

National Treatment Centre

Fife Orthopaedic

Community Benefits Booklet



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1 Introduction

National Treatment Centre Fife Orthopaedics


The new **£33 million** National Treatment Centre – Fife Orthopaedics, will support NHS Fife in managing elective (planned) orthopaedic activity. The centre will provide outpatient areas, inpatient and short stay ward areas, and a 3-theatre surgical complex.

Elective orthopaedics refers to the management of degenerative conditions involving the joints of the body and associated soft tissues. Typically, these are conditions that patients have had for some time and generate a referral from the GP or associated healthcare professionals, after non operative management has failed.

“ Delivering lasting impact ”

is our guiding principle and it is central to how we operate. This vision is centred around four core themes comprising of **Environment, Communities, Ambition and People** which underpin all our activities.



A photograph showing a man, a woman, and a young child in a garden. The man is on the left, looking at a plant. The woman is in the center, pointing at the plant. The child is on the right, looking at the plant. They are all smiling and appear to be engaged in a learning activity.

At GRAHAM we strive to make a difference, our impact is measured not just in the quality of projects we deliver, but the longer-term impact on the communities, people and environment in which we operate. Our work connects communities, builds a better future and transforms and maintains places where we live, work and relax.

We are proud of the positive impact that we make to the communities in which we work through the delivery of community benefits and wider social value outcomes. We acknowledge that it is in our best interest, both now and in the long term, to build the skills capacity and resourcefulness of our staff and supply chain through investing in our communities, leaving a lasting legacy and adding value to our project delivery.

We must always:

- ✓ Respect local people and places, by involving and engaging local communities in our works
- ✓ Collaborate with project stakeholders, customers and impacted communities to help improve and optimise our social impact
- ✓ Keep the communities affected by our projects regularly updated and informed
- ✓ Contribute to social and economic regeneration by employing and nurturing a local committed skilled and adaptable workforce
- ✓ Engage with schools, colleges and universities, as well as charities, to support STEM (science, technology, engineering and mathematics) learning enterprise skills and employability
- ✓ Adopt sustainable procurement practices and where possible purchase local products and services with low embodied impact
- ✓ Support SME and BAME business markets to encourage a diverse supply base, ensuring fair payment conditions are applied
- ✓ Promote and procure materials with a preference for recognised responsible sourcing schemes e.g. Fairtrade & ?? certified products

We must never:

- ✓ Adopt the attitude that “It’s not our problem”
- ✓ Refuse to listen to, or not take seriously the concerns of local stakeholders
- ✓ Disregard the implications of our actions in the community for commercial gain

OVER THE DURATION OF THIS PROJECT WE HAVE DELIVERED

£1,687

Work Placement Investment

1m

Employment Investments

£12.87m

Supply Chain Spend

29

Employment Opportunities

£4,208

Social, Charity and Volunteering

37

Apprentices Supported

9

Graduates Supported

414

Apprenticeship Weeks

£10m

Socio Economic ROI

13

Education Support Events

£8m

GVA Uplift via Supply Chain

£451

Education Support Investments

138

Volunteer Hours

10

Work Placements

70%

Local Supply Chain Spent

£92k

Apprenticeship Investments

183

Students Engaged

GRAHAM



EMPLOYMENT

Work experience for apprentices are supplied from the following subcontractors:



GRADUS



J Jones Plasteres



ERN DEC LTD

Apprentices

The project has supported and provided valuable work experience for 37 apprentices from various subcontractors, who even managed to interview and recruit 2 local young people during the Covid-19 pandemic.

37 Apprentices Supported 

24 Local to the Project 



Subcontractor Arthur McKay offered employment during the Covid-19 Pandemic

Graeme Sutherland (Contracts Director at Arthur McKay) conducted on site apprentice interviews on the 19th August 2021.

6 local school leavers were interviewed for the Electrical Apprenticeship and from that 2 people received employment.

Graduates

The project has supported **9 Graduates** through working on the project.

“Since joining Rybka I have been able to work on a wide range of different projects and it is very rewarding when they contribute to organisation like the NHS better serving the surrounding communities. Having the opportunity to contribute by assisting in the dynamic simulation modelling for the National Treatment Centre gave me good experience with real-world application of a campus wide district heating system and the impacts it has on a building’s carbon emissions.”

