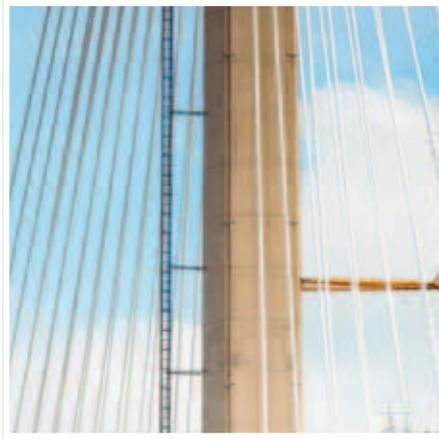
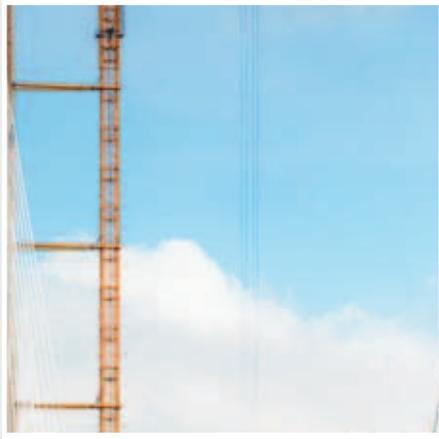


working together

Experts **IN** support services for infrastructure markets



helping to build the nation

McGinley Support Services is one of the UK's largest specialist recruitment businesses providing the Infrastructure sector of the construction industry with permanent, contract and temporary staff and associated support services at all levels.

Consulting and recruiting for four decades we can supply staff, labour and support services to civil engineering contractors, subcontractors, utilities, infrastructure asset owners and operators on a national basis.

We provide essential support to clients during their project delivery. Working across the full spectrum of civil engineering, we can help you deliver on time by structuring our services to your specific needs. Based on a pro-active management of a core workforce, we can plan, train and respond quickly, safely deploying the teams our customers need.

A big challenge for customers is putting teams together with the right mix of complementary skills. This is an area where we can add value with our long track record of building teams and managing a workforce for customers, so get us involved early to help with bid support and tendering staff. We can help assess what you will need when you secure that new project; we make that transition easier as you look for new people to get projects moving quickly.

Our flexible teams are multi-skilled and can offer a wide range of staff. From Design Engineers to Project Managers and General/Skilled Labourers, to Tradesmen and Supervisory Staff, you are assured of a compliant, reliable and efficient service.

McGinley is a 24-hour business. Our teams work around the clock, reflecting the business needs of our customers. We ensure availability and reliability for all of your workforce needs, whilst offering an exceptionally high level of service when responding to incidents or issues of concern at any time 24/7.



Engage us at the start of your project for a well-planned, well-executed, well-staffed delivery.

products and services

Consultancy

Safety, fleet, compliance & training

Executive, professional, administrative & technical staff

Bid support

Executive search

Technical

General project personnel

General trades & labour

Plant operators & drivers

Site welfare & logistic personnel

Package works

Logistic management

Minor building works

Minor civil engineering works

Trade package specific personnel

Cladding personnel (glass, metal & brickwork)

Excavation, piling & groundwork operatives

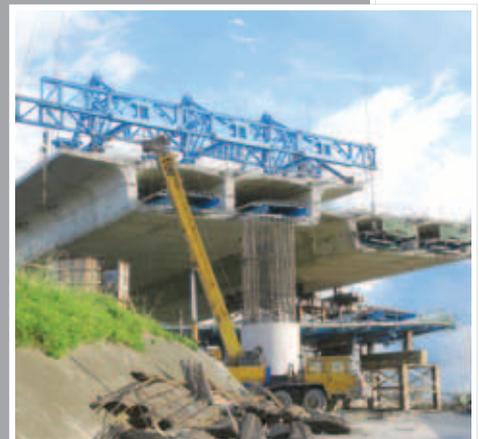
Formwork, steel fixing & concreting operatives & supervisors

