

MAKING IT HAPPEN



Aberdeen Harbour Expansion Project



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Willie's Welcome

In this edition of 'Making it Happen' you will find several stories referring to charitable fund raising events for our '40for40 Challenge'. To mark our 40 years in business, W M Donald employees are looking to raise £40,000 to reduce the stress and strain on cancer sufferers and their families. This has given me cause to look back and reflect on changes over the four decades.

When I first set out I was heavily influenced by the way many of the large local farms operated. From my perspective at the time it seemed they managed to keep a large number of small tenant farmers motivated by making them feel as though they had a key role to play both in their own success and that of the collective enterprise. I have aspired to do something similar at W M Donald and our success in winning 'Business of the Year 2017' at the recent Trades Awards was undoubtedly due in large part to the teamwork and camaraderie that exists throughout the W M Donald workforce.

At the same Trades Awards I was delighted that Keith Murray won 'Tradesman of the Year'. I have worked with Keith since he was 20, and over the following 27 years he has not only consistently delivered work of the highest quality, but also provided a great example for younger colleagues to follow. Well done Keith, the award was truly deserved.

We continue to emphasize the fundamental importance of health and safety. We now have defibrillators on sites where we are the main contractor and our 'Start with Safety' (Stop, Think, Assess the Risk, Take Action) campaign has led to a significant increase in the reporting of 'hazards' and 'near misses'. Raymond Black's experiences covered in this newsletter are a critical reminder of the importance of minimising exposure to direct sunlight and applying sun cream where this is not possible.

So, what of the future? In the short term the local economic prognosis is one of cautious optimism. I believe we will be experiencing slow growth for several years to come. We are fortunate there are several major projects that have boosted construction activity: AWPR, the harbour at Nigg, and the new exhibition centre. If you believe, as I do, that construction tends to lag the oil and gas industry by 15 years or so, then the trend is towards a greater emphasis on compliance and an ever-growing use of digital technology. My concern is that this is not achieved at the expense of common sense and basic engineering skills and understanding.

Finally, I am extremely proud that nine apprentices have completed their qualifications this Spring. Whilst we look forward to welcoming clients, suppliers and employees past and present to our 40th anniversary celebrations in August, the future belongs to a younger generation.

Willie



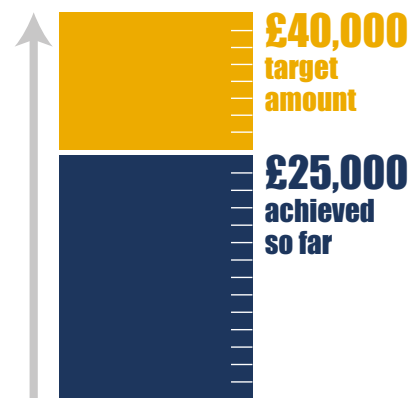
40 for 40

To celebrate 40 years in business, the team at W M Donald has set itself the target of raising £40,000 for local cancer charity, Friends of ANCHOR, in 2017.

At the time of writing the total raised has already reached £25,000.

If you'd like to make a donation, simply go to www.justgiving.com and type '40 years of W M Donald' into the search bar.

Clients, sub-contractors and W M Donald team members have walked, climbed, travelled, golfed, cycled, run and more to raise money for the cause. Huge thanks to all that have taken part and those that have sponsored them.



Donate on
www.justgiving.com
Search for '40 years of W M Donald'



Willie's 40 mile walk and cycle challenge along the Deeside Way



Wolseley win at Aboyne...



...and Nicol of Skene triumph at Ballater

What has eight tentacles, three hearts, two eyes, a beak and blue blood?!



In a twist of fate, 2017 is also an important year for 'Friends of ANCHOR'. It marks 20 years since the charity began.

To mark the anniversary, Friends of ANCHOR has launched the 'Dream Big' fundraising campaign (www.friendsofanchor20for20.org) and has pledged £1m to the University of Aberdeen's project to develop a world-class oncology team in North East Scotland.

'Dream Big' sees the placement of 20 large anchor sculptures across Aberdeen Royal Infirmary's ANCHOR Unit catchment area, which stretches as far as Orkney and Shetland.

W M Donald sponsored the 'North Sea Sucker' anchor decorated by artist Kate Guthrie. Willie and Elaine visited Kirkwall recently and visited the stunning anchor in-situ



Katie says her design was inspired by diving and exploration. It features a vibrant and colourful octopus wrapping its tentacles around the anchor. She hopes her design will inspire and uplift those using the ANCHOR Unit.