Osariemen Erhahon
Graduate Building Physics Engineer
Rybka Ltd



New Jobs

The project has created **8 new roles** for GRAHAM and **employed 19 GRAHAM people full time**, living within 30 miles of the project. GRAHAM are also GOLD members of the exclusive 5% Club, the 5% Club is a dynamic movement of employers committed to earn & learn as part of building and developing the workforce needed as part of a socially mobile, prosperous, and cohesive nation. Members aspire to achieve at least 5% of their workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes) within 5 years of joining the company.



As well as our commitment to attract and maintain apprentices and graduates our **Social Impact Advisor** gave a presentation to clients from DWP to encourage people to think of construction as a career.

Gold

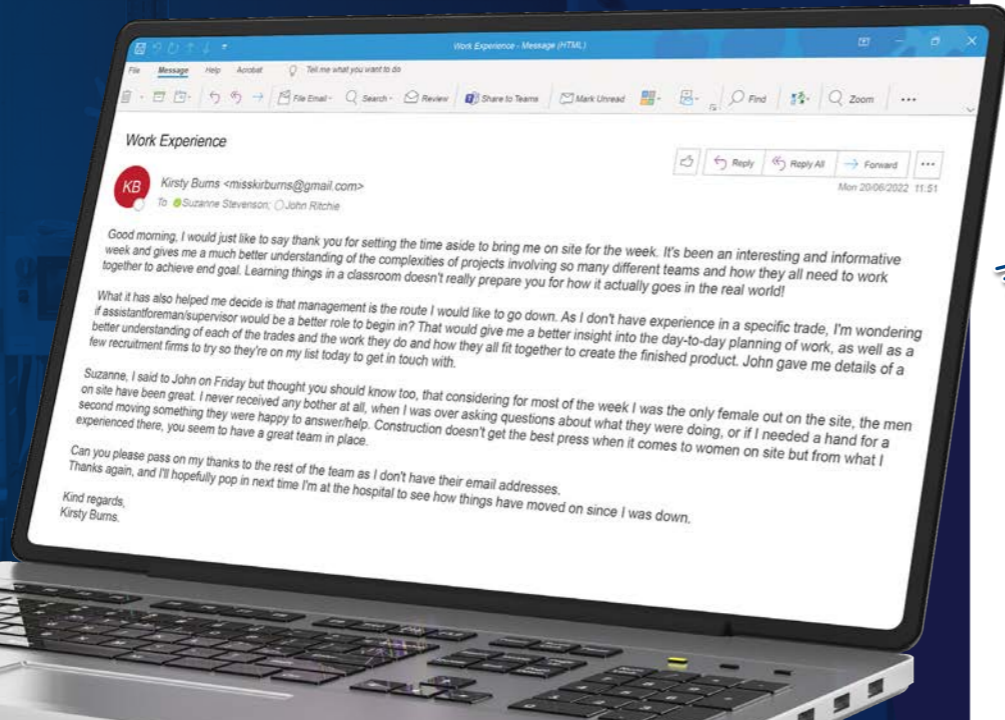


2021/22

SKILLS & TRAINING

Work Experience

The project has supported **10 work experience** placements and encouraged a few to think about a career in construction. Indeed, one of our work experience placements led to an offer of employment for **Kirsty Burns** as a **Site Administrator**.



Thank You

I am writing to thank you for the recent work placement opportunity that Graham provided for 3 of our Civil Engineering Foundation Apprentices who are in the second year of their programme.

The work placements were undertaken from the 7th-18th October during the pupils October break. Having spoken to the pupils on their return to college, feedback has been extremely positive with all 3 having different experiences, tasks and scenarios to work on. All of the pupils commented on how friendly the staff were on each site and how they were made to feel part of the team from the moment they arrived. This in itself allowed the pupils to settle quickly and concentrate on the work they were assigned to. With being in a learning environment for the first year of their programme they also commented on being able to relate the theory they have learned and put this into practice in a real work environment.

Our initial meeting to the pupils going out onto work every area of the pupil's development, experience and learning also been thought of. Susan Fleming our assessor for the placement and the evidence that each pupil submitted to collect and we look forward to the portfolios submitted.

Working with you in the future and thank you again for this happen.

Denise Yates
Foundation Apprenticeship Coordinator



Site Visits

The project has welcomed **over 90 pupils, NHS staff and Scottish MSP's** on site tours to see the progress and the vision for the National Treatment Centre.



