

Annual Review and Accounts

2019/20



2019
/ 2020

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MD's review:

Alan Wilson

Cooperation, collaboration and commitment

It's hard to write anything by way of a review of SELECT's activities in the last year without splitting the narrative into two; one dealing with life before COVID and the other which deals with SELECT's work during the pandemic and the industry's steps towards recovery.

In dealing with life before COVID, SELECT's activities were focused on positioning Members at the forefront of the electrotechnical sector in Scotland. Our work in developing training courses, with a focus on renewable energy and electric vehicle charging point installations, was well advanced and beginning to get good traction with Members.

Our usual highly regarded advice services continued to provide excellent support across all Member demands. We had also added extra support for our health and safety offering via our partner, the Building Safety Group, and we were looking to launch new services, including a Professional Indemnity insurance scheme.

Almost overnight, the landscape changed once the government announced its lockdown for all but essential works. At that stage,

SELECT re-doubled its efforts in providing support to Members and these words came to epitomise our efforts: cooperation, collaboration and commitment.

Without question, coronavirus affected us all, but what was clear was that without cooperation, collaboration and commitment we would really struggle to survive in today's world.

These words have also been intrinsically linked to trade associations like SELECT. Founded nearly 125 years ago, our organisation was set up by committed individuals who wanted to collaborate and cooperate in shaping the future of what was then a relatively new part of the Scottish construction industry. More than a century later, we see these very apt and poignant words shaping our actions today.

I am pleased, but not in the least surprised, that SELECT and its staff have risen fully to the challenge this crisis has brought. We have led the way in providing up-to-the minute advice on a host of subjects, including employment, contractual, commercial, technical and safety matters, and all of our advice has been updated on our website on a daily basis.

"I am pleased, but not in the least surprised, that SELECT and its staff have risen fully to the challenge this crisis has brought"



The contact we had with Members, including calls made to Members by SELECT's Central Board, our increased social media presence, press coverage, online Member drop-in events as well as more frequent distribution of our e-newsletter, all contributed to our goal of keeping Members updated.

We also realised the significant impact the crisis had on Members financially and the decision by Central Board to reduce Member subscriptions by 30% for 2020 has proven very popular.

🔗 Alan Wilson
Managing
Director,
SELECT

While staff have worked from home throughout this period, there has been no let up in the services offered to Members and our teams are to be commended for all of their efforts in maintaining 'business as usual'.

Following on from this, I am pleased to report that a consultation on introducing Protection of Title via a Member's Bill has just been launched. This is a fantastic opportunity to help rid our industry of the unqualified and incompetent electricians and I hope that the work will result in a Bill being introduced.

They say that necessity is the mother of invention and this has definitely proved the case for SELECT. We have introduced lots of new ways of helping Members, with our move to more online training, online ECS tests and a new process in dealing with applicants being some of our significant achievements.

As well as seeing cooperation, collaboration and commitment between SELECT and its Members, I have also been delighted at the development of the Construction Industry Coronavirus (CICV) Forum. Set up at the start of the pandemic, the Forum is a collective of trade and professional bodies gathering intelligence, sharing advice and speaking directly with government on issues affecting Members in the current crisis.

As well as the main Forum, there are also a number of sub-groups which are working on issues such as employment and skills, health and safety, business recovery and commercial matters.

Some 100 individuals are contributing to the excellent work being done and it is amazing to see so many different groups and individuals working in a cooperative and collaborative way with the sole aim of helping the construction industry recover from the crisis.

There are lots of challenges ahead for all of us, but one thing is sure: SELECT will be there to help you in any way we can.

Alan Wilson
Managing Director, SELECT



President's viewpoint: Kevin Griffin

Crisis, charity and change

My time as President of SELECT has been eventful to say the least. It has coincided with the biggest global health crisis in a century, and a significant change in the organisation's senior management. At times, the scale of change has been bewildering, but throughout it has been a privilege and a pleasure to hold this position.

Normally, the SELECT President serves for two years. However, because these are far from normal times, I have held the role for three.

I first joined SELECT (or the Electrical Contractors' Association of Scotland as it was then) more than 25 years ago and it's fair to say that I've never witnessed a period like recent times, when sweeping developments have come thick and fast.

Among others, SELECT appointed a new managing director, Alan Wilson. It's never easy to make change at the top of an organisation but the outstanding contribution that Alan has made since we brought him on board proves that the difficult decision to refresh our top team was a wise one.

