

The background of the cover is a collage of blue-tinted images. On the left, there's a close-up of an electric vehicle (EV) charging station with a white cable plugged in. The station has 'EV' and 'EV STATION' printed on it. To the right, there's a close-up of solar panels with water droplets on their surface. At the bottom, there's a wide shot of a solar farm with rows of solar panels and wind turbines in the distance.

Annual Report and Accounts

2022/23

2022
/ 2023

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MD's Review

Alan Wilson looks ahead to the challenges and opportunities facing our Members and how we're preparing for them

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SELECT's consolidated income, other comprehensive income and consolidated balance sheet as at 31 December 2022



We must accentuate the positives

The past 12 months have seen SELECT continue its work on behalf of Members across a broad range of topics. Renewable technology, apprentice training, industry regulation, procurement reform and robotics are just some of the issues we have been involved in. Here is an overview of some of the key talking points.

The race to net zero

Renewable technology is an area where we have seen a considerable demand on our time as we have been involved in a number of government and industry working groups that are looking at issues such as skills and qualifications, business competency and the development of the future workforce.

SELECT has recently surveyed its Members to ask a number of questions related to renewable technologies and the data gathered from this survey will enable us to plot our future direction in this area.

We know that the way in which we heat our homes and offices will be changing over the coming years, with gas and other carbon-rich fuels being replaced, and electricians will play an increasingly greater role in this work.

Transport is another area where electricity is playing a greater role and many Members are already involved in

'It's been another exciting year and as the industry moves forward, SELECT will be at the forefront of helping its Members'



"For several years now,
we have been proclaiming
that the 'future is electric'.
This mantra has however
changed recently to 'the
NOW is electric'"

the installation of electric vehicle (EV) charging points. From a training perspective, we have run courses on solar PV and electrical energy storage systems and we are putting the finishing touches to our EV charging course. We have also introduced a new classification of membership for those Members who wish to install EV charging points and this has recently gone live.

Regulating electricians

Members will be aware that over the past years we have been working with politicians towards a bill which would introduce protection of title for electricians. However, a new piece of UK Government legislation, the Internal Markets Act (IMA) introduced last year, has been flagged by legislators in Holyrood as a potential problem if the Scottish Parliament voted to introduce protection of title.

The IMA states that legislation can't be introduced in any of the four home nations if it has the potential of restricting trade across the UK.

Following a meeting with the King's Counsel who gave us the initial legal opinion on the case to regulate the sector, they have indicated that there is a route which would allow the protection of title case to continue and we are working with the politician who is planning to table the bill to progress this matter.

The workforce of the future

For several years now, we have been proclaiming that the "future is electric". This mantra has however changed recently to "the **NOW** is electric".

With this in mind, it has been great to see the huge numbers of electrical apprentices who have been recruited over the past few years. In 2022/23, more than 900 were recruited and it looks as if this number may be surpassed in 2023/24.

However, there are a number of challenges ahead. The industry had to fight hard to get full funding for

the last intake and we may face similar issues for the new recruits. At the same time, the college sector has been pressing for more money and a few have also indicated that they wish to act as a managing agent instead of SECTT. We are dealing with these issues robustly but changes to the funding models may make this more difficult.

Working together

I have written previously about the work we have done with colleagues from the Construction Industry Collective Voice (CICV). This unique collective has continued to grow and over the past year has been responsible for delivering its first Green Home Festival, as well as issuing a best practice guide on payment.

The CICV has established itself as the voice of the construction industry in Scotland and, in addition to its seat on the Construction Leadership Forum, it now has a place on the Scottish Government's Industry Leadership Group Forum. I have acted as chair of the CICV since it was launched in 2020 and SELECT's involvement has proven invaluable in many areas.

The CICV is playing a major role in the development of a new Construction Accord, which was launched last year. A number of working groups dealing with a range of issues including skills, procurement, fair work, net zero, quality, etc have been set up and they will begin their work shortly. This work will bring together contractors, trade and professional bodies, public sector clients and government officials to work together on meeting the agreed objectives contained in the Accord.

A glimpse of the future

It's important for the association to have an eye on the future and, following a presentation made at a meeting of our European Association, EuropeOn, we have been working with Built Environment - Smarter Transformation (BE-ST) on how we could use robotics in the electrical industry. One of our largest Members has embraced this idea and is working on trials at the moment. It's early days but with forecasted skills and people shortages, we must explore how machines can help us in the future.

