



architectural
ironmongery
journal

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advancing architectural ironmongery



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Director retires
Gold Medal Winner
New Products

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Regulatory Reform Fire
Safety Order report



Min fire door width 908mm



Min fire door width 792mm



Min fire door width 890mm



Min fire door width 767mm



Min fire door width 767mm



Min fire door width 783mm



Min fire door width 733mm



Min fire door width 733mm



Min fire door width 867mm



Min fire door width 867mm



Min fire door width 926mm

Q. Which of these door closers produces an opening force of 30N or less when fitted at size EN3 helping doorsets meet the requirements of Approved Document M and BS8300, and is CE Marked and Certifire Approved?

A. All of the above.

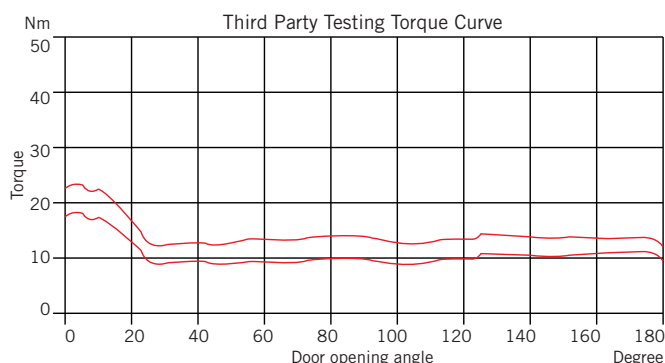
These products can meet the opening force recommendations of BS8300 and Approved Document M. However consideration must be given to the door width, other installed hardware and differential air pressures within the building to ensure they still meet the recommendations in situ.

For details on minimum door widths for non-fire doors please ask us for a copy of the "Which Door Control?" brochure.

All DORMA door closers have been third party tested using pivots as detailed in BS EN1154 (maximum hinge resistance 0.4Nm).



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Controlled door closing device EN 1154

Manufacturer: Dorma
Model: TS93 B EN 2-5
Sample: B 1
Size: 3
5000 cycles

Standard installation

27.10.2008

Kenn



Welcome to the Autumn 07 edition of the AIJ, one which aims to showcase British manufacturing in the AI industry. While some may see that as something of an oxymoron, there are certainly some proud vestiges left of a once world-leading manufacturing powerhouse. While the West Midlands may no longer be the workshop of the world, with Willenhall home to dozens of lock makers it is still home to some leading international companies.

And as sectors of the market struggle to assimilate large quantities of foreign imports – so many of them from the Far East – the issue of quality British manufacturing comes ever more sharply into focus. Recent research published in the Journal of Product and Brand Management shows that country of origin is extremely important in purchasing decisions.

It's encouraging to see the three British companies in this issue manufacturing profitably in the UK.



Helen Curry

aijfront cover



The state of the art Usworth Sixth Form College in Sunderland featuring a combination of automatic and manual door closing solutions from GEZE UK.

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NEXT ISSUE

Copy dates for advertising and editorial for inclusion in the **Winter 2007/2008** edition of AIJ will be **20 December 2007**



SUCCESS HINGES ON CPD

Royde & Tucker has created a RIBA certified CPD entitled 'Hanging Doors: a best practice guide, delivered direct to your workstation. Available through the RIBA Enterprises website (www.onlinecpd.ribaenterprises.com), the CPD takes about 45 minutes to complete and concludes with questions on content.

The seminar covers AI industry methodology, legislation, industry standards, testing and other issues which

assist in the selection of appropriate door hanging products. Practical advice on specification includes explanation of standards classification systems and specialist applications. As well as side hanging, the presentation incorporate detailed information on doorset resistances, pivots, floorsprings, sliding doors and pocket doors.

On successful completion of the seminar and questions, a RIBA certificate is delivered via email.



CATALOGUE OF SECURITY

Häfele have compiled and issued a new 224 page, soft covered Electronic Security and Access Control catalogue. Security products and systems manager David Edwards says: "Technology in this sector is fast moving and we needed to bring up to date and to formalise our rapidly growing range of products and systems."

The security product and systems portfolio from Häfele covers applications as diverse as furniture based security right through to CCTV and audio/video entry systems. It also covers the exciting new field of Biometrics - technology for finger print recognition which promises to revolutionise entry systems in a wide range of applications with finger and hand print readers, iris scanners and smart cards.

The new Electronic Security and Access Control catalogue is formatted to Häfele's well proven formula and represents an easy reference guide to a major extension of the Rugby company's expanding architectural ironmongery portfolio.

ACCESSING EXTENDED RANGE

HOPPE (UK) Ltd has produced a new catalogue to support its growing range of Access Control products for public sector and commercial markets.

Its Access Control Division offers a wide range of security products including electric locking, standalone and online asset tracking systems, as well as automatic door/gate operators, VINDEX Door Entry and ABLOY motor/solenoid locks.





Keith Maer, Chairman of the GAI's Education Committee describes this year's exam successes.

This year's GAI exam results saw another excellent crop of students achieving some impressive results. They are the life-blood of our industry. Motivated, knowledgeable AIs who will do our industry proud. Well done to all of them and the very best of luck as they move forward in their careers.

Special mention should be made of Michael Rooney from Perrem Design Hardware in Ireland who is this year's Gold Medal winner. Michael has scored an impressive array of firsts in his education career - he was top Level one and top Level Two Student and this year finished top in both the Business and Scheduling parts of the Level 3 examination - a clean sweep. It seems very fitting then that he should be the first winner of the inaugural Pinnacle Award sponsored by Assa Abloy. This new award is part of the GAI's ongoing commitment to excellence in education and training in the architectural ironmongery trade and carries with it not just kudos but a fabulous prize of a trip for two to New York. There is a full profile of Michael on page 12.

The Guild's education syllabus is unique. It is the only recognised programme in the UK that leads to a qualification in ironmongery specification. After successfully completing the three levels each student will be competent to discuss the ironmongery requirements for a project with a client - be that an architect, a building or joinery contractor, a building manager or even a house owner. No other scheme offers such a broad knowledge and understanding of architectural ironmongery leading to the most recognised qualification in the industry. The Guild is very proud of its record of preparing so many students for a career in architectural ironmongery over the past forty plus years.

But the GAI's education programme is not standing still. This year's curriculum - and moving into next year - we will be continuing to be improved, modernised and updated. The whole syllabus is moving towards what will be called 'open learning', that is, far more experiential-based than textual style. Secondly, we are developing on-line learning for Level 1 students, allowing much of what we do through the year outside of the exam room - course work, marking etc - to be accessed through the internet.

A full list of new Diploma holders can be downloaded at www.gai.org.uk/_img/pics/Guild_NewsSept07.pdf

aij5

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GAI TECHNICAL COMMITTEE CHAIR



Paul Duggan, Business Development Manager of Bodycote warringtonfire apt, the division of Bodycote warringtonfire concerned with testing of architectural hardware products, has been appointed Chair of the Guild of Architectural Ironmongery's Technical Committee.

With more than 15 years experience in the hardware industry, Paul will be taking over the role of Chair from Ian Stewart from Yannedis.

Originally a test engineer with Electrolux (Gas Cooker Division), Paul worked with Newman Tonks Testing Services as a test engineer, testing building hardware products to British, European and American standards. After passing over to Ingersoll Rand, Bodycote warringtonfire purchased

the facility in 2000 adding the mechanical laboratory to its fire testing laboratory and certification divisions so as to offer a complete attestation service for building hardware products, doors and windows. Following promotion to Senior Test Engineer in 2003, Paul then moved to his present position as Business Development Manager for Bodycote warringtonfireapt.

Paul Duggan commented on his appointment:

"Bodycote warringtonfire is active in promoting the importance of correct testing and specification of both architectural ironmongery products and their installation, and we see there are many opportunities for growth in this field as new legislation comes into force throughout the building industry. It's a privilege to be appointed as GAI Technical Committee Chair and I am looking forward making a contribution and taking the industry forward."

CROFT WORK

Croft Architectural Hardware has announced a new addition to their Sales Team in Willenhall.

Nick Clifford is the youngest son of Managing Director Chris Clifford and joins his brother Paul who has recently been made a Director of the Company.

27 year old Nick gained a degree in Business and Management at Sheffield Hallam University before joining GeopostUK in Birmingham where he qualified as a Member of the Chartered Institute in Purchasing and Supply. He is now learning the trade in the family business which was formed in 1972 by his grandfather Reuben Clifford.

Paul joined the company in 1999 and has been Production Manager for the past five years.

NEW TRIO ON SONG AT UNION

UNION Architectural Hardware welcomes three new employees this month to further strengthen its already highly experienced team.

Wayne Harris has joined UNION as National Account Manager and will be responsible for new and existing nationwide sales accounts. Having spent 18 years in the architectural ironmongery industry spanning manufacturing and distribution, he brings with him a wealth of experience.

Steve Benbow joins UNION as National Account Manager for OEM. He will be responsible for new and existing customers within the OEM sector. Steve joins the organisation from another ASSA ABLOY group company, specialising in the supply of locking solutions to the automotive industry.

Finally, Carly Baker joins the company as UNION Brand Manager. She was previously Brand Manager for Yale, also based in Willenhall. Carly has worked in marketing for manufacturing organisations for the past 7 years.



LIFE LINE

HOPPE (UK) sponsored employees to take part in Cancer UK's annual charity run, 'Race For Life', on the 21st June. It's the second year in a row that HOPPE has taken part in the five kilometre run.

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F3 GAA (Gold)

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- Successfully type tested to:
BS EN1906: 2002 Grade 3
- Included in a successful Fire Test to
BS EN1634: Part 1 2000 - 30 minutes
and assessed for 1 hour Fire Doors

Category Specification

- BS EN1906: 2002 Grade 3
High frequency of use by public or
others with little incentive to exercise
care and with a high chance of misuse.
(eg. public office doors)



Ingersoll Rand Security Technologies has completed a reorganisation of their sales structure designed to improve customer service and to consolidate the many Divisions which comprise the Group.

Phil Street, currently Sales Director for the direct business, has been appointed as new UK Sales Director and takes responsibility for all the UK sales teams. Nick Watkin becomes the new UK Business Development Director and, in addition to his existing responsibilities, takes control for growth initiatives across all UK businesses.

The divisional sales managers reporting to Phil are Paul Cundy - Architectural Hardware (Trade); Colin Campbell - Architectural Hardware (Specification & OEM); Allan Henry - Architectural Hardware (Scotland & Ireland), Jonathan Goose - Performance Doorsets, Lyn Weeks - Automated Doors and Service. Recruiting is currently taking place for a sales manager for the Electronic Access Solutions business.

