FIFE BUSINESS WEEK 2018
Initiative returns with full programme of events

FBM MEETS…
Sarah Jardine of Optos Plc

TASTE OF SUCCESS
Focus on Fife’s food and drink sector

NEWS FROM AROUND FIFE
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Welcome

Welcome to Issue 44 of Fife Business Matters (fbm), Fife’s premier business publication.

Before I introduce this issue of fbm, I would like to take the opportunity on behalf of the Fife Economy Partnership to thank Stephen Doran in his role as Chair for his commitment, leadership and enthusiasm.

During Stephen’s three-year tenure, the Partnership has achieved a great deal. It has grown its membership and it has continued to deliver an ambitious growth strategy, which has been instrumental in strengthening our local economy. One key aspect of this has been the approval of the Fife Business Charter, which the Partnership, alongside Fife Council and business representative bodies, has created to bring about inclusive economic growth as outlined in the Plan for Fife.

This quarter has also thankfully seen a buyer secured to safeguard the future of Havelock Europa Plc, the internationally renowned Kirkcaldy-based business. This deal will hopefully enable it to capture further opportunities and retain many skilled jobs within the region.

Building on the many successes, I am exceptionally proud to see that Fife has been shortlisted in a competition run by the UK Government (Department for Business, Energy & Industrial Strategy) as a candidate for the title of being ‘Most Enterprising Place in Britain’. This shortlisting recognises the work that is underway across the region to roll out our innovative Culture of Enterprise Learning Journey, which brings together school pupils, young adults and business leaders. It also endorses the support that continues to be provided to business growth initiatives and the ongoing focus on supporting industrial estate regeneration in Fife.

Within this edition, we launch Fife Business Week and offer an insight into two key sectors in Fife. The success of food and drink businesses is highlighted, whilst fbm also focuses on Industry 4.0. We hear from those businesses that have already embarked on their Industry 4.0 journey and are embracing the future challenges of manufacturing.

This is just a snapshot of what is featured inside the Autumn issue of Fife Business Matters. I hope you enjoy reading it, and as ever, if you’ve news that you would like to share, please do send it to us at: editor@fifebusinessmatters.co.uk.

Stephen Edmiston
Vice-Chair of the
Fife Economy Partnership

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AFTER a successful test trading project at the Enterprise Hub Fife, Kaber Helm has moved to commercial premises at the Kirkcaldy Enterprise Centre.

During its time at the Hub, it rented office space and sought business advice to help it test trade and grow.

Kaber Helm’s Managing Director, Stewart Gray, recalls:

“When we discovered the Enterprise Hub Fife, we had been working from home and holding team meetings in coffee shops or round the dining room table. We recognised this set up was slowing down our development process and we were looking for an affordable solution where we could get the team together as well as providing a professional environment to invite potential clients to.”

Stewart continued:

“We’ve been able to achieve so much in the last year and really focus on growing the business. As we take on more staff we feel it’s time to move into bigger offices, but we will be forever grateful for the sound advice and opportunities that have been given to us during our time at the Enterprise Hub Fife.”

www.kaberhelm.com

MALE PAMPERING BUSINESS SETS SIGHTS HIGH

With its quirky name and bold marketing campaign, Bearded Basturds, the organic male grooming business and its barbershop venture, is going places.

Born from baby skin care research, Bearded Basturds’ range of organic and cruelty-free beard grooming products are on sale across Europe. It exports to 17 different countries, having just secured a deal to distribute products into Austria and Switzerland.

It also produces white label products for UK companies from its Rosyth base, and has an award-winning barber shop in Dunfermline, which it franchises out.

Craig McKay of Bearded Basturds, said:

“We’ve got a unique product range, which is selling strongly in the UK as well as Europe. The next step is to target Germany, which is a big market.

“We’ve worked closely with Scottish Enterprise and Fife Council Economic Development for help with our strategy, identifying distribution channels and with networking. This support has been invaluable.”