If you take up a post like President you must be ready to make your mark in some way during your time in office.

When I first became President, one of my aims was to renew and strengthen our links with the Electrical Industries Charity. I wanted it to be naturally associated with SELECT and make sure we highlighted charity events and fundraising activities.

The charity's work is vital and, in some cases, life-saving. Many of our Members are under constant pressure. Occasionally that can lead to problems such as mental health issues and, in extreme cases, suicide.

The Electrical Industries Charity provides the help that people need. Crucially, it has expert insight into our sector and it uses that knowledge well. What's more, it doesn't just help our Members; it's there for their families too.

It's heartening to know that the relationship we've established with the Electrical Industries Charity will continue and, I hope, grow even stronger in the future.

Around three months before I was due to step down as President, COVID-19 hit the UK. The resulting crisis is the biggest challenge SELECT and its Members have faced. However, thanks to our amazing people, we were able to function throughout the pandemic.

We focused on communication, providing members with essential information and advice.

We not only kept up to date with legislation produced by the UK and Scottish Governments but helped to influence where we could.

Part of our strategy was for Central Board members to pick up the phone to call Members

"If you take up a post like President you must be ready to make your mark in some way during your time in office"



directly. As business owners, we faced exactly the same challenges and pressures as our Members and it was important to share our experiences, as well as provide the reassurance that SELECT was ready to help.

The pandemic and subsequent lockdown had an immediate impact on Members' finances and as a means of support we refunded membership fees – an option that was only open to us thanks

📍 Kevin Griffin
President,
SELECT

to strong financial management over the years.

There are two aspects of the crisis that show just what SELECT means to its Members and how they appreciated our response to the coronavirus challenges.

For one, our membership numbers have remained constant throughout – every individual and organisation has stayed with us.

What's more, although we gave people the option to forego membership fees, a number continued to pay, insisting that they wanted to support the organisation and their fellow professionals.

COVID-19 has had a wider impact. It has combined with the advance of technology to speed up changes in the way we all operate. For example, training programmes are now delivered online rather than face-to-face.

The role of President will be affected, too. There will be less focus on attending events while digital contact with Members will continue to grow. In a way, that makes the job harder – it's difficult to establish and nurture relationships online. But I've no doubt people will find a way.

As my extended period as President comes to an end, it's time for someone else to come in and make their mark.

I feel that I leave SELECT in good shape, bearing in mind the ground-shaking developments of the past year in particular. And I am sure the association will continue to grow and develop.

Finally, I think it's important to reiterate that SELECT is, above all, a democratic organisation where everyone's views are important. I've never seen myself as anything more than a Member of the association and I believe any fellow Member could take up the various roles I am proud to have carried out.

If you believe you can make a contribution, I would encourage you to step forward, perhaps at branch level, to get involved. I can't promise that the future will be as dramatic as the past 12 months, but I can guarantee it's a decision you would never regret.

Kevin Griffin
President, SELECT



Central Board Members 2019-20



Kevin Griffin
President



Donald W Orr
Vice President



Eric Rae
Immediate Past President



Darren Crockett
Depute Vice President



Alistair Grant
Depute Vice President

Staff

- ALAN WILSON,**
Managing Director
- JOHN MCGHEE,** Director
of Finance & Resources
and Association Secretary
- DAVE FORRESTER,**
Director of Technical
Services
- FIONA HARPER,**
Director of Employment
& Skills
- IAIN MASON,**
Director of Membership
& Communications

Observer

- MARTIN BAILEY,** ECA



Branch Representatives

■ **Aberdeen & North East of Scotland**
Stewart Anderson, Graeme Craib* and Alick J Smith