Commenting on the new structure, Phil says "Our customers are the foundation of our business, with these changes we are better positioned to provide a much wider product and service portfolio to all our customers, in an increasingly competitive environment."

Nick adds, "I am excited about these changes, which will allow me to focus on initiatives to drive growth in our business and to introduce solutions and services to dramatically improve our proposition to the market."

TECHNICAL UPDATE AT G-U

Gretsch-Unitas has appointed a new senior technical manager to its window, door and automatic division.

Nick Yates, 38, joins G-U from Roto Frank Ltd where he was responsible for product development and technical matters across Western Europe. With eight years industry experience under his belt, Nick's role with G-U will be familiar territory and will primarily involve product development and technical issues.

Speaking on his appointment, Nick said: "I am thrilled to have joined G-U. This hands-on role dealing directly with manufacturers and suppliers based in the UK will allow me to broaden my expertise, as well as reinforce G-U's reputation in the market place."

"My main aim for 2007 is to streamline the technical department at G-U so that it is more geared towards external sales. I am also looking to develop new products and get them to the market faster."

BS 10621 – THE THIRD WAY

Jacky Sinclair looks at **BS 10621**, the latest standard for domestic entrance doors

For many years, BS 3621 has been the byword for thief-resistant locks, beloved of insurance companies and the police. The security features required by the latest revision of the standard are well-known to ironmongers – 20 mm bolt throw; anti-saw rollers in the deadbolt; anti-drill protection plates; a high level of resistance to picking and manipulation; and more. With the deadbolt thrown and the key removed, it was often claimed that the door was more likely to give way than the lock and its strike if a physical attack took place.

Great stuff! But what if the lock were fitted on a domestic front door, and fire broke out in the house overnight? To meet insurance requirements, the key had to be removed from the lock when the bolt was thrown, so a quick get-away could only be made if the key was readily available, and the first person to the door knew where it was kept. You don't have to be a risk assessor to see that the chances of that key not being where it should be, or someone not knowing its whereabouts, depends solely on the occupiers and their attitude to fire safety. Fire Service personnel made no secret of their dislike of a lock which posed such a potential threat to rapid escape from a burning building.

The recent introduction of BS 8621 alleviated the problem. Locks compliant with this standard have all the security features of a BS 3621 lock, but will always give "keyless egress". You don't need a key to get out – usually a lever handle on the secured side of the door will withdraw any and all bolts operated by the lock.

Keyless egress solves the problem of rapid escape, but lowers the level of security in certain circumstances. Any burglar breaking in through a window could easily open the secured door and remove large valuable items with ease. A lever handle is more vulnerable to external manipulation if it is near glazing panels or unprotected letter plates. A compromise was needed.

The introduction of BS 10621 seeks to offer a solution. This standard requires all the physical security features of BS 3621 as well as the opportunity for keyless egress offered by BS 8621. In addition, there must be a facility for fully deadlocking the door by an extra turn of a key from the external side only. This offers the facility in a domestic situation for emergency escape while the house is occupied, but an opportunity to remove that facility if the house will be empty – say during the day or when occupants are away on holiday. The standard is due for publication very soon and specifiers should be aware of it. Obviously products will need to be tested before coming onto the market.

Each of the locks in this series will have their place in the specifier's range of options. BS 3621 will be the first choice where straightforward deadlocking with key operation only is required. BS 8621 might be favoured for situations where keyless egress is needed at all times. BS 10621 will cover those situations such as residential houses where keyless egress is desirable whilst the building is occupied, but complete deadlocking is required whenever it is empty.



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FIRE AWAY

Architect Christopher Sykes reports on 'that' Order which smoulders with important ramifications for building owners in general and architectural ironmongers in particular.

The RRFSO sounds like a little-known symphony orchestra playing at this year's Proms. In fact, as we all well know, it stands for Regulatory Reform Fire Safety Order. It is the biggest reform of fire safety legislation for 50 years and clearly cannot be ignored.

The topic has been chosen for the compulsory paper in this year's GAI / RAI coursework - attracting a value of 4 CPD points - an indication of its importance to the AI industry. To be up to speed, you need to have at your fingertips a wealth of dedicated knowledge - maintenance information for hinges, closers, locks and panic or emergency escape hardware; what to look out for when checking claims for intumescent materials etc. You certainly need to know how your company can use the Code of Practice and product maintenance information to assist Responsible Persons in fulfilling their obligations.

RRFSO is also the subject of a well-received CPD presentation by Ingersoll Rand Security Technologies, who obviously place great store on being an authority on such issues. Many IAI branches have already received the presentation and - such is the glowing endorsement by prominent industry figures - the rollout programme has been extended to cover all branches by the end of the year. In this regard, they have come up with a laudable and tangible service by helping to educate and inform the industry, owners and facilities managers about how to tackle the complexities of the new Order.

The Order in practice

The Order, reforming decades of fire safety laws by eliminating a plethora of very fragmented legislation, is effective for England and Wales. In Scotland, the 'Scottish Statutory Instrument 2006 No 456' replaces the Fire (Scotland) Act 2005; its aims are broadly the same as the RRFSO but there are a few differences i.e. the reference to 'Duty' rather than 'Responsible person' and inclusion of a specific duty towards young people.

Like so much Health & Safety legislation these days, political correctness even, peo-

ple may initially choose to ignore or treat it lightly. Such impingements on our daily lives appear to be a real pain until that (thankfully rare) occasion when events go tragically wrong and they are needed to perform. The aim is to reduce the burden on business by consolidating and rationalising much existing legislation. In doing so, it reduces the number of enforcing authorities dealing with general fire safety matters. The issue of physical Fire Certificates, for example, has ceased.

Now it is the building owner or occupier on whom the responsibility falls. They must ensure - and be able to demonstrate - that fire safety precautions are not only in place but are continually monitored in line with best practice and the Building Regulations. An appointed 'Responsible person' may be assisted by a 'Competent person' in order to identify the risks to people and property and take steps to mitigate. The Order also confers responsibility to contractors (Architectural Ironmongers, even) carrying out work that may compromise fire safety, during repairs, refurbishments or maintenance. Penalties for not complying include

fines, closure orders and, the ultimate sanction, imprisonment.

The cornerstone of all this is the Fire Risk Assessment (FRA). Of course, there will be demand for an army of external consultants and, on the back of that, sales opportunities. This will take time and, unfortunately, it will probably take a few tragedies (such as the recent horrific hotel fire in Newquay) and prosecutions to set precedents, before the Order really bites and the ramifications are fully understood.

A Risk Assessment form might log the need to install a fire door, put up a fire exit sign or replace the self-closer on a door to reduce the fire risk. Available guidance details a fire/smoke stop door, promotes the preference for doorsets and is liberally scattered with BS EN references for hardware. Als and manufacturers take note!

To aid all interested parties, there are 11 Governmental guides covering different building sectors. These range from Offices & Shops to Healthcare premises, Transport Premises to Factories & Warehouses - all downloadable from the communities.co.uk website.

Code of Practice

The DHF and GAI have issued a comprehensive Code of Practice covering Hardware for Fire and Escape Doors. This is viewable on the Guild's website or available on disk at a small charge. It is aimed at architects, building control officers, fire officers and indeed any 'responsible persons' involved in specifying or supplying building hardware. The CoP addresses all the latest legislative requirements and covers hardware essential to the successful operation and performance of timber and steel doors, from security hardware to hinges, signs and door controls, fire & smoke seals and, of course, fire-resisting doors. It also identifies those optional items which could cause failure to the doorset.

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top dog

"The Guild very much sets the standard in Ireland and I believe the education programme is well structured and offers firms a real advantage in the marketplace,"

When Michael Rooney joined the Dublin-based family architectural ironmongery business Perrem

Design Hardware aged 21, he had never envisaged a career in architectural ironmongery and certainly didn't see the trade as his long-term vocation. But fifteen years later, Michael not only finds himself back at Perrem after fifteen years in the AI field, he has just been named the Guild of Architectural Ironmongery's top Level Three student of 2007 and the winner of the inaugural Pinnacle award which recognises achievement across all three years of the GAI's education programme.

Michael has been awarded the GAI's Gold Medal after achieving top marks in the GAI's Level Three examinations this summer. As well as gaining the coveted gold medal and cash prize, Michael joins the latest ranks of GAI's Diploma Holders and Registered Architectural Ironmongers. In addition, Michael will also be awarded the newly established Pinnacle Award, sponsored by Assa Abloy, which will see him jetting off to New York as his prize.

Michael describes the feeling when he found out he had won the prize as "surprised but chuffed" – a feeling that was heightened by the fact that his colleague, Rachel Perrem Rooney, was named as the Gold Medal student last year. There is clearly some friendly rivalry in the firm as Michael comments that he "couldn't allow Rachel to get one over" on him. But clearly the firm is doing something right to produce two such outstanding students.

Perrem Design Hardware, as it is known today, started out in 1964 when it was established by Michael Mallin under the name of Import and Export Agencies. It was taken over in 1994 by David Perrem, Rachel's father, although it is testimony to the way the company is run that the firm still described Michael Mallin as "a wonderful gentleman and friend". David's background was in the merchant sector - where he was Director of Ironmongery at one of the country's largest companies, turning it into one of Ireland's first architectural ironmongery businesses as we know them today.

David's experience has paid dividends as since the takeover and name change, the company has grown from a small family concern into a modern business enterprise, with a reputation for high performance solutions, holding the agency and distribution

rights in Ireland for companies such as FSB, Kaba and DORMA. He retired from the business six years ago and now there is a new crop of young managers at the helm, moving the business forward.

Michael joined Perrem as a young man, staying with the company for three years before a nine-year stint with another AI. He moved back into the Perrem fold four years ago and is relishing the changes and opportunities that the move back has given him, transferring from a contract management to a more sales oriented role.

Three years ago Michael decided to undertake the Guild's education programme, partly for his own satisfaction and career, and partly to give Perrem the commercial advantage which full and thorough training offers. "The Guild very much sets the standard in Ireland and I believe the education programme is well structured and offers firms a

real advantage in the marketplace," he comments.

With the increasing pace of introduction of European standards in the AI field, Michael believes that qualification under the GAI's education system is more relevant than ever – and set to become more so. "The GAI education programme offers a real understanding of the relevant standards," he comments. "But more than that, it gives you a clear understanding of how to specify and schedule to meet those requirements."

