

ALUMINIUM NEWS

THE VOICE OF THE UK ALUMINIUM INDUSTRY

ISSUE 7 DECEMBER 2020



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Front cover image: 25kt, state-of-the-art, 2m wide foil mill facility supplied by Primetals Technologies

2020 - THE YEAR THE BIN WENT OUT MORE TIMES THAN YOU!

Unprecedented challenges for people, society and business in 2020 and beyond

The tragedy of the COVID-19 pandemic is still having a profound effect on the lives of millions of people in the UK. Coronavirus has destabilised our communities, derailed our economy affecting companies and organisations and by its very nature changed how we conduct our daily lives. The imposed restrictions to daily life have forced us to quickly adopt different ways of working, learning, socialising, connecting, and engaging with each other. The country has adapted to digital meeting platforms and more significantly these platforms have been the driver for connectivity, engagement, collaboration, creativity and innovation.

The UK government has again implemented dramatic measures, with huge economic implications, as part of their plans to slow down the spread of coronavirus (COVID-19) and save lives. The second lockdown was announced end of October 2020 to control the spread of the disease, and while this may contribute positively to protecting public health, its toll on the UK economy is undeniable and severely adds to the overall economic burden to companies still recovering from the first lockdown. As the UK Government relaxed lockdown rules over the summer period and companies started to assess and rebuild the attention turned towards Brexit and the added burden to industry that the uncertainty of Brexit and the lack of any news regarding a free trading agreement with the EU would add to the UK economy.



COVID-19: SUPPORTING THE ENGINE OF THE UK ECONOMY

Aluminium is a critical component for supply chains essential to managing COVID-19, including medical supplies, electricity transmission, building materials and sterile packaging. As a result, aluminium sector operations have had to continue in a safe yet productive manner. We have been an important Government partner when it comes to mitigating the effects of coronavirus on industry. And we have had remarkable success helping the aluminium sector negotiate these challenging circumstances. In fact, we have had 35 members join this year, reflecting the quality of support we are offering.

THE UK "MUST HAVE THE ABILITY TO SET LAWS THAT SUIT US," THE PM'S CHIEF BREXIT NEGOTIATOR STATES

Mr Frost said: "It is central to our vision that we must have the ability to set laws that suit us - to claim the right that every other non-EU country in the world has. "So to think that we might accept EU supervision on so-called level playing field issues simply fails to see the point of what we are doing."

He said this was not a "a simple negotiating position which might move under pressure - it is the point of the whole project". The UK wants a Canada-type free trade agreement with the EU, Mr Frost said. If this cannot be agreed, then Britain will trade on the basic international terms it currently follows with Australia.

UK business and industry demand clarity from HMG over the FTA negotiations with the EU, sometimes it seems that what should be private secure negotiations are a free for all in the media and content

based on accusations and blame from both parties.

MEMBERSHIP CONTINUES TO GROW IN 2020

The Aluminium Federation continues to develop membership attracting organisations that work in the Aluminium industry, the wider industrial sector and now many others who support the sector supply chain. Our membership has grown by 35 this year, 11 in the last eight weeks and with many potential members looking to be part of the ALFED family through these challenging times.

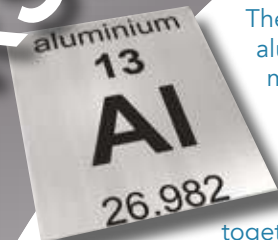
WORKING AT THE HEART OF GOVERNMENT TO INFLUENCE THE RIGHT STRATEGY AND POLICY FOR THE UK ALUMINIUM SECTOR

We have a close working relationship with government. Since the 2016 Brexit referendum, we have given vital industry input into trade policy development, whether it relates to EU negotiations, US aluminium import duties or anti-dumping measures. From Rules of Origin to tariffs to regulation, we are helping shape the UK's negotiating position – and ensuring post-Brexit trade terms work well for UK supply chains.

A handwritten signature in black ink, appearing to read 'Tom Jones'.

Tom Jones
CEO
Aluminium Federation

MEMBERSHIP



ALUMINIUM FEDERATION IS THE VOICE OF THE UK ALUMINIUM INDUSTRY

The Aluminium Federation represents businesses who process, trade and work with aluminium. We foster innovation, promote best practice, develop skills and champion member interests. From training and networking to research, advocacy, lobbying and outreach, we help our members solve problems, capitalise on opportunities and boost their competitiveness.

As a member, you become part of an influential community, getting your voice heard within the industry and at the highest levels of government. Working together, we are actively driving UK aluminium forward - and we look forward to working with you in this endeavour.

COLLABORATION:

We bring together recycling and secondary producers, extruders, finishers and stockholders – helping everyone involved in UK aluminium make connections for mutually beneficial business and supply development.

INNOVATION:

You benefit from a range of services that help you stay at the cutting edge. From research and development through to industry benchmarking and technical support, you get insight that assists you to develop your business.

OPPORTUNITY:

We give you a unique opportunity to get your voice heard - within the industry and in government. Whether you're a global company or an SME, you can advocate and influence to improve market conditions for your products and services.

MEMBER BENEFITS:

Benefit from a range of services that help you develop your business, workforce and supply chain:

- Advocacy & lobbying
- Market insight
- Training
- Technical support
- Consultancy from energy management support to bespoke training, coaching and e-learning
- Events
- Influence & Policymaking
- Shared Learnings & Networking
- Savings & Partnerships

WHY JOIN THE ALUMINIUM FEDERATION

Whatever your company size or speciality within the industry, we help you access the technical expertise, market insight, business support and government influence you need to boost your competitiveness.

We offer different levels of membership based on your business size – so it's both affordable and valuable.

"As an ALFED member, you get your voice heard. We're a small metal finishing company, but I get my voice heard very loudly. When I was the ALFED President, this gave me influence at a high level with government – I was routinely on calls with ministers and civil servants. And I had my voice heard even before I was president. In 2004, the British standard changed to an EU-wide one that was much weaker. I campaigned to change it, and as an ALFED member, I had a say via the Finishing Group. I got my opinions over, and the standard is now changing. It was a real success for our business."

Giles Ashmead, Director, Powdertech

**CONTACT US
TO DISCUSS HOW
ALFED MEMBERSHIP
CAN HELP YOUR
BUSINESS**

T: 0330 236 2800

www.alfed.org.uk

ALFED
ALUMINIUM FEDERATION

EVERYTHING WE DO FOCUSES ON HELPING UK ALUMINIUM BUSINESSES CAPITALISE ON OPPORTUNITIES

2020 CONTINUES TO BE A YEAR THAT WE ALL MAY WELL WISH TO FORGET

The impact of COVID-19 on the economy is yet to be fully understood and with government borrowing in the first five months of this financial year (>£170 billion) running at three times the level of the whole of 2019-20 financial year (>£55 billion) we must anticipate some tough times ahead.

Whilst demand for aluminium appears to remain reasonably strong and the LME continues to march upwards from its 2020 low point in April, particular markets such as aerospace and automotive are feeling the full effects of the global pandemic.

The recent trade defence measures on imports of aluminium extrusion from mainland China implemented by HMRC on 14th October mean that additional duties of up to 48% on these tariff codes are in place (although they may be removed in January 2021) and this may add to their difficulties, with additional impact across many parts of UK manufacturing.

In addition, we wait to see if representations are made to the Trade Remedies Investigation Directorate (TRID) that will cover aluminium flat rolled products.

The UK will also have the additional issues associated with the upcoming departure from the EU and today a "no deal" BREXIT does look more probable than at any time in the past. We must assume that the first few months of 2021 may be challenging for both exporters and importers of aluminium raw materials and finished parts. However, the UK can weather this storm and as the world's 6th largest economy with a history of international trade go on to thrive in the world arena.

But to do this we must improve UK productivity, which is currently more than 30 per cent behind the US and around 10-15 per cent behind Germany. It is a crisis that is a drag on the economy, which could be £83bn a year larger if we could make up just half the efficiency gap.

The government has to take the opportunity to increase investment in infrastructure and encourage the private sector to better train its workers to tackle the problem and fundamentally "BUY BRITISH" wherever and whenever it can.

How is ALFED managing in these difficult times? We continue to work very closely



with government ministries to represent our members and our voice is being heard. Additionally, 35 new members have joined ALFED this year and we continue to support UK aluminium with 'virtual' training courses and market information, so ALFED goes from strength to strength.

Please remain safe and healthy.

Clive Bush
ALFED President

DIARY DATES

DECEMBER

- 10 Drawing Shaping & Forming of Aluminium
- 10 Health, Safety & Environment Support Group

JANUARY 2021

- 13 Aluminium Distribution Sector Group Meeting
- 14 Corrosion & Protection of Aluminium Webinar
- 28 Casting Technologies Webinar

FEBRUARY

- 4 Finishing Sector Group Meeting
- 11 Aluminium Light Webinar
- 16 Recycling Sector Group Meeting
- 17/18 Introduction to Welding Course
- 23 Extrusion Sector Group Meeting
- 25 Production of Aluminium & Global Demand Webinar

MARCH

- 11 Wrought Aluminium & Applications Webinar
- 13/14 Day 1 & 2: Aluminium for Engineers Technical Training
- 16 Self Management Training
- 16/23 Day 1 & 2: Digital Sales Programme
- 18 ALFED Executive Board Meeting
- 23/24 World of Aluminium Technical Training
- 25 Heat Treatment of Aluminium



FOR MORE INFORMATION PLEASE VISIT:

EVENTS: www.alfed.org.uk/aluminium-federation-events/

TRAINING: www.alfed.org.uk/alfed-training/training-with-alfed/#ourcourses

APPOINTMENT AS THE CHAIR - NFE/35 LIGHT METALS AND THEIR ALLOYS

ALFED Technical Manager Jan Lukaszewski has been re-appointed as the Chair of NFE/35 Light metals and their alloys by the BSI's Standards and Policy Strategy Committee (SPSC).

The BSI committee Chairs undertake an important function on behalf of the UK National Standards Body (NSB).

BSI's role as the NSB is to support the needs of business, industry, consumers, government and all other stakeholders in respect of voluntary standards, ensuring open public consultation and full stakeholder engagement, in line with the principles of the World Trade Organisation (WTO). The consensus process lies at the heart of BSI's work and their Chairs are key to ensuring an effective and efficient delivery from their committee network.