This year, Bearded Basturds’ aim is to break the £250,000 turnover barrier and to launch new shaving and baby skin care products as well as candles and aftershave, whilst recruiting its first full-time members of staff.

www.beardedbasturds.co.uk
THE POWER OF VIDEO

Dalgaty Bay is home to Exterity, the global leader in enterprise IP (Internet Protocol) video technology. Put simply, it enables clients to capture TV and video content directly from any source and manage its distribution and display around their facilities.

Exterity was established in 2001, and employs 100 staff, 80 of which are based in Fife. It has grown by 100 per cent since 2010 and has more than doubled its staff count in the same timeframe. The company expects to continue this exciting growth rate.

Its customer base has increased, particularly in the Middle East and Asia Pacific regions. Recent wins closer to home include: Lord’s Cricket Ground, the University of Aberdeen and Goodwood, which has deployed Exterity’s IP video solution to enhance facilities for guests and sponsors.

Speaking about its plans for the future, Colin Farquhar, Exterity’s CEO, said:

“As AV-over-IP continues to build momentum, our focus is increasingly on supporting the demands for tighter integration of IP video and digital signage into our customers’ core business activities, while ensuring they satisfy increasingly demanding content protection requirements. Our adherence to key content security technologies ensures that our customers are able to protect their content and comply with industry regulations with confidence across their entire Exterity IP video solution.”

www.exterity.com

GREENFOLD TAKES PART IN DELEGATION TO DUBLIN

Scottish Development International (SDI) recently led a delegation of 12 companies to Dublin with the aim of growing their businesses in Ireland, or to break into the country for the first time.

Ireland is Scotland’s sixth largest export market and imports more from the UK than any other country – an ideal first step market for Scottish companies.

Dunfermline-based Greenfold Systems, a leading provider of outsource manufacturing services, took part in the arranged visit. During the trip, opportunities to engage with businesses in Ireland were identified, and strategic relationships built.

Bob Waterson, Managing Director of Greenfold Systems, said:

“This was an extremely worthwhile visit and provided the opportunity to familiarise us with the Irish market before fully committing to exporting.

“We had a number of fruitful one-to-one meetings, during which, we established relationships with Irish companies keen to work with us. The Irish market is very much open to Greenfold Systems and we’re working on developing opportunities as we grow the business.”

This visit was led by Scottish Development International, which works in partnership with Fife Council Economic Development, Fife Chamber of Commerce and Business Gateway Fife as an integrated, ‘one-stop-shop’ service to help businesses get their goods and services to market; whatever stage of the business journey.

For more information, please email: dorothy.smith@fife.gov.uk.
CRAFTING FUTURE GROWTH

Bespoke manufacturing joiners TJ Ross is expanding. It has moved to new premises on Faraday Road, Southfield, Glenrothes, in an attempt to boost productivity and increase turnover.

The new factory, which has been finished using the business’ expert craftsmanship, was officially opened in August by Councillor Altany Craik. The new facilities mark forty years in business for family-run TJ Ross and is a real opportunity for the business to thrive.

The new facilities have been bolstered by new machinery and a new work profile following LEAN principles. Support and guidance from Fife Council Economic Development has helped with its leadership practices, management skills and with the upskilling of its workforce.

Whilst it is still early days, TJ Ross is already seeing results – production of its bespoke hardwood sash and case windows and external doors is on the rise.

Not content with moving its ‘home’ and undertaking a rebrand, TJ Ross has also opened a new studio in Spittal Street in Edinburgh. It offers clients and local architects the chance to find out more about its range of aspirational products – traditional, yet modern, hardwood sash and case windows and external doors – made by its master craftsmen.

The decision to move premises, was a result of the business’ turnover plateauing at around £2.4 million. It was a strategic move, based around a total revamp of its production processes.

Directors, Martin and Alyn Richardson spoke to fbm about their desire to increase turnover. Martin said:

“Forty years in business and we’re still going strong! Our new premises combined with improved working practices will bring about an increase in production of our bespoke, aspirational products. With that, we’re projecting a notable increase in turnover.”