It's been another exciting year and, as the industry moves forward, SELECT will be at the forefront of helping its Members.



Alan Wilson

Managing Director, SELECT



The power of building connections

I've certainly had a busy year representing SELECT at some great networking events and meetings around the UK. Of particular note has been our inaugural President's Lunch in September in Glasgow, the Electrical Distributors' Association (EDA) dinner at Cameron House on Loch Lomond in October, then the Electrical Industries Charity (EIC) powerBall event in November in London.

In March this year, Alan Wilson and I attended the EDA Awards in London and I was also invited to attend the centenary celebrations of the Scottish and Northern Ireland Plumbing Employers' Federation (SNIPEF) in May. Now it's June again, marking a year since I became President in 2022: it's been hectic but very enjoyable.

I think everyone will agree the President's Lunch in September at the voco Grand Central Glasgow hotel was a major success, bringing together our Branch Officers with other organisations involved in the electrical contracting and construction industry to discuss issues in an informal setting. We've not been able to hold our popular SELECT Awards because of ongoing COVID-19 considerations so the President's Lunch was a good way to ease ourselves back into a social meeting, albeit in a smaller but focused forum.

To my mind, although it was the first time we had tried this type of format, it was a great success and a really enjoyable afternoon – so thanks to our Associate Members Electrium, MacRoberts and Luceco for their generosity in sponsoring the event. And, of course, it was a great honour to recognise Len Bunton's remarkable career and present him with

SELECT's Lifetime Achievement Award. I'm now looking forward to the second event in September when once again we'll network with decision-makers from across the construction industry.

One of my big aims during my time as President is to continue to promote the protection of title campaign for the profession of electrician. Our Wall of Support now has plenty of politicians, organisations and fellow electricians signed up, agreeing with us that it's not safe to undertake electrical work if you're not a qualified electrician, but we need to keep up the pressure, so I'm looking forward this year to making more progress with the campaign.

My other big passion is to continue to encourage our Members to support apprentices and to lobby for more funding for colleges helping to train this vital lifeblood of our industry.



"We have to make sure there will be a workforce for the future"

Our industry normally takes on around 700 new apprentices each year but we are experiencing a surge in numbers now that the COVID-19 problems are over. This is good news but it has caused an issue over funding which, last year, we were able to sort out. However, it will still be an issue in the coming years if

apprentice numbers remain high and I'd like to use my influence to help sustain these levels.

I've always supported my local college, as I've had 15 apprentices through my company in my time. There are a lot of ageing electricians like me who will retire shortly so we have to make sure there will be a workforce for the future.

I've also been enjoying my time sitting on the various SELECT committees, learning about how technologies, such as renewables, are going to be a big part of our lives soon. It's a constant challenge to keep up with these new developments so SELECT will be looking to develop its own training courses on these subjects because, at the end of the day, everything SELECT does is for its Members.

That's why I'm also happy with how SELECT's Toolbox Talks are developing across Scotland, and attracting Associate Members to support us. These technical updates are invaluable for our Members, especially as our Technical Advisers were on hand last year to discuss any issues around the changes in Amendment 2, and it's a great way of learning about the latest technology on the market from a range of leading manufacturers and service providers. It makes for a really good day and I know it's something our Members look forward to.

The last one I attended was in Inverness at the Tulloch Stadium in March 2022 and we had around 70 out of the 100 Members in the region represented there, so it was well attended. These events will continue to reflect our Members' growing involvement in renewable technology, with the 2023 roadshows covering air source heat pumps and electrical energy storage systems.

On my travels as President, I've spoken to many of our Members up and down the country and there is unanimous agreement across the board that opportunities for face-to-face events and meetings are much valued.

We will continue to offer hybrid options for our meetings and training events but you can't beat being in the same room as others and seeing and hearing for yourself what's going on – you just can't get that in-depth level of experience over a video screen.

On the social side, I enjoyed the SELECT President's Golf Day last May at Dunblane New Golf Club where Members competed for the famous silver trophy and got the opportunity to socialise with industry colleagues. Despite the rain it was a great day – and not just because the captain of the winning East team happened to be my son!