Fife College

School College Partnership Team

Many thanks to Suzanne and John for taking the time to show our Civil Engineering pupils around the hospital. The pupils thoroughly enjoyed it and allowed them to see what happens on a construction site.



Queen Anne High School

Depute Headteacher

I wanted to say a massive thank you for a great trip yesterday. It really was fantastic and the pupils came home really positive about their experience and hopefully further inspired for a future career in construction.

Curriculum Engagement with local schools



The site team sponsored Kirkaldy High School £1,200, for the Nationwide EDT Challenge and supported 6 young girls to complete the project.

i.e. Project Manager, Researcher, Creator, Designer. The programme is designed to ensure that the pupils work as a team to write and submit a report to a panel of judges.

The girls decided that they were going to do a project on the Healthy World topic and came up with an app that could track and advise the user's health. The Industrial Cadets project involved the girls, selecting a project to work on, they then had to decide which role each of them would take on,

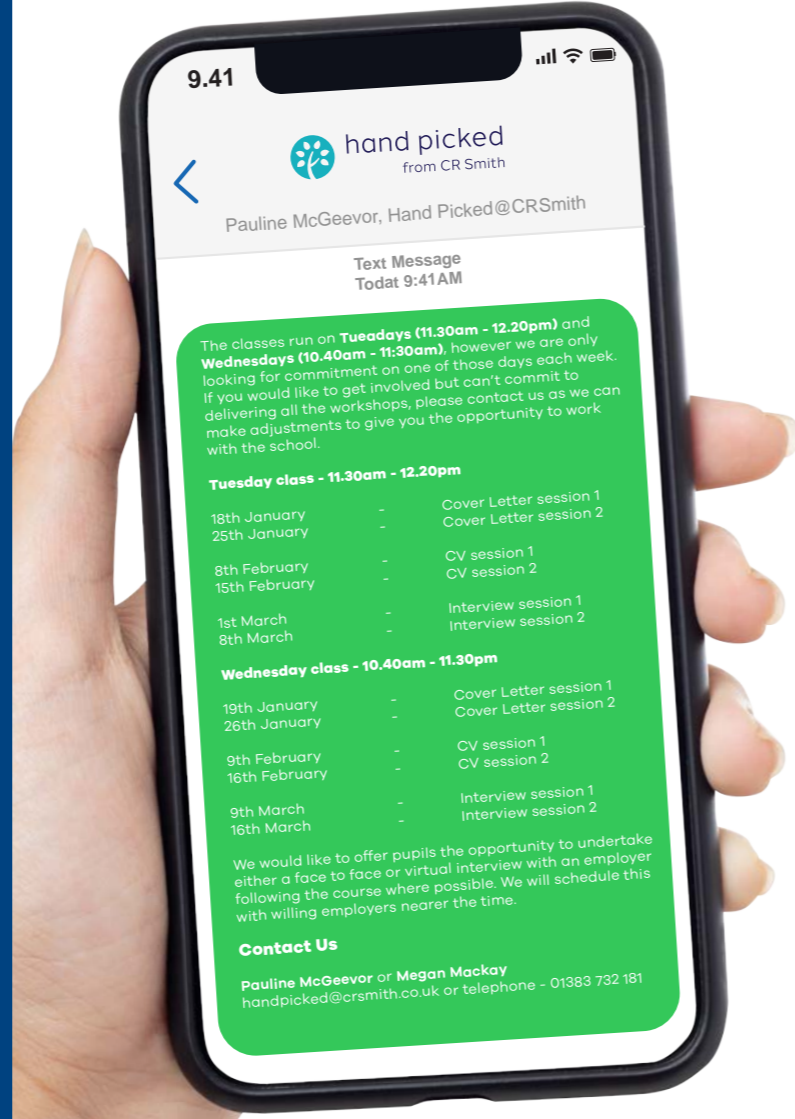


The girls based their app design on the tamagotchi game



Auchmuty High School

Encouraging the Next Generation



Our Social Impact Advisor partnered up with CR Smith and Auchmuty High School to deliver the Hand Picked Programme at Auchmuty High School.

Hand Picked for Schools is an employability course delivered by employers to school pupils. It is designed to inspire and educate pupils about the world of work and give them a better understanding of what employers look for when they recruit.