Moving premises, expanding operations and investing in new machinery is a significant undertaking for any business. Through its close working relationship with Fife Council Economic Development, TJ Ross has sought successful applications to The Fife Task Force and for Regional Selective Assistance, to purchase new machinery and support the renovation, extension and modernisation of its new workshop and office facilities.

Councillor Altany Craik, Convener – Economy, Tourism, Strategic Planning & Transportation Committee, said:

“Officially opening TJ Ross’ new premises offered an insight into the business and its plans for the future. Not only does the new workshop look superb from the outside, showcasing the business’ superb craftsmanship, but inside, it has been set-up to boost production, increase its storage, and enable the business to grow and develop in the years ahead.”

www.tjross.co.uk
**A ‘COOL’ BUSINESS**

JD Cooling Group has a ‘cool’ future. It was recently crowned as one of the top 1,000 Companies to Inspire Britain, as well as ACR Contractor of the Year 2018 and RAC Contractor of the Year 2017.

It has gone from strength to strength since its founding in 2000, employing over 100 people across five regional offices in the UK, including Fife.

Its Fife operation has recently moved to larger premises in Kelty Industrial Park, to enable it to expand its design, installation, service and maintenance of its state-of-the-art commercial and industrial cooling systems, which are supplied to the fresh and processed produce industry throughout Scotland.

JD Cooling Group in Fife employs 13 staff and services a diverse client portfolio, which includes Kettle Produce, Albert Bartletts and the family bakers, Baynes.

Ross Hynd, JD Cooling Group’s Scottish Regional Manager, said:

“It’s an honour for JD Cooling Group to be named as one of the UK’s most inspiring companies, which is testament to the passion and dedication of our talented team.

The last couple of years have been fantastic for the company, which in addition to our recent honours, includes the expansion of our Fife regional office. We are quietly ambitious as we continue to strive to design and implement the next generation of cooling technology.”

www.jdcooling.com

**A COMPANY BUILT ON RELIABILITY**

Fresh from completing a significant ventilation project at the new V&A Museum in Dundee, Pro-Duct Group isn’t resting on its laurels.

The last two years have seen the family-run business thrive. It has invested significantly on extending its premises; recruiting more staff; training; purchasing new machinery and software - its first steps towards Industry 4.0 - aimed at increasing capacity to meet demand.

It has also just launched a new service offering fire damper drop testing in line with industry standard BS9999: 2017.

Pro-Duct has a very healthy order book moving into 2019, servicing a variety of sectors and its extensive customer base.

Craig Condie, Business Development Manager at Pro-Duct Group, commented:

“We’re extremely proud of the work we completed at the V&A Museum; it was a challenging but rewarding project. We are looking to the future, for new markets and best operating practices, whilst strengthening our customer relationships.”

Pro-Duct is looking to generate more opportunities in Fife. It has sought help from Fife Council Economic Development’s Supplier Development Programme (SDP) and Business Gateway Fife’s Expert Help in regards tendering for public sector contracts.

www.pro-duct.co.uk
In this article, the Scottish Investment Bank, Scottish Enterprise’s investment arm, gives its guide to creating a financial model as a key fund raising and management tool.

MANAGING FINANCE

For new businesses, financial projections are essential to the business planning process. For established businesses, financial projections are an important part of the annual budgeting process and managing business performance. They also play an important role in long-term planning and corporate development.

A set of financial projections is a financial model, and every model will be different as they depend on the business, the circumstances and the intended use and purpose.

Financial models are used by businesses in different situations including the annual budgeting process, finance raising, viability reviews, acquisitions, capital budgeting and scenario planning.

There are three stages to develop a financial model:

Planning - before starting, there needs to be an intended purpose; a timespan that the model will cover; as well as a clear list of assumptions, which will form the basis of the financial model.

Building - build the financial model to include: consistency; simplicity; standards; and flexibility.

Testing - finally, test and review, checking the integrity and logic of the model to ensure it works correctly in a number of different scenarios.

When raising finance, a financial model is used to help determine how much money you need; how and when the funding will be used; and the value of your business. And, from the funder’s perspective, the financial model helps validate the financial opportunity.