You can see more of Katie's illustrations and murals at www.kmgyeah.com.



Lindsay Dall - Getting the right plant to site at the right time

Lindsay Dall joined W M Donald in June 2017 as its new Transport & Plant Manager. Lindsay has over 26 years experience in transport and logistics, most recently in food distribution. 'W M Donald is a growing company. In addition to its civil engineering activities, it has diversified into suction excavation, and the inspection and jetting of drains and sewers. This means more vehicles, more sites and more opportunities for efficiencies.

My focus is on two key areas: compliance and logistics. Compliance means ensuring all our vehicles and plant comply with the relevant legislation. Logistics involves constant communications with Ian Gray and the teams on site. The objective is to get the right plant and equipment to site at the right time as cost-effectively as possible. My goal is to avoid oversight, overspend and downtime.

Transport and logistics is a pressure job in most sectors. My previous role included distributing foods, including perishable fresh foods like fish, to supermarkets. Road traffic delays made some of the deadlines '...a little bit exciting!'. Outside work, family comes first. I have two kids, a 15-year old son and an 18-year old daughter. My daughter has just completed her first year studying microbiology at the University of Glasgow. I am an avid supporter of the Loons, Forfar Athletic, and still have a season ticket.

We stormed (!) to second place in Division 2 last year, so it's Division 1 this season. I also enjoy gardening and DIY.'

Unseen, hidden and buried: THE SECRET LIFE OF W M DONALD

W M Donald is proud to be working on the region's three largest long-term housing developments: Countesswells, Chapelton of Elsie and Grandhome. When all three projects are completed they will add around 10,000 new homes to the local housing stock.



Excavation for the tanks



As on many housing projects, much of the work undertaken is largely 'unseen': access roads, earthworks, temporary works. In the case of potable water, surface water management and sewage, whilst much of the work may be hidden underground it is nevertheless fundamental to the health and wellbeing of both residents and the local environment.

At Countesswells surface water drainage is being managed using SuDS (Sustainable urban Drainage Systems). SuDS aim to mimic in urban areas the way rainfall drains in natural ecosystems. Amongst various SuDS features, W M Donald has created 5 permanent detention basins across the site. Surface water enters the basins and particulates settle.

As well as acting as a filter, the basins provide a buffer to avoid flooding downstream. A flow control device ensures that water can only be discharged into the local water course at an agreed rate.





At Grandhome, a new community taking shape in the Bridge of Don, a key design factor is the provision of potable water. The Water Impact Assessment undertaken by Scottish Water determined there was sufficient capacity in the existing main that passes the site for around 400 dwellings. Above this number and the local water network would be 'stressed'.

It is projected there will eventually be around 3,000 properties on the site, so a dedicated reservoir is being constructed to take over the water supply duties in due course.



Hard Landscaping

Countesswells is a 300 acre development. The sewage infrastructure has been designed such that all sewage pipes drain towards a single point on site. At this location, W M Donald has built a 7m deep wet well to hold the sewage, alongside a dry well in which two pumps and associated electronic controls are housed. The pumps – a duty and a standby – pump the sewage 4km through 225mm polyethylene pipework laid by W M Donald to the nearest public gravity sewer. The pumps switch on a daily basis from duty to standby so that they wear at equal rates.

But, what happens if both pumps fail simultaneously? To cover this eventuality, W M Donald has buried two emergency sewage storage tanks with a collective capacity of 90,000 litres. The tanks give Scottish Water at least 24 hours to restore normal operations.

The design engineer at Countesswells is Fairhurst (see article on page 8) and the mechanical and electrical engineering sub-contractor was Ferrier Pumps.



In the meantime, to ensure consistent 3 bar water pressure to homes W M Donald is installing two large aboveground water tanks and a pumping station. In addition to two variable speed pumps – a duty pump and a standby – a third pump has been installed to maintain the flow rate to hydrants for firefighters should they ever be needed on site. A similar set of circumstances also apply to the Chapelton of Elsie development which will eventually need to construct a dedicated reservoir to ensure there is sufficient water available to residents.

As at Countesswells, the design engineer on the Grandhome project is Fairhurst.



Hard Landscaping



Hard Landscaping

The experience of 40 years

In 2015, W M Donald completely redeveloped its web presence. Willie Donald was 'interviewed' as part of the process to develop a timeline of the company's development - www.wmdonald.co.uk/our-vision/timeline-our-journey

These are some of Willie's key observations from forty years in the business.

