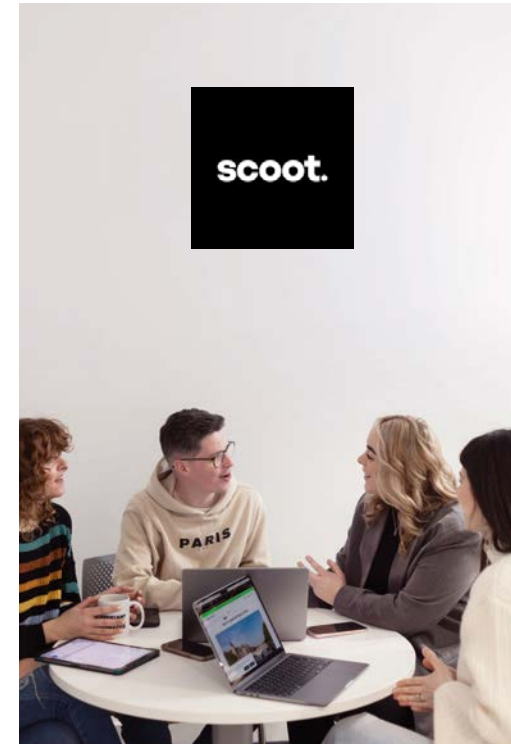
In August we welcomed five new Modern Apprentices. We're confident that these apprentices, now part of the James Frew Academy, will uphold our standards of excellence and make significant contributions to our operations across these regions.

Finally, we proudly celebrate a major milestone, 75 years of service from three dedicated individuals: Steven McWatters, Barry Smith, and Terry Magennis who all began their James Frew journey as apprentices, and their enduring commitment speaks volumes for the loyalty.

Here's to continued success and many more milestones and stories ahead. I hope you enjoy reading the 9th Edition of our newsletter!

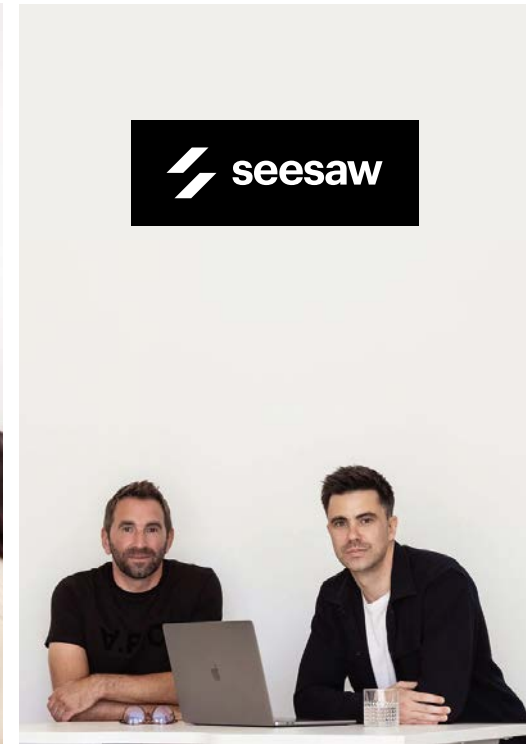
Welcoming our new digital & brand partners: **Scoot and Seesaw**

We are thrilled to announce our exciting partnership with Scoot Digital and graphic designers Seesaw as we continue to innovate and expand our digital presence.



Scott, Lynsey and the team from Scoot has joined us as our key digital partner, bringing their expertise in website design and development. Together, we are crafting a brand-new website that will enhance our online services, making it easier than ever for our customers to engage with us and access the support they need.

In addition, Seesaw has played a pivotal role in designing the new James Frew brand, including the visual timeline that showcases



our rich history since 1911. Their creative touch has ensured that our brand not only reflects our longstanding commitment to quality and service but also our forward-thinking approach in the industry.

We look forward to unveiling our new website soon and are confident that this collaboration will further strengthen our connection with our valued customers and partners. Stay tuned for more updates as we prepare to launch these exciting digital advancements!

The only way is UP

Assistant site supervisors roles created in modernisations.

As part of our growth strategy within our Modernisations business unit, we have created two new Assistant Site Supervisor posts to support our contracts within South Ayrshire.

Head of Operations Paul Lynn said: "These newly created posts will help us deliver our modernisation projects by supporting our field-based teams with more managerial assistance close to where the work actually takes place, and of course, help our Site Supervisors deliver operational excellence."

Paul added: "I am delighted to announce that the posts have all been filled by existing members of staff. Dean Wilton and Craig Murphy, were all successful following a robust interview process, and I am certain they will make the most of the opportunity to progress their leadership and management skills going forward."

Managing Director Roddy Frew said: "Congratulations to the new Assistant Site Supervisors on well-deserved promotions! They have all shown incredible dedication and commitment, and I'm thrilled to see them progress to these exciting new roles."

Roddy added: "Internal promotions are a fantastic way to recognise and reward the hard work and determination of our teams. We believe in investing in our employees and providing opportunities for growth within James Frew."



Dean
Wilton



Craig
Murphy

The Breakfast Club

Kilmarnock FC interview Roddy Frew at business breakfast event

Kilmarnock FC recently invited Title Sponsor James Frew's Managing Director Roddy Frew to the second Business Breakfast event at the BBSP Stadium.

Club Sales and Business Development Executive Robert Dykes quizzed business leader Roddy on a number of topics which included the history and heritage of James Frew, the recent growth of the business and the connection and similarities with Kilmarnock FC, and of course, Roddy's passion for investing in young people.

Roddy said: "It was really great to share our business success, our growth journey, and our sponsorship with Kilmarnock FC. It was huge honour to follow last month's guest speaker Billy Bowie and I thoroughly enjoyed the experience."

Killie General Manager Gregg McEwan said: "It's great to see so many of our partners coming along to support the business breakfast. Robert works hard to make sure the event is engaging and having the chance to hear from Roddy is something that was appealing to our network. James Frew is one of the biggest businesses in our area, and as our title partner, it was great to hear Roddy speak so passionately about the business, their workforce and how their partnership with the Club has contributed to their brand awareness."

Roddy added: "A lifelong supporter, I am immensely proud to see our new branding everywhere around the Club. The brand exposure so far has been fantastic which is a great credit to Gregg and his team. It really has helped us put our new branding front and centre."