FURTHER UPGRADES FOR VERTIK-AL

Following significant investment in two new horizontal powder coating plants, Vertik-Al has purchased automatic powder guns for its remaining horizontal line. In addition, the booth on line two has been upgraded, together they can achieve outstanding results across matt, gloss and textured coatings. Vertik-Al now boasts a full complement of new equipment across all three horizontal lines.

As the only applicator in the UK and Ireland to hold the GSB International quality seal for Approved Coated Aluminium and the UK's first applicator to gain the QUALICOAT quality label, Vertik-Al understands better than most the commitment and investment needed to produce a high-quality, consistent finish. The powder coating specialist plans for further developments in 2021.

To discover how your business could benefit from partnering with a stable, high-tech and forward-thinking powder coating specialist, call 0121 608 7171.



IMS LAUNCH NEW LEEDS DISTRIBUTION 'SUPER SITE'

IMS (Insulation Machining Services, a division of SIG Performance Technology Group) announce the opening of a new 'Super Site', located in the heart of Leeds, to open in December 2020.

As one of the world's leading experts in high temperature insulation products and associated services, with multiple locations across the UK and various international outlets, IMS work in conjunction with many of the world's leading manufacturers and suppliers of insulation products to provide a product portfolio of unsurpassed quality, alongside an expert support service.

The new 20,000 sq. ft. building will be located adjacent to the M621, with excellent links to the UK's road networks. The facility is being designed and constructed with the customer at its core due to the efficiencies it will soon provide.

IMS Leeds offers customers access to the full depth of the IMS product portfolio consolidated under one roof.

The centralisation of stock into Leeds will ultimately provide convenience for the customer; improving service, reducing the need to consolidate shipments across multiple sites and improving internal processes and control measures to ensure optimal performance.

Haylee Rees, IMS Sales Director, comments, "The IMS Leeds location sits right at centre of the key markets we serve. We are delighted with the location and new strategic offering the new facility provides. Our service is now best-in-class due to the vast range of high-quality refractory materials now available from our Leeds location."

The existing satellite IMS site in Dudley will be closed to make way for the added efficiencies of the new Leeds centre.

Further plans to include additional services from within the facility will be announced shortly.

IMS Leeds opens December 2020.

For further information contact sales@ims-insulation.com.



UK METALS COUNCIL LAUNCHES PEER NETWORKS PROGRAMME FOR BUSINESS GROWTH

The Black Country Growth Hub, with the support of the UK Metals Council, is launching the Peer Networks Programme for ambitious businesses looking to grow.

This programme is part of a government funded peer to peer networking initiative for SME businesses to develop their organisations for future success.

The Black Country Growth Hub provides support to businesses and entrepreneurs of any size, sector or status across Dudley, Sandwell, Walsall and Wolverhampton. Through this training programme the Growth Hub plans to widen and strengthen the business networks of participants, as well as expand their skills across a range of business areas.

For the metals sector, the peer to peer programme is being run by the UK Metals Council, a representative organisation made up from trade associations from the full spectrum of the UK metals industry.

The training is based on interactive action learning and will bring together groups of business owners or managers operating in the aerospace, construction, health & care, metals & materials or rail sectors. The training opportunities vary widely including Finance, HR, Sales and Marketing, Business Model Innovation, Change Management, but also highly relevant areas such as adjusting to social distancing, digital technology adoption, use of data to drive value in the business, EU transition, Net zero in relation to the West Midlands Local Industrial Strategy.

With trained facilitators, these group sessions will help participants to overcome business challenges, recognise and act on new opportunities and create a trusted support network and improve personal and business performance.

More information and to register:

<https://bit.ly/PeerNetworks>



KIDSOUT'S GIVING TREE GOES ONLINE FOR 2020!

KidsOut's Giving Tree initiative invites you to 'Ditch Secret Santa' and buy toys for children in local refuge homes instead. However, with Covid-19 limiting the amount of people going back to the office, Giving Tree is moving online for 2020. This year you are able to buy a toy for a child in refuge online via KidsOut's new "online shop".

The process is easy. Visit www.kidsout.org.uk/giving-tree and click the "Shop Now" button. Add your toy to your basket and once you pay KidsOut guarantees purchasing that gift and delivering it to a child in refuge this Christmas. You can help provide an amazing Christmas for a local disadvantaged child all from the comfort of your own home!

Christmas is tough for families in refuge, with Covid-19 making this year harder than usual. One call relating to domestic abuse was made to police every 30 seconds in the first seven weeks of lockdown. Thousands experienced lockdown measures isolated with an abuser, with an influx of families expected to enter refuge by December 2020. New toys to call their own can make a massive difference to the lives of survivors of domestic violence, helping to improve mental health and make the world seem a little kinder. With your help we can bring fun and happiness to these children at Christmas.



WELDING OF ALUMINIUM – PRACTICAL ASPECTS

The Indian Institute of Welding (IIW-India) was incorporated on 22nd April, 1966 to foster the development of welding science, technology and engineering in India and since then has been serving the cause of the welding industry through its 13 branches throughout India. Through its various activities and programmes, IIW-India is now recognised as the premier Institute related to welding in the country with over 4500 individual and corporate members. Further, as a member society of the International Institute of Welding, it is helping to project the importance and achievements of the Indian Welding Industry to the global community.

Weld Tech Talk is a series of webinars by the Indian Institute of Welding Mumbai Branch, to facilitate knowledge sharing across all members and welding professionals. Over the past few episodes, we have had an audience from over 20 countries across all the continents. Experts and practicing professionals share from their own experiences and hands on knowhow knowledge during these talks.

5th lecture of the Weld Tech Talk series will be delivered by Jan Lukaszewski, Aluminium Federation.

Date: 12 December 2020 (Saturday)

Time: 5 PM (IST) / [11.30 AM UK time]

Registration Link: www.tinyurl.com/WeldTechTalk5



WANTED: HEALTH AND SAFETY WORK EXPERIENCE

Over the last couple of months, I have had several job interviews for a variety of health and safety advisor posts. I have the qualifications (please see below) but each time I have missed out on the post due to my lack of experience in the role, this is where I need some help.

To help get that extra experience to achieve a full-time role in health and safety, I am asking for some help to gain that extra experience by doing some work experience. Therefore, if you have a safety project or need someone to review safe operating procedures or risk assessments or carry out toolbox talks, then please bear myself in mind. I am based in Derbyshire, easy reach to most places.

My current experience in health and safety is for the last 8 years when I have been a motivational speaker/trainer concerning my workplace accident. Where required I have carried out fresh eye approach audits concerning clients' workplaces and carrying out health and safety cultural surveys. During that time, I have worked across many industries.

My qualifications are:

NCRQ	Level 6 diploma in Applied Health and Safety
NEBOSH	General Certificate in Health and Safety
IEMA	Foundation Certificate in Environmental Management
NEBOSH	HSE Certificate in Leadership in Health and Safety
HSE	Behaviour Change: Achieving Health & Safety Culture Excellence

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EMR METAL RECYCLING IS SUPPORTING THE TRANSPORT FOR LONDON SCRAPPAGE SCHEME

EMR Metal Recycling has Authorised Treatment Facilities (ATF) in Brentford, Canning Town, Mitcham, Neasden, Wandsworth and Willesden which are supporting the TFL scrappage scheme. Offering a complete service, EMR will collect the vehicle, produce the Certificate of Destruction and recycle the vehicle in a responsible manner.

The TFL scrappage scheme, launched by the Mayor of London, enables those on a low income and with a registered disability to scrap their polluting vehicle in exchange for £2000 which can be put towards another, greener vehicle, towards alternative modes of transport such as a push bike or public transport or you can simply save the money for a special occasion.

With the daily charge for entering London's Ultra Low Emission Zone (ULEZ) in a non-compliant vehicle set at £12.50 (that's a cost of over £4500 a year if you are entering daily) and with the expansion of the ULEZ beyond central London in October 2021, there is no better time to swap to a greener vehicle. With the help of initiatives such as the TFL scrappage scheme, the introduction

of the ULEZ and greener transport options, pollution in London has been reduced by more than 40%.^[1]

In a service which is being rolled out across the country our EMR Vehicle Recycling division offers a complete scrappage service. A dedicated website allows customers to get a quote for their vehicle in 3 clicks, all they need is their vehicle registration and postcode. There are no hidden charges and EMR promise to pay the price quoted. From here a customer can also book a collection by one of our friendly drivers, should they not be able to drop the vehicle off at their local site. All collections are carried out contact-free.

EMR will register the vehicle's destruction with the DVLA, sharing the Certification of Destruction with the customer as the vehicle is accepted. As an ATF we have proven capability in carrying out the depollution process and storing vehicle components in compliance with strict environmental legislation.

Dan Gannon, EMR ELV Specialist said: "This scheme offers a great chance to swap your vehicle for a greener alternative. At EMR



we are passionate about environmental protection and we are proud to be able to support our customers in recycling their non-ULEZ emission compliant vehicles. Our ATF's, not only in London but up and down the country, follow a strict set of procedures to ensure minimum environmental impact when recycling vehicles."

Over the past decade EMR has invested over £350 million in new technologies and partnerships which enable them to recycle 95% of any ELV sold to them.

[1] <https://tfl.gov.uk/modes/driving/ultra-low-emission-zone/ways-to-meet-the-standard>



JAGUAR LAND ROVER USING AEROSPACE TECHNOLOGY TO DEVELOP FUTURE LIGHTWEIGHT

Jaguar Land Rover is taking part in pioneering research trials to test the capability of advanced lightweight metals and composites to be used in future vehicles.

As part of a two-year project, the company will use technology developed for the aerospace industry to understand how materials respond to corrosive environments, in global markets and over rigorous terrains.

Samples of new metals and composites planned for use in future Jaguar and Land Rover vehicles will be built into aerospace-grade sensors and put through their paces in some of the world's most extreme physical conditions, tested for over 400,000km across North America.



The sensors will continuously measure the performance of the materials and share data with the Jaguar Land Rover's product development team in the UK. With this information, the engineers can accurately forecast the material's behaviour in the development of future vehicle programmes to ensure that next-generation lightweight metals meet the company's stringent standards, delivering a longer-lasting, high quality finish.

