

Swansea / Abertawe



Did you know

- Abertawe translates to “mouth of the Tawe”
- Coastal City in South Wales located on 5 miles of sweeping bay and mouth of river, stretching back up the valley and across the breath taking Gower peninsula
- Swansea is Wales 2nd City & has a footprint of 150 sq. miles
- Swansea is home to 2 major Hospitals, DVLA and 3 Universities
- Population of 246,500 representing 8% of the Welsh population.
- Recent recipients of £1.3 billion City deal investment

Interesting facts

- Swansea was founded by King Sweyn Forkbeard of Denmark during his reign of 986-1014
- During the 18th Century Swansea was a world leader in the Copper industry with the region commonly known as Copperopolis
- TripAdvisor voted Rhossili Bay best beach in the UK and 9th best beach in the world in 2014
- Swansea was the birth place of Dylan Thomas who famously labelled the City “an ugly lovely town”

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Context

- Swansea Council is a Member led organisation
- Swansea have a retained Housing stock of 13,587 homes
- Swansea have direct labour organisations to deliver its services across the Place directorate
- Building Services(B.S) deliver all building & property related functions across the Authority's Housing stock and 620 Public buildings.
- B.S expected turnover is approximately £120m this year, approx. 200% increase in the last decade
- B.S employ 600 staff and 60 apprentices across a wide and varied scope of manual and professional disciplines. In addition property & Asset management staff number 150. Over the last 12 years BS have replaced 35% of its ageing trade resource through its apprenticeship program

The Drivers & Aspirations

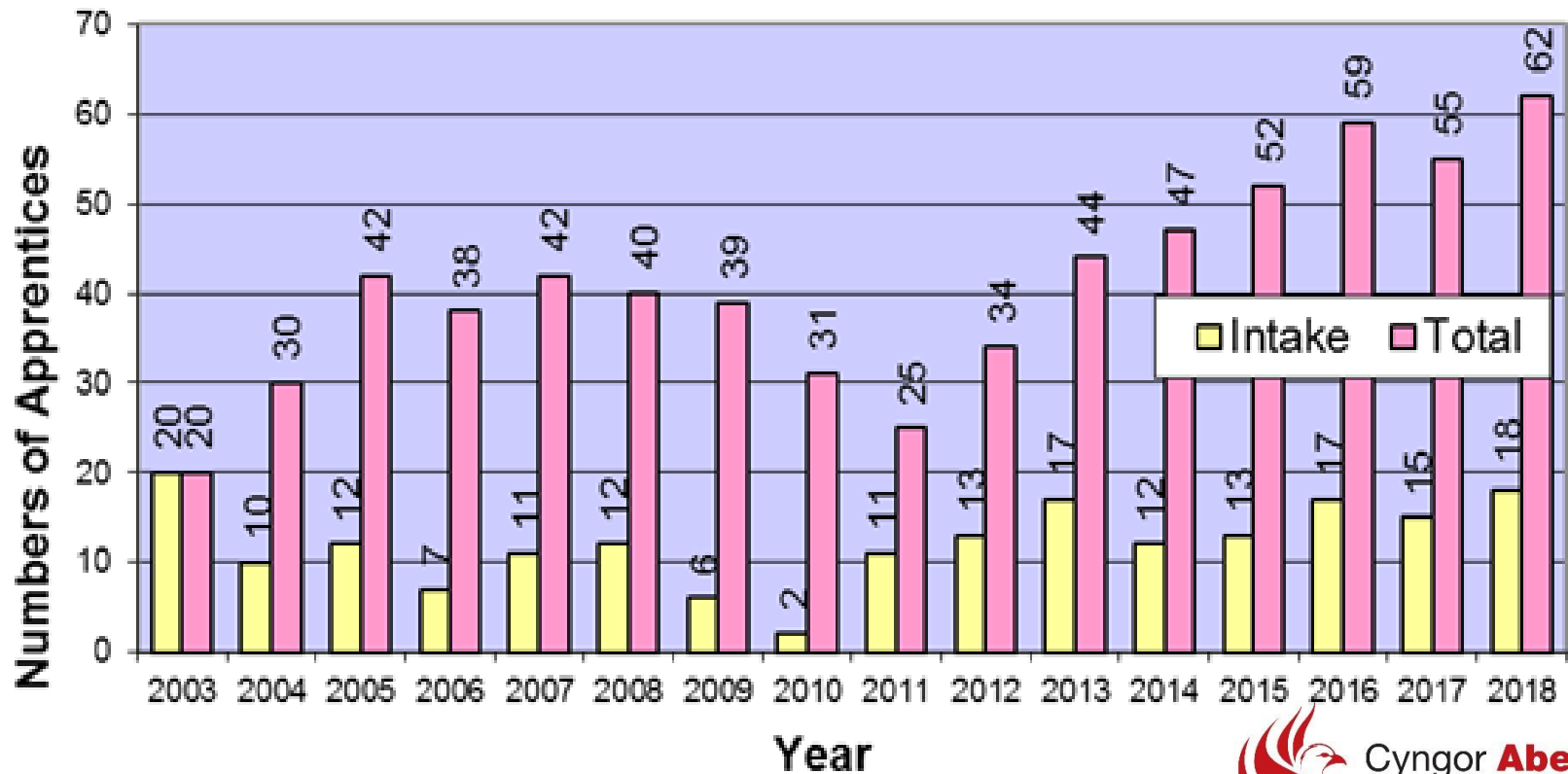
- Acute Housing shortage, over the next 7 years Swansea forecasting 2,000 more homes per year, over life of LDP.
- Change in legislation April 2015 allowing Council's to build houses
 - ✓ Self –financing rent system
 - ✓ Rent Policy
- Key Political priority - tackling fuel poverty
 - ✓ Deliver a PassiveHaus project
 - ✓ Develop a Swansea standard
 - ✓ HAPS innovation
- A Political will and desire to “lead by example” explore opportunities and make the most of energy / reduce consumption
- Direct link with achieving WHQS by 2020.
- Wider economic benefits.
- Political aspiration for end to end delivery in-house