For example, a debt funder wants to know the suitability of the business for debt and whether a loan (and interest) can be repaid. It will look at the financial model, especially the profit and cashflow, and that these actual figures are backed up by predictions and assumptions. A lender will also want to understand the market conditions that affect your business, as well as what the loan is for and what collateral will be pledged as security for the loan.

Looking at the financial model once more, a lender will want to understand the market conditions that affect your business, as well as what the loan is for.

For those businesses considering finance options, Business Loans Scotland and the Fife Investment Fund can bridge funding gaps. Each fund, delivered in Fife by Business Gateway Fife on behalf of Fife Council Economic Development, is aimed at helping to accelerate the growth of innovative businesses, which have increased trading potential.

Similarly, the UK Government has in place a scheme called the Enterprise Finance Guarantee, providing a guarantee to the bank to cover some of the loan. In this case, the business will end up paying a fee to the government on top of interest to the bank.
BLS BRIDGES THE GAP FOR EUROSPRAY

Business Loans Scotland (BLS) offers loans of up to £100,000 to good, viable businesses seeking access to alternative sources of finance.

When Glenrothes-based Eurospray found itself with a cashflow predicament due to the delay of a couple of contracts, it applied to BLS to bridge its funding gap. Private equity was injected into the business as well as a loan from DSL, which was match funded by BLS.

Things are certainly looking up for Eurospray. Business has increased by 30 per cent this last quarter and it’s working on a new train project, whilst continuing to service Virgin Media, BT and train Wi-Fi systems.

Eurospray Director, Mike Strange said: “Business Gateway Fife put us in touch with Business Loans Scotland to help manage this ‘blip’. Its loan of £25,000 bridged our cashflow shortfall and put us back on an even keel. We are resilient and the business is stronger than ever.”

Could Business Loans Scotland help your business?

For more information on how Business Loans Scotland can help you, contact Business Gateway Fife (01592 858333/success@bgfife.co.uk) or visit: www.bls.scot
Food and drink is at the heart of Fife’s heritage and is at the core of its community. From the smallest of ingredients to the biggest of brands, the region’s infrastructure, technology, water and land, provides the natural resources to deliver quality.

In this article, we highlight some of those companies that are inventing, designing and developing Fife’s food and drink sector.

Top Left: The Adamson’s Wimbledon Cocktail
Top Right: Lindores Abbey Distillery offers tours with its Apothecary, Tim Foster. These experiences offer the chance to get ‘hands on’ in making Aqua Vitae, using herbs, spices and spirit essences
Below: Soft fruits from Fife

Fife is home to some of the world’s leading global food and drink brands, including Diageo, Carr’s, Quaker, Marine Harvest, Eden Mill and Kettle Produce, to name just a few. It is also home to emerging food and drink businesses.

Over the last ten years, Fife has invested over £400 million in the food and drink sector, which has supported 6,000 jobs in the sector and generated a £725 million turnover. Its natural resources make it an integral part of the arable community supplying global chain supermarkets, distilleries and breweries, whilst 95 per cent of Pittenweem’s annual catch is exported internationally.

In Fife, food and drink businesses invent. Peel Tech’s revolutionary innovative filtration system, which helps food processors comply with the UK Waste Regulations regarding drainage pollution is just one example. Family-run, Dalgety Bay-based Todd Fish Tech is another. It’s hoping to double sales to £1 million over the next two years as it rolls out its new revolutionary shellfish storage system, Lobster Pod. The patented product increases the survival rate of landed lobsters, crab and langoustine for up to six months.

Food and drink businesses also design and manufacture new products. Fife is soon to be home to Scotland’s first producer of Buffalo Mozzarella, as The Buffalo Farm has unveiled plans to build a major dairy plant (pictured opposite - middle right).

The business has been awarded over £500,000 in grant funding from the Scottish Government’s Food Processing, Marketing and Co-operation (FPMC) grant scheme, which will see it transform an old dairy farm at Bankhead of Raith into a dedicated milking parlour, processing plant and sheds for the new herd of Dairy Buffalo.