The brand exposure so far has been fantastic



Robert and Roddy share a chuckle during their chat



JOBS AWARDED



Calton Village Phase 2 – Glasgow

The works comprise full plumbing and heating installation to 98nr new build properties. Contract also includes extension to gas-fired district heating network installed by James Frew during Phase 1 works.

Value £1.6M

Client McTaggart Construction

Project Manager Stephen Thompson

Project QS Billy Jackson



Internal Housing Refurbishment Works Framework Year 2023/24

The works comprise; upgrading and repairing existing internal components to occupied residential properties including new kitchens, bathrooms, adapted wet rooms, renewal of heating systems, electrical re-wiring and decoration.

Value £5M

Client South Ayrshire Council

Project Manager Alex Dunn

Project QS Derek Havlin



160Nr New Build Units – Mainholm Road, Ayr

The works comprise full plumbing and heating installation to 160nr new build properties. Contract also includes supply and installation of rainwater harvesting.

Value £2.1M

Client Ashleigh Scotland

Project Manager Evan Peat

Project QS Pamela Affleck



Relocation of Girvan Library to 17-19 Knockcushan Street, Girvan

The works comprise; alterations & multi-trade refurbishment of existing Council offices to form new Library facilities.

Value £750K

Client South Ayrshire Council

Project Manager John Paul

Project QS Christopher Bell



JOBS COMPLETED



Refurbishment of Sheltered Housing Complex at Barnett Court, Saltcoats

The works comprise; Installation of PV panels and roof covering alteration, replacement windows and external doors, internal alterations including re-modelling to houses, installation of new common boiler plant and renewal of pipework and radiators to all areas, mechanical ventilation and electrical installation renewal, internal decoration, associated external works.

Value £2.7M

Client North Ayrshire Council

Completion January 2024

Project Manager Steven McInnes

Project QS Derek Havlin

Project Architect North Ayrshire Council



Taylor Wimpey , Troon

The works comprised full plumbing and heating installation to 226nr new build properties.

Value £1.7M

Client Taylor Wimpey

Completion April 2024

Project Manager Ross Millar

Project QS Pamela Affleck



72Nr New Build Dalmarnock – Phase 3

The works comprised full plumbing and heating installation to 72nr new build properties. Properties served from central gas-fired plant via heat interface units.

Value £1.3M

Client McTaggart Construction

Completion January 2024

Project Manager Stephen Thompson

Project QS Billy Jackson



Internal Housing Refurbishment Works Framework Year 2023/24

The works comprise; upgrading and repairing existing internal components to occupied residential properties including new kitchens, bathrooms, adapted wet rooms, renewal of heating systems, electrical re-wiring and decoration.

Value £3.8M

Client South Ayrshire Council

Completion March / April / August 2024

Project Manager Alex Dunn

Project QS Derek Havlin

Client's Agent TCS, Kilmarnock



Flying start for ECO4 team in Millport

Our newly created ECO4 team have got off to a flyer in Millport with a project in collaboration with Cunninghame Housing Association funded by Octopus Energy, who are one of the largest energy providers in the UK.

The Energy Company Obligation (ECO) scheme is a government energy efficiency program to help reduce carbon emissions and tackle fuel poverty in the UK. ECO4 requires a more complete upgrade of homes, shifting to a multi-measure whole-house retrofit approach.

Our project in Millport, Isle of Cumbrae involved the installation of air source heat pumps, solar PV, and under floor insulation. We worked closely with Cunninghame Housing Association to identify suitable properties and carried our comprehensive retrofit assessment to propose energy efficiency measures.

Installations Manager Jim McKay said: "We have installed high quality components including Vaillant Air Source Heat Pumps and Solar Edge PV systems. For Millport we also provided solar PV hot water controller to divert excess solar PV energy into the hot water heating system."

Jim added: "In addition, we have used remote monitoring to good effect to help tenants understand their energy consumption as well as their energy production, and we can remotely interrogate the installed systems to ensure they are fully optimised for best performance and efficiency."

Operations Director Andrew Fogarty said: "This is a great start for the team and I am confident we can help many more customers along the way. We continue to develop our understanding of how ECO4 funding can support other housing associations, existing and new customers."



Keeping it clean

James Frew engineers advance skills in clean energy technology with BPEC qualifications

Five of our James Frew employees participated in an in-depth training programme on clean heat technologies, at Ayrshire College's Willie Mackie Skills Hub, Kilwinning Campus. This comprehensive training program, a first of its kind in Ayrshire, focused on key elements of modern heating and plumbing systems, equipping the engineers with the knowledge and skills to meet the demands of our rapidly evolving industry.

James Frew was proud to be part of this pioneering initiative, furthering our commitment to sustainability and continued professional development. Through this training, our engineers are better prepared to implement innovative, clean heat solutions for the future.

The training concentrated on the installation and commissioning of Air Source Heat Pumps, a growing area of clean energy. The training also focused on Water Bye-laws, ensuring the participants have a solid understanding of the legal requirements for water systems. Included within the programme was BPEC Unvented Systems, a critical component in the safe management of hot water storage.

By the end of the program the employees successfully attained three nationally recognised BPEC qualifications, further enhancing their ability to deliver high-quality, sustainable solutions to customers. Managing Director Roddy Frew said: "This continued investment in training reflects our ongoing commitment to professional development and the future of renewable energy. It is essential that we ensure our field based staff are best equipped to meet the needs of these new and innovative technologies."

You gotta enrol with it

In August 2024, we proudly enrolled five new apprentices into our plumbing teams.



This year's selection process was particularly competitive due to an overwhelming influx of high-quality applications. The sheer volume of CVs, paired with the outstanding qualifications of the candidates, made the decision-making process challenging. After a rigorous selection procedure, we are confident that the five apprentices chosen to join the James Frew Academy will embrace the values and standards we strive to maintain, and they will play a crucial role in the success of our operations throughout these regions.

The induction day was attended by senior management and a SNIPEF representative, marking a pivotal moment for our new cohort. Managing Director Roddy Frew commented: "This level of investment reinforces our dedication to developing future talent and providing meaningful opportunities for the next generation of skilled tradespeople."