These requirements are certainly becoming increasingly important in the Irish market. "Legislation and regulation is becoming increasingly important in Ireland and the GAI is helping to drive that forward to increase professionalism in the industry. I think it is only a matter of time before customers will expect and require their AIs to be diploma holders," Michael concludes.

This, Michael believes is at the heart of the Guild's programmes. "We are all operating in very competitive markets - especially in Ireland which is a relatively small market," he comments. "The pressure from cheaper, imported products continues so it is vital that we can offer our architect customers added value and top-rate service in order to stay competitive." Perrem is particularly active in Ireland's commercial, hospital, school and hotels markets with some residential work as well, markets which continue to remain buoyant.

Michael obviously took well to returning to study since he was the top level one and two student in consecutive years as well as the top scheduling and business student in this year's level three exams – a clean sweep. Even though he is involved with scheduling on a daily basis, it was this part of the exam which Michael found most tricky, partly because of the time constraints imposed by examination conditions.

Michael is clearly enthusiastic about the benefits of attending the GAI's residential training courses when it comes to exam success. "The courses give a much better insight into what to expect in the exams, what the examiners are looking for and what level of knowledge they expect. It's also a great place to network and meet other people in the same boat as you."

RETIREMENT MARKS THE END OF AN ERA AT GAI

After over 30 years in post, the Director of the Guild of Architectural Ironmongers (GAI) has announced his retirement. Peter Spill, who has served the GAI since 1974 will leave the position at the end of 2007.

"Peter has been a remarkably loyal servant to the GAI," comments current GAI President Wayne Harris. "He has seen the industry go through some considerable changes and been instrumental in making the GAI's education programme the highly regarded scheme it is today. His energy, experience and enthusiasm will be greatly missed."

Peter comments "It has been a pleasure to be associated with the Guild having served it for over three decades through bad times as well as the good times. I have served under some 23 different Presidents and have become firm friends with many of them with whom I hope to keep in contact. I know I leave the Guild in a strong financial position and wish it success in all its endeavours in the coming years"

Peter is married with two sons and two grandchildren. With a background in publishing, Peter has become well-known in the industry for his administrative skill and organisational abilities. He leaves the GAI in excellent fettle with its financial future and future success guaranteed. In just the last twelve months Peter has overseen the total rebranding of the GAI, a new web site and the launch of the GuildMark quality assurance scheme.

The search for the person to fill Peter's shoes is already well underway and will be announced in due course.



Merchantplace

Mr Peter Spill succeeded Mr. Bernard d'Cunha as secretary of the Guild of Architectural Ironmongers at the beginning of this year. His background has not been in architectural ironmongery, nor in builders' merchanting or ironmongery generally. The publishing business was Mr Spill's metier for the preceding years. How is the relatively new secretary finding this completely different world? How quickly are the complexities being assimilated? And what are Mr Spill's personal views on what is a unique industry? RMJ conducted the following interview:



Mr. Peter Spill

GAI secretary talks about the job

Q. When did you join as GAI secretary?

A. On February 25 this year. I had only 11 days working alongside Bernard d'Cunha who was committed to joining another concern virtually immediately. There was, and still is, a lot of GAI matter to assimilate, but I prefer a short introductory course to a long one!

Q. What was the attraction of the post of GAI secretary?

A. One of challenge, mainly. I felt more drawn to a career which seemed vaguely frightening! The challenge of the job didn't come across initially, however. It was during the second and third interviews that the adrenalin really started to flow.

Q. Has the work differed much from what you had envisaged initially?

A. Very much so. There is much more involvement than I originally thought, and this with so many facets of the industry. Meetings, whether with committees — of which there are five — with the DITB, or manufacturers, take up much of the time, while I am also engaged in organising not just the 1975 conference (Harrogate) but for 1976 also (probably Paris).

Q. What exactly were you doing before?

A. I was circulation manager with a well known publishing house.

Q. The change from publishing to your present post appears quite drastic. Has your previous career helped in any way with your work for the GAI?

A. Yes, indeed. My administrative skills developed during my earlier career, have been of enormous help in my work as GAI secretary. Certain techniques which I apply to my duties at head office could have equally been applied in publishing. Added to this is that I enjoy meeting people. I did

this in publishing and I continue to do so now.

Q. With the GAI Conference in Jersey fixed for May 1974 you were really plunged in at the deep end. Was this an advantage or a problem?

A. Both. Of course, it was a problem, but at the same time, I welcomed the opportunity to partake in what could be termed GAI crash course. The experience of being involved in the conference just a few weeks after taking up my post, was invaluable. A main advantage of the course, was that I met in one location, and quickly, many key GAI members.

Q. Can you example a typical day in the life of a GAI secretary?

A. In a nutshell — No! The work is so varied and no definite pattern emerges. I do know what has taken place and what is planned, of course. All is monitored carefully.

Q. Have you formed any concrete opinion yet on GAI industry?

A. I am convinced I have joined at an exciting stage. The general public is at last becoming more design-conscious. Doors for example, are being requested in Regency or Georgian styles and many customers ask for complementary architectural ironmongery. The days of "anything will do" have gone. I also view it as a very busy market indeed, even with the slow-down in new house-building. Home improvement is a major contributory factor to the healthy position, of course.

Q. Can the GAI industry be improved upon, in your opinion?

A. If you mean image-wise, the answer is yes. There are still too many people who are not aware of the services of the architectural ironmongers and steps must be taken to overcome this. We are, in fact, going in the right direction here. At our Autumn meeting on November 6 we will link up with the

NBAHMF to stage an exhibition, whilst similar displays elsewhere will also help get the message across. We are also actively encouraging members to visit such events. It should be said, too, that the GAI is seeking closer involvement with professional bodies, the RIBA included, and this in itself should go some way in publicising the Guild.

Q. A major problem for the GAI seems to be getting support at the annual conference. The Jersey event certainly seemed depleted in members. How can the attendance be stepped up?

A. The right formula for a well attended conference seems to be a carefully measured balance of business and social sessions. If the speakers are of a genre that will appeal at once to members, and if social events are reasonable attractive, then a good attendance can be expected. The Harrogate conference next year, we hope, will reflect the sense behind this thinking.

Q. There seems to exist an especially friendly atmosphere within the Guild. Is there any special reason for this?

A. Mainly, I think, because the GAI members are a small, specialised group. Official meetings apart, they are all pretty well known to each other. The large proportion of youth within the Guild also helps keep the atmosphere convivial.

Q. Could you example how a proposal for a new GAI development passes through the official machinery to become accepted?

A. This depends on the subject. Some things are decided and acted upon at committee level. But to take an example, an important publicity issue such as participation in an exhibition, would be raised at a publicity committee meeting and passed on to the

(continued on page 56)

OCTOBER 1974

(Left) Peter Spill, who retires as the Director of the GAI at the end of 2007
(Above) Reprint of interview Peter gave shortly after taking up the position

PINNACLE OF SUCCESS



ASSA ABLOY has sponsored a major new award for students completing the Guild of Architectural Ironmongers (GAI) three-year education programme. The Pinnacle Award, sponsored by ASSA ABLOY Door Solutions, will offer the top student over three years a once-in-a-lifetime travel opportunity with a trip for two to New York City up for grabs. This year it was won by Level 3 Gold Medallist Michael Rooney of Perrem Design Hardware.

The Pinnacle Award, sponsored by ASSA ABLOY Door Solutions, is part of the GAI's ongoing commitment to excellence in education and training in the architectural ironmongery trade. The organisation's education programme is well respected in the construction industry as one of the most thorough and professional qualifications. Michael is a worthy inaugural winner since he is not only top Business student and the highest scoring scheduler, he also topped his Level 2 and Level 1 exam league tables in previous years.

ASSA ABLOY aims to put education and training at the heart of its operations as one of the cornerstones of its business ethos. The company has initiated the Pinnacle Award in recognition of the time, effort and expertise which the GAI invests in its education programme and the benefits it brings to the architectural ironmongery industry.

"The UK AI industry leads the field in terms of professionalism and expertise," comments an ASSA ABLOY Door Solutions spokesman. "With new technology being introduced almost daily, it is vital that as many people 'talk ironmongery' as possible if there are to be long-term benefits for all. We see the GAI's education programme as central to that, which is why we are delighted to initiate this award."

ASSA ABLOY provides an extensive range of high quality, reliable locks and hardware to clients in the commercial, government and institutional markets under a quality system certified to BS EN ISO 9001. ASSA ABLOY now comprises 150 companies in 40 countries.

LUNCH DATE

The Guild's Annual Luncheon this year will be held on Thursday 1 November at the Royal Garden Hotel, Kensington, London W8. As well as a chance to catch up with old colleagues and customers old and new, the lunch gives the industry a chance to celebrate the success of some of this year's outstanding exam candidates.

The Guest speaker will be Rt Hon John Redwood, ex Cabinet Minister and Chief Policy Advisor to Margaret Thatcher who will present the Diplomas, Medals and Prizes to the successful students, following this summer's examinations. After the presentations he will give an address. He is sure to be an entertaining and informative speaker.

Tickets can be purchased at the GAI website www.gai.org.uk



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Tel: **01268 692195** Email: **editor@aijjournal.org**

Q: When is a door not a door?

A: When it is a bolted half leaf!

Now that many refurbishment projects are underway and architects are replacing former equal leaf pairs of doors in corridors and into classrooms etc in line with Approved Document M, what we are seeing is a proliferation of varying door and half leaf combinations. The older building has narrower spaces, so an equal leaf pair of doors no longer provides the requisite open width resulting in a wide main leaf and a narrow leaf as an architectural solution.

But this 'solution' often provides more problems than it solves. In practical terms this leaf and half leaf combination is in no man's land. Invariably fire rated, the combination either has to self close or be electro-magnetically held open. The latter is probably the most ideal as both leaves can be treated as hold opens and the full width of the corridor is enjoyed.

However, not all doorsets are suited for hold open so what do we do with the others?

Is the half leaf not really a door but a bolted panel? What is the function of this half leaf? If the half leaf is bolted for most of its life, only occasionally released for moving large objects through, is there any purpose in fitting any kind of door closing device to this leaf? A concealed jamb-type clos-

er was the old favourite but if the onus is now upon the building manager, under the new regime of RRO, surely it is a management responsibility to make sure the half leaf is bolted shut after use.

You could play safe and specify a full overhead closer to the half leaf but financially this could be accused of being overkill and where do we stand on opening forces on such a narrow leaf?