Fife has always been full of hidden treasures, and each visit to the region seems to uncover new and delightful food and drink experiences. Lindores Abbey Distillery, Scotland’s oldest recorded distillery site, has been awarded five-stars from VisitScotland after being open for less than a year. This significant achievement, reflects the progress the business has made. It’s now the largest employer in Newburgh; its recently filled its 500th cask of whisky; and it has reached the finals of the Rural Business Awards in the drinks category.

Also enjoying success is The Adamson in St Andrews, which was recently named Scotland’s Best Bar at the BWS Women in Business and Hospitality Awards. Its Wimbledon Cocktail - Eden Mill Love Gin, champagne and strawberry cordial, lemon and garnished with a fresh Fife strawberry – also made it on to The Scotsman’s review of the ten best new drinks to try this summer.

Visitors come from near and far to enjoy Fife delicacies.

Bowhouse opened in July 2017 and is home to a growing number of artisan producers. It received funding from Fife Council Economic Development to assist businesses by giving them scope to test their products, trade and position their business. A new flour mill has opened at Bowhouse, with a distillery and a casual artisan pizza company set to launch later this Autumn.

St Andrews farm shop Balgove Larder (pictured opposite - middle left) has doubled the size of its current café this year, on the back of strong sales, creating five new jobs.

In Newport-on-Tay, KitschnBake is an example of how one small oven and one big idea can turn in to a profitable business. In November (2017) the café won the prestigious The Scotsman Food and Drink Awards Café of the Year, followed in March (2018) with The Menu Food and Drink Awards Coffee Shop of the Year.

Collaboration is important to KitschnBake, as it works alongside other likeminded local businesses helping to showcase what the fantastic region can produce. Its café wall features a “local food map”, highlighting some of its favourite local sights and recommended businesses allowing visitors to get a taste of the local region.

Food and drink businesses are thriving in Fife and there’s commitment from Fife Council to continue to encourage and help the businesses operating and supporting the sector.

Councillor Altany Craik, Convener – Economy, Tourism, Strategic Planning & Transportation Committee, said:

“The food and drink sector is important to the local economy in Fife. From coast to countryside it provides jobs, encourages and supports the region’s tourism businesses and enhances the reputation of Fife as a region that cares about the way food and drink is produced and served. We actively encourage and support the sector to ensure that Fife remains firmly on the food map.”

Fife Business Matters
The Little Herb Farm, which produces a range of sweet fruit vinegars, jams, marmalades and chilled dips for supermarkets, independent delis and farm-shops, has won £40,000 and a business support package as part of Scottish EDGE.

The award - a £16,000 grant and a £24,000 interest-free, two-year loan - will support The Little Herb Farm's growth. It moved to a new purpose-built facility in Cuparmuir in June, and now needs to purchase new equipment to increase production.

It has also recruited another employee, taking its headcount to six full-time members of staff.

Lindsey Anderson, founder of The Little Herb Farm, commented:

"The Scottish EDGE Award couldn’t have come at a better time. Having moved to a new facility in June, we needed to purchase new equipment to double our production output to meet demand. As a result of the funding, we have created a second production line for our dips."

The Little Herb Farm has just launched a new range of jams and marmalades, which are destined to be distributed across the UK by Dunfermline’s The Cress Company. It is also ready to ‘dip its toe’ into exporting, having recently attended a successful Scottish Food and Drink event, and met with buyers from around the world.

www.thelittleherbfarm.co.uk

Jay Paterson, has created a new business called Craft Trade Kitchens. It provides high quality kitchen units - in any shape, size or colour - to trade customers on a local and national level.

Kitchen Choice’s Managing Director, Jay Paterson, said: "I was keen to see what support Business Gateway Fife could offer in the way of finance and training, however, my business adviser, Lynne Baillie, made me look at the business from a completely different angle."

BGF Business Adviser, Lynne Baillie, explained: "Our role as Business Gateway Adviser is often to help business owners take a more objective look at their business and help scope out areas of opportunity.