We also celebrate the achievements of our existing apprentices. We are delighted to announce the 2024 Apprentice of the Year awards for each discipline:

- Gary Dakin has been named 1st Year Apprentice of the Year in the Plumbing Division.
- Sean Howie has been recognised as the Apprentice of the Year in Carpentry and Joinery.
- Sam Crozier has received the Apprentice of the Year accolade in Electrical Services.

Roddy added: "These awards reflect the hard work and dedication each apprentice has shown throughout their first year, and we look forward to supporting their continued growth within the James Frew Academy."

As always, the James Frew Academy remains committed to developing a skilled workforce, with new apprentices joining each year to meet the demands of our expanding business and supporting key contracts across the region. We are proud to offer opportunities that enable young people to develop lifelong skills, while contributing to the overall success of the company.



Sam, Gary, Sean, and Training Coordinator Elaine Kean



Sam Crozier, Apprentice of the Year in Electrical Services



Gary Dakin, 1st Year Apprentice of the Year in the Plumbing Division



Sean Howie, Apprentice of the Year in Carpentry and Joinery

Home Plans by GasSure[®]

Bronze Package

£7.99*
per month

*plus £125 fixed fee per repair

Silver Package

£17.99
per month

Gold Package

£22.49
per month

Visit gassure.com/gassure-home-plans for full details



James Frew On Demand Services



Boiler and Central Heating Installations



Central Heating Breakdowns and Servicing



Property Alterations and Extensions



Home Plans by GasSure[®]



Electrical and Renewables



ECO Funded Projects



Plumbing and Drainage



**JAMES
FREW**

SINCE 1911

GasSure[®]

Looking for a new boiler?

We can help!



For a free, no-obligation quote
call us now on 01294 468113

Visit jamesfrew.co.uk for more details



Finance available on all Worcester boilers.

With **Frew** all the way

This year, we proudly celebrate the 25th anniversary of three dedicated employees who began their careers with James Frew as apprentices and have since become invaluable members of our team.

Terry Magennis

Steven McWaters

Barry Smith



75 years

The achievements of Barry, Terry, and Steven are a reflection of their unwavering commitment to James Frew. Their 25 years of service are not just a measure of time, but a testament to the quality of work and dedication they bring to their roles every day. Their journeys from apprentices to professionals are inspiring examples of what can be accomplished with hard work, dedication, and the right opportunities.

Celebrating 25 Years of Service: Honouring Barry Smith, Terry Magennis, and Steven McWaters.

Barry Smith started his journey in 1999 as a plumbing apprentice, interviewed by Robert Bell at our Lawmoor office in the Gorbals in Glasgow. His first job, alongside Tony Wark in Summerston in Possil, marked the beginning of a career that has seen him contribute across multiple business units, including Maintenance, and Installations. Barry is now a key member of our Mechanical & Plumbing Services (MPS), where his expertise continues to drive our success. Over the years, Barry has continually demonstrated his flexibility and adaptability in the many aspects of plumbing and heating works within the various business units.

Barry Smith said: "I've always loved the reliability of work at James Frew. Being part of such a great team has been a highlight of my career. To the new apprentices, my advice is simple: learn as much as you can and work hard—it's worth the journey."

Head of Operations John Barbour said: "Barry has always been a reliable and versatile member of our team. His adaptability and dedication has made a significant impact on every project he has worked on. We're fortunate to have someone like Barry as part of the team."

Terry Magennis began his apprenticeship journey in August 1999, joining James Frew as a Modern Apprentice under the guidance of Jim Allison and Robert Bell at our offices in Glasgow. Specialising as a Commercial Heating Engineer, Terry's first "hands on" experience came while working alongside his first tradesman, Bobby Robertson, on a site in Bo'ness. Over the past 25 years, Terry has been a steadfast and invaluable member of our team. His dedication, skill, and commitment have been essential to our operations.

Terry Magennis said: "The best part of my 25 years has been the people I've worked with, a lot of whom I've become great friends with as well as workmates. Also, my advice for apprentices, show a keenness in what you are doing and the tradesmen will invest more time in you. I was lucky I always had good tradesmen that took their time to help me out".

Contract Manager David Downie said: "From the very beginning, Terry has shown an exceptional commitment to his craft. His journey from apprentice to an experienced Commercial Heating Engineer is a testament to his hard work and dedication. He has been instrumental to our success, and we're proud to celebrate his 25 years with us."

Steven McWaters joined James Frew in 1999, interviewed by Dickson Leishman, with his first role under the guidance of John Barbour on a Taylor Wimpey site in East Kilbride. Steven has been a crucial member of our Modernisation team, specialising in heating systems, bathrooms, and kitchens, and ensuring that our projects meet the highest standards.

Congratulations to the three of you, 75 years of outstanding service!

Steven McWaters said: "What I appreciate most about my time at James Frew is the consistency and being part of a reliable team. To the apprentices just starting out, remember to learn as much as possible and work hard. It's the foundation for a long and rewarding career."

Head of Operations Paul Lynn said: "Steven has been a key player in our Modernisation team. His work on heating systems, bathrooms, and kitchens has set a standard of quality that we all strive to achieve. Steven's dedication and approach have made him an invaluable asset to our team."

As we celebrate this milestone, we express our deepest gratitude to Barry, Terry, and Steven for their exceptional contributions. Their stories are woven into the fabric of James Frew, and we look forward to many more years of success together.



Davie Logan joins the club!



Jim Porteous

Celebrating 25 Years of Service

We are delighted to announce that Davie Logan has become the latest member of the esteemed 25-year Service Award Club at James Frew. Having joined the company in 1999, Davie's journey began when he was interviewed by Robert Bell, securing his first role on a project in Larkhall, working alongside Michael Brett. Since then, he has established himself as a dedicated and vital member of our Mechanical and Plumbing Services business unit.

Over the years, Davie has been involved in a wide range of projects, with particular fondness for the hotel renovation contracts in both Edinburgh and Glasgow. As foreman on these jobs, he worked under the supervision of Tim Killips, delivering high-quality results time and time again. Reflecting on his successful career with James Frew, Davie credits the variety of work, the continuity of projects, and the camaraderie among colleagues as the key factors behind the company's continued success. A credit to James Frew that so many employees have reached 25 year mark.