Matt Walters, Lead Engineer, Metals and Process Materials for Jaguar Land Rover, said: "This research project is a prime example of our commitment to developing lightweight, durable and robust materials for our future vehicles. Using advanced aerospace-grade technology, such as these sensors, is testament to the quality and standards we are achieving."

The research forms part of Gesamtverband der Aluminiumindustrie (GDA), a consortium of aluminium manufacturers and car makers researching the longevity of materials and how they can be made lighter and more durable.

Working with industry leaders across quality assurance and manufacturing to develop future lightweight vehicles, increasing efficiency and reducing emissions further is a key part of Jaguar Land Rover's Destination Zero vision - a future with zero emissions, zero accidents and zero congestion.

The project builds on continued research into future materials, from the REALITY project, a pioneering recycling process which gives premium automotive-grade aluminium a second life, to the development of printed structural electronics, which can reduce the weight of in-car electronics by up to 60%.



3o LIMITED

3o Limited is an international procurement services company, operating across a number of different industry sectors, including architectural, automotive, building, consumer electronics, furniture, marine, photographic and retail. They have offices in Australia, China and the UK.

The company's primary operation is the management of their customers' supply chains from purchase to payment. To deliver this service they have focussed teams of experts dealing with procurement, quality and scheduling and logistics.

www.3olimited.com



BACK TO BARE METAL HERAEUS NOBLELIGHT

Back to Bare Metal pride themselves on offering highly efficient and cost-effective thermal cleaning and recycling solutions to their customers.

Their vision is to become the UK's leading thermal cleaning service provider for the powder coating industry. Powered by fluidised sand technology, they offer their customers fast, reliable, and perfect cleaning cycles within the hour – with no damage to their steel equipment.

Not only do they offer off-site thermal cleaning, Back to Bare Metal also advises and provides appropriate lease and purchase options should your needs require a bespoke solution.

With a committed and growing team, Back to Bare Metal plays a key role in shaping the UK's thermal cleaning market.

www.backtobaremetal.com

BACK TO BARE METAL

Heraeus, the technology group headquartered in Hanau, Germany, is a leading international family-owned portfolio company. The company's roots go back to a family pharmacy started in 1660.

Today, the Heraeus group includes businesses in the environmental, electronics, health and industrial applications sectors. Customers benefit from innovative technologies and solutions based on broad materials expertise and technological leadership.

The origins of Heraeus Noblelight are to be found in the Heraeus Organization in the year 1899. With a background of many decades of experience, Heraeus now develops, manufactures and markets a wide range of infrared and ultraviolet emitters and components, which find application in all important sectors and areas of industry

www.heraeus-infraredsolutions.co.uk

Heraeus

KLUTHE

Kluthe UK is an innovative chemical products and surface technologies specialist. Here in the UK, they work closely with their customers to gain a thorough understanding of their business, allowing them to provide tailored metalworking and cleaning, pretreatment and paintshop solutions.

Their team of experts all have a wealth of knowledge and experience within the chemical industry which means that they are well placed to help their customers find the right formulations and solutions for their manufacturing and surface finishing processes.

Everything they do is underpinned by their philosophy 'Harmony in Chemistry'. From the selection of raw materials through to sustainability, safety and recyclability, they seek a positive balance in the products and processes they create.

Their unique Surface Technology 360° approach means that they provide their customers with the complete surface technology package, from consulting services through to recycling.

www.kluthe.com/en



MECHATHERM

Mechatherm is a leading provider of bespoke casthouse equipment to the aluminium industry, specialising in solutions tailored to each of their client's specific requirements.

They can take on various size projects ranging from small existing plant upgrades right through to multi-million-pound turnkey projects. With a dedicated field service team consisting of qualified professionals and long-standing partnerships with the highest quality service providers all over the world, Mechatherm can offer the highest level of technical service assistance.

www.mechatherm.com



MULTIPANEL UK

Established in 2004, Multipanel UK brought ACP manufacturing home to Britain in 2014. Their factory on the South Coast of England uses the most advanced manufacturing and logistics technology in the industry. With an initial capacity to produce 6,500,000 m2 per year of the highest quality rigid sheet materials, continued investment including a second production line has increased their annual capacity to 10,000,000m2.

Using the power of their UK production line, they pride themselves on the precision, rigidity and flatness of every panel they stock. Using the finest raw materials carefully sourced from Europe, they match (and often exceed) the quality on offer from any manufacturer. Their British engineering approach allows them to consistently achieve the best price vs quality ratio in the market.

www.multipaneluk.co.uk



PRE-TREATMENT SOLUTIONS

PTS Group, who have been trading since 2008, are a family run company. They have since developed and are operating from an office/warehouse facility in Barwell, utilising knowledge & experience gained over many years, offering technical support not only in pre-treatment but the whole powder coating application process.

PTS Group offer the powder coating sector a Non Chrome & Phosphate free pre-treatment for aluminium architectural applications not only offering quality approved solutions but also offering the unique all in one washing system called Autowash.

Recently PTS Group have worked with a client using an Autowash system with the correct approved solutions through the procedure to obtaining their Qualicoat applicators License in March of this year.

To support this work PTS Group have installed a laboratory to offer performance testing on treated aluminium parts to check for compliance to quality systems.

www.pretreatmentsolutionsltd.com



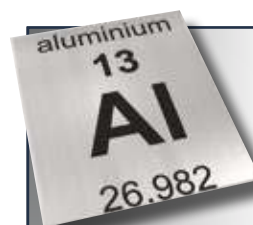
ULTROMEX

Ultrromex provides vital technologies to the aluminium smelting industry to help it deal with its production wastes.

The company was founded in 2011 by a team with extensive experience in the chemicals industry, metals recovery, plant design and construction sectors. The aims of the company are to develop new sustainable technologies to manage aluminium industry production wastes. These wastes are often hazardous and difficult to treat, so effective and sustainable ways to deal with them are vital to the industry and to society, which relies on aluminium for many thousands of useful products.

The Ultrromex approach helps to reduce landfill and cuts the carbon footprint of the smelting operation by reducing the need to transport and sometimes export waste materials to other facilities for treatment and recycling, whilst at the same time significantly improving operational security, profit margins and bottom-line profits.

www.ultromex.com



WHY JOIN THE ALUMINIUM FEDERATION

Whatever your company size or speciality within the industry, we help you access the technical expertise, market insight, business support and government influence you need to boost your competitiveness.

We offer different levels of membership based on your business size – so it's both affordable and valuable.

Contact us to discuss how ALFED membership can help your business.

T: 0330 236 2800

E: info@alfed.org.uk



THE VOICE OF THE UK ALUMINIUM INDUSTRY

TRAINING

ALFED WINS TRAINING DEAL WITH THE EU

As the prospect of a No Deal Brexit looms ever larger, ALFED has bucked the gloomy trend by winning a prized place on a multi-national industrial training programme led by the EU.

ALFED has been chosen to partner with the Turkish Aluminium Industrialists' Association (TALSAD) on a 23-month project to design innovative training models for new recruits to the European aluminium sector.

The aim is to ensure that future technical training is solidly rooted in data, underpinned by the latest digital technology, and designed to help deliver the 'circular economy' which is at the heart of Europe's sustainable growth agenda.

It's the first occasion ALFED has been selected as a partner on the high-profile Erasmus and Erasmus+ programmes, and CEO Tom Jones was understandably delighted to receive the news from Brussels.

"We consider it a genuine coup that we were chosen, given all the countries, major corporates, sectoral associations and trade bodies throughout Europe who are involved in the aluminium industry," he said.

"We've also never previously worked with TALSAD - Turkey's equivalent of ALFED, which represents most of its country's major users of aluminium - which is leading this project, so it's great to have been recognised and approved by them."

Erasmus+ is an EU-led programme for education and training. Often highlighted for its projects involving young people and students, it also funds schemes which bring international organisations together to drive innovation and share best practice.

"This to me is the absolute best of the Erasmus+ concept," said Tom. "Vocational training in any major industrial sector which operates globally has to be conceived from an international perspective, must be based on credible data and analysis, and has to be delivered through a strong digital presence."

"Bringing together ourselves, TALSAD, and other industrial partners from Turkey, Greece and the UK reflects a logical and common-sense strategy which will deliver practical Europe-wide solutions."

Although the Brexit transition period ends on January 1st 2021, Jones has been assured that the project will continue to be funded.

"Under the Withdrawal Agreement, the EU has generously agreed to extend its funding for all schemes involving UK partners, which are approved during 2020, until they are completed - so that's very reassuring to know," he admitted.



HOW ALFED CAN HELP YOU KICK-START A YOUNG PERSON'S CAREER

The government recently launched its Kickstart scheme to create high-quality training placements for unemployed people between the ages of 16 and 24. Our training and education manager, Kathy Rombach, explains more about this landmark initiative.

"The first and most important thing is that ALFED is here and ready to take all the stress and strain out of Kickstart for the benefit of its members and their trainees," she says.

"Like any government-led programme, it involves a fair amount of form-filling, but we'll make the process of identifying, interviewing and recruiting the right talent as painless as possible.

"Each job placement must last six months, which will be fully funded by the government to cover the relevant national minimum wage for 25 hours a week, plus the associated National Insurance contributions, and the employer minimum contributions for automatic enrolment."

However, Kathy stresses that the government has imposed restrictions on employers who participate in the scheme to ensure all parties benefit.

"These placements must be new roles. Trainees can not be taken on to replace existing or planned vacancies, and their recruitment must not cause existing employees or contractors to lose their

job, or to have their hours of employment reduced.

"Companies also have to explain how they will help their trainee(s) develop skills and workplace experience, support them in their search for long-term work, assist them with creating a CV and prepare them for interviews.

"When the chancellor, Rishi Sunak, announced Kickstart, he was very clear that it was a partnership between the government and individual companies to provide training opportunities to young people and offer them hope of a brighter future.

"The government will also pay £1,500 to companies for each placement; to cover the scheme's administration and set-up costs and the use of company resources on the trainee, right down to the expense of their work-clothes and other equipment."

Inevitably, the scheme is targeted at major companies and all individual employers must be able to offer at least 30 placements.



However, the rules allow so-called 'gateway' organisations to bundle up applications from multiple small employers until that threshold is crossed, and to then present them for processing.

"The overwhelming majority of our members are SMEs, who might only have one placement to offer, but ALFED has been accepted as an official gateway to Kickstart," says Kathy.

