

Dear Team,

Our industry is currently facing significant challenges, with many competitors struggling. The key issues we are encountering include:

- Rising costs and inflation, including increases in National Insurance.
- Delays in contract awards and project start dates.
- Changes in legislation, such as the Procurement Act, Building Safety Act, and Employment Act.
- Ongoing recruitment challenges.

Despite these challenges, Oakrays long term position remains strong thanks to our solid financial foundation and the resilience we have built over the past 45 years. Our bid team has been working harder than ever, with over 35 submissions awaiting responses and numerous contract wins awaiting a start date.

As a company, we are committed to addressing these challenges through proactive planning and strategic initiatives, including:

- Strengthening supplier relationships and exploring alternative sourcing strategies.
- Enhancing cost control measures and improving financial planning.
- Investing in workforce development, training, and employee well-being.
- Staying ahead of regulatory changes through compliance training and risk assessment.
- Promoting sustainable construction practices and innovation.
- Leveraging digital tools to enhance efficiency and project management.

I encourage all teams to remain agile, innovative, and committed to excellence as we navigate these challenges. Your dedication and resilience are the foundation of our success, and together, we will continue to build a stronger future.

Thank you for your hard work and commitment.

On behalf of all directors,

James Barnard



In Brief

Talk to Us

If you have news you want to share (personal or professional) please send an email to Pia or Caroline in the BD & Bid dept at newsletter@oakrays.co.uk

Social Value & Safeguarding

Please don't forget to email over your social value updates or safeguarding concerns to the following email address:

Social.value@oakrays.co.uk
Safeguarding@oakrays.co.uk

Issue 9

Latest Features & Enhancements for oDataPro & oConnect Pro



- The Job Redirect option has been added to the timesheet and oConnect form listings.
- Validation has been implemented for MTVH Meter capped properties on domestic heating repairs.
- Verified oConnect forms will now redirect back to the list screen when accessed from there.
- The maximum number of jobs on the job tab has been set to a total of 7.
- A new "Intake Inspection Form" has been added for landlord lighting and power job types.
- Additional questions have been added to electrical, project and commercial departments.



No matter how you choose to spend the break, we hope you have a joyful and relaxing **Easter!**



The Procurement Act

A Game Changer For The Industry

On 24th February 2025, the new Procurement Act was introduced marking a major shift in the industry, impacting Main Contractors, buyers, subcontractors, and suppliers. The Act is designed to drive positive change by improving transparency whilst ensuring safer, higher-quality construction projects.

Standardised Assessments

There is now an emphasis on the Common Assessment Standard to ensure that suppliers meet a higher baseline level of quality and reliability. Moving beyond the old PAS 91 standard, CAS aims to raise industry standards, contributing to safer and higher-quality construction projects. This approach ensures that only qualified subcontractors are considered for public sector contracts, enhancing overall project outcomes.

Are We Prepared?

Yes. Oakray have registered on the Central Digital Platform (CDP) where suppliers bidding for contracts regulated by the Procurement Act are required to register. The Bid team have also been working closely with the Health & Safety team ensuring that we meet all of the Common Assessment Standard Criteria.

The Debarment List - Raising Standards & Accountability:

A key feature of the Procurement Act is the creation of the Debarment List, which will be publicly available and published by the Cabinet Office. This list will include contractors/suppliers deemed to be "excluded" or "excludable" from future public contracts due to poor past performance. The introduction of this list marks a key step toward raising the standards within the procurement process by ensuring that only reliable and capable suppliers are considered for public contracts. If a supplier is placed on the list due to a mandatory exclusion reason, they are automatically prohibited from bidding for or being awarded public contracts, this aims to prevent repeat poor performance from impacting future projects.

From MEAT to MAT - A New Approach to Tender Selection

Another significant change that has been introduced is the shift from the "Most Economically Advantageous Tender" (MEAT) to the "Most Advantageous Tender" (MAT). This means that, rather than simply opting for the cheapest option, Clients can now choose suppliers based on a broader set of criteria that also prioritise quality, efficiency, and sustainability.

Business Development Updates

In 2025 so far Oakray are delighted to have won:

- Central & Cecil Framework - Lot 1 Heating & Associated Services
- Central & Cecil Framework - Lot 2 Commercial & District Heating
- Central & Cecil Framework - Lot 5 Heating, Decarbonisation & Retrofit
- Hertfordshire County Council - Property Works Framework - Lot 4 M&E
- LHC - Retrofit & Decarbonisation (N9) DPS
- YPO - Internal Fit Out & Maintenance DPS
- Tower Hamlets - The Tramshed M&E and Fabric Improvements
- Tower Hamlets - Meath Gardens Boiler Replacement Works
- Tower Hamlets - Commercial Street HVAC Refurbishment
- Procurement For Housing - Capital Works DPS
- CHIC Framework - Mechanical & Electrical
- Fusion 21 Framework - Lot 2 Decarbonisation of Public Buildings



Welcome!

WELCOME to the following new members of staff

Sasha Sugarman - Compliance Coordinator
Ricky Lewis - Client Development Manager
Daniel Alexander - Heating Engineer
Bilal Rasab - Heating Engineer
Taylor Murray – Improver
Stephen Bartlett – Heating Engineer
Hirbod Sharifian – Access Control Engineer
Ian Taylor Mechanical Estimator
Harrison McCracken Renewable Heating Engineer
Ryan McLaughlin - Heating Engineer



Well Done
Andrew Smith!

Recognised through our Reward & Recognition Scheme in the first quarter of 2025.



To all those who have celebrated **MILESTONE** birthdays this year!