THE OPPORTUNITY

'I saw people making a living on sites even though they didn't work long hours and often took ages to finish a job. I thought that if I worked hard, aimed to do jobs 'right first time', and embraced the latest ways of working, there was a good opportunity out there.'

THE BEST THING



Willie and Elaine get married - January 1997

The best thing I ever did was starting up on my own. Sure there is pressure and occasional sleepless nights, but there is pressure in any job.

THE BALANCE OF YOUTH AND EXPERIENCE



W M Donald's first office - August 1977

I am proud of the loyalty and commitment of the W M Donald workforce. We have many employees who have been with us twenty years or more. I also recognise, however, the importance of the energy and skills of the younger generation. It is this mixture of youth and experience which is the engine of our future growth. The average age of our workforce remains below 40 years of age.



Sea Outfall

THE SEA

I loved working on sea outfalls. The sea waits for no man. You have to get in, do the work, and get out.

THE ENERGY

We've always been willing to embrace new work opportunities and innovation. They stretch and energise the company. In my experience if teams have the right equipment and clear direction they love to rise to a challenge.

THE BANK MANAGER

During one of our first major projects the client went bust. This was a harsh but enduring business lesson. By the time W M Donald Ltd was formed I knew we were doing well because the bank manager was coming to see us rather than the other way round!

THE INVESTMENT

If you want to prosper as a business you have to be ready to embrace and invest for new workstreams. A sustainable capital replacement programme is fundamental to long-term success in civil engineering.



25th Anniversary - August 2002

THE RECESSION AND LOYALTY

2007 was a record year for us, so the impact of the recession in 2008 was magnified somewhat. There was great uncertainty. I can honestly say it was the only time over the 40 years of the company's history when I didn't know the way things were going to go. I'm proud there were no redundancies. From the very start our core principles have been loyalty, hard work and honesty.

THE ENGINE

W M Donald is a family firm. The working environment I've heard described as 'couthy'. This isn't a negative. We derive great energy and benefit from the cohesion and loyalty this generates, particularly from the teams on site. They are the engine that powers W M Donald's success.

The artist's impression of the new offices



THE SUCCESS

Like many people in the North East of Scotland, I prefer to keep myself to myself, to just get on with the job without any fuss. However, projects like PrimeFour, Elsie and Countesswells have raised the public profile of W M Donald. It has taken some getting used to, and it's still something that feels uncomfortable from time to time, but it is a sign that the business continues to develop and grow.

W M DONALD - TRADES BUSINESS OF THE YEAR 2017

W M Donald was proud to be voted 'Best Trades Business 2017' at the Trades Awards held at Ardoe House Hotel in June. The Awards celebrate excellence throughout Scotland's construction industry. It is particularly poignant to receive the award at the time when we are celebrating our 40th Anniversary.

Our site teams are the key to our success. Hear their views on the Trades Award at: www.wmdonald.co.uk/tradesawards

Keith Murray – Tradesperson of the year 2017

At the same event, Keith Murray received the accolade for 'Tradesperson of the Year'. Keith is a ground worker specialising in hard landscaping and finishings, but he brings much more than that to the projects he works on. The following is a typical quote from one of our clients:

'Keith stands out from the crowd even before a block or a slab has been laid. He has a positive and cheerful disposition which is infectious. He has a proactive approach to site communications and is genuinely committed to delivering a site which is safe for all trades people and visitors. Keith has the happy knack of being very productive but never rushed. This is down to his experience and, in particular, to the care and attention he pays to setting out the job at the start. This approach enables Keith to deliver work on time and without defects.'

Keith has worked for W M Donald for 27 years, joining the same time as Ian Gray (Operations Manager) Keith and his partner Mandy, who have been together for 34 years, have two children, Demi & Dylan. Despite the physicality of his job, Keith has always been active outside work. A Rangers fan, Keith played football for years and then switched his attention to kickboxing. Bitten by the bug, Keith became a black belt and won several tournaments. He has also taken part in raft racing across Scotland.

'Winning the Trades Award was something different. It was really good to receive recognition from your peers.'



Ewan Riddoch collects the Best Business Award



Keith with Willie and Elaine



Keith telling Walter Smith and Graeme Sounness how it should be done!

Answers to The 40 Quiz from the back page. No cheating now!!