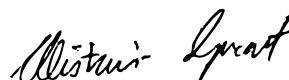
Another great social event was the EIC's popular powerBall, which I attended in September with Alan. They raised a heck of a lot of money on the night to support our industry – a record breaking £150,000! I was talking to Tessa Ogle, their Managing Director and CEO, and she told me how she often comes to Scotland to look at how the charity can support our Members here – they do an awful lot of good for the industry in Scotland and throughout the UK so they deserve all our continued support.

At all these events I've attended, it's been great to speak to Members and discuss real issues, and it's been encouraging to see Members sharing ideas and issues at our various meetings and working together for the good of the industry – no rivalry, all pulling in the same direction.

SELECT prides itself on the face-to-face contact it has with Members and we know many trade and professional bodies in Scotland are very envious of the contact we have. It's been great to see this contact reverting back to pre-pandemic levels and our latest Toolbox Talks have again been well attended. I know how much this contact means to Members and how important it is for SELECT too. Hearing directly from Members about the issues which they are facing is invaluable as it helps the association shape its policies and activities.

Looking back on my first year, it has certainly been a whirlwind and I remember our Immediate Past President Donald W Orr telling me that the one thing I must do is enjoy it. He said: "You're only there for two years and that will soon go," and he's right enough because suddenly a year has passed already.

I've been in the industry for nearly 50 years but I still find that I'm always learning something new. One of the best bits of being President is meeting the people in this industry and learning more so I'm certainly looking forward to the next year as your President.



Alistair Grant
President, SELECT



Central Board Members

PRESIDENTIAL TEAM



ALISTAIR GRANT
President



MIKE STARK
Vice President



DONALD W ORR
Immediate Past
President



DARREN CROCKETT
Depute Vice President

MANAGEMENT TEAM



ALAN WILSON
Managing Director



BOB CAIRNEY
Director of
Technical Services



FIONA HARPER
Director of
Employment & Skills

OBSERVER



JOHN MCGHEE
Director of Finance
& Resources and
Association Secretary



IAIN MASON
Director of
Membership
& Communications



MARTIN BAILEY
(ECA)

Branch Officers

→ ABERDEEN & NORTH EAST OF SCOTLAND



STEWART ANDERSON,
Chair



ERIC RAE,
Vice-Chair



ALICK J SMITH,
3rd Representative

→ AYRSHIRE



JAMES COOPER,
Chair



CHARLES DOBBIE,
Vice-Chair

→ DUMFRIES & GALLOWAY



GORDON PATERSON,
Chair



JOHN WILSON,
Vice-Chair

→ EDINBURGH & SOUTH EAST OF SCOTLAND



GRAEME ANDERSON,
Chair



PAUL ERASMUSON,
Vice-Chair



ALASDAIR NOBLE,
3rd Representative



CRAIG NEISH,
4th Representative

→ GLASGOW & WEST OF SCOTLAND



DAVID HARRIS,
Chair



KENNY BERRIE,
Vice-Chair (stepped
down March 2023)



SEAN HARKINS,
Vice-Chair (elected
March 2023)



DAVID W H SMITH,
3rd Representative
(stepped down
March 2023)



ALAN WATT,
3rd Representative
(elected March 2023)



IAN YOUNG,
4th Representative
(stepped down
March 2023)

→ INVERNESS & NORTH OF SCOTLAND



ALISTAIR GRANT,
Chair



DONNIE CALDER,
Vice-Chair

→ LANARKSHIRE



CRAIG MCGOWAN,
Chair



PAUL SMITH,
Vice-Chair



CHRISTOPHER LIDDELL,
3rd Representative

→ TAYSIDE



TONY HARVEY,
Chair



KEITH SMITH,
Vice-Chair



GRAHAM LYALL,
3rd Representative



SELECT Representation

MANAGEMENT COMMITTEE

Alistair Grant, President (Chair)
Mike Stark, Vice President
Donald W Orr, Immediate Past President
Darren Crockett, Depute Vice President
David W H Smith
Alick J Smith
Martin Bailey, Observer
Alan Wilson, Managing Director

John McGhee, Director of Finance and Resources and Association Secretary
Fiona Harper, Director of Employment and Skills
Bob Cairney, Director of Technical Services
Iain Mason, Director of Membership and Communications

MANAGEMENT COMMITTEE FINANCE SUB-COMMITTEE

Donald W Orr
John Noble
Alick J Smith
David W H Smith
Kevin Griffin
John McGhee

ELECTROTECHNICAL COMMITTEE

Kevin Griffin, Chair
Chris Allen
Dave Allan
Kevin Blackley
Alan Carracher
Andy Graham
Keith Groom
David Harris