■ **Ayrshire**
Jim Cooper and Charles Dobbie

■ **Dumfries & Galloway**
Gordon Paterson and John Wilson

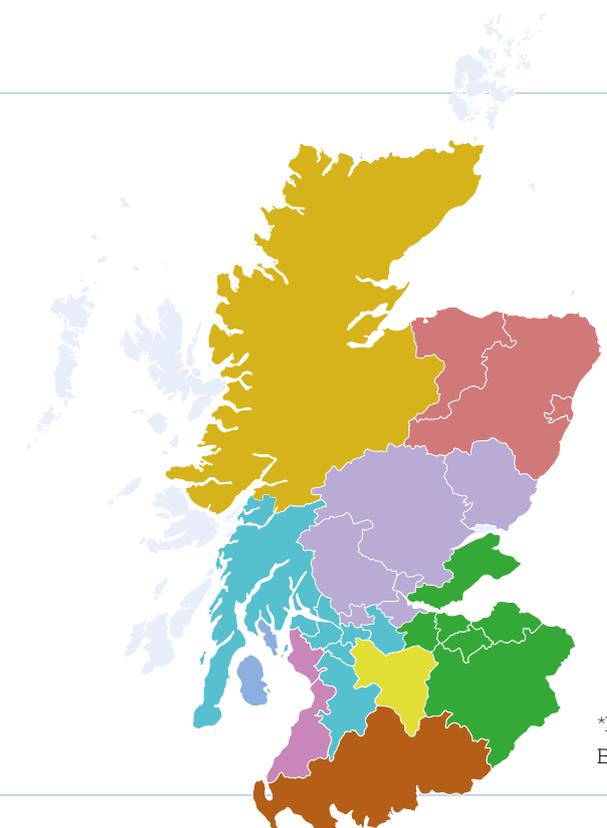
■ **Edinburgh & South East of Scotland** Graeme Anderson, Paul Erasmuson and Alasdair Noble

■ **Glasgow & West of Scotland** David Harris, Kenneth Berrie, David WH Smith and Alex Guyan*

■ **Inverness & North of Scotland** Alistair Grant and Donald Calder

■ **Lanarkshire**
Craig McGowan, Donald Orr* and Jim Brown*

■ **Tayside**
Tony Harvey, Keith Smith and Graham Lyall



*Retired at 2020 Branch AGM

SELECT Representation

Management Committee

KEVIN GRIFFIN - President
DONALD W ORR - Vice President
ERIC RAE - Immediate Past President
DARREN CROCKETT - Depute Vice-President
ALISTAIR GRANT - Depute Vice-President
DAVID W H SMITH
ALICK J SMITH
MARTIN BAILEY - Observer

Electrotechnical Committee

DAVID W H SMITH - Chair
ALASDAIR NOBLE - Vice-Chair
MARTYN ALLEN (Electrical Safety First)
BILLY BLACK
KEVIN BLACKLEY
BOB BROTHERTON
GEOFF CRONSHAW (IET)
THOMSON DYER (BSD)
ANDY GRAHAM
KEVIN GRIFFIN
DAVID HARRIS
ROGER LOVEGROVE (ECA)
GORDON MACKENZIE (SPEN)
GARY MEECHAN
KEN MORTON (HSE)
GARY PARKER (ECA)
KEITH PATERSON
ERIC RAE
PAUL SAYER (BEAMA)
ALICK J SMITH
JOHN WRIGHT (BEAMA)

Employment Affairs Committee

ALICK J SMITH - Chair
ERIC RAE
BRIAN BOYD
JOHN NOBLE
KELLY HOWELL
TERESA CANNON
JOHN FERGUSON
RASA LEWIS
LAURA MCKENZIE
KEVIN GRIFFIN
STACEY CLARK
PAUL MCNAUGHTON - ECA (Observer)
ANDREW ELDRED - ECA (Observer)

Management Committee Finance Sub-Committee

ERIC RAE - Immediate Past President
JOHN NOBLE
ALICK J SMITH
DAVID W H SMITH

Major Contractors' Forum

TOP 20 SELECT MEMBERS BY TURNOVER
ALICK J SMITH - Chair

Registration Board

STAN JOHNSTON - Chair
KEVIN GRIFFIN
ALICK J SMITH
ERIC RAE
STEPHEN CARRUTHERS
GORDON PATERSON
EDDIE PAIRMAN
BILL SHAW
ALASDAIR NOBLE
KAREN MCDONNELL (ROSPA)
ROBERT D'ARCY (IET)
VAUGHAN TURNER (SE)

Training And Skills Development Committee

MIKE STARK - Chair
ALASDAIR NOBLE
ERIC RAE
GAVIN ROSS
ALICK J SMITH
DAVID W H SMITH
ALEX GUYAN
KEVIN GRIFFIN
CHRISTOPHER LEES
PETER PRIMROSE (SQA)
LESLEY ANNE THOMSON (SQA)
ELAINE ELLIS (SDS)
ANDREW ELDRED (ECA)
CAROLYN MASON (NET)
ANNE GALBRAITH (SECTT)
BARRIE MCKAY (SECTT)
JOHN RENWICK (ESP)