"I’m delighted that Jay has been able to identify a new business opportunity and revenue stream by building on a core strength."

To find out how Business Gateway Fife can support your business, please call: 01592 858333 or email success@bgfife.co.uk

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www.thelittleherbfarm.co.uk

Lindsey Anderson was presented with her Scottish EDGE Award by Cabinet Secretary for Culture, Tourism and External Affairs, Fiona Hyslop MSP.
More local SMEs are seeking advice on trading following the introduction of the Fife Trade Partnership’s one-stop-shop advisory service.

The number of Fife businesses engaging in new trade development activity is on the rise. This news comes as the Fife Trade Partnership marks a year since it launched its one-stop-shop to help small and medium-sized enterprises (SMEs) trade in the UK and internationally.

Businesses have been actively engaging in a host of training events, workshops, trade exhibitions and learning journeys aimed specifically at growing their sales outside their local area and increasing their market development opportunities. Businesses already exporting out side Scotland and wanting to improve current processes and expand further, have also benefited.

Much of this increase in activity has been attributed to the joined up one-stop-shop process, spearheaded by Fife Council Economic Development. Businesses are referred to partner services (Fife Council Economic Development, Scottish Development International, Fife Chamber of Commerce and Business Gateway Fife) via the Business Gateway Fife enquiry process, which in turn can advise on the range of support available.

Seeking to bolster local engagement further, a new business support pathway leaflet has been developed, which helps companies review where they are in their trade journey, by highlighting key questions and posing a range of decisions to be considered. Support is then offered to build their business capability to improve opportunities to access new markets and increase their trading status.

Fife Economy Partnership Trade Chair, Michael Longstaffe, said:

“Our aim is to make it as simple as possible for businesses to increase their trading status within Scotland as well as supporting them to access other new markets within the UK and at an international level too. Our one-stop-shop approach has enabled us to provide more businesses with the tools to tap into these new markets, increase sales and create jobs.

“We’ve been encouraged by the number of businesses engaging in the Fife Trade Partnership’s support package. For some, it’s just about knowing where to start and having the confidence to access appropriate services to enable them to enter new markets and improve their trading opportunities. We offer advice on specific markets and can also support the development of ecommerce opportunities for UK and international sales.”

The new business support pathway leaflet is available to view online at:

www.businessgatewayfife.com

Or, for more information, call Business Gateway Fife on: 01592 858333 or email: success@bgfife.co.uk
5 - 9 NOVEMBER
INSPIRING AND
TRANSFORMING
BUSINESSES
IN FIFE

Fife Economy Partnership
GROWING FIFE’S FUTURE
Fife Business Week is an important and successful programme of events aimed at inspiring and promoting business opportunities. It returns for its ninth year, this November and everyone is welcome!

Fife Business Week is a focal point in the calendar for local businesses. Its aim is simple; to inspire business leaders and entrepreneurs to transform, develop and grow. These opportunities stem from a range of business events, which will take place between the 5th and 9th November, at various venues across Fife.

Year-on-year the programme of events generates opportunities – relationships are built through networking events; and it creates ideas through attendance at business seminars, workshops and training events, which are planned and co-ordinated to meet the needs of the diverse range of businesses in Fife.

Partners and stakeholders from the private and public sector have confirmed an extensive range of events, to share best practice, knowledge and ideas. Of interest to business leaders will be guest speaker, Alice Belcher from the University of Dundee’s School of Social Sciences, who will give an insight into life as a company director. Alice has experience of four boards over the last 12 years and will bring her practical knowledge on regulatory requirements around company accounts as well as corporate governance.

A number of digital-based events are scheduled too. Managed IT Experts is hosting a Demystifying Cloud interactive workshop where questions about Cloud Computing and how it can give businesses a competitive edge will be answered. There is also a session on what makes a good website for start-up businesses, as well as how to break into Instagram.