The Challenges

- First Council Houses to be built in a generation
- Lack of experience new build construction(Housing)
- Steep learning curves when upgrading of associated skill sets of In house resource
- Competing in the market place
- Lack of experience in fast track innovative building methodology
- The pilot project - inform a wider strategy / House building program
- Assurances with in the supply chain
- Legalities of procuring on an International level
- PassivHaus / HAPS are a life style choice, how to adapt for social housing

Apprentice recruitment

Apprentice Intake & Total Per Year



Staff development

- Staff engagement
 - ✓ Employee brief note
 - ✓ BI- Monthly team briefings
 - ✓ Annual PDR cycle
 - ✓ Cradle to grave development strategy
 - ✓ Clearly defined training matrix
- Staff upskilling
 - ✓ Wolf funding ULRs
 - ✓ Numeracy & literacy – IT – NVQ
 - ✓ Work place mentors
- Staff training
 - ✓ Average No of mandatory training course delivered in last 5 years
17.30 per person, refreshed on a 3 to 5 year cycle
 - ✓ W.A.H
 - ✓ COSHH
 - ✓ Asbestos awareness
 - ✓ Sharps
 - ✓ Inanimate load
 - ✓ Abrasive wheel

Leadership & Management Development Programme

Pilot Programme delivered 16/17

- ✓ Cross section 6 new inexperienced staff

2 x 18 half day sessions over a 10mth programme

- ✓ 20 Aspiring front line staff
- ✓ 20 in-experienced and existing staff

12 core subjects delivered by internal O/D staff

- ✓ Leadership and management, Emotional Intelligence, Communication skills and developing trust, Motivation, Engaging staff, Dealing with difficult behaviours, Coaching, Understanding change, Managing absence & Disciplinary skills

4 sessions delivered by department Group Leaders

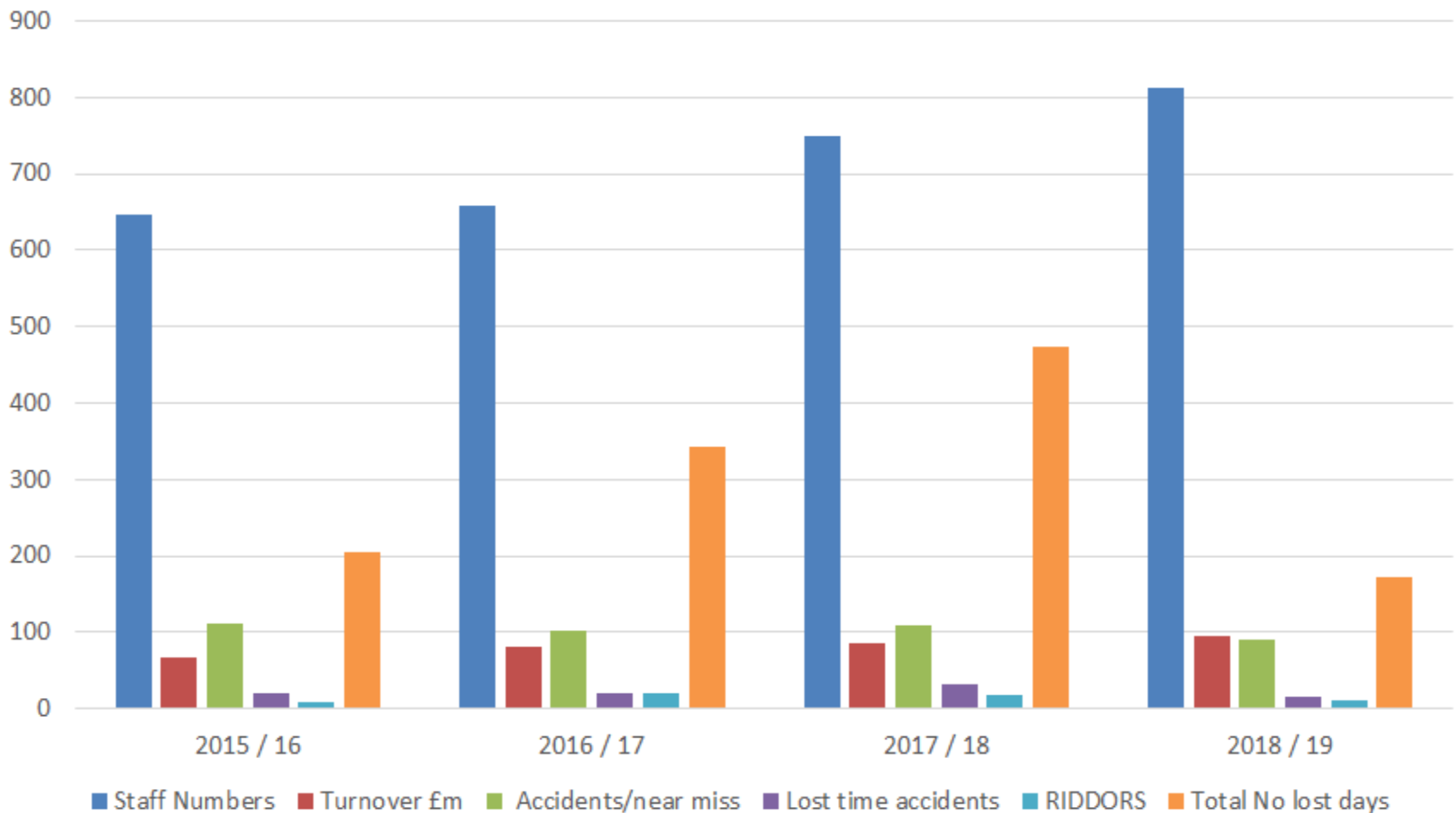
- ✓ Commercial Awareness & finance for non-financial managers
- ✓ Working with a consideration for Health, Safety and Wellbeing
- ✓ Project Management in a Construction Context
- ✓ Work Planning and Programming