Often the 'half' leaf is more like a 'two-thirds' leaf. I have seen specifications where this leaf plus two-thirds leaf combination is treated as an equal leaf pair, ie with the same push-pull ironmongery on both leaves. This never, to me, looks comfortable and are we suggesting a smaller leaf is to be used as a standard door by fitting it with ironmongery and the question again what about the opening forces?

My own personal view is that any leaf combination that is not equal should be treated as a leaf and half leaf set and that the half leaf should have no furniture on it at all and should be bolted. I am quite open to being persuaded otherwise, of course, and would welcome other expert views on this particularly tricky aspect of ironmongery scheduling.

David Woolcock Dip GAI Reg AI
David Woolcock Scheduling



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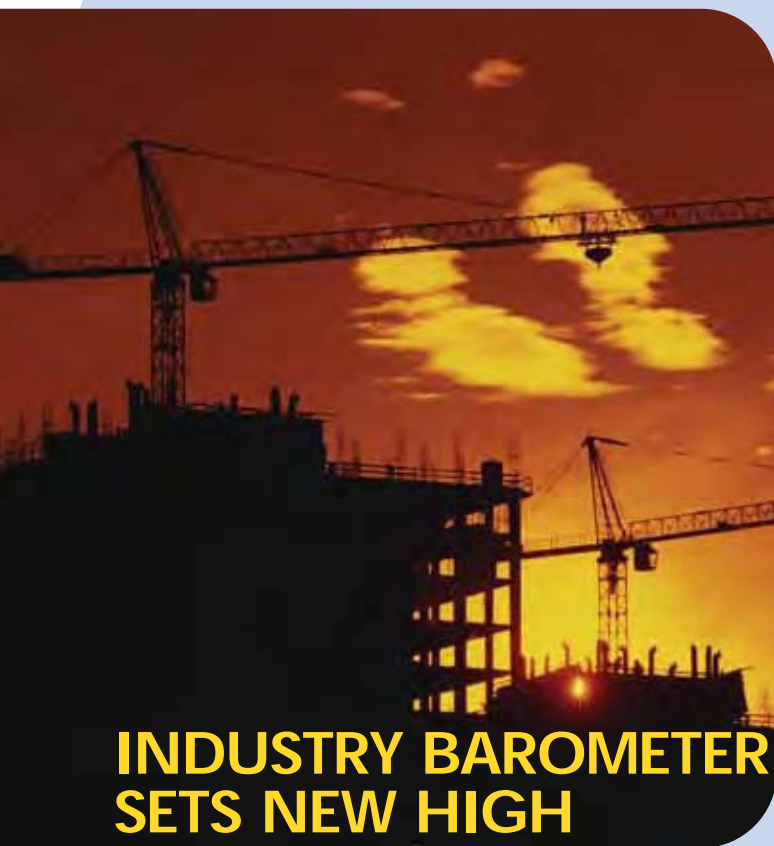
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INDUSTRY BAROMETER SETS NEW HIGH

Rising construction product sales during the second quarter signal a quickening in construction growth, according to the Ernst and Young/Construction Products Association Activity Barometer.

The second quarter of 2007 records a score of 80 compared to a score of 74 in the first quarter, significantly above the 50 'no change' mark. Yet again product sales volumes have set a new highest level since the survey started in 2005.

Commenting on the results, Allan Wilén, Economics Director for the Construction Products Association said: "The Barometer findings indicate that the pick-up in construction output is becoming more widely based, with a high proportion of both heavy and light side firms now indicating that sales volumes are ahead of a year ago.

"The acceleration in heavy side sales is especially notable. Over the last two years heavy side sales growth has been hampered by a weak infrastructure sector and the trend towards building smaller homes and apartments. This reading of 77 for the second quarter is a marked improvement, with expectations also high for the coming three months as firms benefit from strong non-residential activity. Firms also report that there has finally been a modest pick-up in water industry capital expenditure, although other key areas of infrastructure work – in particular roads – remain weak.

"Light side firms are still the most optimistic, although the 96 score seen in the previous quarter is down to 85. This index reading is still indicative of a positive market, though firms report that margins remain under pressure. Light side manufacturers expect a further moderation in growth during the third quarter, with an index reading of 78.

"Overall the industry as a whole anticipates a steady increase during the third quarter of 2007. This confirms the Construction Products Association's assessment in its recent Forecast that construction industry growth will strengthen to 3.1% this year."

Dominic McAra, a Director in Ernst & Young's Building Products team commented: "It is encouraging to see the continued optimism in 2007 across both light side and heavy side.

This is particularly good news for the heavy side sector after the tougher trading conditions in 2006.

"Our clients are telling us that they are still seeing the UK as an attractive market – and are anticipating both organic growth and growth by acquisition. This is underlined by the number of construction products related transactions recently, with investment coming into the sector from a number of overseas players."

INNOVATION CELEBRATED

Twenty four innovative products and processes, from across the construction products industry have been recognised in this year's edition of Construction Products Innovation and Achievement (CPIA), the annual showcase from the Construction Products Association.

Commenting on the achievement, Simon Storer, External Affairs Director, for the Construction Products Association said: "Once again the construction products industry has shown an enormous desire to introduce a variety of new and exciting developments. If anybody believed this industry was standing still then you only need look at the products and processes showcased in our publication to realise the huge input the industry is making towards change. Historically the industry has not always been good at trumpeting its own achievements. However, CPIA shows how the construction products industry is continuously developing and creating innovative products and processes which make a significant impact to all aspects of construction.

This year we have chosen four key areas; Energy and Carbon Saving; Health, Safety and Security; Improvements in Site Safety; and Resource Efficiency and examined how new products and processes in all these categories have delivered benefits and improvements to installers and users alike. Although we were only able to choose 24 products for this publication, there are another 30 products highlighted on our website. This shows the industry really is leading the way with new ideas."

The products featured in the publication cover a wide range and include processes designed to save energy and reduce emissions, provide health and safety guidance for employees and contractors and provide a full sustainability appraisal of manufacturing operations.

CONSTRUCTION BEMOANS MISSED OPPORTUNITY

The Construction Products Association today responded to the formation of a new Business Council for Britain to advise the Prime Minister. The group will cover issues that affect enterprise, business and the long term productivity and competitiveness of the economy.

Simon Storer, External Affairs Director, said:

"Whilst the Construction Products Association welcomes the principle of the Council, we are extremely concerned that it will contain no representation from construction. Almost a third of all government investment is construction related. With a Council comprising fifteen people you would expect that an industry which accounts for nearly 9% of GDP would be invited to the table.

"Long term productivity of the economy cannot be achieved without a successful construction industry, and it is key to delivering the government's climate change agenda.

"The construction products industry alone accounts for 20% of UK manufacturing. The sector is at the heart of the UK economy, providing essential materials for our homes, schools, hospitals, offices, roads and railways.

"We will be writing to the Prime Minister to express our concerns and urge him not to miss this opportunity."



SIGN OF THE TIMES

The GAI's Technical Consultant, Jacky Sinclair, answers an unusual question on fire signage which is likely to be asked more frequently in the future

Question

An ironmonger who was preparing a schedule for a mosque phoned to ask if it was possible or permissible to offer "Fire door keep shut" signs in Arabic. He wanted to be able to offer this option to the architect.

Answer

There are two documents to consider here –

● **BS 5499:** 5 Signs with specific safety meanings;

● Approved Document B

BS 5499 shows signs in English only, wherever there is text, therefore English must be used to comply with the standard, and additionally comply with SI 341 The Health and Safety (Safety Signs and Signals) Regulations 1996.

AD B calls up BS 5499: 5, and describes the mandatory wording in English. It's interesting to note that the Building Regulations referenced here are for England and Wales, but no mention is made of Welsh language signs.

I concluded that the signs must be supplied in English in order to meet both legal and regulatory requirements. But I could see no reason why additional signs bearing – in this case – Arabic text should not be supplied, and fixed adjacent to the English signs. This

would assist non-English speakers in understanding the correct use of the fire doors.

It's worth considering that working within the spirit of the RR(FS)O, you would have to take such issues in account, especially if you are dealing with an environment where English might not be the first language of a number of the occupants. An ironmonger suggesting this course of action should check with their client to ensure that they have agreed such an approach with the relevant Fire & Rescue Service. This is a courtesy, and ensures that everyone concerned has bought into the idea.


An advertisement for Croft architectural hardware. It features a collection of various door handles and locks arranged on a red background. At the top, the text "the best of british to you" is written in a serif font. Below the hardware, the Croft logo is displayed, followed by the tagline "The first choice for quality architectural fittings". At the bottom, the text "CROFT architectural hardware" is shown, along with the website "www.croft-arch.co.uk" and the phone number "01902 606493".

the best of british to you

The first choice for quality architectural fittings

CROFT
architectural hardware

to view our full range of products please visit our web site
www.croft-arch.co.uk or call 01902 606493

LOST PROFIT "COSTING MILLIONS"

The British architectural hardware industry is wasting £58m worth of profit every year, according to a new study by business analysts Plimsoll Publishing.

The report finds that:

- 20% of companies are making a loss
- 12% are losing money for the second year running
- 6% of companies made less than 3% return on investment

The findings suggest that a staggering 437 of the 590 companies covered would make more profit under new ownership, resulting in £58m extra revenue in the industry as a whole. At the moment, that money is being simply thrown away because of companies' failure to control their losses and manage their businesses more effectively.

The senior analyst on the project, David Pattison, said: "These results prove just why the architectural hardware industry is currently hot with takeover talk and speculation about future ownership. It's certainly no surprise that trade buyers and private financiers are taking a close look at the industry – some of these architectural hardware businesses have huge potential that is not being realised at the moment. We've heard a lot about pri-

vate equity firms recently, and this is one industry where they could reap rich rewards."

The Plimsoll report highlights each firm's hidden potential and demonstrates how simple changes can transform both the performance and overall value of a company. Some of the classic strategies which companies are failing to put in place include:

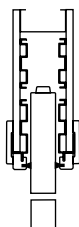
- Cutting out unprofitable sales. In some cases, a 10% drop in sales could actually improve profitability
- Looking again at unnecessary stock levels and keeping control of trade debtors to free up cash
- Reducing borrowing to improve profitability
- Reviewing productivity to the point where sales per staff member are at least £110,000. This is a key business measure that often goes unchecked.

The new Plimsoll analysis of the architectural hardware industry applies the same tests to each business that any corporate investor would, identifying a "profit plan" for each one and outlining its strengths and weaknesses in an easy to understand format.