Power, mechanical & electrical personnel

Road surfacing supervisors & operatives

Steel erection personnel

Tunnelling operatives & supervisors



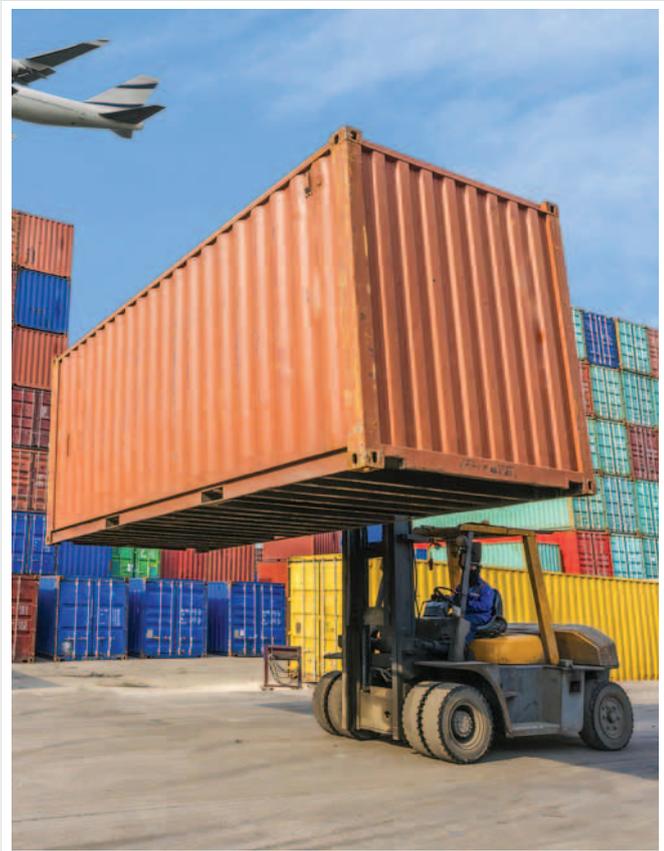
A selection of products are detailed throughout this brochure.



site welfare & logistics

The welfare of our workforce on site and that of our clients' workforce is extremely important to us. From checking access points to site facilities, we have fully trained personnel who will make sure everyone has the requirements to ensure they can perform their tasks carefully and as pro-actively as possible.

- Cleaners
- Logistics gangers/supervisors
- Security personnel
- Storemen
- Traffic marshals
- Waste management
- Welfare labourers



excavation, piling & groundwork

Excavation and piling form the very basis of construction; the essential support needed for any kind of building.

We guarantee to source and supply the correct mix of skilled/semi-skilled construction workers for your needs. From the smallest project requiring only a couple of Groundworkers to a multi-billion pound energy plant requiring hundreds of workers, we will work with you to find the best solution to your requirements.

- Dumper drivers
- Excavation operators
- Groundworkers
- Groundwork gangers
- Groundwork labourers
- Groundwork supervisors
- Piling operatives
- Pipelayers
- Slinger/signallers



tunnel capability & experience

Our staff and workers have up to 30 years' experience on a range of tunnel projects including Heathrow Express, the Piccadilly Line Extension, Hong Kong Deep Sewage, Channel Tunnel, Heathrow Terminal 5, Dublin Port, Thames Water and Crossrail. Types of tunnelling work undertaken include Shield Work, Open and Closed Face, EPB along with Handwork and NATM mining.

All of our tunnelling staff, regardless of level, are fully compliant with a Tunnel Safety Passport and working towards NVQ Level 2 as a minimum. Please ask us for a full range of tunnelling staff and services available. We are members of the British Tunnelling Society.

| | | |
|------------------------------------|---------------------------|-----------------------|
| Banksmen (pit-top & pit-bottom) | Handwork miners | Pit Boss |
| Beam hoist operator | Lead miner | TBM operator |
| Belt supervisor | Loco driver | Tunnel foreman |
| Electrician (TBM, HV, PLC) | Miner/back-up miner | Tunnel superintendent |
| | Mechanical fitter/foreman | Yard foreman |



plant operators & drivers

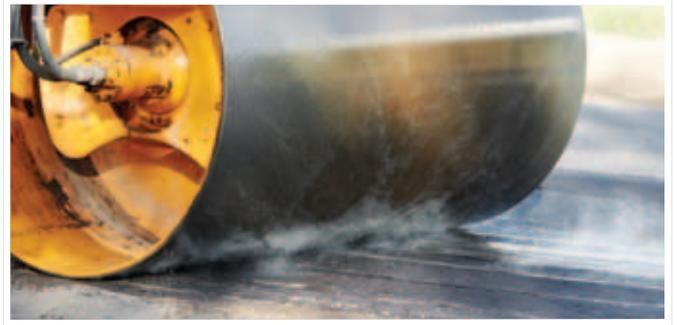
We can supply all types of personnel for industrial plant operation. Our operators are fully trained and compliant in all aspects of the operation and safe use of these machines. We cover the whole spectrum of the infrastructure sector from roads and rail to power or chemical plants.