Abid Khan
Alfie Haynes
Cameron Campbell
David Sutton
Gavin Hogg
Louise Reader
Paul Mulcare
Scott Benton

And to of course those who have welcomed a **BUNDLE OF JOY** into the world!

Knakia Benjamin – baby boy
Charlie Munson – baby girl
Michael Antoni – baby boy



We recently had a photographer capture Oakray in action throughout all areas of the business. We would like to say a big thank you to everyone who participated in the project and helped highlight Oakray at its finest!

HSQE



Welcome to the 9th Health, Safety, Quality & Environmental newsletter segment :

Changes to the Building Safety Act:

With the evolving Building Safety Act and the heightened focus on fire safety, particularly in High-Risk Buildings (HRBs), we arranged training in early February to cover the latest legislative changes and their impact on Oakray's work. The session was well-attended and received positive feedback from participants, reinforcing our commitment to safety and compliance.

CDM (Construction Design and Management) Regulations 2015:

Compliance with CDM 2015 Regulations is a legal requirement, crucial for ensuring safety in one of the most hazardous industries. Between 2020 and 2023, nearly 70,000 construction workers experienced work-related ill health, and the fatal injury rate in construction remains four times higher than the all-industry average.

To further enhance our understanding of CDM 2015 requirements for smaller projects, we conducted a dedicated training session for all Contract Managers in early March. This initiative aims to reinforce best practices in the hope of minimising risks.

Near Miss Reporting:

In our last newsletter, we introduced a new feature for "Near Miss Reporting". After reviewing recent statistics, we are pleased to confirm that reporting has increased significantly, demonstrating a proactive approach to safety. Thank you to everyone for embracing this change and contributing to a safer working environment.

PPE Improvement:

Following feedback during a recent Toolbox Talk, concerns were raised regarding the lack of kneeling pads. We are pleased to announce that approval has been granted for the purchase of kneeling pads, which will be distributed shortly. Moving forward, kneeling pads will also be included in PPE bags to further support our workforce's well-being.

Accreditations:

Over the past few months, we have successfully passed the following external audits, further reinforcing our commitment to quality, safety, and compliance:

- Constructionline Platinum
- MCS (Microgeneration Certification Scheme)
- NICEIC Approved Contractor Scheme

In addition, we are pleased to announce that we have also successfully passed our annual surveillance audit for ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 27001:2022. As with previous audits, the outcome was extremely positive with no major or minor non-conformities. There was only one opportunity for improvement, related to ISO 27001:2022, and which was promptly addressed during the audit itself.

Reminder:

You may have seen your invitations to attend the office for this year's Engineers Day Visit to have your mandatory inspections carried out which is very important. Please ensure you accept your booking time or contact us for an alternative.

A Special Thank You:

The Health & Safety Team would like to extend a heartfelt thank you to everyone for their commitment to maintaining a safe and compliant workplace. Your diligence in attending training sessions, embracing new safety measures, and actively reporting near misses plays a vital role in ensuring everyone's well-being. Your dedication does not go unnoticed, and we truly appreciate your efforts in making safety a priority. Let's continue working together to uphold and improve our safety culture.



		
Date	Time	Venue
Sunday 18 May 2025	11:00	Finsbury Park

Staff members from, The Glasgow Stud Alliance, EffectAble, and Oakray Limited will be taking part in the Finsbury Park 3K Race for Life raising money for Cancer Research UK.

If you would like to take part in the race, please email HR@thealliance.co.uk no later than 30th April 2025.

If you are unable to take part but would like to show your support you can do so by visiting www.justgiving.com/page/gsa-race-for-life where any donations will be gratefully received!

Driving Impact - Let's Keep Making A Difference



In February, Sandra Greenway Ian Dunstone, Abbie, and Tyler Britchford all participated in the Sustainable Hertfordshire Youth COP Careers Fair and Pathways Seminar at North Herts College, Stevenage Campus.

The event was a fantastic opportunity to engage with the next generation of professionals, focusing on sustainability and career pathways. Our team took pride in sharing insights, offering career advice and reinforcing our commitment to shaping sustainable futures through education and collaboration.



As part of our ongoing Social Value commitment with Westminster, we are thrilled to continue our partnership with St Marylebone CE School, which offers innovative education for students with an Education, Health, and Care Plan (EHCP) focused on Speech, Language, and Communication needs.

In March our HR Team had the privilege of supporting these students during both Interview Week and Enterprise Week.



Throughout Interview Week they provided valuable interview practice and techniques, helping to boost the students' confidence and prepare them for future career opportunities.

During Enterprise Week they also delivered an engaging class on renewable energy, sparking students' interest in sustainable industries and providing valuable knowledge about the future of energy.



Communities are at the heart of everything
Oakray delivers

We encourage all staff to utilise their 1-day social value day and get involved in **volunteering** for a charity of their choice.

If you want to make a difference and help a charity of your choice by volunteering your time please contact the Social Value Team on

social.value@oakrays.co.uk

Proudly Supporting World Champion Kimani!

We're proud to continue our support for Kimani from North Paddington Youth Club as he heads to the European Kickboxing Championships. Many of you will remember his incredible achievement last November, when he brought home the Gold for England. Now, he's training hard to defend his World Title in May 2025!

As a gesture of thanks for Oakray's ongoing support, NPYC has kindly offered free gym memberships to all Oakray staff. Their brand new, fully equipped gym at the club in Maida Vale is now open – and available to you!

If you'd like to sign up, please email: social.value@oakrays.co.uk



PROPERTY PERFORMANCE SPECIALISTS