MIDDLE EAST

In response to massive investment being made in the Middle East, Dubai Civil Defence (DCD) and Bodycote Testing Group, a business division of Bodycote International plc have signed a contract to set up and operate the first fire testing laboratory to serve the GCC and wider region. Based in Dubai, the laboratory is part of a Centre of Excellence for fire safety and prevention.

New services at the Centre of Excellence which will be launched with immediate effect include methods for assuring product conformity and proper fire protection product installations. The Centre of Excellence will also deliver internationally accredited laboratory testing services at the new laboratory, to be completed in early 2008. The Centre of Excellence's testing facility will be managed and operated by Bodycote warringtonfire Middle East and will offer fire testing of products, building materials and assemblies to the latest interna-



Saving space makes sense.



Krona pocket door systems are ideal where space saving and design flexibility are important. Sliding a kitchen, bedroom or bathroom door into a wall saves about 10 ft² of floorspace per door which can then be used more productively e.g. an extra cupboard or a bath instead of a shower. The Krona pocket door system is easy to install and comprises the latest sliding door technology utilizing high quality, robust components. Specifying pocket door options is easy. Any standard

door blank can be used, maintaining a consistent aesthetic with other side hung doors. Single and double doors, simultaneous opening and frameless glass are all accommodated within the Krona portfolio. Accessories include hardwood timber door-jamb, plasterboard frame fillets for a minimalist look and the patented self-closing mechanism – Klose.

**HI-LOAD
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INVESTMENT

tional and European standards.

Brigadier Rashid Thani Al Matrooshi, Director of Dubai Civil Defence comments, "Dubai Civil Defence is working within its strategic plan to implement high standards of fire safety. This agreement is a significant part of the department's strategic plan as we have contracted with a leading company that has considerable expertise in fire testing and managing test laboratories. In partnership with Dubai Civil Defence, the Centre will render services to the UAE, the GCC countries and the region as a whole."

Robert Jackson, Regional Director of Bodycote Testing Group said "The creation of the Centre of Excellence is a perfect example of how the public and private sector can work together with a common goal of improving awareness and safety standards as well as protecting the massive investment being made in the whole region."

PRIVATE FIRMS "PREY FOR VALUE HUNTERS"

The UK's dwindling number of privately owned architectural hardware firms are looking more and more like potential takeover targets, according to a new report by Plimsoll Publishing.

Latest research shows that 468 of the UK's top 590 architectural hardware companies remain in private hands, and their values are increasing faster than those of their corporate competitors. Their exclusivity, niche products and unique services are adding to their attractiveness.

Another more practical factor is also coming into play, according to Plimsoll's senior analyst, David Pattison. "The increasing age of owners and principals at some of these companies is causing them to consider their choices," he says. "While many family firms have succession plans in place, an offer for the company at the crucial moment is often listened to sympathetically, as the new generation review their options."

But the big prize for corporate and private raiders is the hidden potential of family-run companies. Current owners typically strip out 80% of profits as fees. To the value hunter, this is a huge platform on which to

build.

But for those who are not averse to the idea of a takeover, their past activity may backfire on them. "The problem for private companies wishing to sell is that many of them haven't done themselves any favours in the past in terms of promoting the value of the business," says David Pattison. "With the help of professional advisers, they have become very adept at hiding their worth. When they go to sell, there simply isn't the evidence to support a high asking price. Potential buyers will always make a low offer in this situation because they simply won't believe a company's own unsupported figures."

The changing atmosphere in the industry has an upside and downside for staff and for the wider economy. On the one hand, if families increasingly withdraw, the sector is in danger of losing the steady corporate stewardship and entrepreneurial drive that has been a cornerstone of the economy for the last 60 years. On the other, new professional owners, despite bringing more debt and risk, may offer greater focus and drive, benefiting the company and its employees in the longer term.



For more information on the Krona pocket door system disappear down to www.ratman.co.uk

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You only have to pick up one of Samuel Heath's door knobs to understand what the company is about. It's solid metal, and you can feel the quality by its weight alone. Managing Director David Pick is quite blunt about their market strategy, "We're really not interested in the volume market", he says, "We're still essentially brass founders. Our products are generally either hot forged or machined from solid metal. It's premium product, and it's what we're good at."

FEEL THE



Established in 1820, the Samuel Heath Brass Foundry first achieved success through the Victorian love of ornate brassware. They supplied everything from four poster bed finials to brass candlesticks and even coffin handles. Impressively, the controlling interest of the company is still owned by the Heath family. Current Executive Chairman Samuel Heath is the fifth generation of his family to occupy the position.

The secret to the company's success seems to be their ability to adapt to the market as David Pick explains: "Over the years we've made just about everything in brass. During the war it was munitions, then we provided accessories for the growing car industry – in the days when components were made of metal rather than plastic – and today its high quality bathroom accessories and architectural hardware. The bathroom products are sold through suppliers and the retail market-bathroom showrooms whilst our ironmongery sales teams target the AIs as well as architects and interior designers to generate specification business"

The company's move into architectural ironmongery products came in 1958 with the acquisition of Perkins & Powell. This business was then given a boost in the 60's when one of Samuel Heath's designers dreamed up the radical idea of a concealed door closer – and the Perko closer was born. "New legislation had come in requiring hotels and boarding houses to have self closing bedroom doors", explains David. "In those days the alternative was either rising butt hinges or one of those giant overhead closers like the Briton T series, so the Perko went down pretty well." Today the Perko Powermatic is the 3rd generation of the iconic device which is now exported all over the world. "We've worked hard to keep improving the mechanism", David says, "This latest version was only

launched 3 years ago. It meets all the relevant approvals, CE marking, BS EN 1154 and Certifire accreditation. It gives a fully controlled action using solid link arms, dual springs, a damping piston plus leaf springs to give a latching action. And we're already working on the next version. Nowadays there are any number of closers, but as a concealed fitting the Perko Powermatic is well suited to modern anti-vandal situations. It also suits anti-ligature

requirements for secure environments where it can be mounted close to the bottom hinge to remove ligature risks even when the door is open and the arms are exposed."

The company still operates from its original premises a stone's throw from Birmingham city centre. But behind the impressive listed Victorian façade the factory has been remodeled and updated and now houses an eclectic mix of traditional machinery and the latest state-of-the-art engineering systems. The whole operation is vertically integrated. "Everything is done in house" explains David, "Design, tooling, machining, electro-plating, where we even reprocess our waste water and recycle a large part of the waste water. We also have a large distribution warehouse on site. The only thing we don't make are the cardboard boxes and such things as glass and ceramics. What that gives us is not just flexibility but control. Control over product availability and, crucially, over product quality. Having the warehouse on site means we get 95% of our orders processed the same day. Our customers obviously like this. Nobody wants to hold stock these days". Although the bathroom and hardware products are separate divisions, the manufacturing is integrated allowing even more flexibility within the factory.

Samuel Heath are Associate Members of the Guild and David himself is a GAI graduate and is a strong supporter. "We have more people graduating this year." He explains, "We also find the courses and conferences extremely valuable for keeping in touch with the market. We have a number of people on the committees – and we also support the Journal with regular advertising!" The company is also involved in the development of European standards through Technical Director Roger Jeynes.

The last two years have seen Samuel Heath undertaking a comprehensive



"We're still essentially brass founders. Our products are generally either hot forged or machined from solid metal."

David Pick



CNC Machining.

rebranding of their hardware products, following the success of their bathroom product range, and their new hardware catalogue is just published. "There are a whole raft of new products" says David, "All the popular lines and suited products are now available in our 6 core finishes ex stock. This allows us to supply a totally consistent suite of furniture: closer, handle, hinges and window fittings – complete with all the additional options and ancilliary

products that we offer". The finishes also match the company's bathroom accessory products giving the opportunity to extend the AI specification. "It always surprises me that Ironmongery stops at the bathroom door," he adds, "There are great opportunities to integrate bathroom fittings - even taps and showers into the AI schedule with high value easy to install products."

Although Far Eastern products have less impact at the top end of the market, David is beginning to detect concern over the environmental impact of imports – especially at the consumer end of the market. "We're proud of the fact that our brass supplier is eight miles away," he says, "The swarf goes back to him and is reprocessed. We purify our own waste water and packaging and paper is recycled weekly and we are under the strictest controls as regards emissions and effluent control. We've worked hard to minimize our environmental impact which isn't something that can be said of the Far Eastern manufacturers. I've been to China, I've flown over the Pearl River Delta, the sea is yellow from the pollution. It's not good. Such issues hadn't used to be reported but I believe consumers do want to be happy with the provenance of the goods they are buying be it food at the



Hot stamping forging.

supermarket or door knobs".

Most manufacturers and suppliers that you talk to wax lyrical about their high value products, whilst knowing that it's the low-end volume sales that create their turnover. Samuel Heath don't do that. They are unashamedly at the top end of the business and it's a real pleasure to take a look round their showroom. It's good to see that Birmingham is still turning out some of the best ironmongery in the world.

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MAKING THE GRADE

Door and window control systems supplier GEZE UK has chalked up another success with a combination of automatic and manual door closing solutions at the state of the art Usworth Sixth Form College in Sunderland, Tyne and Wear.

Specialist curtain wall fabricator Topside Ltd chose GEZE's Slimdrive SC automatic door for the college entrance while architectural ironmonger Laidlaw Solutions at Gateshead specified GEZE's reliable TS 2000 door closers for the interior doors. Both products were selected for their versatility and quality, essential in the demanding college environment.

The main objectives for the build were to maximise energy efficiency and minimise lifetime costs, as well as create an attractive environment for students and teachers while complying with regulations. GEZE UK was therefore the perfect choice to deliver manual and automatic door closers that could enhance the design and facilitate the efficient movement of students during busy class changes. Meeting the demands of aesthetics and functionality, the TS 2000 is also CERTIFIRE approved (CF 252), making it suitable for use on fire doors.

With a height of just 7cm, the Slimdrive SC was the ideal product to be fitted as inconspicuously as possible, enhancing the overall appearance of the front entrance. The draught proofing provided by GEZE's automatic door

contributed to the energy efficiency of the building whilst maintaining a smooth flow of students and teachers in and out of the college at peak periods.

GEZE's UK sales and marketing director, Jules Quested-Williams said: "It was great to work with Topside on this cutting-edge project. The busy college environment is a very tough one for all fixtures and fittings and with ongoing maintenance and durability as key demands, it was pleasing that GEZE's products were the first choice, in terms of reliability and quality.