| | | |
|-------------------|------------------------|-----------------------------|
| Bowser drivers | Dumper drivers | MEWP operators |
| Console operators | Excavator operators | Rig Operators |
| Crane drivers | Gantry crane operators | Slinger/signallers |
| Crane supervisors | HIAB drivers | Telehandler operator |
| Drivers | Hoist operators | Telescopic forklift drivers |

road surfacing

We can supply operatives who are fully experienced in applying concrete, asphalt or other materials to road beds, car parks, airport runways and taxiways. They are also experienced in handling equipment used for tamping gravel, dirt and other materials.

Concrete & asphalt paving
Form tampers
Machine operators
Stone spreader operators
Supervisors
Tamping machine operators



formworks, steel fixing & concreting

Whether you need a shuttering carpenter for a week or a large gang with a mix of skills, we have experienced workers who can fulfil all of your requirements.

Chargehands
Concrete finishers
Shuttering carpenters
Steel fixers
Supervisors



steel erection & welding

Our welding service teams are supported by a robust operational process which ensures we maximise efficiency of service whilst exceeding the demands of the client and maintaining the respect of our workforce. Our service is delivered on a UK wide basis.

Coded welders
Fabrication welders
Pipe welders
Steel erectors
Supervisors



civil engineering & building works

Three specialist UK teams focus on servicing civil engineering, building and maintenance works. Ideal partners for larger contractors wishing to package up simpler items of work, too small to let to major sub-contractors. We've undertaken numerous small projects across the UK with each job being priced, managed and supervised to the very highest standards. Our service provides convenience and cost-effectiveness.

Access steps & disabled ramps
Cable laying
Demolition
Drainage & foundations
Enabling
Excavation
Fencing
Holdfast rubber level crossings
Level crossing upgrade bases
Line side inspections & surveys
Making up of compound areas
New build & refurbishment
New & renewal of RRV access points
Organising compound areas

Property & asset maintenance tasks
Removing & re-instating access points
Removing & re-instating level crossings
Road closures
Safe ccess & walkways
Shuttering & concrete bases
Tactile paving
Tarmac & white lining
Troughing & cable ducting
Tubular key clamp fencing
URX & UTX works
Vegetation control
Vortok fencing

logistics management

We are extremely experienced in handling all aspects of logistics management. It's a vital role in the smooth-running of any project, regardless of size. Let us take care of the planning and implementation to control the security and welfare, and the safe and efficient flow and storage of goods, services, and all activities related to common user areas.

power, mechanical & electrical

Our technical team are specialists in recruiting into building services consultancies, main contractors and D&B contractors, at all levels from trainee engineer to supervisor. Types of personnel include, but are not restricted to, the roles below:

Cable pullers/installers
Ductwork installers/fitters
Electricians/electricians mate
HVAC engineers

Mechanical engineers
Plumbers/plumbers mate
Testing & inspection

executive, professional, administrative & technical staff

mcginley technical: contingent staffing

Our professional and technical team will supply you with all the professional, technical and support roles you need. McGinley Technical can recruit all levels of personnel on a permanent, contract or temporary basis.

These include but are not limited to:

Construction/project engineering
Health & safety specialists management
Planning, programme & project controls
Procurement & purchasing surveying

bid support: creating a staff pipeline

Working with you, we develop a resource and recruitment programme that matches the requirements of your bid and creates a talent pool of professionals equipped to add value to your organisation.

From the creation of defined job descriptions, we utilise a number of channels to identify and pre-select potential employees on a global basis who are shortlisted against your project requirements, many of which can be utilised during the bid process. This creates a talent pipeline of candidates who have been interviewed by and agreed terms with clients. Upon award of a suitable bid, this will provide an entire project team within a greatly reduced time frame, combined with an increased quality of recruitment and compliance with internal recruitment processes.

executive search: for special assignments

Our Executive Search solution has been developed to provide clients with a totally transparent service that is bespoke to each assignment. From the initial briefing through to successful on-boarding, our service is designed to offer clients a high level of inclusion and control throughout the assignment, creating a true partnering experience.