The programme offered a structured and consistent approach to employability and was delivered to a group for 20 minutes, this approach ensures all pupils have the same opportunity to meet and learn from employers.

Suzanne Stevenson delivered a series of 50-minute workshops to the class. Each workshop had a lesson plan that is pre-written and employer training is available. There are six employer led workshops covering the following topics - **Cover Letters, CV's and Interviews**. Each employer was allocated a class for the duration of the programme.

GRAHAM



hand picked
from CR Smith

SME & 3rd SECTOR

We exceeded our **Advanced H&S Training** target.



Upskilling the Workforce

Advanced Health & Safety Training

At GRAHAM, we take the Health & Safety of our workforce seriously and advanced training is aimed at providing our workforce with the knowledge and skills to perform their duties safely and effectively.

Our workforce must be able to identify, report and deal with any risks, the advanced training covers all aspects of working in construction: during the recent pandemic, all our workforce has had training in Covid-19 measures.

- ✓ SMSTS
- ✓ COSHH
- ✓ SSSTS
- ✓ Appointed Persons
- ✓ Fall arrest systems
- ✓ Covid-19 Awareness



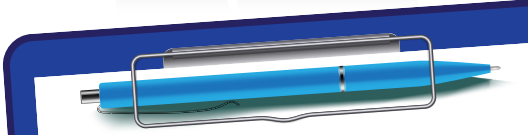
Upskilling the Workforce

Supply Chain Employee Training

GRAHAM has a strong commitment to developing new & existing staff. Through training and development, we create a workforce who are valued and want to achieve the best they can in the roles they perform.

All new employees are provided with training appropriate to their job role, health and safety and technical competence in line with legislation and the Construction Skills Certification Scheme. Additionally, training will include achievement of appropriate **qualifications** (NVQs, HNC/Ds, degrees and professional qualifications such as CIOB, RICS and ICE) and other **accredited training** (e.g. leadership and management and advanced health and safety). Each employee's training plan includes a SHE training matrix, with professional development opportunities discussed and agreed with line managers and at bi-annual one-to-one "Connect" meetings. To date F K Lowry have enrolled 2 of their employees onto a SVQ Level 9 Construction Management course with AVQ Management.



- 
- ✓ Temporary Works Coordinator
 - ✓ Emergency First Aid at Work
 - ✓ Level 3 Installer (curtain wall)
 - ✓ BIM365
 - ✓ Technical Apprenticeships: Construction Management, Building & Civil Engineering
 - ✓ HNC Civil Engineering
 - ✓ Advanced Health & Safety
 - ✓ Appointed Persons
 - ✓ MAP
 - ✓ Site Management Safety Training Course

Training the Existing Workforce

The promotion of industry skills is an important goal for GRAHAM, it benefits not only our own operation but the overall construction sector across Scotland. This presents many benefits for employees as well as employers, helping to develop a knowledgeable workforce which can deliver complex projects quickly and professionally.

Not only GRAHAM employees, but employees of companies within our supply chain have been supported with access to free SVQ training qualifications, which range from HNC to Master's level.

21 Training Events

have taken place on the project, ranging from SMSTS, First Aid at Work to SVQ's.



FULLY FUNDED SVQ's to our supply chain partners

At present, the SVQ's on offer are:

Level 3 Occupational Work Supervision (leads to Gold CSCS card)	▶ for working foremen
Level 3 Construction Site Supervision (leads to Gold CSCS card)	▶ for full time foremen/less experienced site managers
Level 4 Construction Site Management (leads to Black CSCS card)	▶ for experienced site managers/less experienced project managers
Level 5 Construction Senior Management (leads to Gold CSCS card)	▶ for experienced project managers and above

If you have anyone within your business who would benefit from any of the above, please contact suzanne.stevenson@graham.co.uk, as long as the employee can satisfy the following criteria:

Full name, Date of Birth, NI number, Confirmation that the candidate is PAYE & Confirmation that they work predominately in Scotland

ADDITIONAL BENEFITS



GOLD Winners

Fife Business Diversity Awards 2022

Employer of the Year Healthy Workplace Category

For our work with NHS Fife and our Wellbeing programme for GRAHAM staff and those of our subcontractors working on the project.



Healthy Working Lives



We have achieved the Silver Award with the National Healthy Working Lives initiative, where we aim to have:

- A healthier, more motivated, and productive workforce
- Reduced absence rates and support our employees in work and returning to work
- Reduced accidents, incidents and work-related ill health
- Enhanced reputation and increase our profile as a preferred employer
- A contribution to the health of the wider community.