Jules continued "We really value our long-standing relationship with Laidlaw Solutions and Usworth College is the latest in a long line of projects where we have worked together. With some of GEZE's closers included in their own brochure, we're delighted to be associated with such a successful and forward-looking company."

Managing Director of the Architectural Ironmongery division at Laidlaw Solutions Peter O'Brien said: "GEZE door closers were the natural choice for this project, as they offered all the appropriate efficiencies and were fit for purpose. By working in partnership with GEZE who are a core range supplier to us, we are able to offer customers a broad choice of reliable, stylish closers with technical service and support second to none."

Topside's managing director Ian Hutchinson said "The demands of the project team meant we needed an aesthetic, robust and energy efficient solution for the main entrance of this project, and GEZE UK met these



requirements perfectly."

The £7.5m project, designed by Dewjoc Architects and built by Balfour Beatty Construction, won the 2006 Public Sector Building of the Year Landmark Award and is a light, bright, learning environment for over 1,000 students between the ages of 16 and 19. The building houses a learning resource centre, a computer learning unit and science laboratories, a raked lecture theatre and multi-purpose seminar/function room with access onto a landscaped roof terrace is located on the upper level of the three storey building.

A design that floods the interior with as much natural light as possible was created, stimulating learning, effective teaching and providing ventilation and a light, airy feel to internal areas.

A glass roof, creating a light and 'airy' street scene at ground level, tops wide circulation corridors at each level. Upper levels have large openings in the floors that allow light to filter to lower levels and through the glass walls of internal rooms. The 'street' is landscaped with trees and also houses an 'open air' café where staff and students can meet and socialise.

The architects gave careful consideration to building a college that uses minimal energy and expends low levels of CO₂. Where possible natural construction materials were used to create an 'environmentally friendly' building.



NEW MAN AT THE HELM OF THE RIBA



The RIBA has a new President in the shape of Sunand Prasad, Founding Partner of Penoyre and Prasad Architects, who took over the role on 1 September. Sunand is the 72nd RIBA President, a position previously held by Sir G. Gilbert Scott, Sir William Tite, and Sir Basil Spence among others. He takes over the two-year presidency from Jack Pringle, who becomes Immediate Past President.

"As it approaches its 175th anniversary the RIBA seems to me to be more relevant than ever to ensuring that society gets sustainable buildings and places designed to improve people's lives in an increasingly connected world", comments Sunand Prasad. I am looking forward enormously to the challenge of making the RIBA ever more effective, primarily through its most precious assets: the knowledge and commitment of its 40,000 members and its international reach."

"My priorities will be to expand the action already under way by the institute on climate change, to make stronger links with other professions in the construction industry and beyond so that we are a more powerful influence on government, and to make the RIBA the natural magnet for anyone, and especially young people, with a passion for architecture."

Sunand Prasad will give his inaugural presidential address in November at the City of London Academy, the Prime Minister's award winning school in Bermondsey.

Sunand Prasad MA, AA Dip, PhD, RIBA, FRSA was born in 1950 in Dehra Dun in the Himalayan foothills. He spent most of the first 12 years of his life in Mahatma Gandhi's Ashram in Sevagram, central India. His family came to England in 1962 and he went to secondary modern and grammar schools in north London. He studied architecture at the University of Cambridge and the Architectural Association schools of architecture. From 1976 to 1984 he worked with Edward Cullinan Architects, leaving to combine practice and research. He was one of the "40 under 40" architects in the 1985 exhibition of that name. At the same

time, he commenced a study of north Indian courtyard houses and urban form as a research fellow at the Royal College of Art, leading to a doctorate in 1988.

Gregory Penoyre and Sunand Prasad had worked together at Edward Cullinan Architects and shared office space as sole practitioners for a few months before setting up as Penoyre & Prasad in 1988. The practice first built a reputation through winning RIBA Awards in 1990 and 1991 with domestic projects. It then became known for its healthcare designs which have been exhibited widely. Penoyre & Prasad have gone on to design a wide variety of building types, from community to commercial, winning over 40 awards for their work, which has been widely published. The practice has also

built a reputation for contributing more widely to professional knowledge through taking part in industry reform and research initiatives.

Sunand Prasad has served on the RIBA Awards Group, chaired a number of awards and competition panels, set up the Constructive Change group and has been a Royal Gold Medal and RIBA Stirling Prize juror. He was elected to RIBA Council in 2004, is a member of the RIBA Board and was most recently Vice President for Policy and Strategy.

In 1999, Sunand Prasad was appointed as one of the first six CABI Commissioners and launched its Enabling Programme. He has been closely involved in developing CABI's Corporate Strategy and has chaired a number of Project Steering Groups. Most recently he has been chair of the CABI Skills Programme, stepping down at the completion of his two terms as Commissioner in July 2006.

Sunand Prasad has played a leading role in developing the Construction Industry Council's Design Quality Indicator (DQI). This work is part of his passionate commitment to developing a language for discussing design that all can share and a way of showing the value that good design brings to life.

Through most of his career Sunand Prasad has been involved in architectural teaching and has served as external examiner on a number of courses. Currently, he is a member of the Cambridge University School of Architecture Advisory Committee.

Sunand Prasad's published writings include essays on Le Corbusier, North Indian urbanism, culture and identity, the value of design, architects and the construction industry as well as a number of book and building reviews. He is author of *Transformations*, a monograph on the work of Penoyre & Prasad (published September 2007) and the managing editor of a forthcoming book on hospital architecture.

Sunand Prasad lives with his wife and three sons in north London in a self-built house.



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There's a room at the back of Nico's Clacton works where a mechanical arm continuously opens and closes a door 24 hours a day. It's testing one of their hinges for 200,000 openings. It's a bizarre sight, but it highlights two of the company's key attributes: seeking the highest mechanical quality for their products and a commitment to doing everything in-house. As a manufacturer, it's a formula that has worked well for them.

Nico have built their success by concentrating on hinges and fittings for the architectural and furniture markets. Managing Director Martin Johnson likes to joke that he can find a Nico furniture product somewhere in everybody's house. On the building side, Nico are renowned for their sophisticated window hinge and locking systems and an impressive range of architectural door hinges which they supply to AIs, distributors and manufacturers.

The company began in 1932 in Letchworth making locks and latches for the furniture industry. It was set up by the German Niederdrenk family who quickly realized that a German name was not a strong selling point in post first-world-war Britain, so they called the company Nico. With the outbreak of the second world war, the Niederdrenks were deported and the company given to a local family and turned over to the war effort manufacturing parachute buckles for the RAF.

"Even then they were top quality products" says Martin, "They were X-ray tested and every buckle had a unique serial number. It was high tech stuff for 1939"

After the war the business returned to furniture fittings. The unlikely move to Clacton-on-Sea came in 1958 when the owners spotted a promising new building whilst on holiday. Today the company has a 5000 m²

site employing 160 people. Since 1994 they have been part of JBS Industries who also own companies manufacturing windows, patio doors and roller sliding systems.

As the UK furniture business began to decline, Nico diversified into high quality hinges for doors and windows. In the 1980's when high specification uPVC windows hit the market, the company spotted an opportunity with the more sophisticated friction hinges and shoot-bolt locking systems that they required. They built up a strong business supplying the many new window manufacturers who were springing up around the country. "It was a very low-entry business", explains Martin, "A lot of those new manufacturers needed help and very forgiving hardware. We found we could design products that solved their problems. They also need very fine tolerances to work reliably – and we're good at that". They're also good



at innovative design. Their patented Easy Clean Egress Hinge is a good example. Uniquely it allows the opened window to slide within the frame for cleaning without catches or buttons. Today these increasingly sophisticated window locks and hinges account for 60% of the company's business.

Innovative design and quality engineering extend into Nico's manufacturing processes. They obviously revel in the challenges of production engineering. Their in-house design and tooling departments are masters of Progression Tooling – building a sequence of actions into a single machine process. "Not only is it far more efficient, it also gives total product consistency", explains Martin. "That's vital to our big manufacturing customers who use mechanised assembly systems."

Martin joined the company in 1995 from a mechanical engineering background, experience which has obviously been well employed developing Nico's operation. The company are Associate Members of the

You reduce lead times by become much more responsive in production." He gives an example of hinges they sell with up to 5 finish options. "We keep a reasonable stock of them all, but we have a bigger stock unfinished which we can plate as required. We also run our factory in small manufacturing cells so they can switch products as necessary and the latest Enterprise Resource Planning (ERP) software ensures raw materials are always in place. "It's a great tool," says Martin, "We used to run it once a week, now we run it twice a day."

Although Nico have a proportion of low cost, lower specification products manufactured for them in the Far East, Martin does not see cheap imports as the threat that many do. "I can always counter their cheap labour with more sophisticated mechanisation and tooling" he explains. "I can beat them hands-down on quality and I can obviously beat them on lead times. What I can't do is beat their material costs, but that advantage is lessening as China starts to



"A lot of those new manufacturers needed help and very forgiving hardware. We found we could design products that solved their problems. They also need very fine tolerances to work reliably – and we're good at that"

Martin Johnson

Guild and strong supporters. Sales Manager Chris Stevens was GAI Diploma silver medallist in 2005 and sits on the Education committee.

The range of processes that Nico undertake in-house is impressive. Besides design and fabrication they have a comprehensive electroplating shop, 5 plastic injection mouldings machines (all run by a single operator) and a zinc casting facility. Their 8-man tooling department has the latest EDM (Electro discharge machining) units and several high tolerance milling machines while their product testing laboratory checks for strength, durability and corrosion.

What this gives Nico is total flexibility and the ability to respond instantly to demand. It's a concept Martin Johnson is passionate about. "A lot of people think that you address the problem of lead times by holding huge stocks." He says. "They're wrong.

reduce its tax subsidies for exports under pressure from Western governments"

As for the future, Sales Manager Chris Stevens is upbeat. "We're starting to see the use of more complete door sets in construction", he says, "As with windows, that type of manufacture suits our products so there are opportunities there. Our door products also do well in demanding environments like hospitals, schools and social housing. Offering a 25 year guarantee on a hinge goes down well with PFI contractors who have to maintain what they build".

It's easy to see why Nico continues to thrive despite the demise of much British engineering. It's that combination of clever design, understanding the products and markets and the enthusiasm with which they approach their production engineering. There is still joy in manufacturing and it's alive and well in Clacton-on-sea.

aijnottingham

OLD MEETS NEW IN WOLLATON'S GRAND ENTRANCE

The UK's leading supplier of door and window control systems, GEZE UK, has sympathetically united Tudor architecture and a trendy glass entrance as part of a major restoration programme at Nottingham's historic Wollaton Hall.