Gary Meechan
Alasdair Noble
Eric Rae
Alan Smith
Alick J Smith
David W H Smith
Alan Wilson
Bob Cairney

Keith Hagan
Stuart McKelvie
Mark McLaughlin
Paul Sayer, BEAMA
Neil Smith, BEAMA
Martyn Allen, ESF
Gary Parker, ECA
Roger Lovegrove, ECA

Michael Barton-Maynard, BSD
Stephen Mason, HSE
Steven Devine, IET
Stuart Walker, SPEN
Barrie McKay, SECTT
David Henderson, SECTT

EMPLOYMENT AFFAIRS COMMITTEE

Alick J Smith, Convener
Kevin Griffin
Eric Rae
Donald W Orr
John Noble
Teresa Cannon

John Ferguson
Brian Boyd
Catriona Stewart
Ian Sloan
Joe Fletcher
Alan Wilson

Fiona Harper
Andrew Hutchins, ECA, Observer
Andrew Eldred, ECA, Observer
Catherine Watt, ECA, Observer

MAJOR CONTRACTORS' FORUM

Alick J Smith, Chair
Top 20 SELECT Members by turnover
Alan Wilson
Fiona Harper

REGISTRATION BOARD

Stan Johnston, Chair
Kevin Griffin
Eric Rae
David Harris
John Chambers
Alasdair Noble

Alick J Smith
Matthew Burton
Alan Wilson
Bob Cairney

Karen McDonnell, RoSPA
Vaughan Turner, Scottish Engineering
Martyn Allen, Electrical Safety First

Steven Devine, The Institution of Engineering & Technology
Gordon Mackenzie, Retired Electrical Engineer from Scottish Power Energy

TRAINING AND SKILLS DEVELOPMENT COMMITTEE

Mike Stark, Convener
Kevin Griffin
Alasdair Noble
Eric Rae
Donald W Orr
John Noble
Gavin Ross

Alick J Smith
David W H Smith
Alan Wilson
Fiona Harper
Bob Cairney
Jenny Cryans, Training Manager

Natalie Burke, Employment & Skills Operations Manager
Anne Galbraith, SECTT
Barrie McKay, SECTT
Elaine Ellis, SDS
Peter Primrose, SQA
Lesley Anne Thomson, SQA

John Renwick, ESP
Juliet Mallace, ESP
Andrew Eldred, ECA
Carolyn Mason, NET & TESP
Tam Kirby, Unite the Union



External Representation

ACTUATE UK*

Alan Wilson, Managing Director
Bob Cairney, Director of Technical Services
Fiona Harper, Director of Employment and Skills
Iain Mason, Director of Membership and Communications
Yvonne Wilson, Specifier and Client Relations Manager

BSE SKILLS LIMITED

Fiona Harper

CICV

Alan Wilson
Bob Cairney
Fiona Harper
Iain Mason
Yvonne Wilson

CROSS-PARTY GROUP ON CONSTRUCTION

Alan Wilson

CROSS-PARTY GROUP ON ACCIDENT PREVENTION AND SAFETY AWARENESS

Bob Cairney

CROSS-PARTY GROUP ON SKILLS

Fiona Harper

CRYSTAL TRUST BLUESKY PENSION SCHEME & EVOLVE PENSIONS LIMITED

John McGhee, Director of Finance and Resources and Association Secretary

CSCS PARTNER CARD SCHEME FORUM

Fiona Harper

CONSTRUCTION SCOTLAND INDUSTRY LEADERSHIP GROUP (ILG) - SKILLS GROUP

Fiona Harper

ECA BUSINESS POLICY AND PRACTICE COMMITTEE

Yvonne Wilson

ECA LABOUR RELATIONS COMMITTEE

Alick J Smith, Convener of the EA Committee
Fiona Harper

ECA MAJOR CONTRACTORS' FORUM

Fiona Harper

ECA SKILLS COMMITTEE

Fiona Harper

ECA TECHNICAL COMMITTEE

Bob Cairney

ECS STEERING COMMITTEE

Fiona Harper

EETF

Alick J Smith
Mike Stark, Vice President
Kevin Griffin
Darren Crockett
Alan Wilson
John McGhee