Crucially we recognise the importance of being able to identify, engage and acquire the best candidates in – rather than on – the market. These are the individuals who we believe deliver a competitive advantage for our clients. This philosophy necessitates a partnered approach to our clients, working with a small number of client companies on a highly collaborative basis. This includes all competitor mapping and research, approach calls to potential candidates, candidate pre-selection, and candidate interview and shortlist presentation.



select a product group

track labour

- Maintenance • Supervisory
- Renewals and Enhancements
- Safety Critical

trades & labour and tunnelling services

- Trades • Labour
- Supervisory • TBM Personnel

professional and technical

- Management • Commercial
- Professional • Technical • Administrative

welding services

- Welding
- Grinding
- Burning

project works

- Milestone Payments for Objectives met
- Minor Civil Engineering Packages

We'll keep it simple or make it complex if you need it. You choose if you want individual people on a permanent, contract or temporary basis under your complete control and direction with no additions. Alternatively, if your business needs more from us, we can deliver and remain competitive for the mix of services we provide.

or add additional services... 

choose our standard service...

MSSI Recruit

- Statutory Compliance
- Find
- Engage
- Supply
- Timesheet/Fee Invoice

MSSI Recruit plus

- Health & Safety Service
- Risk Management Service
- Compliance Service
- Pre-Formed Teams/Gangs
- Training & Development
- Competence Assessment
- Planning Assistance
- Workforce Management
- Workforce Statistical Reporting
- Nationwide Transportation
- 24/7 Response
- PPE
- Tools & Equipment
- Site Communications
- Access to our Core Workforce
- Bid & Tender Support
- Dedicated Team-Based Customer Service
- Bespoke Billing/Applications

business assurance

safety

You have to keep the staff and operatives of your supply chain safe when they are on premises controlled by you. We have a recruitment support service dedicated to working with you to keep the workforce safe. Our independent safety team will meet with their peers in your organisation to ensure that there are integrated procedures, best practice is followed and that there is full cascading of relevant information. We investigate our own incidents and accidents and share results with you to help reduce our joint risks further. Ask us about our initiatives which seek to influence behaviours and attitudes, pushing our safety culture closer to the frontline than ever before.

training

Continued investment in infrastructure over the coming years will require many thousands of skilled staff and operatives. Companies face skill shortages across the growth areas of infrastructure and pressure will mount for solutions to the problem. We need to deliver better trained people to you faster to help minimise your skills shortages. We work with our supply partners to support skills development in the rail and infrastructure sector and to further add to our capability to fulfil your needs.

We also run an extensive programme of competency assessment which integrates with compliance and quality control to ensure that your hired staff and operatives work continuously within a robust competency management system. We will listen to your needs, and develop programmes to take advantage of transferable skills in different infrastructure segments.

£3
million
invested in training
in the last 5 years

zero
tolerance towards
incidents and
accidents within
our workforce

compliance & quality control

There is risk attached to outsourcing recruitment. You deal with your own assurance issues every day within your direct workforce and you need to ensure that your supply chain matches your own standards. Tell us what you want from us and statutory, regulatory, industry, sector and customer requirements will be monitored by our compliance and quality control staff. You can have confidence that we have the necessary systems and procedures in place and can deliver within complex recruitment arrangements. We remain open for audit at any time and always welcome your due diligence as it helps us to learn and improve, as well as demonstrate our compliance to your standards.

apprentice scheme

McGinley fully support the development of new entrants to the industry and to enable sustainable long term employment for successful apprentices by clear post apprenticeship succession planning.

We have developed collaborative partnerships with a number of specialist training providers to deliver the college-based elements of the apprenticeships and we complement this with mentored, meaningful work experience.

McGinley is consistently reviewing the marketplace to ensure that we have new entrants available for the industries we work in. We will review partnerships nationally to ensure the development of local education and local workers in areas where large projects will be delivered.