Outside of work, Davie is a keen golfer and

recently enjoyed a round with Managing Director Roddy Frew, a well-deserved break for such a long-serving member of the team. Here's to Davie and his remarkable 25 years of service! His dedication and contributions have been invaluable, and we look forward to many more successful years together.

Contracts manager Tim Killips said: "I have worked with Davie Logan on a vast number of contracts over the years from commercial works in Edinburgh to commercial works throughout Glasgow all with very different challenges from commercial new build's to various hotel and army barracks refurbishment's, which Davie has taken in his stride; vastly experienced plumber his knowledge of plumbing both old and new systems / material's etc. has been invaluable when dealing with various obstacle's we have encountered on the commercial refurbishment contracts, knowledge we in James Frew will be looking to pass onto our apprentices and younger tradesmen.

Cannot believe 25 years' service, how quickly time has flown by! Congratulations and I hope you let Roddy win at the Golf!

Celebrating 25 Years of Service

Congratulations to Jim Porteous or who some may know as "JP" or "Jim" He celebrates a fantastic 25 years with James Frew. Starting back in 1998 by John Cosh having worked alongside James Frew with James Scott at the BT building beside the River Clyde.

Jim's first site was at St Vincents working alongside Mick McTommeny & Billy Kilpatrick, where he started off his career at James Frew as laborer and worked his way up through the years to become a Plumbers mate. Through the years Jimmy has seen significant changes within the industry, which he has adjusted to well.

Jim praised James Frew as a company and advised he has enjoyed his time and has been well looked after, he has made many a good friend and colleagues throughout. Jimmy has provided some advice for anyone starting their career off with James Frew "work hard, toe the line, keep good attendance and timekeeping and you will go far"

As a testament to Jim's achievement the company gifted Jim a voucher to say thanks for all the hard work and dedication through the years.

Contracts manager David Downie said "Jim has been involved on the commercial side of the business from his very first day and quickly settled in and it is testament to his reliability and hard-working ethic that he has completed a fantastic 25 years with our MPS division. Well Done Jim on reaching this important milestone.

Managing Director Roddy Frew said "Jimmy has been ever present within James Frew especially within our Commercial Heating and Plumbing team, and he has worked at countless successful projects, Brilliant achievement reaching the 25 year service"

Brilliant achievement from Jim, reaching 25 years of service.

Timeline

James Frew Ltd was formed in 1911 and is now one of the largest privately owned building services companies in Scotland, providing integrated property services, including plumbing, heating, mechanical services, gas maintenance, reactive maintenance, renewables, building construction and modernisation for both public and private sectors.

1911



Formed in 1911 by James Frew the great grandfather of the present Managing Director, when he bought a local plumbing company for £25.

1946



The firm moved into plumbing and heating contracting under the guidance of the founder's son Alexander Frew who controlled the firm from 1946-1975.

1961



On 3rd April 1961 the company was incorporated under the Companies Act, 1948 and became James Frew and Son (Plumbing and Heating) Limited.

1975



From 1975 until 2015, the company expanded greatly under the direction of Richard Frew, the third generation of the Frew family leading the Company.



1997



A full rebrand was rolled out in 1997 and gave the company a fresh new look.

2004



2004 saw the launch of GasSure as a division of James Frew offering Boiler and Heating cover throughout Central and West Scotland.

2005



Following on from the launch of GasSure, James Frew undergoes a full rebrand to reflect the expansion and modernisation to the business.

2008



Opening of new office building in Stevenston, a £1 million investment for the future.

2009



Roddy Frew, a fourth generation family member took over the reins of James Frew Ltd, now one of Scotland's largest independent building services company, to become Managing Director of the ninety-eight year old company.

2011



Centenary celebrations with the company donating monies to local worthwhile charities.

2017



James Frew Limited Plumbing & Heating Academy launched at West College Scotland Paisley.

2019



GasSure introduce Flameish - the new company mascot designed by local school, Auchenharvie Academy.

2020



James Frew Limited introduce Electrical Installation Services.



2023



James Frew rollout a multi-dimensional brand to propel the business forward. Our new logo reflects the organisation's past success, tradition, and history.



James Frew sign a momentous deal to become Kilmarnock Football Club's primary shirt sponsor providing an amazing platform to launch the new branding.



James Frew Limited Carpentry and Joinery Academy launched at Ayrshire College Willie Mackie Skills Hub based in Kilwinning.

The James Frew Timeline can be viewed at our Head Office in Stevenston.

High 5's

James Frew take on Business Fives Football Event!

On Friday 9th August, our Modern Apprentices and staff swapped their tools and laptops for football boots and headed to Power League for the Glasgow Business Fives event, organised by our partners at SNIPEF. The day was filled with laughter, camaraderie, and, of course, a few questionable tackles. A match reporter takes an irreverent look at how the competition unfolded.



LUKE PAUL



JOHNNIE SMITH



TEAM 1



TEAM 2



TEAM 3



JAMES FREW FULL SQUAD



TEAM 1

Match Report

Sporting specially made brand new James Frew strips, the three teams looked every bit the part in blues, pinks and orange. What our players may have lacked in finesse and technique, they more than made up for in team spirit and sheer determination.

Head Coach David Downie said: "I've spent a number of sleepless afternoons working on structures and formations and if we keep a tightly compacted back line with a diamond shaped front, we will have the best team photos in the tournament".

In Match 1 for Team 1, young electrician Aidan Lang lit up the park with a couple of electrifying runs which unfortunately fizzled out prematurely. However, against Keepmoat Aiden was outstanding and Team 1 ran out worthy 8-1 winners. Captain Andy Fogarty was delighted with the victory and the veteran surpassed a target daily step count of 250, and it was only 5 past 3 in the afternoon!

Team 2 had a significant physical presence their tackling caught the eye of the referee on more than once occasion. Leo Colquhoun who was coring holes all week at Prestwick working in the On Demand team said: "I've been working on the On Demand jobs all week, and the referee told me I should potentially be On Remand for some of my tackles". This was echoed by Rory Frew who said: "it's not the winning, it's the taking apart" following a particularly challenging tackle with an opponent who was last seen flying over Dennistoun.