We have a range of support mechanisms and programmes in place for all our employees. And we will be partnering with NHS Grampian Public Health Team to offer a range of initiatives during the construction phase following a health needs assessment being undertaken during spring 2022.



Your Health, Your Choices

As part of GRAHAM's health and wellbeing commitment to our employees and subcontractors, GRAHAM partnered with NHS Fife to roll out targeted health workshops and advice sessions to capture the areas of concern for the workforce on the project.



We designed placemats and posters with a QR code to take the person straight to the survey, which asked a series of questions to be completed. The team worked with the NHS Fife Workplace Team to create a survey which would then identify the top 5 priority areas the team and NHS Fife Workplace team could provide advice and assistance.

The results from the completed questionnaires identified the following top 5 areas of concern for the workforce, a series of workshops, toolbox talks and one to one advice sessions were then implemented on the project to address these concerns.

Top 5 Areas of Concern

Cancer Awareness



Heart Health



Back Care



Stroke



Dementia/Alzheimers





Case Study

Impact of Good Work - GRAHAM Partnership

Workplace Team have been supporting the GRAHAM team to help them assess staff needs and develop a programme of health & wellbeing for workers and subcontractors. Recently a few GRAHAM workers attended a 'Loneliness Awareness in the Workplace' session delivered virtually as part of Fife Health Promotion Service's campaign for Mental Health Awareness week.

One of the GRAHAM'S employees, **Robert Johnston**, contributed well to the session discussion - sharing his lived experience with us and other session participants.

Robert and the GRAHAM team both consented to providing his lived experience for this case study.

Robert had a number of life challenges to deal with:

- His self employed business ceased trading due to Covid-19 pandemic restrictions.
- Financial responsibilities became challenging due to a lack of income
- He found it difficult to pay his bills and often found himself not eating well
- Sadly his Grandmother passed away in a residential Care Home whilst restrictions meant he could not be with her

Robert felt trapped and struggled with consequential lack of purpose and confidence often feeling like his home was a prison instead of a sanctuary.



Robert tried to re-engage with work by taking on temporary contract work on two separate occasions but did not feel that his voice was heard or that he was valued. These feelings only magnified his low mental wellbeing. Robert joined GRAHAM in **November 2021** as a **Senior Quantity Surveyor**. He feels the company have allowed him to grow and thrive both personally and professionally.

- Felt welcomed from day one – GRAHAM Staff had shown an openness to discussing Covid-19 rules including exemptions
- Innovate approaches to support workforce mental health
- Working at GRAHAM provides reachable targets & room to progress
- 6 month induction period – was approved for full time work on the day the induction period ended. This felt very respectful
- GRAHAM encouraged Robert to appreciate himself and what he has been through
- Opportunities for interaction onsite

Robert says that GRAHAM has supported his health & wellbeing through Good Work approaches. The team wish Robert all the best in his role, and continues to work in partnership with GRAHAM to assist with their health and wellbeing programme and outcomes beneficial to their workers.