Nottingham City Council selected architect Jane Roylance from Purcell Miller Tritton and contractors Linford- Bridgmann Ltd for the repair, restoration and conservation of the listed building. GEZE UK worked very closely with both the architect and contractor to create a glass entrance solution that could be installed without damaging the existing plasterwork or listed features.

While bringing the building back to its former glory, the key challenge was to ensure that the integrity of the Tudor structure was maintained, while enhancing the visitor facilities and complying with regulations. Providing access for all was a big factor throughout the restoration, so GEZE UK specified a Slimdrive SCR to create an all-glass semi-circular inner lobby that sits behind the original oak doors, forming a stylish, accessible, draft-free entrance.

Experts at GEZE UK invested a considerable amount of time in the final design of the lobby to ensure that the essential new entrance complemented the old building, using glass to create transparency and retain much of the original look and feel. The SCR was chosen for its operating height of just 7cm, making the installation almost invisible and enhancing the glass effect. It has also been designed and tested to meet the requirements of all relevant standards and regulations, including Building Bulletin 93, Approved Documents B and M, as well as assisting with the vigorous demands of the DDA.

Project Manager Ian Bird from Linford- Bridgmann said: "The restoration of Wollaton Hall required a fine balance between the historical significance, current use and compliance issues so we chose GEZE UK for their experience at visitor attractions and with sympathetic renovations. By working in partnership, we were able to meet the client's request for an all-glass façade and install the SCR without compromising the original features."

GEZE's UK specification manager, Paul Wyatt added: "Attention to detail was of paramount importance at Wollaton Hall and our team of experts worked hard to develop a simple solution which would combine aesthetics, functionality and compliance. Our innovative Slimdrive SCR can fit a wide range of applications and it was the ideal choice for the new entrance."

GEZE UK is no stranger to working at high profile tourist destinations having previously worked for Dover Museum, the Whisky Heritage Centre in Edinburgh and Birmingham Tourist Centre.

The National Lottery, Heritage Lottery Fund and the European Regional Development Fund funded the Wollaton Hall Restoration. Set in over 500 acres of historic deer park, Wollaton Hall is a spectacular Tudor building, designed by Robert Smythson and completed in 1588. It is now the home to the Nottingham's Natural History Museum, and Wollaton's Courtyard Stables house the Industrial Museum, Steam Engine House, Visitor Centre and Yard Gallery.



aijwarwickshire

MONKEY BUSINESS

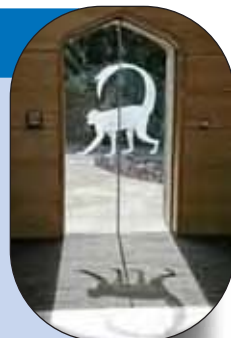
Gretsch-Unitas has just completed work on its most unusual entrance system to date – a sliding doors arrangement at the Monkey House in Twycross Zoo.

G-U had been called to the zoo to provide a new entrance system for the Monkey House after a recent renovation. This had involved the building of an extension which provided a new entrance hall to the attraction.

Paul Lewis, sales & marketing manager for the door division, said: "The main criterion of Twycross was to ensure that the entrance system complemented the stylish design of the new building.

To meet their requirements we installed a CompactMaster sliding door system featuring two frameless glass doors that had the Twycross Zoo monkey logo etched across the panes of glass – giving the zoo a practical and stylish entrance system."

The CompactMaster installed by G-U provides architects with a user friendly and energy efficient bi-parting sliding door. The frameless glass system and compact and slim design gives the zoo an elegant and modern entrance. An added benefit of the CompactMaster is the slim design of the drive unit. This has a vertical dimension of only 100mm, which allows the unit to easily fit into the architecture of the monkey house.



aijmanchester

CHECKING IN

Perko Powermatic, the concealed, controlled door closer from Samuel Heath and Sons plc, has been installed at the new Hilton Manchester Deansgate - a landmark hotel with spectacular views over the city.

Situated within the lower 23 floors of the iconic, 50 storey Beetham Tower, the hotel's specifications boast impressive modern facilities and the latest in chic interiors - right down to the design of the door closers.

Over 400 Samuel Heath's Perko Powermatic concealed, controlled door closers have been specified for the hotel. The architects, Ian Simpson of Manchester, asked specialist architectural ironmongers, Laidlaw Solutions Limited to provide a door closer that would meet all the fire performance requirements yet achieve a clean, unhindered appearance to complement the design of the hotel.

Colin Whittaker, key account manager at Laidlaw Solutions, explains why his company had no hesitation in recommending Perko Powermatic, "For this prestigious project, the architect did not want to use surface mounted door closers and Perko

Powermatic offered the ideal solution. It satisfies all of the necessary fire and access performance criteria and has the added benefit of being invisible when the door is closed."

Commenting on the specification, Dave Green, project architect for Ian Simpson, states, "Laidlaw Solutions's recommendation for the door closers was spot-on. Freedom to create the desired interior is important to any designer and the Perko Powermatic door closer allowed us to retain the intended appearance of the door, and interiors, without worrying about extraneous mechanical devices."

Leaderflush Shapland of Nottingham supplied the doors pre-morticed ready to accept the closers.





Guardian Lock & Engineering stands as just that, a guardian of a proud lock-making tradition started in its home town of Willenhall over 500 years ago. Helen Curry went along to see how this custom is being maintained in the 21st century.



The weight of lock-making history can be felt at the gates of Guardian Lock's premises which were originally built for a lock company early last century. But that

impression is quickly banished after a tour of the company's extensive manufacturing facilities. While the company still proudly boasts of its British heritage, it has embraced modern planning, design and manufacturing techniques and export quality locks worldwide including the Middle East and Australia.

The company was started in 1981 by current MD Cyril Page, Production Director David Bate together with Brian Crutchley, who has now retired. Originally they ran the company from a house before moving to the current premises which was occupied by lock company Keats Brothers. The factory covered 4000 square feet but has since been expanded, piece-by-piece to 20,000. "Our first order was for 100 locks," remembers Cyril whose background in lock making stretches back 50 years. "The

customer paid us quickly so we made some more – and that's literally how we started."

Nowadays the company manufactures six hundred types of locks

with 13,000 different permutations, selling to architectural ironmongers, builders merchants and locksmiths. The original staff of three has now risen to sixty-five.

The company is building its continued success on traditional British values – quality and personal attention – and believes there is still a value in being a British manufacturing company. "Being British-made still counts for something in this market – our customers at home and abroad often tell us so," comments Cyril.

With quality a watchword at Guardian, it comes as no surprise to hear the lengths that the company goes to to ensure the highest quality standards. Every lock is 100% tested and inspected by hand. Each one carries a guarantee of at least ten years but the company will offer twenty-five year warranties if necessary. Most locks are tested to half a million cycles, even when standards only

require 200,000-cycle testing. As testimony to this meticulous attitude to quality, the company quotes a customer in the United Arab Emirates who orders 6000 locks on each order and, in all the time the relationship has been prospering, has only ever had one faulty lock.

A recent example of this scrupulous approach to quality was demonstrated by the company successfully fire testing its entire range of UK manufactured locks & latches to BS EN 1634-1, for use on 30 minute & 1 hour fire doors. Magnus MacFarlane, who liaised with Bodycote Warrington APT to achieve this result believes that this was a crucial move for the company "At a time when there is increasing government and local council regulation on building projects and the accompanying architectural hardware, the company took this step to help architectural hardware specifiers & suppliers. They can have confidence that choosing any of Guardian's UK manufactured locks & latches will allow them conform to fire safety regulations providing they are used

"We don't try and compete with the big boys with their huge volumes. We concentrate on niche markets and look for new markets to develop profitably."

on doors of the appropriate construction, and with the appropriate hardware and fittings", he comments.

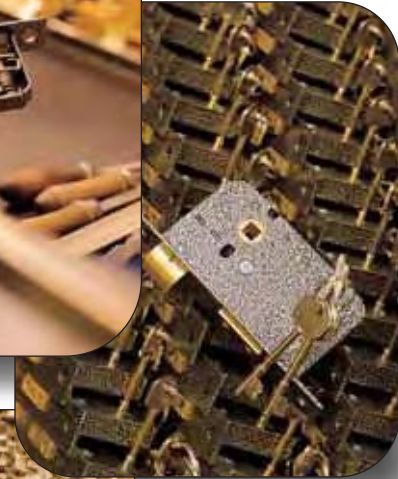
Guardian continues to build on its reputation for quality British manufacturing, a strategy which the company has advocated since day one. "We don't try and compete with the big boys with their huge volumes. We concentrate on niche markets and look for new markets to develop profitably." The company takes this issue with quality all the way through its processes. For example, Guardian develops, manufactures, and repairs all of its own tooling, allowing the company to maintain absolute control over quality.

Being fast on its feet is standing Guardian in good stead. Modern manufacturing techniques allow special products and one-offs to be manufactured and Guardian has invested heavily in IT (such as the Solid Works programme) to allow that trend to continue. This allows the company to innovate and turn around products from idea to finished goods quickly and efficiently.

As proof of this innovative culture, Guardian currently has sixty different locks in different stages of development and continuously updates and improves its existing products to meet new customer requirements and ever-changing standards. Guardian has been working towards achieving lean manufacturing status using the KANBAN system for processing components. Delivery is same day for many standard items, but specials may take a little longer.

This inventive attitude is vital if a British lock company is to compete in today's global marketplace. It is taking the company forward to meet the global threats and opportunities in today's lock market. Cyril and David still enjoy what they do and are bursting with ideas for future developments. "We have both enjoyed the journey so far," they say. "There's every reason to be very optimistic about the future of Guardian."

So it seems that at least one corner of the lock making industry remains forever England. And proud to be so.



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aijcroydon

THE REAL DEAL

As a large organisation producing electronic and paper based communications for the financial sector, security is paramount for Real Digital. ASSA ABLOY Door Solutions was set the challenge to update the security of the building's existing system, while meeting the safety and functional needs of employees.

Project managed by ASSA ABLOY Door Solutions, an integrated physical security system with electronic locking technology and steel doors were specified, creating a strong and secure environment.

ASSA Evolution locks and exit devices provided the ideal solution for functionality, employee safety and intruder prevention. The split follower function means access is strictly controlled without obstructing an easy exit, particularly in the case of an emergency. An additional benefit was Evolution's reinforced hookbolt. This feature ensures the door remains secure even when excessive force or pressure is applied.