ELECTRICAL INSTALLATION SAFETY FORUM

Bob Cairney

ENERGY EFFICIENCY SCOTLAND QUALITY & SKILLS WG

Fiona Harper
Bob Cairney

EUROPEON

Alistair Grant, President
Alan Wilson
Bob Cairney
Fiona Harper

FICA REVIEW GROUP

John Noble
Alick J Smith
Fiona Harper, The Secretary of the SJIB

FIRE AND SECURITY ASSOCIATION STANDING COMMITTEE

Donald W Orr, Immediate Past President
Kevin Griffin
Bob Cairney

EAS MANAGEMENT COMMITTEE

Bob Cairney

IET/BSI TECHNICAL COMMITTEE FOR ELECTRICAL INSTALLATIONS OF BUILDINGS

JP/EL/64, **Bob Cairney**
Sub Committee A, **Bob Cairney**
Sub Committee B, **Keith Hagan**
Sub Committee C, **Stuart McKelvie**
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, NET Director
Fiona Harper, NET Director

SBSC

Alan Wilson, SBSC Director
Bob Cairney, SBSC Director

SEC INSURANCE LIMITED

Alistair Grant
Mike Stark
Donald W Orr, Immediate Past President
Alan Wilson
John McGhee

SECTT BOARD OF TRUSTEES

John Noble
Gavin Ross
Alan Wilson

SJIB NATIONAL BOARD

Jock Simpson, Chair
Alick J Smith, Lead, Convener of the Employment Affairs Committee
John Noble
Eric Rae
Brian Boyd
Alan Wilson, The Director of the SJIB
Fiona Harper, The Secretary of the SJIB

SJIB GRADING COMMITTEE

John Noble
Fiona Harper

SJIB TRUSTEE

Alick J Smith

THE ELECTROTECHNICAL SKILLS PARTNERSHIP (TESP)

Fiona Harper TESP Director

* SELECT left Actuate UK at the end of 2022

SELECT

WON BEST MEMBERSHIP SUPPORT SINCE COVID-19 AT ASSOCIATION EXCELLENCE AWARDS IN LONDON IN OCTOBER 2022



4 Central Board meetings held



33 MPs and MSPs now signed up to our Wall of Support

184

electricians from Member firms add names to Wall of Support at Toolbox Talks 2022

2 SHOWS PRESENTED FOR CICV GREEN HOME FESTIVAL: HITTING THE ROAD WITH EVS AND THE SWEDISH VIEW

INAUGURAL PRESIDENT'S LUNCH HELD AT GRAND CENTRAL GLASGOW IN SEPTEMBER 2022



EXHIBITED AT 50TH ANNUAL CONFERENCE OF ASSOCIATION OF UNIVERSITY ENGINEERS IN SEPTEMBER 2022

1 AGM HELD AT DOUBLETREE EDINBURGH NORTH QUEENSFERRY



INAUGURAL PROFESSIONALS' DAY HELD AT HOUSE FOR AN ART LOVER, GLASGOW IN SEPTEMBER 2022



CICV

12 ONLINE AND IN-PERSON SHOWS DELIVERED FOR INAUGURAL GREEN HOME FESTIVAL



1 NEW BEST PRACTICE GUIDE ISSUED ON DEALING WITH CONTRACTS AND PAYMENTS



2 pieces of guidance issued, including advice on funding for home energy improvements and how to manage COVID-19 cases in the workforce