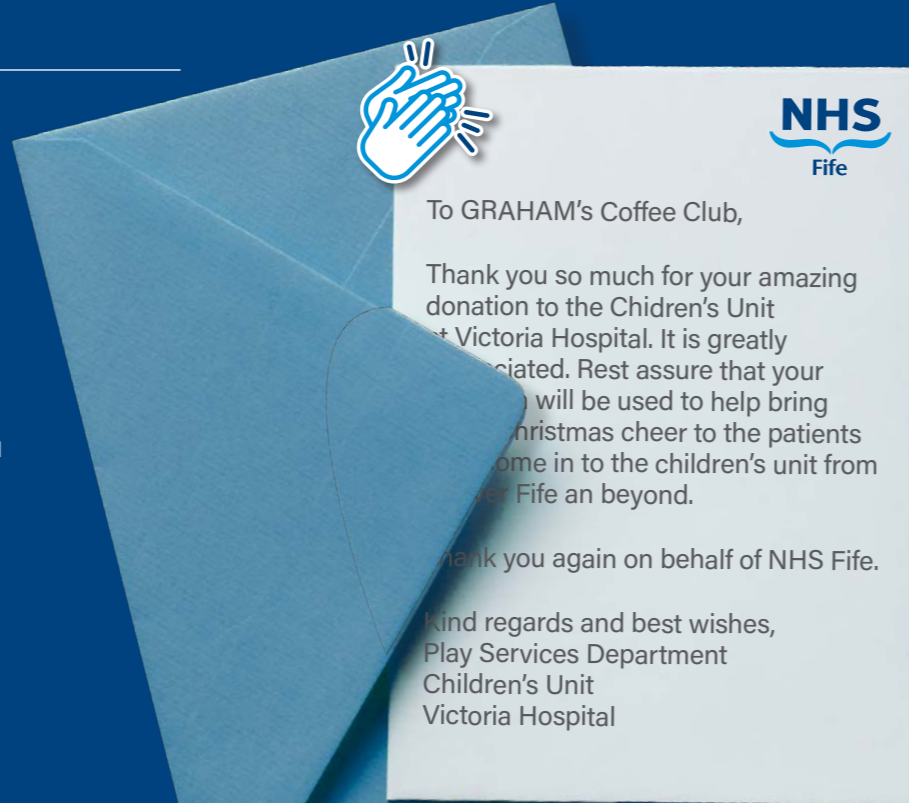


Community Engagement

The Site Team were engaged in the community with various events and activities, from foodbank donations to tidying up the break out garden within the hospital grounds and many more...

Over £500 Raised

Our Senior Project Manager, John Ritchie set up the Coffee Club in 2018 to raise money for charity. He was spending £2 per day on a Costa coffee and decided to buy a coffee machine for each of GRAHAM's new projects. For £10 + a bag of beans a month, members can join the Coffee Club and benefit from freshly ground coffee from the Bean to Cup Coffee Machine. So far they have raised over £500 which has been donated to Edinburgh Sick Kids and Hayfield Community Centre.



Children's Ward
NHS Fife Victoria Hospital

Clean Signage
NHS Fife Victoria Hospital

Celebrating Jubilee Years
NHS Fife Victoria Hospital

Biodiversity Day
NHS Fife Victoria Hospital Wellness Garden

Plant a Pencil
Local Primary Schools

Children's Hospital
Royal Hospital for Children & Young People

Food to Go Service
Hayfield Community Centre

New Benches
Break Out Garden - Fife Health Charity

Memorial Plant
Fife Health Charity



Children's Ward

NHS Fife Victoria Hospital



The Easter Bunny Arrives!

This is what 100 Easter Eggs look like – all destined for the grateful young recipients of the Children's Ward in Victoria Hospital!

These chocolate treats were kindly donated by GRAHAM, the main contractor appointed to build the new National Treatment Centre for orthopaedics in the grounds of the Victoria Hospital. John pointed out that the donation was made to the

Children's ward in not only as a timely spring treat for the children in the ward, but in recognition of the hard work and dedication of all the doctors, nurses and play assistants who work tirelessly to support the young patients in their care.



Santa and his Elves has been!

GRAHAM's Senior Project Manager John Ritchie, Social Impact Advisor Suzanne Stevenson, Arthur McKay's Operation Managers; Graeme Sutherland and Ewan Miller were highly delighted to present the staff at NHS Victoria Hospital, Children's Ward with toys and selection boxes.

Special thanks also to Frazer Hart, Allgas, Smith Brothers stores, Lagwell, MEF, for their kind donations.

John Ritchie from GRAHAM said that the donation was made to the Children's ward in a timely Christmas treat for children in the ward, from personal experience, gifts donated to all sick kids hospitals brings a huge smile to the

children and their parents at a worrying time for them all, especially as some of them are not able to be at home with the family at this time of year, a big thank you to all the nurses, doctors and support workers who work tirelessly through this holiday period to care for the children whilst they are in hospital.

Celebrating Jubilee Years

NHS Fife Victoria Hospital

GRAHAM Celebrates Queen Victoria and Queen Elizabeths 11 Jubilee Years!

As part of National Tree Planting Week, GRAHAM's Senior Project Manager, John Ritchie, gifted 3 special trees to NHS Fife Victoria Hospital.

One being a Jubilee Tree, one being a Jubilee Plum in honour of Queen Victoria and the Queen of the Realm tree in honour of Queen Elizabeth during her Jubilee Year 2022. NHS Estates Andrew Orr, planted the tree at the main entrance to the hospital.