Team 2 star performer and James Frew top goal scorer for the tournament was apprentice joiner Joey Dorrans who was hammering them in, from all angles (a bit like his nailing technique!). Joey's finishing skills were superb on the day and thoroughly deserved the James Frew Player of the Tournament award.

Team 3 had several naturally gifted individuals and Euan McNally showed some real classy footwork on the ball after realising his boots were on the wrong feet. Talented plumber Alfie played exceptionally well and with Darryl Quarrell and Paul Marshall as a flat back 3 defended well for most of the matches. Team 3 Captain Luke "safe pair of hands" Paul was highly organised and swapped goalkeeping duties and gloves with golf legend Sam Crozier who asked: "If Team 3 progressed to the final stages later that evening, would we all be due an overtime payment?"

Head Coach David Downie said: "I would like to thank all the boys for coming forward and taking part, they showed incredible team spirit and although the tackles may have been a bit robust at times, the support and camaraderie and the enjoyment of the games were clear to see. Well done to all."

David added: "Unfortunately, none of the James Frew team progressed to the latter stages of the tournament and exited at the early group stages. We might not have brought home the trophy, but the players certainly enjoyed the day! A huge thank you to SNIPEF for organising such a brilliant event and to everyone who took part. Here's to many more days of teamwork, laughter, and maybe even a few more (slightly more controlled) tackles!"

Managing Director Roddy Frew said: "I was delighted to read the match reports and the main thing for me here is that these guys, along with all the other young people at James Frew are most definitely the future of the business. It is these types of events that help foster our commitment to team work and supporting one and other which is very much the James Frew Way! Team building events are critical to our overall success and I am really proud of our young people who are not only fabulous employees, but are also ambassadors for James Frew".

George Doak

On the 30th May, colleagues bid a fond farewell to Senior Contracts Manager George Doak recently retired in early May.

George started at James Frew in 2021 and immediately took over the contract management of the high-profile refurbishment and renewal works to Wards 2A and 2B Queen Elizabeth University Hospital in Glasgow.

George has worked on a number of large scale projects for MPS including Central Quay for Graham Construction, Phase 2 of Dalmarnock Village and also Carlton Village.

Managing Director Roddy Frew said: "George knows how to get the job done! His commercial heating knowledge, project management skills and his understanding of how to get the best of people working with him are excellent attributes and I will miss him around the place."

Contracts Manager David Downie presented George with gifts from the staff during a recent retirement lunch in Amaretto in Bridge of Weir.

Roddy added: "I wish George a long and happy retirement and hope he graces the fairways of Ranfurly Castle for many years to come."



Brian Ferguson

After 10 years' service Brian Ferguson is retiring at the tender age of 67. Brian started with James Frew in 2013 as an Approved Electrician and has been a main stay of the Installs team.

Brian is a fully qualified NICEIC Qualifying Supervisor and has managed all aspects of electrical compliance for James Frew over the last few years.

In 2022, Senior Installation Manager Nairn Gray promoted Brian to Electrical Technician in recognition of his knowledge, experience and contribution towards the electrical installation and compliance of all boiler and central heating installations.

Nairn said: "Brian's knowledge of central heating systems, electrical fault finding, and electrical inspection and testing is significant and he has passed on his skills to many electricians over the last few years which is helping to develop others".

Operations Director Andrew Fogarty: "Brian has always maintained high standards of electrical installation practice and is uncompromising in his approach to quality assurance. Managing our NICEIC compliance is a business critical process, and his work in ensuring compliance has been an important aspect of the installs team's success".

Brian, a keen bowler, is looking forward to hanging up his test-lamps and pliers, and focusing on his love of football with his two teams, Liverpool FC and 4th Division Lugar Boswell Thistle FC Juniors.

Peter Cooperwhite

After 26½ years with James Frew, Roddy Frew, John Barbour, and Martin Littlejohn joined Peter at the Glynhill Hotel for a celebration lunch.

Peter left school at fifteen and spent a couple of years at the Robertson Jam factory in Paisley before starting a plumbing apprenticeship with James Ritchie in Paisley. In 1998, after leaving Pollockshaws Builders, he was brought on board by Davie Gaw and Kevin Platts, marking the beginning of many successful projects with James Frew.

Outside of work, Peter is kept busy with his four grandchildren, with another one expected later this year. He enjoys trips up North and is looking forward to a well-earned family break.

Managing Director Roddy Frew said: "Peter's work ethic, quality, and high standards have shone throughout his career. He has been a fantastic mentor to many of our apprentices, who have gone on to forge successful careers. He should be very proud. We are losing a huge asset, but we wish Peter a well-deserved, long, and happy retirement."

Contracts Manager Martin Littlejohn said: "Well done to Peter 26 ½ years of dedicated service, Peter's commitment and loyalty over these past 26 ½ years has had a significant impact within the company, Peter has always adapted and accommodated all the changes through the years, well done Peter enjoy your retirement with family & friends".

Peter Cooperwhite added: "I would like to say a massive thank you to James Frew for keeping me in employment for 26 ½ years, it has been a pleasure. I hope all the apprentices coming through, stick in and go on to have a as good of a career as I did".



Stuart Hunter

MIE Contracts Manager Stuart Hunter retired in June. Stuart started in James Frew 12 years ago and presided over a period of significant growth within Maintenance. Leaving school, Stuart started out as a gas engineer with British Gas and worked there 27 years before joining James Frew in 2012. Initially, Stuart worked as an auditor before starting the East team following the successful contract award to deliver gas service and maintenance for Link Housing.

Managing Director Roddy Frew said: "Stuart's contribution to the growth of maintenance speaks for itself! His work in bringing the North Ayrshire Council gas maintenance contract back to James Frew after a short hiatus is something he can be very proud of indeed. It has helped us consolidate our profile within North Ayrshire and we have benefited immensely from the talent pool joining James Frew at that time".

Stuart said: "I have thoroughly enjoyed my time at James Frew and worked with so many good people over the years. I am particularly proud of my work in the recruitment of trainee gas engineers within the James Frew and many of these engineers are making great progress in their careers and are making a successful contribution to business operations."

Roddy added: "Stuart has made a significant impact to James Frew in a number of important areas, and I would like to wish a very long and happy retirement. All the best Stuart!"