5. Ruby
4. 1-2. Game was followed by a pitch invasion.
3. Only number where the letters are in alphabetical order
2. James Callaghan
1. I feel love (Donna Summer)
6. Romania
7. Water Displacement
8. Aberdeen...of course!
9. 1111
10. The prevailing depth is 40 fathoms or more

Larry Morrison – Fairhurst

FAIRHURST

Founded in Glasgow in 1902, Fairhurst has grown to become one of the UK's largest privately owned Consulting Engineers.

Two of Fairhurst's seventeen offices are located in Aberdeen and Westhill, and the local workforce of 75, together with the overall total staff of 550, continues to grow. A multi-disciplinary practice, Fairhurst has expertise in the design of civil and structural engineering, geotechnics, infrastructure, traffic, transportation and hydrology. A recent high-profile project saw them provide full engineering input into the initial infrastructure and on-going developments for a 3000 housing scheme at Countesswells on the western outskirts of Aberdeen.

Larry Morrison is a Principal Director with Fairhurst based in Aberdeen. Like all Fairhurst Partners and Directors, Larry is a practising 'hands-on' engineer managing a portfolio of projects. Apart from a couple of short breaks, Larry has worked for Fairhurst since 1979.

What has been your experience of working with W M Donald?

It's difficult to put an exact date on it, but I am guessing I have worked on projects alongside Willie and the W M Donald team since the early 1990s. Fairhurst, in Aberdeen and Westhill, typically provides design and engineering consultancy for Aberdeen

City and Aberdeenshire, commercial developers, housing associations and housing developers. The consultancy typically covers the design of roads, sewers, water mains, bulk earthworks and individual house plot designs. The developer in turn contracts with W M Donald to undertake these works. Increasingly, the emphasis is on all parties working more closely together to deliver the best solutions from a pooled resource of experience and expertise.

From your perspective, how has W M Donald evolved over the years?

In some ways there has been very little change. W M Donald has always been a very conscientious contractor. My experience is that they take great pride in what they do. They have obviously grown significantly over the past five to ten years in terms of number of employees, plant and the scope of work they undertake. I suppose the biggest development is that they have moved from being a 'traditional' reactive contractor to being far more proactive in terms of bringing their experience and expertise to bear on projects at a far earlier stage.

What makes W M Donald attractive as a supply chain partner?

It is a truism that you are only as good as your last job. W M Donald seems to embrace this and strives to be the best in what they do. As mentioned earlier,



I feel their conscientious approach and pride in a job well done are the backbone of their business.

I attended a presentation by W M Donald last year where they emphasized the benefits that they could bring to a project if they were able to get involved as early as possible. My colleagues at Fairhurst and I certainly value the engineering expertise and practical experience that W M Donald's engineers can bring to the design phase of a project.

What does the future hold for Fairhurst and W M Donald?

Privately funded construction activity in the Aberdeen area is largely dependent on commercial and residential developments. The slowdown in the oil and gas sector has led to developers reappraising their project portfolios. There has been a general move towards changing the mix of properties on sites with smaller more affordable accommodation interspersed with larger properties. Revitalising old schemes, alongside a steady stream of new developments, has kept Fairhurst very busy.

For W M Donald the challenge will be to retain those cultural aspects of their business which have made them successful as they continue to grow and diversify.

Neither W M Donald nor Fairhurst have ever rested on their laurels and I believe there remains scope for both organisations to achieve further expansion in the future.



NOW SOME SHOCKING NEWS

Since January 2017 all sites where W M Donald is the Principal Contractor have been equipped with a defibrillator. Quick access to a defibrillator greatly improves your chances of survival in the event of a cardiac arrest (heart attack).

A cardiac arrest is caused by an irregular (arrhythmic) heart beat. A defibrillator delivers a high energy electric shock to the heart through the chest wall and, effectively, stops the heart. The body's natural pacemaker then re-establishes a normal heart rhythm.

The defibrillator chosen by W M Donald is the Philips HeartStart FRx. The HeartStart FRx provides guidance voice prompts, visual icons and CPR (Cardiopulmonary Resuscitation) coaching throughout the defibrillation process.

It is specifically designed for use on industrial and construction sites, can withstand a one metre drop onto a concrete floor, and operates in harsh environments including rain.

Supporting the roll-out of the defibrillators, over 40 of W M Donald's project managers and supervisors have

completed 3-day 'First Aid at Work' courses delivered by Aberdeen First Aid School. However, it is important to know that the HeartStart FRx can be used by anyone as clear vocal prompts talk the user through effective CPR and the use of the defibrillator. The device has onboard diagnostics and will not deliver a shock to the patient unless one is needed.