"The first step is for member companies to study the government site which explains how Kickstart works, so they can prepare a detailed application: <https://www.gov.uk/government/collections/kickstart-scheme>

"Anyone looking to enter Kickstart can then contact me for details, on 07899 924 315 or via k_rombach@alfed.org.uk and I'll be pleased to guide them - and hopefully to progress their application.

"As each one is accepted, a specialist adviser at the relevant JobCentre will identify potential candidates and invite the employer in to interview the individual and select the right person for their particular requirements."



**KICKSTART
SCHEME**



HM Government



MANAGEMENT COURSES

ONLINE ILM QUALIFICATIONS

Our programmes are delivered by trained professionals who have proven expertise in their field. Programmes are delivered through a range of workshops that encourage learning and participation. Our programmes help all managers of all levels to deliver success.

ILM qualifications offer a mix of theory, knowledge and practical application. The qualification encourages learners draw on their own experiences, gaining new skills and to adopt best practice moving forward.

HOW TO BECOME A GREAT MANAGER - ILM LEVEL 3

Who is it for: The ILM Level 3 is entry level and suitable for those new to leadership with no management experience or training and those wishing to develop or improve upon their practical management skills.

What will I learn:

- The difference between leadership and management
- Why become a great manager?
- What is management?
- The foundational management principles
- Understanding management styles and their implications

• **Module: Self-management**

- Managing your attitude
- Managing your actions
- Time management

When: 16 March: 9.30-16.30

Duration: 1 day

Cost: ALFED members £295+vat/person
Non members £395+vat/person

• **Module: Team management**

- Designing a team
- Taking over an existing team
- Understanding performance management
- Developing and managing KPIs

- Introduction to HR management
- Introduction to business structures and basic business law
- Introduction to handling conflict and dispute resolution
- Communication
- Introduction to finance for non-financial managers
- Introduction to project management
- Developing functional awareness

When: 20 April: 9.30-16.30

Duration: 1 day

Cost: £295+vat/person
Non members £395+vat/person

MIDDLE MANAGEMENT FOR PEAK PERFORMANCE IN A COMPLEX WORLD – ILM LEVEL 5

Introduction to complexity in management

Who is it for: The ILM level 5 award is suitable for experienced managers with significant leadership responsibility looking to enhance performance or prepare for senior management responsibilities.

What will I learn:

• **Module: Managing yourself**

- Introduction to neuroscience
- Emotional Intelligence in management
- Refining your management style
- Business ethics
- Motivation and goal setting

When: 13 June: 9.30-16.30

Duration: 1 day

Cost: ALFED members £495+vat/person
Non members £595+vat/person

• **Module: Managing managers**

- Business skills
- Introduction to economics and sustainability
- Introduction to organisational behaviours and analysis
- Decision making
- Change management
- Team management

- Managing managers to manage
- Advanced finance for non-financial managers
- Communication skills
- Dealing with management information
- Delegation

When: 22 June: 9.30-16.30

Duration: 1 day

Cost: ALFED members £495+vat/person –
Non members £595+vat/person

• **Module: Managing within the organisation**

- Business process re-engineering for organisational transformation
- Managing upwards
- Strategic management
- Sales, HR, marketing and practice management
- Operations management
- Project management

When: 7 September: 9.30-16.30

Duration: 1 day

Cost: ALFED members £495+vat/person
Non members £595+vat/person

For more information or to book a place please contact our training and education manager, Kathy Romback.

Email: k_romback@alfed.org.uk
Tel: 07899 924 315.

More training opportunities and other events are available on our website:

<https://bit.ly/ALFEDtraining>.



ALFED SALES & E-LEARNING COURSES

SALES COURSES

• Digital sales programme

Our digital sales programme will equip you with the skills needed to drive more sales and increase your on-target earnings.

You will learn how to make extra sales faster and more effectively using social selling techniques.

This course is a live, interactive, presenter led online training one morning a week for six weeks to include tools like LinkedIn and other social media platforms.

We will start from the basics of selling up to some advanced techniques, such as:

- Introduction to digital selling
- Advanced consultative selling
- Using social channels to prospect and generate new leads
- Communication and engagement
- Social content
- Integration and strategy

Designed to help you integrate digital techniques into your sales process to acquire more prospects, reduce lead times, nurture customers and drive revenue. Increase sales performance by up to 400% by adopting digital and social selling tools.

When: 16 & 23 February and 2, 9, 17 & 23 March

Duration: One morning a week for six weeks

Cost: ALFED members £595+vat/person
Non members £695+vat/person

E-LEARNING

Research has shown that online learning is a highly effective way to learn. It gives you what you need, when you need it and wherever you are.

• LinkedIn mastery

Who is it for: If you are finally ready to get serious about using LinkedIn properly, then this online course is for you! Discover a system for using LinkedIn to generate a consistent pipeline of new leads and for building long-term, profitable relationships in your niche market. But why should you use LinkedIn to generate a consistent pipeline of new business leads, build strong long-term relationships with your clients now?

- LinkedIn can move you beyond a large marketing spend
- LinkedIn can establish you as an authority in your market
- You can grow your network faster and more effectively
- You can leverage your results through understanding

What will I learn: This course is designed to allow you to learn and develop your skills in an easy and practical way. Over the next 7-weeks, you will grow your skills each week which will help you develop new connections, clients and leads.

When you know exactly how to use LinkedIn, you can achieve incredible and very easily measurable results. When you have the right system, you will have a strategic advantage in your niche market for generating more leads and converting more connections into clients more often.

When: Flexible E-Learning, start anytime

Duration: 7 modules over 7 weeks

Cost: ALFED members £250+vat/person –
Non members £350+vat/person

• Advanced consultative selling skills

Advanced consultative selling, also known as Rainmaker Selling, takes selling to the next level. It is designed to make sales work the way people buy, not the way you sell.

Who is it for: This course is for you if you want to become the best salesperson/business development professional in your market or the go-to expert for all clients

who are serious about finding the right solution for their challenges.

What will I learn: This comprehensive program will teach you and your team how to lead conversations masterfully from the first touch point to an ongoing relationship. Our course will help you overcome a host of selling related challenges and unlocks all of the potential your market contains.

When: Flexible E-Learning, start anytime

Duration: 4 weeks

Cost: ALFED members £450+vat/person
Non members £550+vat/person

• Digital transformation

The course will cover:

- How technology has changed our world of work
- The mechanics of disruption
- Digital trends
- The path to digital transformation
- Digital transformation success stories

Who is it for: Team Leaders, Managers and Business owners.

What will I learn: Digital transformation involves optimizing processes and making workflows faster, easier, and more efficient because instead of spending hours processing paperwork, you can create digital workflows which increase efficiency and allow employees to focus on other activities.

When: Flexible E-Learning, start anytime

Duration: 4 weeks

Cost: ALFED members £450+vat/person
Non members £550+vat/person

For more information or to book a place please contact our training and education manager, Kathy Romback.

Email: k_romback@alfed.org.uk

Tel: 07899 924 315.





HEALTH & SAFETY COURSES

Our new, online H&S courses are now available. These courses are all CPD accredited and certified by various accrediting agencies, including iirsm, The CPD Certification Service and ILM.

All of these courses are fully online and the course material will be available to the candidate for one year after the completion of the certification period.

The courses will include

- **Asbestos Awareness (RoSPA & IATP Approved)**
As well as informing you about the risks of working with asbestos, the course will deliver a lot more information about: Recognising asbestos, where it's used, minimising the risks and the legislation about working with asbestos.
- **Manual Handling (CPD Approved)**
This course outlines exactly what constitutes manual handling and covers the regulations and legislation that apply to manual handling tasks.
- **Basic Fire Safety Awareness (RoSPA, IFE & CPD Approved)**
This course explains, in brief, why fires occur and what actions you must take to help prevent them starting and the actions you must take when they do. By completing this course you will be making your workplace a safer environment.
- **Fire Marshal (RoSPA & CPD Approved)**
The main outcome of this training course is to provide you with the knowledge to carry out the functions of a fire marshal.
- **Fire Extinguisher Safety (RoSPA & CPD Approved)**
Learn how to identify the different types of fire extinguishers that might be installed within your workplace and what situations they might be used in.
- **Abrasive Wheels (IIRSM Approved)**
This course is aimed at anyone who uses abrasive wheels, or employs people who use abrasive wheels as part of their work. It covers different types of abrasive wheel, safety in their use and how to identify the type of wheel.
- **Working at Height (RoSPA Approved)**
This course is aimed at anyone who undertakes work at height, or who employs people who regularly work at height. It covers what constitutes work at height, the safety issues, and how to assess and reduce some of the risks.
- **Control of Substances Hazardous to Health (COSHH) (IIRSM Approved)**
This course covers what you need to know about the Control of Substances Hazardous to Health.
- **Working Safely (RoSPA & IIRSM Approved)**
Working safely is in the interest and concern of all staff – both the employers and employees. Workers have an expectation to go home at the end of the working day not having been injured.
- **Emergency First Aid at Work - Refresher**
This Emergency First Aid Refresher course will highlight some of the most common situations that you might come across and the actions that you can take to help.
- **Workplace Health and Safety (IIRSM Approved)**
At the end of this course you will have an understanding of health and safety legislation and you'll be able to list common causes of accidents. You'll also be able to understand good practice in relation to electricity....
- **Working in Confined Space (IIRSM Approved)**
This course will cover the legislation associated with working in confined spaces. What constitutes a confined space, the potential hazards, safe operating procedures, and emergency procedures and rescue.
- **Introduction to Risk Assessment (IIRSM Approved)**
At the end of this course, candidates will have an understanding of what a risk assessment is and how to complete one. To achieve this the course will define important terms, provide some basic background information to explain how important risk assessments are and discuss some of the legislation that applies.
- **Electrical Safety (IIRSM Approved)**
This course will start by covering the many benefits electricity brings to society, as well as its key components voltage, current and resistance. It will explain the two main types of electricity, cover UK accident and death statistics, and describe a simple way of remembering the electrical hazards.
- **Slips, Trips and Falls (IIRSM Approved)**
This course will introduce you to some of the statistics relating to slips, trips and falls and dispel some of the myths surrounding them.
- **Noise Awareness (IIRSM Approved)**
This course will show you how dangerous noise can be in the workplace, and the main safety issues you should be aware of. It will take you through some of the simple science, the main laws that apply and introduce you to noise level limits.
- **Risk Assessment**
At the end of this course, candidates will have an understanding of what a risk assessment is and how to complete one. To achieve this the course will define important terms, provide some basic background information to explain how important risk assessments are and discuss some of the legislation that applies.
- **Personal Safety for Lone Workers**
This course acts as an introduction to personal safety for lone workers and applies to those that work alone within business premises, mobile workers and homeworkers.
- **Display Screen Equipment**
This course is aimed at companies who employ users of display screen equipment, or DSE as it's often called and is intended to be completed by those who will be assessing the DSE set ups of employees. DSE is a term that covers a wide range of equipment. If equipment like this is not set up correctly, users are at increased risk from certain disorders.
- **Behavioural Safety**
This course defines behavioural safety and explains the origins of the concept. It covers how it can be implemented in the workplace and some of the potential benefits.