Stuart is looking forward to spending time with his family and indulging in his passion of sailing around the Firth of Clyde.



A plumber's best friend

James Frew is delighted to announce the appointment of TeeJay Leek as a Trainee Plumber's Mate. TeeJay, a promising young talent, has been working closely with us through a partnership with McTaggart Construction, demonstrating exceptional dedication and potential.

Our team's continuous growth and the nurturing of young talent like TeeJay are integral to our success and the high standards of service we deliver.

TeeJay has consistently shown a strong work ethic and enthusiasm for the trade. His hands-on experience and proactive approach have impressed everyone at James Frew. Offering him a position as a Trainee Plumber's Mate is a natural step, reflecting our commitment to and supporting career development within the industry.

Commenting on TeeJay's appointment, Managing Director Roddy Frew said: "We are thrilled to welcome TeeJay to our team. We believe he will be a valuable addition to our company. Supporting young professionals is crucial for the future of our industry, and we are proud to offer TeeJay this opportunity to grow and develop his skills with us."

Roddy added: "TeeJay will be working alongside our experienced plumbers, gaining practical experience and knowledge in a supportive and dynamic environment. This position is designed to provide a comprehensive introduction to the plumbing trade, with opportunities for further training and career progression within James Frew".

Ross Hammell of McTaggart Construction said: "Delighted to have the support of James Frew once again in creating opportunities for marginalised young people on McTaggart Construction affordable housing projects".

Ross added: "We know the support offered by James Frew will support TeeJay on to be successful on his career journey to becoming a plumber".

James Frew continues to lead the way in providing exceptional building services across Scotland. We look forward to supporting TeeJay on his journey and witnessing his development as a skilled and proficient member of our team.



John Mather Trust Awards

Roddy and a group of 1st-year Joiner apprentices attended the John Mather Trust Awards Ceremony, on the 6th of March. Pictured (left to right) Ryan Comrie, Joe Smith, Shaun McManus and Joey Dorrans were recognized among multiple award winners across various skill sets, a significant achievement, highlighting the Apprentices dedication and talent in the field of joinery.

On the night they Received certificates and a range of joinery tools donated from the John Mather Trust a recognition of their current accomplishments and an investment in their future careers. These tools will undoubtedly be valuable assets as they continue to develop their skills and craftsmanship in the joinery industry.

The John Mather Trust has been a generous supporter of over 2500 Ayrshire College students, being recipients for the past 17 years.

Roddy said: "Proud moment for me and the Apprentices and everyone involved, it speaks volumes about the support and opportunities provided by the John Mather Trust, a great recognition of accomplishments and a great investment in their future, I have no doubt they will utilize the tools to further hone their skills and achieve great workmanship. Well-done, keep up the great work"

Beat the Boss Plumbing Competition 2024

The annual Beat the Boss got underway on the 23rd of October with the new 2024 Plumbing and Heating Modern Apprentices putting their skills against Managing Director Roddy Frew in a tightly contested battle of skills including pipe measuring, marking and bending.

Last year was the first time since the James Frew Academy was established in 2017 that Roddy lost his title as undisputed winner. Roddy said: "This year is my comeback year, and I am determined to give it my best shot!"

After a short demonstration led by John Dougall, the boys and Roddy got off the flying start and were making good progress. Copper pipe was supplied for the competition by our supply chain partner Wolseley who were delighted to support the event.

Dylan was first to complete the model and set a very high standard for the rest to follow. Connor, Josh, Reagan and Bradley followed with equally impressive attempts. But it was the Managing Director Roddy Frew who achieved the highest marks and emerged victorious to regain the title.

Chief Examiner and Compliance Manager Kevin Kidd said: "The standard of workmanship was superb and this event is all about getting our apprentices to know our management team and vice versa. It is these types of activities that builds our teamwork, common purpose and collaboration."



Roddy regains the title!



Josh McCauley



Reagan Morrison



Dylan Docherty



Connor Wales



Bradley Watters



Cap Money Course 2024

For the third consecutive year, we have incorporated the CAP Money Course into our James Frew Academy apprenticeship programme.

This initiative focuses on enhancing our apprentices' financial management skills, empowering them to build strong financial habits from the start of their careers. Delivered in partnership with the renowned debt and budgeting specialists at Christians Against Poverty, the course equips our Modern Apprentices with practical knowledge on budgeting, saving, and managing debt. It also underscores the importance of making informed financial decisions and understanding their own unique financial situations.

Operations Director Andrew Fogarty said "We're delighted to be running the CAP Money Course for the third year as part of the James Frew Academy apprenticeship programme. This course has proven to be invaluable for our apprentices, equipping them with essential financial skills that support both their professional and personal lives. By partnering with CAP, we're helping to instil strong budgeting, saving, and debt management habits early in their careers, which is crucial for long-term financial stability.

It's another example of our commitment to our development for our apprentices, ensuring they're prepared not just for their roles at James Frew but also for life beyond the workplace."

Alan McLaren Community links coordinator for Christians against Poverty said: "We have always been impressed with the way James Frew provides an all-round training for their Modern apprentices. We believe that Money Coaching from Christians Against Poverty provides a great chance for these young people to learn to budget, save and spend their money well. We enjoyed working with these talented young people."



Sponsorships



▶ We were delighted to offer sponsorship for Dharma Mack, and her dance school DDLs for their upcoming dance season. Dharma personally wrote to Managing Director Roddy Frew, asking for sponsorship for the year, and this personal touch went down a storm.



▶ James Frew Sponsors local dance school CSDA with an amazing £1000 contribution towards their once in a lifetime journey to Florida to compete for their country at the Prestigious All Star Worlds event in April 2025.

Head coach Siobhan Bryden said: "James Frew have always supported us, we cannot thank them enough for their continued generosity, it literally means the world to our 32 athletes attending and our the coaching team."



▶ James Frew is proud to be the official sponsor of Ardeer Thistle Football Club's first team as they celebrate their remarkable 125th year in the football world. This local partnership reflects our strong commitment to supporting the community and recognising the dedication and history of the football club. We wish the team a successful season.



▶ For the second year in a row, James Frew is proud to be a Bronze Tail Wing sponsor of the International Festival of Flight Air Show. We're thrilled to support this incredible event once again!