ELECTRIC VEHICLE OPEN DAY HELD AT BROXBURN IN NOVEMBER 2022



Managing the workplace risk



1 survey issued on the issue of payments and cashflow in construction



PRESIDENT'S
CUP RETURNED
TO THE
FAIRWAYS IN
MAY 2022



**MEMORY DAY
FOR TRAINING
DEVELOPMENT
ADVISER MALCOLM
DUNCAN HELD AT THE
WALLED GARDEN IN
JUNE 2022**

**MANAGING DIRECTOR ALAN
WILSON HELPED LAUNCH NEW
SCOTTISH CONSTRUCTION
ACCORD IN OCTOBER 2022**



Summer
Carnival held
at The Walled
Garden in
June 2022



**CENTRAL BOARD AND PAST
PRESIDENTS' CHRISTMAS LUNCH
HELD AT THE BALMORAL IN
EDINBURGH IN DECEMBER 2022**



SELECT MILESTONES BETWEEN 1 JUNE 2022 AND 31 MAY 2023

MEMBERSHIP

1,240

FULL MEMBERS

30 PROBATIONARY MEMBERS

59

APPLICATIONS
RECEIVED SINCE
1 JUNE 2022

23

CURRENT
APPLICATIONS
PENDING



16 BRANCH UPDATES HELD



6

in-person
Member
Drop-Ins held



25

Associate
Members now
enrolled as part
of scheme



8

Branch
AGMs held

RESOURCES

£1,329,000 PAID IN SUBSCRIPTIONS ISSUED THROUGH IMIS SOFTWARE SYSTEM

164,588
WELFARE CREDITS SOLD

£180,000
PAID OUT IN
DEATH BENEFITS

£34,443 PAID
IN SICKNESS
BENEFITS
FOR OFFICE
STAFF

£194,518 PAID IN SICKNESS BENEFITS FOR OPERATIVES

TRAINING

82

TRAINING COURSES
DELIVERED VIA THE SELECT
VIRTUAL CLASSROOM

32

training courses delivered
at The Walled Garden

51

training courses delivered
in other external venues

44

training courses
delivered by external
training providers

22

training courses delivered
in-house for Members

5,768

COURSE
ASSESSMENTS
MARKED

1,683 TOTAL NUMBER OF
DELEGATES TRAINED



● Courses 209, 214 and 218 updated and relaunched in line with BS 7671:2018 + Amendment 2:2022

● City & Guilds EV Charging Equipment Installation course provision with industry partners at three new training locations

● Investment in new training technology with high-definition 4K touchscreen to help deliver training courses at The Walled Garden

● Another successful SQA Audit carried out in February 2023



● Popular 218 Requirements for Electrical Installations

training course launched as full e-learning training programme in February 2023

● New training courses in solar PV and electrical energy storage systems launched in March and April 2023, in partnership with GTEC Training

● CPD certificates now being issued for SELECT courses and short seminars



831 TECHNICAL HELPLINE CALLS

167

IN-PERSON
TECHNICAL
ASSESSMENTS
CARRIED OUT

198

BUILDING
SAFETY GROUP
HEALTH
AND SAFETY
USERS

298
SELECTCERTS
USERS

141 NEW SELECTCERTS
USERS SINCE MAY 2022

353 MEMBERS
AND GUESTS
REGISTERED
FOR TOOLBOX
TALKS IN
MAY 2023

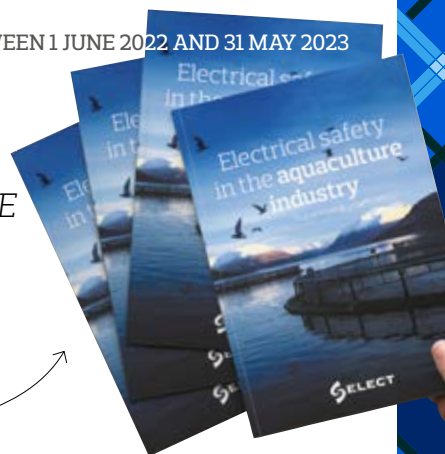
8 IN-PERSON
TOOLBOX
TALKS
DELIVERED
AT ROADSHOWS
IN JUNE 2022 AND
MAY 2023

14 TECHNICAL
UPDATE
AND HEALTH
AND SAFETY
CIRCULARS
ISSUED

4 SELECT ELECTROTECHNICAL
COMMITTEE MEETINGS HELD

SELECT MILESTONES BETWEEN 1 JUNE 2022 AND 31 MAY 2023

AMENDED GUIDANCE
PRODUCED ON
ELECTRICAL
SAFETY IN THE
AQUACULTURE
INDUSTRY



- Development and launch of new range of BS 7671 certification products to take account of the publication of BS 7671:2018 +A2:2022
- SELECTcerts relaunched in line with BS 7671:2018 +A2:2022
- Updated Certificate of Construction roll out and migration of software platform from SBSC website to SELECTcerts
- Development work on SELECTcerts including EV checklists and ISITEE certificates in progress.
- Provision of technical presentation at 2022 Green Home Festival on EV charging – now working on 2023 event
- Provision of technical presentations at inaugural SELECT Professionals' Day covering a history of electrical installation and safety measures to ensure compliance, maintenance and the importance of periodic inspection and testing. Now working on 2023 event at Falkirk Wheel
- Representation at the Association of University Engineers' 50th anniversary annual conference
- New downloadable SPD and RCD risk assessments
- Location of SPD Notice produced
- Participation in EuropeOn Technical and Policy Working Groups
- Participation in wide range of industry meetings including JPTEL/64 and associated sub-committees, the ECA Technical Committee, FSA Technical committee, Electrical Safety First Wiring Regulations Advisory Group (WRAG), ESF Electrical Installation Safety Forum (EISF) and BEAMA Wiring Regulations Panel
- Input to support a review of ESF Best Practice Guides
- Inspection Service UKAS 17020 accreditation retained for 24th consecutive year
- Continuance of working relationship with CompEx to promote hazardous area awareness.
- Work with APEA and EI to review Section 9 of the Guidance for Design of filling stations (4th Edition)