The plaque Ashleigh Paterno, Capital Planning Support Officer, is holding commemorating the laying of the Foundation Stone for the opening of the Kirkcaldy Infection Diseases Hospital during Queen Victoria's Jubilee Year in 22nd June 1897.



John Ritchie, Senior Project Manager with GRAHAM, is holding the new plaque to commemorate Queen Elizabeth's 11 Jubilee year.



External signage cleaned by our Site Cleaner

NHS Fife Victoria Hospital

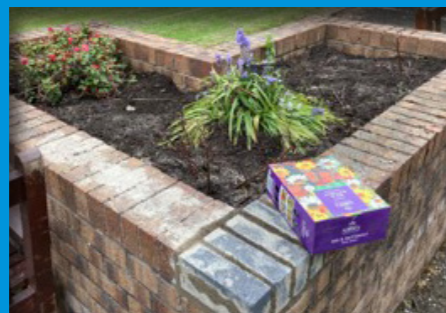
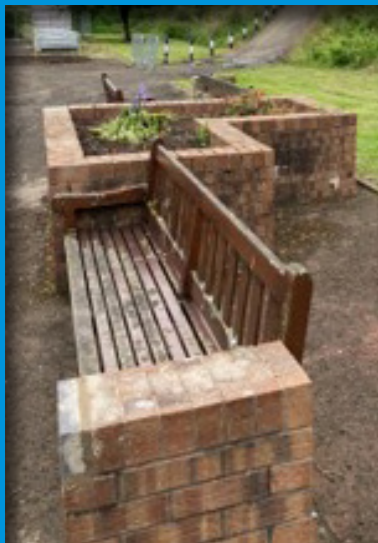
Biodiversity Day

NHS Fife Victoria Hospital

22nd May 2022

The project team bought and supplied wildlife flowers and fruit trees to go into the wellbeing garden in the hospital grounds.

2 staff members spent the weekend planting and tidying up the area for the hospital, along with our subcontractor Binn Group.



Plant a Pencil

NHS Fife Victoria Hospital

GRAHAM have handed out to local Primary Schools sprout pencils, so they can plant and grow wild flowers/herbs etc. after they have used their pencil.



Children's Hospital

Royal Hospital for Children and Young People



Thank you so much for your wonderful support of children and families in hospital. One year on, in our new home, your support is making life easier for children and families every day.

Yours faithfully,
Royal Hospital for Children and Young People



Food to Go Service

Hayfield Community Centre



" I am writing on behalf of the Committee and users of Hayfield Community Centre to thank you and your colleagues for your generous donation of foodstuffs towards the Food To Go Service we are running here.

We have been providing free meals to the community since lockdown began, with volunteers doing the cooking and all the distribution. Eventually we hope to open up as a Community Café.

We offer donated items of food & toiletries to those who come for a bit of help and a friendly face to talk to. Your contribution is much appreciated and helps to keep us running. It is also encouraging us to know that folk like you are interested and supportive of our service here."

C. Rosemary Potter - Secretary, Hayfield Community Centre

Fife Health Charity

Together with Fife Health Charity we donated slabs and our staff donated their time to create bench areas in the break out garden at Hayfield Community Centre.



We also arranged the Memorial Concrete Slab & Plant Pot for Member of Estates late Wife in Southern Garden.



Memorial slabbed area

Slabbed areas for benches



Considerate Constructors Scheme

GRAHAM are a Partner company of the Considerate Constructors Scheme, where we have made a commitment to conform to the Code of Considerate Practice.

Through consideration to community engagement, the environment and workforce wellbeing we strive to improve the impact of the construction industry and leave a positive legacy through the implementation of best practice.

The Code of Considerate Practice defines the fundamental expectations for registration with the scheme.



CCS Score

The Project Team scored an impressive 49/50 at one of their audits, with each of the three sections scoring the maximum 15/15 and were also awarded 2 points for an innovation and a further 2 points for 2 best practice submissions.

Altogether the project was awarded 4 best practice submissions and an innovation submission.

CODE SECTION	SCORE
Care for the Environment	15/15
Respect the Community	15/15
Value Their Workforce	15/15
Innovation Credits	1/1
Best Practice Submissions	3/3
TOTAL SCORE	49/50
OVERALL SUMMARY	OUTSTANDING

Best Practice Guidelines



Care for the Environment



Respect the Community



Value Their Workforce





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