Twin Combi mechanical keys and high security patented cylinders were provided for increased security. The heavy duty master keys were cut with unique side codes to prevent unauthorised access to the key blanks.

"The printing division operates 24 hours a day, seven days a week so striking the right balance between security and functionality was a real priority for us," said Peter Rivett Managing Director of Real Digital.



aijlincolnshire

HEALTH CHECK

United Lincolnshire Partnership NHS Trust has joined the growing number of UK health authorities to benefit from Perko Powermatic the controlled, concealed door closer from Samuel Heath.

United Lincolnshire Partnership NHS Trust provides hospital services to the county from eight hospital sites. Initially, the Trust trialled the Perko Powermatic door closer in a high usage area where it would be in operation 24/7, 365 days a year. Staff were so pleased with its performance that the estates management department has now recommended the product for use whenever any closer needs replacing in Trust buildings.

Perko Powermatic, is setting the standard for door closers in the health sector, where, in addition to its performance accreditations, the closer's concealed nature is delivering benefits of specific relevance to healthcare environments.

From a performance perspective, Perko Powermatic, boasts a host of independently verified technical approvals, including fire testing on 30 and 60 minute fire doors to BS EN 1634, opening forces that comply with BS8300 and Approved Document M, and CE marking.

With cleanliness and hygiene of paramount importance, the closer's concealed mounting offers minimal surfaces on which dust and potentially harmful detritus can accumulate. The design also reduces the burden on cleaning staff.

Vandalism of doors can also pose a risk to the safety of a building's occupants, particularly where fire doors are concerned. Totally concealed when the door is closed, and barely visible when the door is open, Perko Powermatic, presents very little opportunity for the would-be vandal to damage its mechanisms and render the door useless.



TAKING PADLOCK SECURITY TO THE LIMIT



UNION Architectural Hardware, designer and manufacturer of the UK's leading brand of locks, cylinders and architectural hardware, has launched a range of high security padlocks that offers ultimate strength and locksmith flexibility.

An interchangeable platform of padlock bodies and cylinder systems provides strength and durability to withstand today's security and environmental challenges.

The new UNION padlocks have been tested to the latest European Standard for padlocks EN12320:2001. Security graded between CEN 3 and CEN 6 the range has also been subjected to the vigorous attack testing by Sold Secure and successfully gained Gold, Silver and Bronze accreditation. UNION has also given these products a 10 year guarantee.

The flexible nature of this series allows the locksmith to tailor the product to their customers' individual requirements, either for a standard 5 pin system or a master-suite across a site using the UNION D-Tec system. The choice of cylinders gives end users the option of either key copying convenience or key security where authorisation is required for duplication.

Padlocks can either be supplied fully assembled as an off-the-shelf solution or as sub-assembled products enabling the locksmith's inventory to be kept to a minimum.

The range consists of the most popular padlock sizes 50mm, 60mm and 70mm and the range is available with either brass or hardened steel bodies with an open shackle. There is also the choice of open and hardened steel for the closed shackle designs on the 60mm and 70mm hardened steel body variants.



CLASS GLASS

Following the major launch of their new glass door hardware Collection, UK architectural ironmongery manufacturer Cooke Brothers Ltd has increased the range to include other types of hinges, different sizes and finishes.

Cooke Brothers glass door hinges are manufactured in 304 and 316 grade stainless steel. They are available in three styles to complement the company's popular Phoenix Loadmaster, Slimline and Concealed Bearing hinge ranges; lift-off versions are also available. The hinges are suitable for glass doors 10 to 12mm thick and weighing up to 80kg.

The Collection offers designers a variety of finishes including satin or polished stainless steel as standard plus brass or bronze; special finishes are also available to order. The glass is protected and shielded from the stainless face through the use of polymer inserts and rubberised seals.

The glass door hinge is part of the new Collection which includes glass door flush pulls, door seals and door brushes. The stylised flush pull is available in the same finishes as the hinges so as to provide a uniform and consistent finish across the hardware. Pulls are available for both sliding doors and swing doors.



ALL WHITE

Royde & Tucker is introducing a white track and beam set to its Krona pocket door range allowing full height installations blend in with the ceiling. The white track and beam option allows a pocket door to be installed flush with the finished ceiling without casting a shadow. The result is a smooth, unintrusive and contemporary door installation.

Krona pocket doors can be used for any interior door, saving 6% of overall floor space, or 10 sq ft per door. The 'pocket' element means that the door slides smoothly into the wall cavity, leaving valuable space to be used more productively. Krona doors can be installed in full height installations, or in more standard door frames, with or without architrave. Krona kits can be used with single and double doors, simultaneous opening and glass formats.



WAVE POWER

The wave mode is a revolutionary automatic door lock launched by CISA, part of the Ingersoll Rand Security Technologies. The new lock is specifically designed for hotels, hostels, student accommodation and other facilities with transient occupancy.

The wave mode combines different modular and operating elements which provide multiple options so that locks can be designed to meet any level of security or budget or to complement any architectural style. The lock replaces the need for mechanical locking systems but can, if necessary, have a mechanical override. CISA claim that the lock provides over 95% of the benefits of a traditional wired online access control system at a fraction of the cost, including greatly reduced installation time.

The lock is operated with a hand-held smart card which reduces fraud, increases room security and cannot be cloned or copied. The card can also be programmed to facilitate access to or use of other facilities, such as leisure areas or vending machines, as well as providing an audit trail of the last 500 cycles. Remote operation means that mislaid or redundant cards can be easily invalidated.

The wave mode is suitable for all types of internal and external doors, including integration into automatic doors to facilitate easy access for the disabled. The lock set is fully certified to EN 1634.

MAKING HEADWAY

A new streamline door closer has been added to the Briton 1100 Series range of overhead door controls. The Briton 1130B.T incorporates a non-projecting arm, which provides stylish aesthetics and is ideal for potential high abuse applications, such as schools and colleges, where a projecting arm could be subject to abuse.

Designed to complement Briton's latest range of market-leading door closers the 1130B.T is fully adjustable for door sizes 2-4 making it suitable for a wide range of door sizes from 850mm wide, weighing 40kg through to 1100 mm wide 80kg doors. The introduction of this new closer offers greater flexibility within the suited range. The closer also features adjustable 'backcheck' which helps to protect the door and hardware by acting like a door stop.

With a ten-year guarantee, the closer is fully certified to EN1154, EN1634 and CE Marked. It is available in a standard silver or gold sprayed finish with matching arms and slide track or with a range of softline and classic cover options in a number of metallic finishes.

The new 1130B.T is a blend of design, function and form. The use of high quality silicon chrome alloy steel for the spring and thermo constant fluid, ensure long life cycles, low maintenance, durability and efficient operation.



NEW LOCK EXTENDS OPTIONS

The latest addition to Roto Frank's expanding DoorSafe range of hardware is a single-point mortice lock.

The new lock features the same strong central gearbox, with 92mm handle centre, as used in the company's leading range of multi-point door locks and offers an excellent solution to door security in situations where a multi-point lock may not be suitable. The mortice lock's compatibility with Roto multi-point locks also means that door manufacturers can provide customers with suited handle sets in different applications throughout a project.





KEEPING TO THE RULES

No place in the workplace for bullying

Most people will have come across bullying at school, either directly or as an observer. However, it does not stop at the school gate and is prevalent in many work places.

What constitutes work place bullying?

It can take many forms, but often involves one or more of the following factors:

- Shouting at employees
- Picking on individuals; singling individuals out for criticism
- Making someone the butt of office jokes
- Setting individuals up to fail by imposing unachievable targets, reducing/increasing sales areas etc.
- Excluding individuals from meetings, updates, social occasions.

Sometimes workplace bullying is a deliberate decision to target a particular individual who is disliked or is under performing. More often, it can simply reflect a management style. In a recent case we dealt with, the client's activities were totally sales focused, with high targets, and commensurately high rewards in terms of bonus payments. The manager in question liked his team and wanted them to perform well, but frequently egged them onto success by yelling at them which some found stressful. Sometimes, acts which can be perceived as bullying may be unintentional, for example an office where most of the staff are young may hold social events which exclude older employees.

What are the consequences of workplace bullying?

Employees can become ill with stress. This in itself results in under performance at work, and often considerable time off. Both of these impose additional strains on other staff and cost the company money. If the employee becomes very ill, then there is a possibility that they may be covered by the Disability

Discrimination Act, and able to bring a claim under that Act.

An employee may resign and bring a claim for unfair constructive dismissal, where the type of workplace behaviour experienced by the employee means that they no longer have trust and confidence in the employer. The employee may resign after a series of acts of bullying but sometimes just one act can suffice, for example, bawling an employee out in front of other staff and customers has been held to be sufficient to fundamentally breach the contract.

Finally, an employee may relate bullying behaviour to their age, race, sex, religion etc. If the employer is unable to show that the bullying is related to some other cause, then the employee will be able to claim unlimited compensatory losses if they have resigned or been dismissed, together with a sum for injury to feelings. If the bullying has been sustained and not dealt with by management, that award could be as high as £75,000. A claim may also be brought against the bully in person.

Avoiding problems with bullying.

- Training - make sure all managers have up to date training in handling people
- Make it clear that workplace banter directed at individuals is unacceptable

If you receive a complaint of bullying, make sure that it is treated seriously and investigated. If necessary, suspend the alleged bully.

Look out for high absence rates due to stress-related illness or a high proportion of days off in any one department and investigate it.

Bullying costs money on a day to day basis and is ineffective in increasing productivity. It can lead to high staff turnover and a disillusioned workforce. It also has the potential to result in tribunal claims which will not only be costly but unpleasant to have to defend. A national campaign against bullying at work will be launched in November this year, so it would be sensible to make sure this is not a problem in your workplace before it becomes a major issue.

Roger Vincent

Briton

1100 Series



Making Headway in Overhead Closers

A new track door closer has been added to the Briton 1100 Series of overhead door controls. The **1130B.T** has been designed to complement the existing range of overhead door closers and is strength adjustable for door sizes 2-4 making it suitable for a wide range of door sizes up to 1100 mm wide 80kg doors. The introduction of this new closer offers greater flexibility within the suited range which offers adjustable power closers in 2 body sizes and 3 cover options including the Classic and Softline covers.

Briton 1100 Series closers are CE marked and come with a 10 year guarantee.



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Security Technologies