Cost: Prices start from £45+vat/person per course

For any queries please contact our training and education manager, Kathy Romback. Email: k_romback@alfed.org.uk. Tel: 07899 924 315.



ALFED TECHNICAL TRAINING COURSES

INTRODUCTION TO ALUMINIUM – INTRODUCTORY/ BEGINNER LEVEL

These webinars introduce and provide a broad basic knowledge of aluminium and its industry for support staff, administration, accounts, purchasing, for those who are progressing their careers into sales, marketing, manufacturing or quality roles and for new entrants into the aluminium industry assuming no prior knowledge of aluminium or understanding of manufacturing.

- **Drawing, Shaping and Forming of Aluminium webinar – Module 8**

A broad survey of how aluminium is shaped, formed, manipulated, cut, fabricated.

This module outlines:

- How aluminium is joined and/or bonded
- Explaining the potential of emerging hot forming technologies
- Thought provoking technologies for the designers

When: 10 December

- **Corrosion and Protection of Aluminium webinar - Module 9**

This module outlines:

- Explaining what corrosion is and its various mechanisms
- Researches alternative coating and protection methods
- Ending with eye catching examples of coated architecture

When: 14 January

- **Casting technologies webinar – Module 10**

More correctly liquid aluminium engineering, this module compliments both Modules 3, 7 and 8 by exploring how castings offer alternative manufacturing processes. This module outlines the various techniques and their application to specific product applications.

When: 28 January

- **Aluminium Light – Module 1**

Aluminium Light A webinar on aluminium as a strategic metal & a basic introduction for existing staff or new starters who don't have a technical background. This tutor-led interactive engaging session will highlight:

- Where aluminium comes from
- The processes used in industry
- Properties and applications of this material that has shaped our world
- Identifies each of the holistic properties of aluminium
- The basis of global demand for aluminium

When: 11 February

- **Production of Aluminium and Global Demand – Module 2**

This webinar will highlight:

- Sources of aluminium, how it is refined and produced
- Growth relationship with the availability of electricity
- Low carbon recyclability of aluminium
- What differentiates it from other materials
- Understanding how supply is matching demand

When: 25 February

- **Wrought Aluminium and Applications – Module 3**

This module outlines:

- How aluminium alloys group specifications were developed
- Focusing on the properties of each alloy specification group, explains their uses and illustrates applications
- Concluding by dispelling myths on aluminium, fire and health demand

When: 11 March

- **Heat Treatment of Aluminium – Module 4**

This module outlines:

- The difference between non-heat treatable alloys and heat treatable alloys
- How non heat treatable alloys are strain hardened and heat treatable alloys age hardened

- Understanding this module completes the understanding required to select correct alloys for applications

When: 25 March

- **Elastic and Plastic Behaviour of Metals – Module 5**

This module outlines:

- Understanding how metals behave under load, and the applicability of the significant characteristics to product design
- How characteristics are determined/proved by tensile and/or hardness testing

When: 8 April

- **Production of Wrought Aluminium – Module 6**

This module outlines:

- How plate, slab, shate, sheet and foil are produced and some of their innovative applications
- Introduction to product defects

When: 22 April

- **Extrusion – Module 7**

The super-plasticity of aluminium at moderate temperatures sets aluminium apart from all other metals in its ability to be extruded. This module outlines:

- The extrusion process
- Exploring its potentials, product designs and applications
- A study of extrusion introduced defects

When: 6 May

- **Drawing, Shaping and Forming of Aluminium – Module 8**

A broad survey of how aluminium is shaped, formed, manipulated, cut, fabricated.

This module outlines:

- How aluminium is joined and/or bonded
- Explaining the potential of emerging hot forming technologies
- Thought provoking technologies for the designers

When: 20 May



• Corrosion and Protection of Aluminium - Module 9

This module outlines:

- Explaining what corrosion is and its various mechanisms
- Researches alternative coating and protection methods
- Ending with eye catching examples of coated architecture

When: 3 June

• Casting technologies – Module 10

More correctly liquid aluminium engineering, this module compliments both Modules 3, 7 and 8 by exploring how castings offer alternative manufacturing processes. This module outlines the various techniques and their application to specific product applications.

When: 17 June

The format of these modules is live, tutor-led interactive webinar and the approx. length of each is 40-45 minutes.

Cost: £33.33+vat/person. We offer a discount for bookings of three or more participants per webinar.

WORLD OF ALUMINIUM – INTERMEDIATE LEVEL

The World of Aluminium is an intermediate technical level course and is specifically designed for production engineers, process and quality technicians, stockholders, customer facing sales/marketing persons and material/product purchasing individuals. This course is aimed at individuals who require a solid basic understanding to confidently engage with the aluminium industry and its products.

The course creates a solid basic understanding of aluminium, aluminium metallurgy, heat treatment and metal forming processes. It assumes no prior knowledge of metallurgy, and is specifically tailored to the background, industry sector and jobs of the delegates. Care is taken at each stage to ensure complete understanding.

Technical elements are balanced with insights into the history of aluminium, its growth as the strategic metal of society, its sustainability properties and illustration of products, to create a holistic broad rounded knowledge.

This live, tutor-led interactive workshop will be delivered over two consecutive mornings via our zoom platform.

When: 23 & 24 March 2021: 9.30-12.30

Cost: ALFED members £199+vat/person
Non members £299+vat/person

ALUMINIUM FOR ENGINEERS – ADVANCED LEVEL

An intensive course that creates the foundation and builds up knowledge from basic introduction to metals to the wide application of aluminium. The 'Aluminium for Engineers' syllabus covers metallurgy, specification, heat treatment, wrought processing, joining, testing, corrosion, coating and more.

All participants get a complimentary copy of the Aluminium Federations' book 'The Properties of Aluminium and its Alloys'.

This course is aimed at metallurgists, designers, manufacturing engineers and companies transitioning into aluminium.

This live, tutor-led interactive workshop will be delivered over four mornings via our zoom platform.

When: 13 & 14 March and
5 & 6 May: 9.30-12.30

Cost: ALFED members £395+vat/person
Non members £495+vat/person

WELDING OF ALUMINIUM COURSE – INTRODUCTORY/BEGINNER LEVEL

The course is designed for both those with minimum knowledge of welding and those transitioning into aluminium from steel. The course is also suitable for designers, engineers and technicians.

Elements covered include:

- Aluminium properties applicable to welding
- Theory of welding
- Aluminium welding metallurgy
- Aluminium alloys weldability and applications
- Consideration of heat & energy
- Thermal welding effects
- Temperature measurement
- Welding defects
- Non-destructive testing
- Welding health issues
- Introduction to all welding techniques and their applicability Fusion, MIG, TIG, CMT, Forge, Spot Resistance Pressure, Laser, Diffusion and Magnetic Impulse
- Welding effects on heat treated aluminium

This live, tutor-led interactive workshop will be delivered over two consecutive mornings via our zoom platform.

When: 17 & 18 February: 9.00 – 12.30

Cost: ALFED members £199+vat/person
Non-members £299 +vat/person

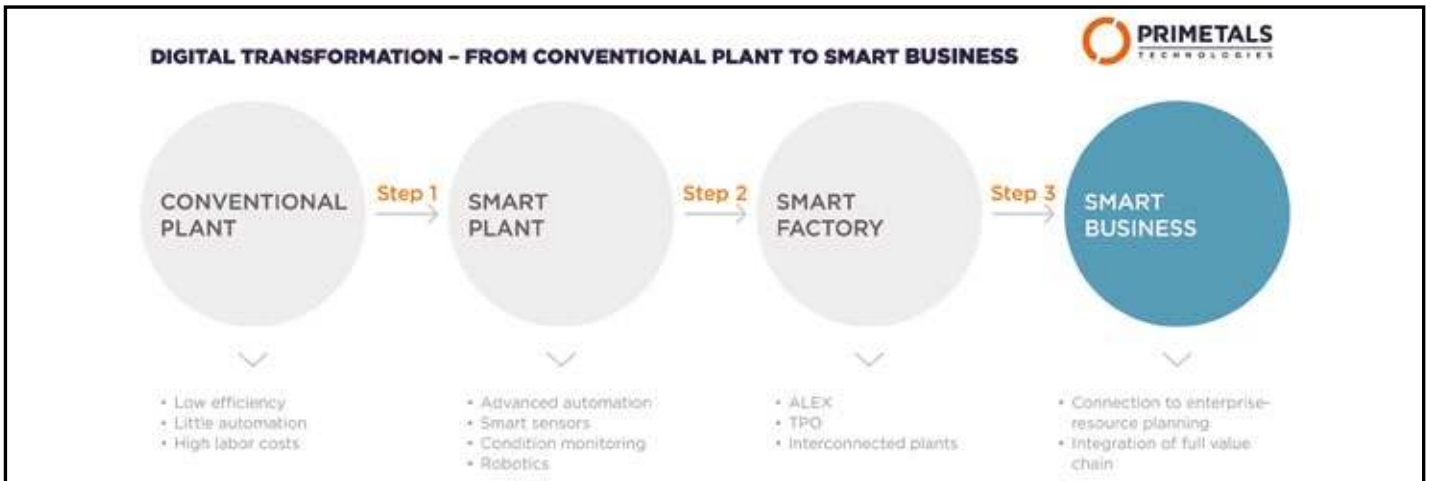
We offer a discount for bookings of three or more on these courses.