▶ Bowled over to continue our sponsorship with Old Kilpatrick Bowling Club for the 4th consecutive year.



Kiltwalk Success!

We are delighted to announce that the final total raised by our Kiltwalk team for Whiteleys Retreat including the additional 50% top up by The Hunter Foundation will be a grand total of £3,500!

Whiteleys Retreat were keen to share their heartfelt appreciation for our efforts, and in doing so, they provided trophies for our top two fundraisers who were Graham Iley & Gerard McGarry, both raising nearly £700 collectively!

A massive **THANK YOU** to each and every one of you who took the time to donate and support our team - the blisters and sunburn were worth it!

#kiltwalk2022 #KiltwalkKindness #TeamWhiteleys





All in for the workshop

Shining a light on the importance of mental well being

At James Frew, we are deeply committed to the health and well-being of our employees.

As part of this commitment, we recently hosted a series of initiatives aimed at promoting mental health awareness and fostering a supportive workplace culture.

On 1st September 2023, our Head Office became the hub for Mental Health Improvement Awareness sessions, arranged in partnership with NHS Salus. These sessions, expertly delivered by Laura Craig and Kristi McCormack from the NHS Health Improvement Team, provided our staff with invaluable insights and practical strategies for supporting mental health in the workplace. This training was a vital step in ensuring that our team is equipped to look after their own mental well-being and that of their colleagues.

In addition to this, we had the pleasure of welcoming the dedicated team from Megan's Space to Ayrshire College, where they engaged with our 1st-year apprentices. Their insightful discussions on mental health awareness underscored the importance of supporting one another, both personally and professionally. The sessions helped break down barriers and foster a culture of empathy and understanding within our workplace.

These combined efforts, including the training sessions and inspirational conversations, were invaluable for both our employees and

apprentices. They reinforced our unwavering commitment to creating a supportive and inclusive environment where everyone feels valued and understood.

Operations Director Andrew Fogarty said: "Our team recognises Mental Health is as important as Physical Health; by participating in Mental Health Awareness initiatives, we are supporting an open environment where everyone feels valued, heard, and confident enough to seek help when needed. Together we're committed to creating a workplace that prioritises well-being, reduces the stigma and encourages open conversations around Mental Health."



Apprentice Gambling Workshop

Our recent gambling workshop for our 1st year carpentry/joinery apprentices was a success. The apprentices engaged enthusiastically with the material and actively participated in the subject matter and activities throughout the session. It was evident that they found the workshop both informative and enjoyable, as they asked questions and contributed their own perspectives on responsible gambling practices.

The workshop provided our apprentices with valuable knowledge about the potential risks associated with gambling and the importance of maintaining a responsible approach to gaming activities. They learned about strategies for setting limits, recognising warning signs of problem gambling, and accessing support services if needed.

What was really encouraging was the level of engagement from our apprentices, they demonstrated a genuine interest in understanding the risks of gambling and the related issues that can arise. By supporting this awareness, we aim to equip our apprentices with the necessary skills to make informed decisions regarding gambling in both their personal and professional lives.

Overall, the positive feedback and active participation from our apprentices reflect the effectiveness of the workshop in fulfilling its objectives. We're confident that the knowledge gained from this session will empower our apprentices to approach gambling responsibly and advocate for responsible gaming practices within our community.





Skills success for Kevin

Kevin Stevens Progression

Kevin Stevens has been with James Frew for three years, starting his journey as a labourer. Throughout this time, he has been actively involved in various projects, consistently demonstrating dedication and a strong willingness to learn new skills. Kevin's commitment and enthusiasm has not gone unnoticed, earning him recognition from management for his exemplary work ethic and continuous professional growth he has enjoyed learning the intricacies of the job and witnessing the collaborative effort it takes to complete projects. Around 14 months ago, he was given the opportunity to start a plastering training programme, an experience he eagerly embraced, and is excelling in.

During this time, he has worked alongside James Frew's skilled plasterers, spending five months honing his skills at Barnett Court. Following this, he returned to the modernisation side, where he gained experience in rewires and additional plastering tasks. Kevin tells us:

"Although some days were challenging and at times a little overwhelming, he discovered that maintaining a calm and relaxed approach allowed everything to fall into place."

Presently, Kevin is based at Meadowbank Lane in Prestwick, working on a new build alongside subcontractors, has been focusing on exterior render work, which he is enjoying.

Kevin said: "This has been an exciting opportunity to learn a different aspect of the trade. Overall, I am pleased with my progress and look forward to continuing my development, improving my skills, and learning more in the years to come with James Frew."

Head of Operations Paul Lynn said: "Kevin has shown significant growth and a strong commitment to his professional development. I am confident that he will continue to improve and expand his expertise in the years to come. Kevin's journey thus far is a testament to his hard work and determination, and I look forward to seeing his continued success within James Frew."



Everyone at James Frew helped me settle in with a warm welcome

New to Frew

New trainee quantity surveyor at James Frew

We are thrilled to announce the appointment of John Cullen as Trainee Quantity Surveyor who took up his new post in early January. John has recently completed a HE Diploma (with Merit) in Mechanical Engineering from Strathclyde University and is a certified Solid Works Associate.

Head of Operations Paul Lynn said: "We are adding to our estimating and surveying resource to increase our capacity to deliver more work. John is joining James Frew at an exciting time as we progress our growth plans across all our business units. I am hoping John can add an additional dimension to the team with his solid works 3D CAD modelling skills too."

Operations Director Danny Gibson said: "We are extending the success of the James Frew

Academy to incorporate opportunities in Quantity Surveying. John will begin a formal qualification in Surveying in September as a Graduate Apprentice and we wish him well as he begins this new chapter in his learning."

John Cullen said "I have enjoyed my time at James Frew so far! Over the last nine months since starting, I have had continuous exposure to a wide range of fantastic opportunities and learning experiences. My work has spanned multiple departments, granting me access to various disciplines and work methods. This broad scope of work has also led my knowledge of construction and quantity surveying to grow holistically, which will be compounded by my education at university, which I started at the beginning of the month. Everyone at James Frew helped me settle in with a warm welcome, quickly making me feel at home in the company and building strong working relationships with a healthy scoop of banter!"