External Representation

BSE SKILLS LIMITED

Fiona Harper

CICV FORUM

Alan Wilson

Fiona Harper

Iain Mason

Yvonne Wilson

CROSS PARTY GROUP ON CONSTRUCTION

Alan Wilson

CROSS PARTY GROUP ON ACCIDENT PREVENTION AND SAFETY AWARENESS

Dave Forrester

CROSS PARTY GROUP ON SKILLS

Fiona Harper

CRYSTAL TRUST BLUESKY PENSION SCHEME AND EVOLVE PENSIONS LIMITED

John McGhee

ECA BUSINESS POLICY AND PRACTICE COMMITTEE

Yvonne Wilson

ECA SKILLS COMMITTEE

Fiona Harper

ECA LABOUR RELATIONS COMMITTEE

Alick J Smith

Fiona Harper

ECA TECHNICAL COMMITTEE

Dave Forrester

Bob Cairney

ECS STEERING COMMITTEE

Fiona Harper

EETF

Alex Guyan

Alan Wilson

John McGhee

Alick J Smith

Gordon McArthur

ESF ELECTRICAL INSTALLATION SAFETY FORUM

Dave Forrester

Bob Cairney

FIRE, EMERGENCY AND SECURITY SYSTEMS INDUSTRY WORKING GROUP

Fiona Harper

FIRE AND SECURITY ASSOCIATION STANDING COMMITTEE

Kevin Griffin

Donald W Orr

Dave Forrester

EAS MANAGEMENT COMMITTEE

Dave Forrester

EUROPEON (FORMERLY AIE)

Kevin Griffin

Alan Wilson

Dave Forrester (Technical & Policy
Working Groups)

IET/BSI TECHNICAL COMMITTEE FOR ELECTRICAL INSTALLATIONS OF BUILDINGS

JPEL / 64

Dave Forrester and Bob Cairney

Sub Committee A

Bob Cairney

Sub Committee B

Keith Hagan

Sub Committee C

Darren Sweeney

Sub Committee D

Mark McLaughlin

JIB EMPLOYEE RELATIONS COMMITTEE

Fiona Harper

NATIONAL JOINT COUNCIL FOR THE ENGINEERING CONSTRUCTION INDUSTRY

Fiona Harper

NET BOARD

Alick J Smith

Fiona Harper

SBSC

Alan Wilson

Dave Forrester

SEC INSURANCE LIMITED

Kevin Griffin

Alan Wilson

Eric Rae

John McGhee

Donald W Orr

SEC GROUP BOARD

Alan Wilson

SECG SCOTLAND

Alan Wilson

Yvonne Wilson

SEC GROUP HEALTH AND SAFETY TASK FORCE

Jim Cornwall

SECTT BOARD OF TRUSTEES

Alan Wilson

John Noble

Gavin Ross

SJIB NATIONAL BOARD

Jock Simpson –

Independent Chairman

Alan Wilson – Director

Fiona Harper – The Secretary

EMPLOYER REPRESENTATIVES

Alick J Smith

John Noble

Eric Rae

Vacancy

Brian Boyd (Alternate)

SJIB GRADING COMMITTEE

John Noble

Fiona Harper

Alick J Smith

THE ELECTROTECHNICAL SKILLS PARTNERSHIP

Fiona Harper



Throughout the year, we have continued to work tirelessly for our Members and the wider industry. Here are just some of our recent achievements

SELECT milestones

MEMBERSHIP

1,243
Members

43
Probationers

30
Applications

Launched new
Membership
certificates

SELECT

3
day regulation
exhibition held at
Scottish Parliament

43
more MPs and
MSPs signed up to
Wall of Support

SKILLS


New video
launched about
women becoming
apprentices


Worked closely
with colleges to
secure new EV
training courses


Become an
Apprentice Electrician
infographics and
stings launched


Designed, created
and delivered the
TESSA course to
SELECT Training



New Electrical Installation SVQ (SCQF 7) and Modern Apprenticeship Framework approved for implementation in the autumn

RESOURCES

£52K
EETF
grants

250
sick pay
claims

1,250
subscriptions issued through
new software system

225,000
welfare credits

SJIB



FICA animation
released



Celebrated 50th
anniversary at
Edinburgh Castle



ISO 9001
accreditation for
ECS retained



SJIB Apprentice of
the Year crowned at
SELECT Awards 2019



New grading structure
and cards for FESS
introduced



FICA Moderation
exercise successfully
completed

TRAINING



2,407

delegates trained

- Launched new training brochure
- Launched new Emergency Lighting, Domestic Ventilation and Electrotechnical Site Safety Assessment (TESSA) courses
- Partnered with Training Plus to offer more health and safety courses.



