

Moulding Together

Welcome to our Winter Newsletter!

Dear Colleagues

A belated Happy 2018 to you all!

Hopefully most of you have escaped the worst of the nasty viruses doing the rounds and are through the typically miserable month of January relatively unscathed.

Many of you will know that 2018 sees the 60th Anniversary of W Howard Limited; this is something we're justifiably proud of and will be celebrating throughout the year with high profile presence at various trade functions. Our customers place great store in having confidence that their supply partners are trustworthy and here for the long run and to achieve this milestone is no mean feat. Hopefully you will appreciate our specially commissioned logo, designed to illustrate that whilst we celebrate 60 years, we intend to be around a lot longer!



Following what was undeniably a very challenging year with MDF shortages being the major factor, we enter 2018 with renewed hope and expectation with a huge amount of work having been done behind the scenes to secure supply of MDF and customers as 2017 drew to a close.

As I write, a significant amount of new and returning business is on our books and largely speaking we have our destiny in our own hands.

As has always been the case, our task is to ensure that we meet the challenges ahead in a positive manner and that means working as hard and as smart as possible. We must set our stall out to delight our customers and make it very difficult for them to walk away from being our partners. We are blessed to have an excellent and committed workforce in the UK and ROI along with excellent operational facilities, making our business very competitive – please don't forget that you are a part of everything we do and therefore have an impact on our business, every hour, day, week and month of the year.

Yours,

Graham



ISO Accreditations

We are delighted to announce that we have passed the external audits for ISO9001 and ISO14001 at our Astley site; well done to everybody for adhering to our established working practices but particularly well done to Nick Woods for working so hard behind the scenes in conjunction with our partners to ensure the audit was a success.



Medicash

Our UK employees should have received their Medicash Memberships giving them the access to their health cash plan and the employee assistance programme.

Don't forget to return your upgrade forms with your children's details to Ann McLoughlin or Becci Brandish.

Download the Medicash App to submit receipts, contact the helplines or use the shopping discount site.



Tax Free Childcare vs Childcare Vouchers

Businesses will no longer be able to offer Childcare Voucher scheme to new applicants as from 1st April 2018. The replacement scheme 'Tax Free Childcare' has incorporated a number of changes to eligibility. The table below highlights the differences. If you will be better off using the childcare voucher scheme please apply now by contacting payroll.

	Childcare Voucher Scheme	Tax-Free Childcare Scheme
Savings	Each parent can save up to £933 each per year. Employers also save on Employer's National Insurance	Parents can claim £2 for every £8 on childcare up to £2000 per year for each child. Or £4000 for a child with a disability.
Age of Children	Childcare Vouchers can be used for children up to the 1 st Sept following their 15 th birthday (or 1 st Sept following their 16 th birthday if disabled)	Tax-Free Childcare will be available to parents of children under the age of 12 (or under the age of 17 for children with disabilities)
Registered Childcare	Can only be used to pay for registered childcare.	Can only be used to pay for registered childcare.
Earners in a family	Either or both earners in the family can use childcare vouchers	Families can only claim the new childcare tax saving if both parents are working, couples with only one working parent will be excluded.
Maximum income cap	There is no cap on the maximum income a family can have to claim Childcare Vouchers, although the amount a parent can save is dependant on the tax bracket they fall into.	For a family to be eligible both parents must be working and earning at least the equivalent of 16 hours at the National Living Wage (from 1 st April 2016) per week and a maximum of £100,000 per year.
Availability	Only available to parents if their employer offers the scheme.	The scheme will be available to all employees, provided they meet the above criteria.
Self-employed parents	Self-employed parents are not eligible to join the scheme.	The new scheme will be open to self-employed parents.
Implementation date	The Childcare Voucher Scheme will remain open to April 2018. After this date it will close to new entrants. Only those who are already using the scheme will be able to continue using Childcare Vouchers post April 2018.	Tax-Free Childcare will be available from early 2017. The scheme will roll out on a phased basis, allowing families with younger children to enter the scheme first. All families will be able to access the scheme by the end of 2017.

Employee Recognition

A very well done to everyone being recognised for going that extra mile;

Wes Hunt – Production PM, Astley
For excellent attitude within your role, and always looking to improve output. His willingness and ability to lead by example is an asset.

Karen Mercer – Office, Astley
For developing significant customer relation and achieving excellent customer feedback regarding great customer service.

Leon Robeznieks – Polyco, Wales
For maintaining H&S compliance to the high standard required to successfully pass HSE spot-checks.

Max Boardman – Logistics, Astley
For consistently achieving and exceeding his KPI targets for the last quarter.

Craig Cole – Transport, Astley
For actively contributing to reducing the company's HGV carbon emission and exceeding his driving score targets.

Long Service Awards



Thank you and well done to the following people who have been awarded for their loyal service;

Helen Jones – Office, Astley

John Thornley – Transport, Astley

Helen Jones – Pictured above with Phil Barnard

Training Awards

Congratulations to the following people who have recently completed or won awards in their chosen further training;

Karen Mercer – Office, Astley – NVQ in Customer Service

Helen Jones – Office, Astley – NVQ in Management

Ian Warburton – Transport, Astley – NVQ in Team Leading

Rob Murphy – Logistics, Astley – NVQ in Team Leading

Phil Mawdsley – Logistics, Astley – NVQ in Team Leading

Alan Hughes – Logistics, Astley – NVQ in Team Leading

Jack Weaver – Office, Astley – Winning 'Learner of the Month' award whilst completing his NVQ in Business Administration



Ian Warburton – Pictured above with Steve Greenhalgh



Rob Murphy – Pictured above with Steve Greenhalgh

Happy Birthday!