Frew and Frew

Ian Stuart & Gordon Orr

March 28th marked the last working day at James Frew for Gordon Orr and Ian Stuart. With over 76 years' combined dedicated service, with the company, what an achievement! We are losing two of our most experienced and valued members of staff.

Gordon joined James Frew back in 1983, with Ian starting in 1988 and both worked their way through the ranks, formed and underpinned our Senior Management Team within our Modernisation business unit. Both Gordon and Ian have been an integral part of James Frew in contributing to the company's success and growth.

They have witnessed so many changes in their time at James Frew, working under three generations of family leadership and multiple

directors. Story's and memories that will last a lifetime.

Their work ethic and loyalty over such a long period has been second to none and speaks volumes for them as colleagues. Their contribution to the overall success of the company is undeniable and has provided a unique platform to grow and expand our operations.

Managing Director Roddy Frew said: "It has been an absolute joy working alongside them, both from a personal and a business point of view. I want to express my gratitude for your decades of service and commitment, I'm sure you will all join me in wishing both Gordon and Ian a well-deserved healthy and happy retirement.



Jet ready for this

Qualification Success for Jamie Slavin

Jamie Slavin recently successfully completed a City And Guilds qualification in Water Jetting in partnership with the Water Jetting Association. The practical and theory-based course covers the main areas of high pressure water jetting operations and safety requirements, including types of water jetting activities, equipment, water pressures and flow rates, method statements and risk assessments, and the use of appropriate safety clothing.

MIE Head of Operations Gordon Mack said: "In addition to supporting Jamie progress his

skills and knowledge in drainage repairs, we have invested significantly in water jetting equipment to assist our Gold Home Plan customers and our On-Demand services. We know how frustrating drainage issues can be, and we are adding to our capacity to deliver solutions."

Jamie said: "I am delighted to be given the opportunity to enhance my skills and I have benefited from both the formal qualification and the product training I received from the supplier of the water jetting equipment. I am really enjoying being able to help customers when they are need of our services."



Staff Q&A



Michael Loughran

Full name

Michael William Loughran

What is your job title

Call Centre Supervisor

What do you like most about your role

Every day is different, and we have a good team

What is your favorite hobby outside of work

I am the Goalkeeper coach for Ardeer Thistle FC, I like the training and the games on a Saturday

Do you have a motto

Life is for Living

Favourite place in the world

Florida is hard to beat

Best concert you have attended

Not been to a concert but I would say Kevin Bridges or Paul Smith was a good laugh

Favorite family tradition

Christmas Eve – we always have a family games night. Win at all costs.



Caroline Noble

Full name

Caroline Noble

What is your job title

Contracts Co-ordinator

What do you like most about your role

It's varied so every contract is different and never boring

What is your favorite hobby outside of work

Socialising with friends & family

Do you have a motto

Treat people the way you'd like to be treated

Favourite place in the world

Barbados

Best concert you have attended

Take That

Favorite family tradition

Christmas – everyone makes the effort and we all attend



John Davidson

Full name

John Davidson

What is your job title

Purchase Ledger Administrator

What do you like most about your role

Working to deadlines & dealing with various different suppliers

What is your favorite hobby outside of work

Gaming

Do you have a motto

What's meant to be, will be

Favourite place in the world

Ibiza

Best concert you have attended

Darren Styles

Favorite family tradition

Movie nights with loads of munchies



David Martin

Full name

David Martin

What is your job title

Electrical Manager

What do you like most about your role

Working with good people within the business and continuous learning in the electrical industry keeps me on my toes

What is your favorite hobby outside of work

I enjoy watching my son play football and I enjoy golfing when I get the opportunity

Do you have a motto

Work hard in silence and let success be your noise!

Favourite place in the world

Malaga

Best concert you have attended

Justin Timberlake! I went with my wife years ago and couldn't believe I was attending a Justin Timberlake concert. To this day I have never been to anything like it, was absolutely unbelievable!

Favourite family tradition

Not so much a tradition but enjoy getting together on special occasions with the family and always including the family dogs. Mostly Christmas and new year are spent with the whole family and always a great time of year

Go Karting



Apprentice Go Karting Event

In March, our Apprentice teams and some managers enjoyed an evening at Team Sport E Karting in Clydebank, split in to three teams. After a quick safety briefing they slid into the drivers seats ready to hit the track.

Once the race began it was every man for themselves! Amidst the fierce competition there was some great camaraderie and team spirit, with some great cheering from the sidelines.

As the races concluded, we gathered to celebrate the victories and announce the winner with the fastest time 3rd year Apprentice Kerr Thomson with an impressive score of 25.02.

The night was ended with a well deserved buffet, that was enjoyed by all. Great enthusiasm and sportsmanship from our Apprentices and management team, the night was a great success.



Croc n' roll

Memorable staff day in Millport.



On Saturday 10th August, 36 of us enjoyed a fantastic day out in Millport, filled with so much laughter, and great company.

The sun was shining as the golfers took to the golf course and the walkers weren't far behind (after some had finished their drinks) we went to the iconic landmark Crocodile Rock and enjoyed the stunning views.

Everyone regrouped back at the golf club around 2pm and enjoyed a lovely day.

We had some competitions with, Hole 1 Shortest Drive, winner Ross Millar, Nearest the Pin, hole 4 – George Doak, Nearest the pin hole 12 – David Stewart, Nearest the pin hole 16 – Stuart Anderson, longest drive hole 17 – Roddy Frew.

Team Winners, Roddy Frew, George Doak, Brian Glover, Steven Lee who will enjoy a 4 ball at Fairmont.

For the walking crew, we had a 10 question quiz, and the winner with 9 out of 10 was Miss Anna Frew! Winning the S#@t shirt competition was Ryan Harrison. Lots of laughter was had, and good friendly competition.

We all enjoyed some good food a few drinks, and catching up with old friends and members of staff, who joined us for the day, Steven Lee, Ian Stuart and George Doak, rounding off the day perfectly.

It was a day to remember. Thanks to everyone who made it such a great day!

James Frew Newsletter

Issue 9 | November 2024



83 New Street, Stevenston, Ayrshire, Scotland, KA20 3HD

01294 468113

www.jamesfrew.co.uk | www.gassure.com

 **JAMES
FREW**
SINCE 1911

GasSure 