For more information or to book a place please contact our training and education manager, Kathy Romback.

Email: k_romback@alfed.org.uk
Tel: 07899 924 315.

More training opportunities and other events are available on our website:
<https://bit.ly/ALFEDtraining>





INDUSTRY 4.0 - HOW SMART IS YOUR BUSINESS?

Big data, Through-Process Optimization, Condition Monitoring Systems, Production Management Systems, Smart Sensors, e-Services, Artificial Intelligence, Digital Twins, Cyber Physical Systems and Cloud Computing!

All terms associated with digitalization, to enable a digital transformation for realizing a "smart business".

But 'smart businesses' don't just happen overnight!

Industry 4.0 is an evolutionary process; it starts at a basic level where appropriate instrumentation and IT infrastructure allow individual plants to be prepared for their future integration.

At Primetals Technologies we see digital transformation as a phased transition that should be taken in partnership with our customers. Here we outline the 3 main stages:

Stage 1 - Conventional plants like individual hot mills and cold mills become 'smart plants' using smart sensors and actuators, condition monitoring systems, robotics, and other advanced technologies. The Asset Life Expert (ALEX) system from Primetals Technologies, for example, provides a seamless platform to implement condition monitoring systems for critical equipment. Robotics are introduced in safety-critical areas to replace manual operation.

Stage 2 - 'Smart plants' become connected to one another, resulting in a 'smart factory'. The Through-Process Optimization (TPO) system from Primetals Technologies connects individual plants, like hot and cold mills, into one system for seamless operation and diagnostics. Both ALEX and TPO are scalable and can be implemented in stages.

Stage 3 - 'Smart factories', connected by complete digital integration of the value chain from raw materials to end user, transforms the customer's capability to achieve a 'smart businesses'. Primetals Technologies' technology packages are of course compatible with existing business ERP, like SAP, enabling the transformation. The blending of the local knowledge of operators and maintenance crews, together with Primetals Technologies' expertise in equipment design, through-

process know-how and automation, gained over more than 90 years' experience in the aluminium industry, produces the machine-based rules and key performance indicators to keep the processes running optimally.

This knowledge has many potential uses, including adjusted set-up data for subsequent process steps, reduced energy input, precise definition of scrap allowances, mechanical properties prediction, revised maintenance schedules and the addition of new capacity, to name a few.

It is important that each process can capture real-time data and transport it efficiently but the major benefits come from linking all elements into larger networks, transforming the data into knowledge of the process as a whole and of each product manufactured and then making it available plant or company-wide.

Our experts can identify the necessary data gathering enhancements which enable the generation of rules and key performance indicators specific to the materials being processed. Primetals Technologies is currently exploring the application of AI algorithms, specifically machine learning and deep learning, for application in aluminium rolling technologies.

The vision of Industry 4.0 is simple: At every process step, use the cumulative knowledge gained from each previous stage and of the product being produced to adjust settings for minimum energy input, minimum waste, maximum productivity and maximum consistency of properties.

This is by far the biggest opportunity facing metals producers globally and Primetals Technologies is uniquely placed to springboard them into the fourth industrial revolution.

Visit: www.primetals.com



LIGHTWEIGHT TRANSPORT

By Jan Lukaszewski, Technical Manager, Aluminium Federation

Fundamentally, whether it is a bicycle, car, train, aeroplane or Mars-lander, the primary facets of all transportation modes are the same and opposing “Speed, Safety, Comfort, Payload and Fuel Efficiency”.

Secondary considerations are status symbol, evocative styling and pleasing to the eye. A further contradiction is that all modes are subjected to high service loading, high fatigue stresses and extremes of climate, yet are designed for very short finite lives, with high reliability and minimum maintenance.

Population growth and ever shrinking globalisation will result in a proliferation in transport, matched by expectations of higher transportation speeds. Proliferation that can only be supported by higher fuel efficiencies and alternative fuels.

Global warming is demanding decarbonisation and the elimination of green-house gases so the use of alternative non fossil fuels.

Electric propulsion using electricity generated by renewable sources is certainly attractive but is range restricted and the batteries add significant weight. Electric propulsion will only be possible using the weight savings of aluminium. Non-magnetic aluminium will not interfere with electric traction motors. Aluminum lightweight wiring offers substantial weight reduction.

Hydrogen combustion propulsion using gas produced by electrolysis, again using renewable source electric, builds on the well-established combustion and turbine engine technology/industry. Hydrogen propulsion will only be possible through the cryogenic properties of aluminium.

From the earliest days of mechanised transport lightweight aluminium with its fuel saving potential has been a consideration. In 1899 Karl Benz presented the first sports car with an aluminium body and in 1903 the Wright brothers Flyer used an aluminium crankcase, first use in aircraft construction.

Intricately cast, lightweight aluminium dominates drive chain, internal combustion, hydrogen propulsion or electric motor, cases and housings, gearboxes, and braking systems.

Environmental Priority Strategies “EPS” in product design is a practical method for calculating environmental load. In a typical car it is already possible to replace 182 kgs of steel components with 82 kgs of aluminium, each 1kg of aluminium in a

car reduces carbon dioxide emissions by 20kgs in its use phase. The environmental benefits of aluminium are even more significant when its ‘Total Life Cycle’ is analysed. This considers production of metal transportation, forming, assembly joining, protection, service, recycling and recovery. Aluminium has a low melting point, high formability at moderate temperatures becomes semi super-plastic, is extremely extrudable and readily forged. If a steel car bonnet is replaced by an aluminium the weight is reduced from 18 to 10 kgs, applying EPS, the total load on the environment for the steel bonnet is 60% greater than for the aluminium one.

Aluminium given its low Youngs modulus absorbs twice as much energy per kg compared with steel. It can increase the energy absorption capacity of a vehicle’s front and back-end crumple zones for improved safety, without increasing the vehicle’s weight.

Interior comfort is the first consideration of any occupant, heat levels and humidity, high thermal conductivity,

corrosion resistant aluminium enables the maximum efficiency lowest weight air conditions system. Low density aluminium with its low Youngs modulus and sound deadening properties is a major consideration when reducing Noise, Vibration Harshness “NVH”.

Aluminum offers exceptional natural corrosion resistance and can be used in many transport applications without protective coatings. It has natural high heat, light reflectivity and can support highly decorative, lustre coatings. Highly polished and anodised it out performed chrome, other vivid colours are possible.

Since 2015, the “End of Life Vehicles Legislation” sets a target that 95% of all raw materials, including metals must be recycled or reused. The aluminium recycling infrastructure recovers all in process scrap in addition to end of life and indeed captures and recovers metal from the drosses of smelting processes. Aluminium is the epitome of the closed loop economy.



DIGITAL PROCESS IMPROVEMENT

HanaTech is a Digital Process Improvement consultancy, supporting small to medium businesses in the manufacturing industry to become more **efficient** and **competitive** using simple, affordable tech solutions.

Our business is female led by Hana, of course, who has over 15 years of industry experience. From operational engineering project management to Head of Digital role which held responsibilities including business process automation, new client implementation, and system integration... this led Hana to creating her own vision; HANATECH.

HANATECH'S STATEMENT:

'To help raise the level of digitalisation within the local manufacturing industry by supporting Traditional factories move towards factory of the Future, ONE QUICK WIN AT A TIME...'

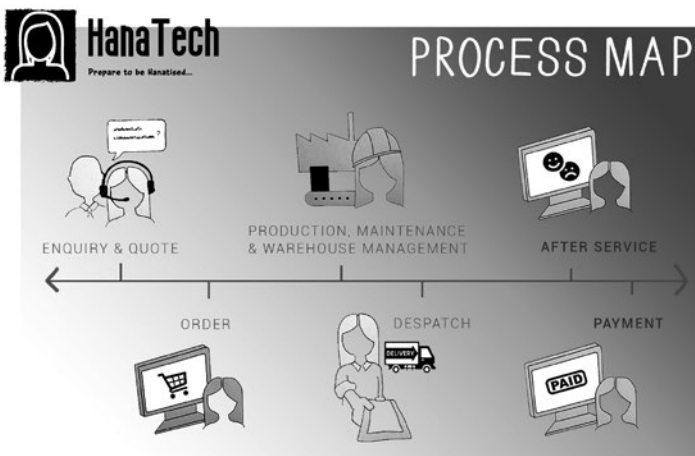
Digital opportunities can be applied throughout the full end to end process, to streamline your customer journey, increase your factory efficiencies and improve back office processes -

and asset tracking, predictive data forecasting and instant accurate reports that could pull your business soaring above for being much more fast paced, efficient and bringing in more trade. From staff leaving the workplace to customers not wanting to work with outdated trading methods, every part of your business is as important as the other to keep the cogs turning.

We all value time, it's something we cannot change, replace, or turn back. But it is something we can gain. HanaTech spends time working with you to create a bespoke digital improvement plan from start to finish, helping you to understand all the technical jargon and implementing that ability to GAIN back that time wasted due to manual methods.

With that time, you can make the human tasks possible again, that one to one conversation with your customers building up relationships, the meetings with your staff (probably over zoom) going over the month ahead.

So, if you feel your business may need some **digital process improvement** and you are not sure where to start, let the expert's help!

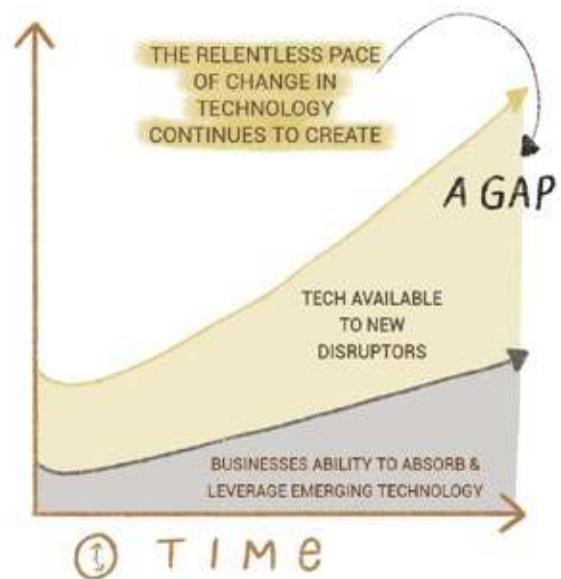


We emphasise 'One Quick Win at a Time' as we understand that adaptation can be a tough process. Our Digital Baseline Review helps identify areas of actionable opportunity within your business and recommends a roadmap for achieving those 'quick wins', to pave out your direction towards the inevitable change to an increasingly digital world.