McGinley produce a quarterly free rail safety magazine that is distributed throughout the industry. If you would like to be added to the mailing list, please email marketing@mcginley.co.uk

McGinley Support Services

Head Office
Ground Floor
The Edward Hyde Building
38 Clarendon Road
Watford, Hertfordshire
WD17 1JW

t: 0845 543 5953
f: 0845 543 5956

e: info@mcginley.co.uk
w: www.mcginley.co.uk

Billy McNeill
National Operations Director
07973 743224

Marc Booth
Track Director
07816 442765

James Ritson
Operations Director Tunnelling and
Package Works
07974 789715

Derek McNeill
Key Account Director
07815 154717

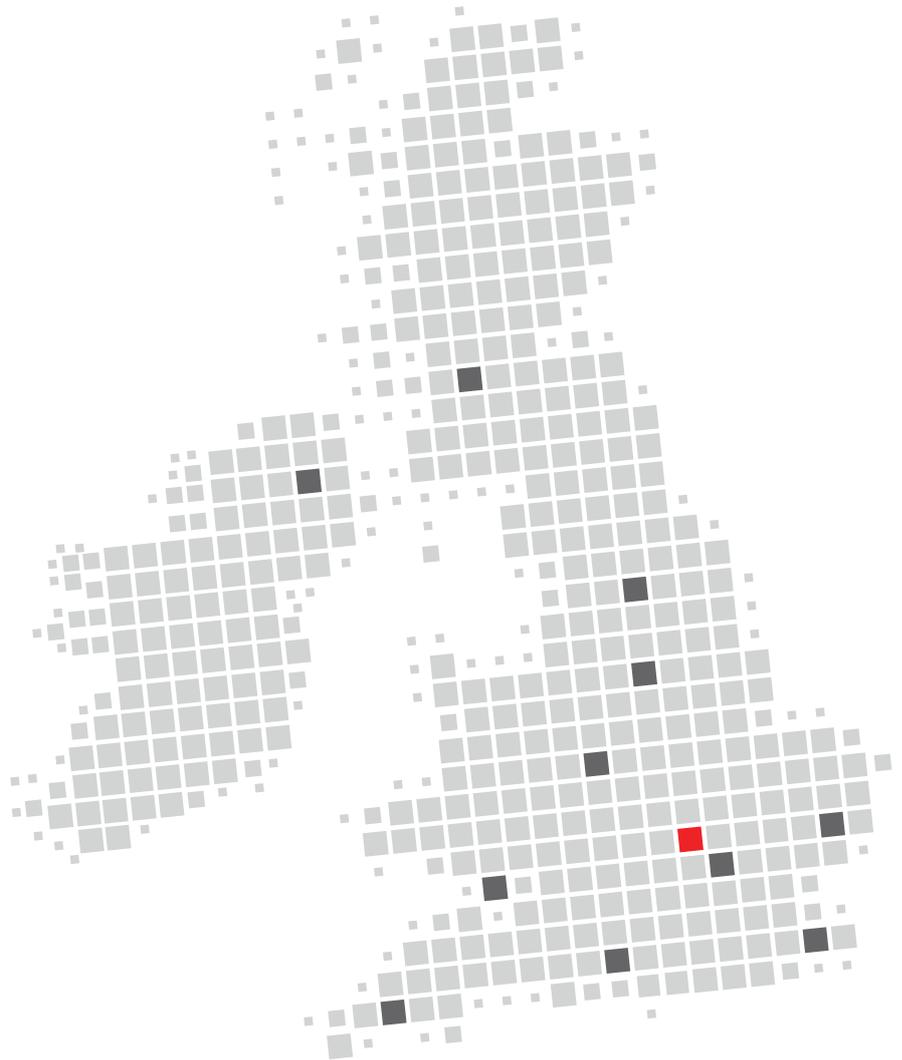
Simon Pitt
Operations Manager Professional & Technical
07827 843501

John Jebson
Head of Safety and Environment
07816 442672

Mick Kiely
Account Manager London
Underground / Fleet Manager
07557 014625

Alastair Adams
Welding Operations Manager / Quality Manager
07919 912722

Ryan Wilson
Construction Operations Manager
07816 442901



accreditations



TFL PROTECTION LICENCE
WE ARE MEMBERS OF THE BRITISH TUNNELLING SOCIETY

find out more
0845 543 5953

visit us at: www.mcginley.co.uk

find us on:  Facebook/McGinleySupportServices

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 [linkedin.com/company/mcginley-support-services](https://www.linkedin.com/company/mcginley-support-services)

Head Office: McGinley Support Services (Infrastructure) Ltd
The Edward Hyde Building, 38 Clarendon Road,
Watford, Hertfordshire WD17 1JW