Happy Birthday to the following people who have all celebrated big birthdays recently;

- Daniel Cowley** – Office, Astley
- Nick Woods** – Office, Astley
- Wesley Hunt** – Production, Astley
- Michael Hynes** – Production, Astley
- Matthew Normand** – Production, Astley
- Joe Rylance** – Health & Safety
- Brendan Keogh** – W Howard Kildare
- Alan Dixon** – W Howard Kildare
- Mampy Randrianona** – W Howard Kildare



Jason Franklin – Pictured above with Graham Wiblin



Joe Rylance – Pictured above with Paul Southern

Also, a big Happy Birthday to ourselves, celebrating our **60th** birthday!



Summer Event – Save The Date!

Save the date for our UK annual trip to Haydock, **Saturday 7th July 2018** more details to follow!

Kildare Summer event date to be confirmed.



Nominated Charities for 2018

The following charities were nominated as our charities for 2018;
Anyone wishing to nominate fund-raising events in support of any charities please contact Ann McLoughlin or Becci Brandish.

NSPCC

Nominated by Karen Boardman, Office Astley.



The British Heart Foundation

Nominated by Helen Jones, Office Astley.

Our first fund-raising event is a sponsored walk in the peak district on Sunday 13th May 2018. It will be a 12-mile hike across Kinder Scout, the highest grit-stone peak in the peak district.
If you are interested in taking part to raise money for this charity please contact Helen Jones or Becci Brandish by Friday 2nd March.

Or if you would like to look at further information online please use the following link;
<https://peakdistrict.cinolla.com/ranger/courses/from-edge-to-edge>

Our second event will be the Manchester 10k run taking place on 20th May 2018. If you are interested please see Ann McLoughlin or Becci Brandish.



Cancer Research UK

Nominated by Lisa Ashton, Office Astley.



Macmillan Cancer Support

We will be hosting our annual coffee morning on Friday 28th September 2018, in aid of Macmillan Cancer. Details to follow

**WE ARE
MACMILLAN.
CANCER SUPPORT**

£500 Grants

The following local community groups have been selected to receive a W Howard Group £500 grant;

- Kelly's Kat Rescue** – Ian Brady, Polycy
- Westhoughton Lions** – Stefan Simm, Production Astley
- Lancashire Mining Museum** – Karen Boardman, Office Astley
- The Sapplings School Kill** – Nominated by Pat Critchley, W H Kildare
- Make A Wish Foundation IRL** – Nominated by Martin Herbert, W H Kildare
- NAAS Special Olympics Club** – Nominated by Chris Durnin, W H Kildare
- Kill GAA Senior Footballers** – Nominated by Anonymous, W H Kildare

**Getting to Know You – Anthony Casey
W Howard Kildare**

Age – A child of the 60s

Job Title – Financial Controller
at W Howard Kildare

Married/Single/Any Children?

– Married to Aodhdin,
2 children, Ciaran & Caoimhe

How long have you worked for W Howard? –
Just over a year

Where did you work prior to W Howard? Worked
for Balcas before W Howard took over business,
prior to that DBASS Accountants

What kind of music do you like? - Eclectic –
These days whatever music my brother buys me for
Christmas (this year Christine & The Queens)

What was your very first album? – Lloyd Cole
(Rattlesnakes) or Big Country

Do you have any pets? – A dog (RIP), a cat
(Daisy) & 2 goldfish

**If you were sent into the jungle what 3 items
would you take with you?** - Butter, biscuits & a
guide to get me out once I had finished eating

What would be your dream car? - I don't dream
about cars but if I had to, a 1960s Porsche 911

**If you could have dinner with any celebrity dead
or alive who would it be and why?** – Donald

Trump (just for a laugh)

What is your most memorable moment? -
Tipperary beating Kilkenny in the 2010 All Ireland
Hurling Final putting an end to the 5 in a row

What is your most embarrassing moment? –
Falling asleep while cycling home (at 3am)

**Do you have any party tricks (please keep it
clean)?** - Juggling (not just numbers)

Describe yourself in 3 words – Honest, Loyal,
Quirky

**What is the best thing about working at W
Howard?** ...the answer is still forming

**Who do you nominate to do the next getting to
know you?** – Vinnie Cuddihy



**Getting to Know You – Nick Woods
W Howard Astley**

Age – Old enough to know
Better/Young enough not to
care

Job Title – Accreditation
Manager/Senior Estimator

Married/Single/Any Children?

– Married with 2 children Joshua 19 & Robyn 14

How long have you worked for W Howard? – 10
years in March

Where did you work prior to W Howard? Build
Center

What kind of music do you like? – All Genre's

What was your very first album? – Sorry can't
remember

Do you have any pets? – No

**If you were sent into the jungle what 3 items
would you take with you?** – Swiss Army Knife,
Wind-up Radio & Quilted Loo Roll

What would be your dream car? – Porsche 356
Speedster

**If you could have dinner with any celebrity dead
or alive who would it be and why?** – David
Attenborough and have him narrate everything that
happens.

What is your most memorable moment? –
Climbing to the top of Sydney Harbour Bridge, what
a view.

What is your most embarrassing moment? –
Sliding across a dance floor on my knees, ruining a
pair of trousers and cutting both knees

**Do you have any party tricks (please keep it
clean)?** - Taught myself to ride a Unicycle

Describe yourself in 3 words – Handsome,
Brainy, Liar

**What is the best thing about working at W
Howard?** Togetherness

**Who do you nominate to do the next getting to
know you?** – Karen Boardman