Free seminars on electric heating, underfloor heating and infrared heaters



More EV charging equipment installation courses launched



260

courses held

COMMUNICATIONS



Relaunched YouTube and LinkedIn pages



New-look e-newsletter launched



New brochure on SELECT's work behind the scenes



New recycled packaging for CABLEtalk

EMPLOYMENT



40+

employment guidance documents issued



1,000+

queries answered

TECHNICAL



Launch of new booklet outlining fire regulations



UKAS accreditation retained



Presented at European Fire Safety Week in Brussels



Relaunch of new SELECTcerts app, Facebook page and e-newsletter



Building Standards application for reappointment submitted



More vital resources with relaunched BSG Hub and updated RAMS

- Technical input to:
- BS 7671:2018 Amendment 1:2020 & Amendment 2:2022
 - Updated Code of Practice for In-service Inspection & Testing of Electrical Equipment
 - Updated Electrotechnical Assessment Specification
 - European Guide to Power over Ethernet installations.

How SELECT has served Members during the COVID-19 pandemic

Lockdown **i**



362

enquiries dealt with via employment hotline

238

Members assisted via calls to technical helpline

1,062

calls handled by the Scottish Joint Industry Board

1,243

one-to-one calls to Members by Central Board

141

updates issued via the dedicated COVID-19 hub

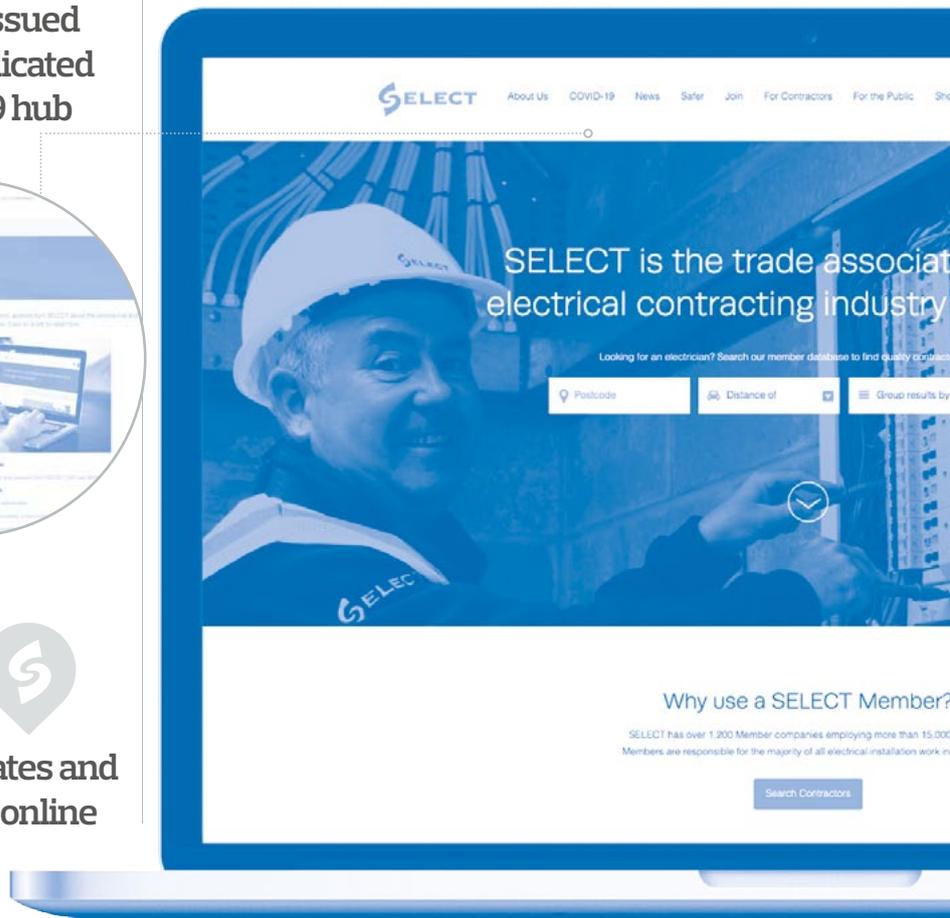


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Branch Updates and AGMs held online