WHY CHANGE?

'But our way of working has been working all these years, why change it now?' is a commonly spoken comment. The world is shifting towards a more tech savvy society, in fact 92% of adults are forecast to own a smartphone by 2023. As most of your large corporate customers and competitors adapt to digitisation, doing nothing will only leave you and your business behind. It also leaves doors open to new innovative companies to enter and disrupt the industry...

Working manually or not 'upgrading' may appeal to some, but that time lag can be switched out for real time workflow



Contact us – enquiries@hana-tech.co.uk or visit our website for more information > www.hana-tech.co.uk.

Prepare to be Hanatized!



CONTROLLING COSTS

Controlling costs has always been good business, but during the COVID-19 pandemic, it is now more important than ever.

With turnover having taken a hit in so many different sectors, the ability to manage overheads could make all the difference to a business's survival or demise.

Government initiatives like the furlough scheme have helped employers keep wage costs down but what can be done to protect against energy costs?

Spiralling energy costs can sap the life out of a company, so it is important to put a cost-control plan in place and get the power back in your hands, so to speak, wherever possible.

Controlling energy costs can be done through better procurement, by introducing a range of energy efficiency measures and by leveraging government help.

PROCUREMENT

The price of gas and electricity nosedived during the first U.K lockdown as industry ground to a halt and demand plummeted. But once industry started to open up again and people realised the end of the world wasn't nigh, prices rallied significantly.

Currently, market conditions are favourable to securing contracts early but, in a volatile energy market such as the one we are currently experiencing, a flexible approach shouldn't be ruled out when formulating your energy procurement strategy.

Business energy deals offer a wide procurement window for tendering

contracts and are more flexible than those available to domestic users in that they can be fixed for anything up to four years.

While it is not possible to forecast price changes with a 100% degree of accuracy, the best business energy consultants are able to offer informed and impartial advice about the type of contract best aligned to your business's needs.

ENERGY EFFICIENCY

COVID-19 has changed the way we conduct business, with home-working and Zoom conference calls now the norm. Companies have reduced their carbon footprint as a result of less road and air miles being used to get to and from meetings, while energy consumption has dramatically fallen as premises remain empty or part-empty.

A greener way of living and working has been one of the few positive spin-offs of COVID-19 and there is an opportunity to build on this once the worst of the pandemic has passed. After all, the cheapest unit of energy is the one you never use.

ALFED members will also be interested to know that European Regional Development Funding is still available to SMEs for energy efficiency measures, despite our withdrawal from the European Union. We would advise you to check with your local Chamber of Commerce to see what level of support is being offered as these vary from region to region.

GOVERNMENT HELP

As the preferred Climate Change Agreement (CCA) partner to ALFED members, we continue to help companies maximise the Climate Change Levy (CCL) discounts available to them.

Companies have been asked to monitor their energy performance against a 2018 baseline instead of the old 2008 baseline and the data is then used by the Environment Agency to set targets for TP5 (Target Period 5, 2021-22).

As well as providing this information in a timely fashion, contact details for the appointed authorised and admin CCA personnel need to be kept up to date, too. Failure to do so could result in discount notification emails going unread because they've been directed to the wrong member of staff or to someone who has either retired or moved on.

The Metallurgical Exemption is another aspect of the CCA that can benefit ALFED members. As a point of good housekeeping, multiple site operators who use different suppliers need to ensure they resubmit the relevant forms if they ever change one of those suppliers, otherwise they could risk missing out financially.

To coin a phrase, 'if you take care of the small things, the big things take care of themselves.'

For more information please contact Energy Management: Tel: 01225 867722 Email: is@energymanagementltd.com



EXPORT ACADEMY

WHAT IS THE EXPORT ACADEMY?

- The Export Academy from the Department for International Trade gives small and micro-businesses the tools and confidence to sell around the world.
- Learning directly from experts in international trade, this free course will help businesses to grow their international sales, whether they are selling children's clothes to Spain online, or providing PR services for a new client in the US.
- The programme is for owners and senior managers of English SMEs with a turnover of up to £500,000, in the Midlands, North and South West.

WHY HAS THE EXPORT ACADEMY BEEN DEVELOPED?

- Research from the Department for International Trade suggests that most business who could export feel that they don't have a good level of knowledge about how to do so.¹

- The Export Academy aims to address this uncertainty about how to sell internationally through education and support, giving businesses the tools and confidence to seek out new opportunities around the world.

WHAT DO BUSINESSES GET FROM THE PROGRAMME?

- An export action plan to take their business to international customers.
- Educational events, independent learning, networking and group mentoring.
- A series of educational webinars, led by experts from the Department for International Trade. Topics include e-commerce, pricing strategy, customs & tariffs, international marketing, the benefits of Free Trade Agreements, market research and export controls.
- Inspirational first-hand accounts from SMEs and Export Champions on the challenges and rewards of growing a business internationally.



- Support from International Trade Advisers, and an opportunity to network with other businesses that have global ambitions.
- Access to other support from the Department for International Trade and its local trade offices, including the chance to join trade missions and apply for grants and funding.
- Referrals to key partners, e.g. UK Export Finance or the Institute of Export, where more specialist support would help.

HOW CAN PEOPLE JOIN?

- Register now at www.events.great.gov.uk/ExportAcademy

1: Department for International Trade, National Survey of Registered Businesses' Exporting Behaviours, Attitudes and Needs (2018) Shows that the majority of all registered businesses for whom exporting is possible feel they don't have a good level of knowledge about how to export (77%).

THE VOICE OF THE UK ALUMINIUM INDUSTRY

ALFED quarterly magazine offers you a great opportunity to promote your products and services to key decision makers and influencers within the aluminium industry in the UK.

SCHEDULE:

Issue 8 – available 26 March 2021

Issue 9 – available on 27 May 2021

Issue 10 – available on 22 September 2021

Issue 11 – available on 8 December 2021

For more information please contact:

Kirsi Lintula, Editor

e: k_lintula@alfed.org.uk

m: 07768 566 437

ALFED
ALUMINIUM FEDERATION



NEWS

ALUMINIUM



HSE GUIDANCE ON WEARING MASKS IN OFFICES

Face coverings and surgical masks do not protect the wearer and are not classed as personal protective equipment (PPE).

The advice from Government is that face coverings may protect others if worn by a person that is infected and has not developed symptoms. Transmission of COVID-19 infection should be managed through social distancing, good hygiene (frequent cleaning and handwashing), ventilation, working in fixed teams or partnering.

The use of face coverings is a public health protection measure under the

Health Protection (Coronavirus, Wearing of Face Coverings in a Relevant Place) (England) Regulations 2020 (<https://bit.ly/ALFED001>). Government guidance for Offices and Contact Centres (<https://bit.ly/ALFED002>) states 'Face coverings are not mandatory in offices, although they are required for customers and staff in some businesses that are customer facing. Staff in these settings must wear face coverings when in areas that are open to the public

and where they are likely to come within close contact of a member of the public, unless they have an exemption.

People are also encouraged to wear face coverings in enclosed public spaces where there are people they do not normally meet. If you choose to wear one, it is important to use face coverings properly and wash your hands before putting them on and before and after taking them off.'

ALFED HEALTH, SAFETY & ENVIRONMENT DAY

WHEN: Wednesday 30 June 2021

WHERE: Wolverhampton, West Midlands

- A one-day conference with presentations on current issues and upcoming legislation. Topics include:
 - Alcohol & drug abuse in the workplace
 - Occupational health & the ageing workforce
 - Mental health first aid training
- Exhibitions from H, S & E supply and service providers.
- All in one space to optimise networking opportunities.



For more information about the programme and exhibition opportunities please contact Margaret Lane at ALFED's office: Tel: 0330 236 2800 Email: m_lane@alfed.org.uk.

ALFED HEALTH, SAFETY & ENVIRONMENTAL SUPPORT GROUP

One of the most important inclusive elements of ALFED membership is the Health, Safety and Environmental Support Group.



This dynamic group meets at least quarterly and is open to all members of ALFED. Members include H&S practitioners, engineers and operations personnel from across all ALFED companies underpinned by consultants and with active participation by the Health and Safety Executive and the Environment Agency, a veritable powerhouse of knowledge and support.

The group objectives are to identify, understand, share knowledge and best practice, to create safe and secure workplaces, that comply with legislation. We do this by identifying, reviewing and promoting health and safety standards within the industry to take a holistic approach, considering employee well-being, materials handling, hazards, culture technology, respiratory issues, safeguarding and much more. This will enable us to interact, advise and influence future legislation.

Our next quarterly meeting will take place on **10th December**.

For more information please contact
Margaret Lane at ALFED's office:
Tel: 0330 236 2800
Email: m_lane@alfed.org.uk.

PROSTATE TESTS

According to the NHS prostate cancer is the most common cancer in men in the UK. It usually develops slowly, so there may be no signs for many years.

The causes of prostate cancer are largely unknown. But certain things can increase your risk of developing the condition. The chances of developing prostate cancer increase as you get older. Most cases develop in men aged 50 or older. For reasons not yet understood, prostate cancer is more common in men of African-Caribbean or African descent, and less common in Asian men. Men whose father or brother were affected by prostate cancer are at slightly increased risk themselves. Recent research also suggests that obesity increases the risk of prostate cancer.

It can be difficult for men to visit venues to have a prostate test. The Aluminium Federation is working with an organisation that can hold testing days at companies.

Please contact Kathy Romback at ALFED for more information.

Tel: 0330 236 2800 or email: k_romback@alfed.org.uk.



THE INTERDISCIPLINARY CENTRE FOR CIRCULAR METALS LAUNCHES AT BRUNEL

A new research centre aimed at helping the UK become the first country to fully recycle and reuse its metals is to be led by Brunel University London.

The £4.5m centre will be dedicated to exploring how the reuse of metals can benefit the environment and the British economy, and will aim to develop an understanding of how the country can best shift towards a carbon-neutral, circular economy by 2050.

The Centre for Circular Metals is one of five such centres being launched by UK Research and Innovation's (UKRI) Interdisciplinary Circular Economy programme, with the others focusing on other high polluting industries such as textiles, chemicals and construction materials.