Diagnosing a cardiac arrest

Someone who has had a cardiac arrest (the 'patient') will be unresponsive to sound or touch. The patient's breathing will have stopped (you can check by observing whether the chest rises or not) and there will be no pulse.

If you believe one of your colleagues on site has had a cardiac arrest, speed of intervention is absolutely critical. Start CPR immediately and tell someone to get the defibrillator and call 999.

CPR involves pushing down firmly (compression) with both hands on the patient's chest towards the end of their breastbone (see image below). Deliver 30 compressions at the rate of about two beats per second. You can use the rhythm of the song 'Staying Alive' or 'Nellie the Elephant' as a guide. After 30 compressions, give two rescue breaths and resume compressions. Continue until the defibrillator or emergency services arrive.

The following websites are good sources of further information:

■ **Resuscitation Council (UK)**
www.resus.org.uk

■ **Saint John Ambulance**
www.sja.org.uk

■ **British Heart Foundation**
www.bhf.org.uk

MUNITIONS, MEASUREMENTS AND MEADOW PIPITS – ALL IN A DAY’S WORK AT NIGG BAY!



The Aberdeen Harbour Expansion Project involves the development of extensive new facilities in Nigg Bay, including 1,400m of new quay up to a depth of 10.5m. When it is completed in 2020, at a cost of £350m, the harbour will eventually support 7,000 jobs. The main contractor is Dragados UK.

Although work on site only started in May this year, W M Donald has already been successful in winning several packages of work.

During World War 2, Aberdeen had the unfortunate nickname of the ‘Siren City’ as it was the most frequently bombed city in the United Kingdom. There were 32 Luftwaffe attacks with the worst raid being the ‘Big Blitz’ on 21st April 1943. Several of the bombs missed their intended target and landed in and around Nigg Bay. W M Donald worked with a specialist UXO (Unexploded Ordnance) survey company to ensure the safety of the site before works could start. Magnetometers were used to detect magnetic metal objects with our suction excavator used to identify non-magnetic objects. Fortunately, other than shrapnel and discarded junk including car engines, nothing was found.

W M Donald has fabricated and installed the concrete pillars to support 8 monitoring stations. When a vessel is mooring in harbour, standard GPS does not react quickly enough to changes in sea level. Consequently, vessels entering the harbour will simultaneously take readings from the 8 stations and calculate their position accurately enough to berth.



In terms of traditional civils work, W M Donald has built the access roads and drainage for the North compound which will be used to pre-cast concrete units for the harbour construction. We are building the access road to the harbour’s visitor centre.

Anthus Pratensis 1 v W M Donald 0!

W M Donald is constructing a coastal cycle and pedestrian path at Nigg Bay. The path replaces a smaller existing path which runs close to the eroding cliff edge.



Our team on site recently had to down tools for two weeks when a Meadow Pipit’s – *Anthus Pratensis* – nest was found along the proposed route of the path.

The Meadow Pipit has a hard life already without further disruption from W M Donald. A species of open uncultivated spaces, the Meadow Pipit feeds on insects and small invertebrates topped up in winter by seeds of grass, sedge and heather. It nests on the ground in dense vegetation laying between 2-7 eggs. The aim is to avoid detection by hen harriers and other birds of prey. However, cuckoos seek out Meadow Pipit nests, lay their own ‘lookalike’ single egg in the nest and, when it has hatched, the cuckoo chick tips out the remaining Pipit eggs with its wings.



Photo: Eric Yeomans



My encounter with skin cancer

Like most working men I'm not keen on making an appointment to see the doctor. It's the disruption, the waiting around, the feeling that you're probably wasting the doctor's time.

Think again.

In the second half of 2016 I had a lesion at the top of my nose, close to my eye. The lesion would partially scab over and then would start to weep again. It never really healed. Under duress, I saw my doctor who arranged for me to have a biopsy. The result of the biopsy: skin cancer!

Basal cell carcinoma is the most common form of skin cancer. Sadly for us Scots, it is more common amongst fair-skinned adults. It can occur anywhere on the skin, but is particularly prevalent in those areas which are exposed to direct sunlight for extended periods of time: face, nose, ears, arms. Cancerous growths are localised but, without treatment, they do continue to grow.

I was operated on under local anaesthetic in April 2017. In my case the cancerous growth was close to a tear duct and, therefore, Mohs micrographic surgery was used. This technique involves removing layers of skin until, eventually, only cancer-free tissue remains. Despite the micro-surgery tag, I distinctly remember the feeling of

the surgeon's knife feeling like a pair of scissors going through chicken breast. There was also the smell of burning flesh as the wound was cauterized!