Microsoft Excel
Worksheet

Construction Environment

- Accidents in the Workplace analysis
 - ✓ Working environment not task
 - ✓ 300 day improvement = £60k cost saving
= £60k resulting productivity
- Awareness Campaign
 - ✓ Employee Briefing Notes
 - ✓ Team Briefings & Toolbox Talks
 - ✓ H&S committee meetings
- Construction Environment Awareness Course
 - ✓ Course content developed in conjunction with central Health & Safety dept. and external advisors.
 - ✓ 20 Half day training sessions 600 attendees
 - ✓ Success of the course, roll out across Authority



Delivering the Project



Passivhaus

- The term Passivhaus refers to a low energy construction standard developed by Dr. Wolfgang Feist of the Passivhaus Institute, Germany in the 1990s
- **The Passivhaus – definition** “A Passivhaus is a building, for which thermal comfort can be achieved solely by post heating or post-cooling of the fresh air mass, which is required to achieve sufficient indoor air quality conditions – without the need for additional recirculation of air.”
- Very high levels of insulation
- Extremely high performance windows with insulated frames
- Airtight building fabric 0.6 ACPM
- ‘Thermal bridge free’ construction
- A mechanical ventilation system with highly efficient heat recovery
- Orientation and maximised window apertures



Swansea Standard



DATBLYGIAD LLWYDDIANNUS ARALL A GYFLWYNWYD GAN GYNGOR ABERTAWE

ANOTHER SUCCESSFUL DEVELOPMENT DELIVERED BY SWANSEA COUNCIL



CARTREFI YNNI EFFEITHLON YM MHARC YR HELYG, GELLIFEDW

ENERGY EFFICIENT HOMES AT PARC YR HELYG, BIRCHGROVE

Cyflwynwyd prosiect 'Rhagor o Gartrefi' gan :
 Gwasanaethau Adeiladau
 Dylunio Pensaernïol a Phrif Contractor
 Cyngor Abertawe
 Heol y Gors, Abertawe SA5 8LD
 Mewn cydweithrediad â'r Tai ac Iechyd y Cyhoedd



'More Homes' Project delivered by :
 Building Services
 Architectural Design and Main Contractor
 Swansea Council
 Heol Y Gors, Swansea, SA5 8LD
 In collaboration with Housing and Public Health

THIS IS A CAD DRAWING - ANY INFORMATION SHOULD BE OBTAINED FROM THE ARCHITECT'S OFFICE

Future projects

“Homes as power stations”

- 60% Reduction in energy usage
- Standardised design
- Localised renewable generation
- 3,000 New Build Homes
- 7,500 Retrofit projects
- Flexible & adaptable design approach
- Localised indigenous supply chain
- Whole house performance (Evaluation/monitoring)
- Legacy/route to energy positive/ zero carbon homes



Next stage of Development

- Professional Apprentices developing pathways to employment
- Re-training M&E staff - renewables installations skills
- De-carbonisation agenda outcomes
- Build capacity for end to end delivery
- Timber frame factory
- Continue to work with WSA & SPECIFIC data analysis