Moving to a circular economy would provide significant benefits to the UK, helping the country reduce its

environmental footprint whilst creating new opportunities for its industries.

Currently, the extraction of just seven major metals account for 15 per cent of total global energy demand and 12 per cent of global emissions, making it a key target in the fight against climate change.

While the UK imports almost all metals, the centre will look at how metals can be recycled for use in sectors such as aerospace, automotive and electronics, which could contribute more than £100 billion to the UK economy over the next decade.

"We are very pleased to lead the exciting Circular Metals research programme as part of the UK's efforts to accelerate the transition to a circular economy," said Professor Zhongyun Fan, Director of the Brunel Centre for Advanced Solidification Technology (BCAST).

"Together with the UK circular economy community we endeavour to make the UK the first country to realise full metal circulation by 2050."

Professor Dame Lynn Gladden, executive chair of the Engineering and Physical

Sciences Research Council (EPSRC), said: "The move to a circular economy, where we use less resources and reuse more materials, is a crucial element of the UK's green industrial revolution and our commitment to achieve a net zero economy by 2050.

"By bringing together a wide range of academic disciplines with industry partners the centres will catalyse innovative new technologies and approaches that will boost the UK economy and benefit the environment."

Find out more: <https://bit.ly/32YYuFU>



RECYCLING

RECYCLING

Aluminium is an affordable, highly recyclable material that supports a global circular economy.

We actively promote opportunities to get involved in this important area.

Because aluminium can be recycled endlessly while maintaining its quality, it's a key part of global drives towards waste reduction and a circular economy. We work closely with government, members, other industries and trade bodies worldwide to maximise aluminium's contribution to innovation and policy.

For example, a recent initiative is our collaboration with European Aluminium regarding the EU Circular Economy Package, which looks at elements such as recognition of multiple recycling,

aluminium packaging targets and metal recovery from incinerator bottom ashes.

We're tying this into innovation-related activity promoting more efficient recycling processes and the use of recycled aluminium in new applications. This includes advanced engineering and packaging among others, and also involves advising on related standards development.

Another crucial part of recycling is education, and through both our training courses and outreach campaigns, we promote developments that move our industry forward.





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Righton Blackburns provides a wide range of solutions for the built environment. From internal and external, through structural, to cladding and decorative, our products are known for their strength, corrosion resistance and low maintenance for a long lifespan.

ALUMINIUM FOR

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55HX® Premium Anodising Quality Aluminium

A high quality, high performance aluminium for interior and exterior applications, 55HX® is the ideal choice for facades, cladding, ceilings, walls and showcase designs.

The blend of properties of 55HX®; including colour uniformity, corrosion, ease of fabrication and durability in service, make 55HX® an excellent choice for architectural applications.

1050AQ H12 Aluminium

A high quality, high performance aluminium for interior and exterior applications, 1050AQ H12 is another ideal choice for facades, cladding, ceilings, walls and showcase designs where a higher degree of forming or expanded meshing is required. To enhance corrosion and scratch resistance, 1050AQ H12 aluminium and 55HX® can be anodised while keeping its metallic look. Anodising may be done in its natural shade or combined with colouring.

Also available treadplate, aluminium extrusion, handrailing, polished stainless steel sheet and painted aluminium.

Righton Blackburns operates from 13 Service and Processing Centres across the UK, offering a reliable and efficient delivery service from locally held stocks for standard, non-standard or customer specific material.



Contact your local Service Centre for a copy of our Architecture & Infrastructure brochure www.rightonblackburns.co.uk

JOB RETENTION (FURLOUGH) SCHEME EXTENSION FAQs

Things are changing rapidly for businesses across the UK. The latest change, announced on 5 November, means that the Job Retention Scheme – or furlough – has been extended to 31 March 2021.

Below, Croner explain what we currently know about the new extension. For further advice and guidance to understand the scheme, wider pandemic developments, or other HR matters, call **0844 561 8133** for **free advice** as part of your membership.

Why was the Scheme extended?

Originally launched in March 2020, the furlough scheme was expected to end on 31 October 2020, to be replaced by a new scheme, the Job Support Scheme, from 1 November. However, because of recently announced national lockdown restrictions in England, the furlough scheme has been extended across the UK and the Job Support Scheme postponed indefinitely.

How does the extended scheme work?

Like before, you place staff on a period of 'furlough', meaning they do not work at all, or work less hours than usual, but are retained on your books. This is an alternative to making staff redundant.

From November, the government then pays 80% of their wages, up to a cap of £2,500 per employee per month. You do not have to top up their wage, meaning that if an employee is placed on 'full furlough' and does no work for you, all you will need to pay is National Insurance and employer pension contributions.

Employees can work part-time whilst furloughed, otherwise known as 'flexible furlough', however you will need to pay them in full for the time they work.

How do I claim the grant?

When claiming the grant for furloughed hours, you will need to report and claim for a minimum period of 7 consecutive calendar days.

Which companies are eligible to use the scheme?

All employers with a UK bank account and UK PAYE schemes can claim the grant. From November, you will not need to have used the furlough scheme before.

Do I need to have furloughed employees before?

No. From November, employees can be furloughed for the first time provided they meet other eligibility criteria.

Which employees can be furloughed?

To be eligible to be claimed for under this extension, employees must be on your PAYE payroll by 23:59 30 October 2020.

This means a Real Time Information (RTI) submission notifying payment for that employee to HMRC must have been made on or before 30 October 2020.

Although we are waiting for further guidance, if this extended scheme continues to operate in the same way as previously in terms of scope, furloughed workers will include agency workers, office holders (including company directors) and salaried members of Limited Liability Partnerships (LLPs).

Do employees need to agree to be furloughed?

Yes. In all cases, you should discuss the situation with employees and agree with them that you are designating them as a furloughed worker, either under full furlough or flexible furlough.

What if I have already agreed to place staff on the Job Support Scheme?

As the Job Support Scheme has been postponed, you should now re-visit those agreements to confirm to employees that, during their nonworking hours in November and for as long as the extended JRS lasts, or until working conditions change, they will be classed as being on furlough under the JRS, rather than the Job Support Scheme, and the payment arrangements of the extended JRS will apply. The overall result of this is that employees will receive a higher rate of pay under the JRS.

Can employees do any work during furlough?

Previous rules outlined that employees were prohibited from providing services to you, or an associated organisation, that generated revenue whilst furloughed.

This means that, if furloughed employees are asked to conduct work, they need to be paid in full for it and the hours they work not included in any claim for the government grant.

This means that employees can obtain work with another employer when they are on furlough with you provided that their employment contract allows for it.

Can I claim the government grant for employers serving notice in November?

Currently, you can continue to claim for a furloughed employee who is serving a statutory notice period, however grants cannot be used to substitute redundancy payment.

However, for claim periods starting on or after 1 December 2020, you cannot claim for any days on or after 1 December 2020 during which the furloughed employee was serving a contractual or statutory notice period (this includes people serving notice of retirement or resignation).

Can furloughed employees take annual leave from November?

Annual leave will operate in the same way as under previous furlough rules. These rules confirmed that annual leave continues to accrue during furlough and that employees should be paid in full for their leave. This means that you will need to top up holiday pay for furloughed workers by 20%.

For further advice to help your business, call **0844 561 8133** to speak with an advisor.



CYBER RISKS INCREASE FOLLOWING CHANGES IN THE WAY MANY BUSINESSES OPERATE

Research by Risk Management specialist Gallagher has found that businesses are experiencing an increase in Cyber risks because of changes in their way of working.

The research¹ was conducted in July to help understand the main concerns of business leaders following the COVID-19 pandemic outbreak. Over half (54%) of Executives interviewed said their organisation had been subject to an increased number of Cyber-attacks due to COVID-19. Consequently, 30% said that Cyber-crime has now become one of their biggest concerns.

The survey revealed that this represents an issue across most economic sectors, however Senior Executives working in Construction (77% of all Directors), Utilities (73%) and Hospitality & Leisure (67%) are those that report the highest increase in suspicious emails and texts.

In all probability the situation could get worse, with 80% of Executives commenting that working from home will be more prominent because of successful remote working during the pandemic. This style of operating model brings with it additional risks as employees are often not as attuned to Cyber-attacks as they would be in the office environment and IT security may be compromised in a remote working setting. Employees working from remote locations are also more likely to take risky actions that place data outside the firm's defences and control. For example:

- An employee trying to print or share a sensitive file may send the file to his or her personal email address, exposing the data to loss.
- An employee may transfer files to an insecure portable storage device, such as a USB stick, that is easily lost, misplaced, or forgotten.
- An employee may transfer or share files through unapproved cloud-storage or file-sharing solutions, exposing the data to loss and discovery.

All these actions place data outside the firm's defences and retention practices.

STEPS TO MINIMISE RISK

To help minimise risk to your firm's network and data, the following actions can be taken:



- Technical defences, while good, cannot fully protect you or your organisation. Attackers know that employees often represent a weak link in security and will most often target them to get what they want. Employee actions remain the best defence against these attacks.
- Beware of unexpected authentication requests if you use this form of security. If you or one of your employees receive a request to approve a connection you did not start, do not approve the request. Report the unexpected request in the usual way to your IT helpdesk.
- Do not click on untrusted links or open attachments, which can be very convincing. If unsure, confirm with the sender or ask the IT helpdesk for assistance.
- Beware of emails and other messages that relate to breaking news, surprising information, or other urgent messages – especially related to COVID-19.
- Question anything unusual and do not take any chances with offers to do things like 'Free Upgrade', which is an example of the increasing number of mobile-based scam attempts.
- Phishing emails often create a false sense of urgency or fear, sometimes

outright threatening you. Legitimate organisations won't use these tactics. Check that the sender's email address is exactly in the format of previous emails and, if telephoning to check an email's veracity, do not simply rely on the phone number given in that email. Report suspicious emails to your IT team as an attachment, rather than a forward.

The Major Risks Practice of Gallagher are a Sponsor at ALFED. For more information, please contact Bill Makin, Executive Director: Bill_Makin@ajg.com.

1. All data unless otherwise stated is from research conducted by Opinium on behalf of Gallagher, between 26 June and 3 July, amongst 1008 senior decision makers in businesses employing over 250 people.

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