I'd really like to take this opportunity to encourage everyone working outdoors to take basic safety precautions.

Firstly, keep covered up. Secondly, for those areas where this is difficult, use a high protection SPF30+ sun cream to protect against UVB rays. Ideally, this should be applied 15-30 minutes before going out in the sun.

Secondly, self-check your skin at least once a month for marks and scabs. If these are growing, changing in appearance, bleeding or failing to heal then go and see your GP.

Finding out you have 'cancer', however benign, is scary. I was lucky; there are far more serious skin cancers than basal cell carcinoma. Start taking the precautions before it's too late.

Raymond Black

DID YOU KNOW?

It's not just the Natural History Museum that has a whale to be proud of! WMD Drainage Services has added a 32t KaiserWhale to its fleet.

The KaiserWhale is primarily used on large drain and sewer cleaning projects. It employs continuous dirty water recycling technology to remain active on site until the job is complete. Water used in the jetting is vacuumed out along with the silt and debris. It is then filtered before being resent to the jetting nozzle. The KaiserWhale can jet at up to 400l/min at 200 bar.

Studies have indicated that the KaiserWhale is on site for 40% more time, uses far less potable water and is more fuel-efficient!



WMD Drainage Services' team continues to grow and has reached eight in only six months of operations.

The team delivers drain and sewer inspection, jetting, maintenance and repair services.



The team has recently completed projects in Orkney where team leader, Colin Christie, captured this beautiful sunset.

The W M Donald suction excavator has been in demand during 2017.

Projects have included supporting an unexploded ordinance survey in Nigg Bay. On a day-to-day basis, however, the suction excavator is typically used on site preparation and utility projects.

The suction excavator is a business in its own right, so please contact Jim Strang at W M Donald if you'd like to hire it.



CAPTION COMPETITION



"It was then that Kevin realised his toupee had disappeared."

Funny? Mildly humorous? Sad!?

Whatever you think, we're sure you can do much better.

Send your captions to Karen by 1st September to be in with a chance of winning a meal for two at the Lairhillock Inn.

karen2@wmdonald.co.uk

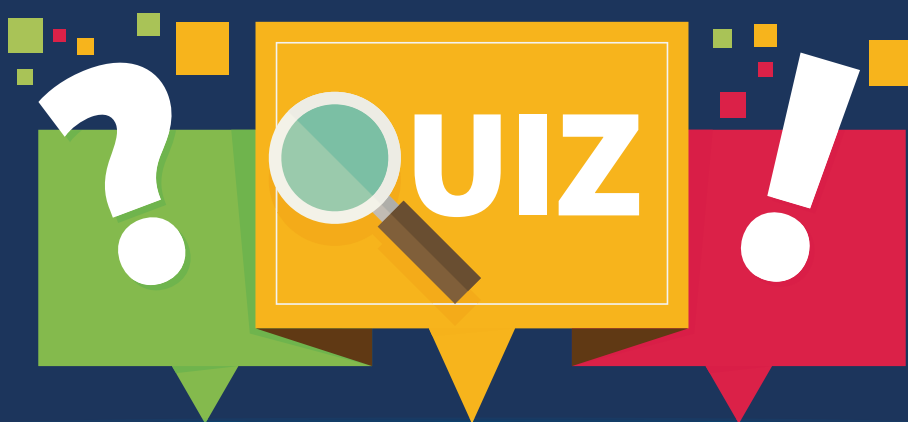
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THE 40 QUIZ

1. W M Donald launched on 1st August 1977, but what was number one in the UK pop charts on that day?
A You're the one that I want (Olivia Newton-John & John Travolta)
B I don't like Mondays (Boomtown Rats)
C I feel love (Donna Summer)
2. Who was the Prime Minister on 1st August 1977?
3. What is unique about 40 when it is written as 'forty'?
4. What was the score in the England v Scotland game at Wembley in 1977?
5. What is the traditional gift for a 40th wedding anniversary?
6. '40' is the dialling code for which country?
A Romania
B Russia
C Rwanda
7. In the product 'WD40', what does WD stand for?
8. Who won the Scottish League Cup in 1977?
9. What is 40 if written in Base 3?
10. 'Forty' is the shipping forecast area for the central North Sea east of Scotland. Why is it called 'Forty'?

Answers can be found on page 7



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