41,935

visits to the SELECT website



68

pieces of essential guidance created as part of the CICV Forum

36

new employment guidance documents issued

143

ECS electronic Health, Safety and Environmental Assessments created

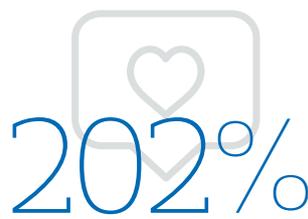
n numbers



8
special COVID-19
e-newsletters delivered
to all Members



754
social media
updates posted



202%
rise in social
media followers



1,798
new social
media followers



£329,405

issued in
membership
subscription
refunds

15

new applications for
membership processed



17
new guidance videos
uploaded to the SELECT
YouTube channel



9

Digital Drop-In
webinars hosted
to answer Member
questions



253
delegates trained
via SELECT
e-classroom



42
online training
courses delivered



2
Clap for Carers
videos produced



Key figures

Consolidated income statement for the year ended 31 December 2019

	Note	2019		2018	
		£	£	£	£
Income from membership:					
Subscriptions and application fees			359,539		345,638
Turnover levy			875,239		875,516
Training and development levies			270,529		335,632
			1,505,307		1,556,786
Sales of products and services		814,430		563,706	
Cost of sales		(348,059)		(279,057)	
			466,371		284,649
Transfer from insurance general business technical account (page 7)			393,237		507,567
Other income / (expense)	3		506,275		502,868
Committee expenses and other direct costs	4		(385,370)		(401,732)
Administrative expenses	5		(2,967,318)		(3,051,865)
Gain on investment property	10		150,000		-
Operating (Loss) / Surplus			(331,498)		(601,727)
Property and investment income	8		129,998		130,337
					-
Loss for year before taxation			(201,500)		(471,390)
Taxation (charge) / credit	9		(98,485)		186,925
Loss for year after taxation			(299,985)		(284,465)

Results are attributable to continuing operations.

Consolidated statement of other comprehensive income for the year ended 31 December 2019

	Note	2019		2018	
		£	£	£	£
Other comprehensive income					
(Loss)/Surplus for the year			(299,985)		(284,465)
Actuarial (loss) for the year on defined benefit pension scheme	7		-		(1,095,530)
Net gain on Investment	11		62,994		
Deferred tax on defined benefit pension scheme	9		-		90,701
Total comprehensive loss for the year			(236,991)		(1,289,294)

Results are attributable to continuing operations.



Consolidated balance sheet for the year ended 31 December 2019

	Note	2019		2018
		£	£	£
Fixed Assets	10	3,012,992		2,827,394
Investments	11	2,062,994		-
Current Assets				
Stocks		22,728		27,375
Debtors	12	389,816		309,028
Cash at bank and in hand		4,633,686		7,369,431
		5,046,230		7,705,834
Creditors: Amounts falling due within one year	13	(702,270)		(859,389)
Net current assets		4,343,960		6,846,445
Total assets less current liabilities		9,419,946		9,673,839
Technical provisions and provisions for liabilities and charges				
Provisions for outstanding claims		(7,626)		(7,478)
Deferred tax	14	(128,041)		16,469
Defined benefit pension obligation	7	-		(161,560)
Net assets		9,284,279		9,521,270
Reserves				
General reserve:				
Balance as at 1 January		9,167,350		10,445,339
(Loss) for the year after taxation		(299,985)		(284,465)
Transfer from specific reserves		18,287		11,305
Other recognised gains and losses		62,994		(1,004,829)
Balance as at 31 December	15	8,948,646		9,167,350
Specific reserves	16	335,633		353,920
		9,284,279		9,521,270

Results are attributable to continuing operations.

The financial statements were approved by the Central Board and are signed on their behalf by:

President K Griffin
Acting Managing Director A Wilson

23 June 2020

SELECT Annual Report 2019/20

2019

SELECT is the trade association for the electrical contracting industry in Scotland. Founded in 1900 as The Electrical Contractors' Association of Scotland, it became the first trade association in the world to serve the electrical industry.



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