COMMUNICATIONS

4,826 FOLLOWERS ON SOCIAL MEDIA

21%
year-on-year increase in social media followers

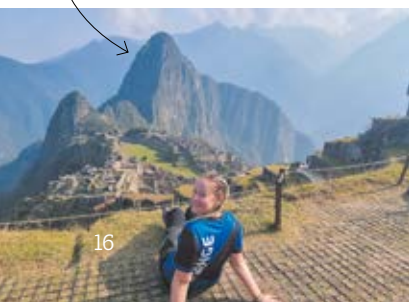
4 QUARTERLY UPDATES COMPILED AND ISSUED

72 PRESS RELEASES ISSUED TO NATIONAL AND LOCAL PRESS

6 ISSUES OF *cabletalk* **CREATED AND DELIVERED**

12 ISSUES OF SWITCHEDON E-NEWSLETTER **DELIVERED**

26 MILES walked by Linda Rolfe on Inca Trail trek for Electrical Industries Charity



212,725 visits to SELECT website

cabletalk RELAUNCHED WITH NEW DESIGN IN JUNE 2022



Social media video created for launch of Amendment 2



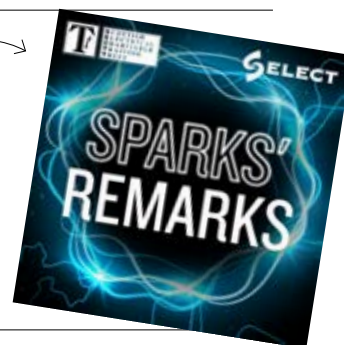
VIDEO CREATED WITH MEMBER FIRM ROSS-SHIRE ENGINEERING LTD FOR SCOTTISH APPRENTICESHIP WEEK

VIDEO CREATED WITH MEMBER FIRM ALLTEC FOR INTERNATIONAL WOMEN'S DAY

35 EXCLUSIVE VIDEOS NOW HOSTED ON SELECT TV



NEW APPRENTICE PODCAST, SPARKS' REMARKS, LAUNCHED IN APRIL 2023



2,231 VIEWERS ON SELECT TV

8,104 TOTAL NUMBER OF E-NEWSLETTER OPENS

1,308 TOTAL NUMBER OF E-NEWSLETTER CLICKS

2 WEBINARS HELD ON MENTAL HEALTH AND RESEARCH & DEVELOPMENT

3 NATIONAL RADIO INTERVIEWS FEATURING MD ALAN WILSON, RAISING ASSOCIATION'S PROFILE AS HE DISCUSSED RETENTIONS AND REGULATION

DEDICATED MEMBER-ONLY PRINT PORTAL LAUNCHED IN DECEMBER 2022



2 BSE SKILLS CONTRACTS SUCCESSFULLY EXECUTED AND DELIVERED ON TIME AND TO BUDGET:

THE INSTALLATION AND MAINTENANCE OF ELECTRIC VEHICLE CHARGING POINTS AND THE INSPECTION AND TESTING OF FIRE AND SMOKE DAMPERS (INSTALLED WITHIN COMMERCIAL VENTILATION SYSTEMS)

- Identification of accredited **solar PV and electrical energy storage system training** for Members
- Introduction of **electric vehicle charge point installation training for apprentices and adult trainees** completing the SJIB

Apprentice & Adult Training programme

- Successful lobbying of Scottish Government to **secure funding for 2022 and 2023 apprentice and adult trainee intake**
- Established new constructive relationships with

the **Construction Industry Training Board and construction craft training bodies**

- Took part in **Scottish Apprenticeship Week** and promoted the **Modern Apprenticeship in Electrical Installation**

EMPLOYMENT

CONTRIBUTED TO THE FAIR WORK CONVENTION CONSTRUCTION INDUSTRY INQUIRY AND REPORT

9 SUCCESSFUL RECRUITMENT CAMPAIGNS

WAGE NEGOTIATIONS STRATEGY PLANNED AND EXECUTED



187

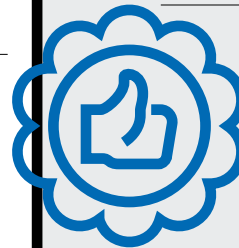
EMPLOYMENT ENQUIRIES AND CASES SUCCESSFULLY ADDRESSED WITH MEMBERS, 26 OF WHICH WERE COMPLEX

127 RESPONSES TO WAGES SURVEY HELD IN MARCH 2023

SJIB

5,069

ECS GRADE CARDS ISSUED



4,102

ECS Health, Safety and Environmental Assessments created

3,191

ECS Health, Safety and Environmental Assessments marked



685

full FICA assessments



588

FICA resits



953

Apprentice and Adult Trainee registrations

NEW CRAFT CERTIFICATE LAUNCHED IN SEPTEMBER 2022

NEW GUIDANCE VIDEO ISSUED ON HOW TO APPLY FOR OR RENEW AN ECS CARD VIA DEDICATED PORTAL



Key Figures

Consolidated income statement for the year ended 31 December 2022

| | 2022 | 2021 |
|--|------------------|------------------|
| | £ | £ |
| Income from membership: | | |
| Subscriptions and application fees | 468,024 | 428,648 |
| Turnover levy | 860,837 | 875,476 |
| Training and development levies | 148,827 | 167,479 |
| | 1,477,688 | 1,471,603 |
| Sales of products and services | 537,586 | 422,558 |
| Cost of sales | (227,343) | (185,962) |
| | 310,243 | 236,596 |
| Transfer from insurance general business technical account | 532,323 | 534,797 |
| Other income / (expense) | 466,113 | 463,105 |
| Committee expenses and other direct costs | (220,677) | (135,274) |
| Administrative expenses | (2,960,032) | (2,873,004) |
| Gain on investment property | - | - |
| Operating (Loss) / Surplus | (394,342) | (302,177) |
| Property and investment income | 201,884 | 200,009 |
| Loss for year before taxation | (192,458) | (102,168) |
| Taxation (charge) / credit | (2,747) | 22,094 |
| Loss for year after taxation | (195,205) | (80,074) |

Results are attributable to continuing operations.

Consolidated statement of other comprehensive income for the year ended 31 December 2022

| | 2022 | 2021 |
|--|------------------|-----------------|
| | £ | £ |
| Other comprehensive income | | |
| (Loss)/Surplus for the year | (195,205) | (80,074) |
| Net gain on Investment | (297,412) | 110,921 |
| Total comprehensive surplus / (loss) for the year | (492,617) | 30,847 |



Consolidated balance sheet as at 31 December 2022

| | 2022 | 2021 |
|--|------------------|-----------|
| | £ | £ |
| Fixed Assets | 3,045,369 | 3,013,879 |
| Investments | 2,020,270 | 2,275,668 |
| Current Assets | | |
| Stocks | 26,007 | 14,765 |
| Debtors | 615,303 | 493,037 |
| Deferred taxation | – | 11,448 |
| Cash at bank and in hand | 3,596,089 | 3,868,593 |
| | 4,237,399 | 4,387,843 |
| Creditors: | | |
| Amounts falling due within one year | (770,913) | (651,911) |
| Net current assets | 3,466,486 | 3,735,932 |
| Total assets less current liabilities | 8,532,125 | 9,025,479 |
| Technical provisions and provisions for liabilities and charges | | |
| Provisions for outstanding claims | (5,696) | (6,433) |
| Deferred tax | – | – |
| Net assets | 8,526,429 | 9,019,046 |
| Reserves | | |
| General reserve: | | |
| Balance as at 1 January | 8,711,409 | 8,669,025 |
| (Loss) for the year after taxation | (195,205) | (80,074) |
| Transfer from specific reserves | 10,297 | 11,537 |
| Other recognised gains and losses | (297,412) | 110,921 |
| Balance as at 31 December | 8,229,089 | 8,711,409 |
| Specific reserves | 297,340 | 307,637 |
| | 8,526,429 | 9,019,046 |

Results are attributable to continuing operations.

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

President A Grant
Managing Director A Wilson
 4 May 2023

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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