Some more industry specific events are taking place too, including the CENSIS 5th Technology Summit. Supported by Fife Council Economic Development, the Centre for Engineering Education and Development (CeeD) and the Scottish Manufacturing Advisory Service (SMAS), the full-day event is themed around disruptive technologies in Sensor and Imaging Systems and the Internet of Things. For those businesses that need to use, or are interested in accessing sensing or IoT to improve or grow and become more competitive, this event on Thursday 8th November at the Royal Concert Hall in Glasgow, is a must.

A strong supporter of Fife Business Week is Fife Fabrications. Its event this year, will showcase how the successful implementation of enterprise resource planning systems (ERP) and similar systems can track key information and help drive business success.

There’s a lot planned, and more events will be added to the programme over the coming weeks.

For more details about Fife Business Week 2018 please stay tuned to local media, social media channels and its website: www.fifebusinessweek.co.uk
INDUSTRY 4.0
REVOLUTIONISING MANUFACTURING
Focus on: Industry 4.0

Industry 4.0 is an emerging catchphrase aimed at revolutionising the manufacturing sector. As manufacturing and engineering businesses try to adapt and become more competitive, smart technology will play a key role in increasing productivity, innovation and increased revenues.

The change has the potential to connect manufacturing and engineering businesses to the internet like never before, drastically altering their efficiency by increasing speed to market, integrating and strengthening supply chains, realising productivity gains and ultimately transforming products and processes.

Adopting Industry 4.0 practices is essential for manufacturing and engineering businesses to grow and survive. It is important to understand the implications of these new practices and ways of working for Fife, both in terms of business growth and workforce skills to ensure they are prepared for the future.

In this article and through the use of case studies, readers will find out more about what Industry 4.0 means for the manufacturing and engineering sector; and what needs to be considered in moving forward.

As part of Fife Council Economic Development Team’s commitment to this initiative, it has, in partnership with the Centre for Engineering, Education and Development (CeeD) and the Scottish Manufacturing Advisory Service (SMAS), co-ordinated a programme of activity aimed at educating and inspiring local manufacturing and engineering businesses.

Most recently, a learning journey to the University of Strathclyde’s Advanced Forming Research Centre (AFRC), introduced local manufacturing and engineering businesses to innovative technologies and ideas that could bring real business benefits, including increasing competitiveness, boosting business and securing the manufacturing sector for generations to come.

Alexander Mitchell from NOV Flexibles attended the enlightening session. Following the event he said:

“We’re a progressive business and are firmly focused on improving processes. I hope to attend more events like this as I’m always on the lookout for the next big idea.”

Closer to home, Leviton Network Solutions Europe and the Scottish Manufacturing Advisory Service (SMAS) hosted a best practice visit showcasing its significant improvements in productivity. The visit, attended by 28 people from 15 local businesses, covered behaviours, support structures, training and an overview of the company’s outlook on Making Smarter in Scotland through an initial Industry 4.0 assessment.

Gerry Borge, Practitioner at SMAS, said:

“Leviton has a fantastic story to tell having embraced a culture of Continuous Improvement. First and foremost, it has developed and trained all its staff and in doing so has created experts in problem solving.

SMAS support for this improvement journey has been of a ‘light the blue touch paper’ nature; allowing Leviton to realise benefits more readily than they would have without SMAS’s intervention.”

Alex added:

“...We’re a progressive business and are firmly focused on improving processes. I hope to attend more events like this as I’m always on the lookout for the next big idea.”
Bosch Rexroth is at the forefront of Industry 4.0. It is leading the revolution using its own Active Cockpit, a graphic visualisation tool that provides live data of all aspects of the manufacturing process.

### Bosch Rexroth Takes Gradual Approach to Industry 4.0

As a pioneer of Industry 4.0 solutions, Bosch Rexroth is exploring the capabilities of connecting production systems in its own plants using its own technologies. At its Glenrothes facility, it’s taking the Industry 4.0 concept and making it into a reality.

To date, Bosch Rexroth’s Glenrothes factory, which designs and manufactures hydraulic radial piston motors, has taken a continuous improvement approach to Industry 4.0 with numerous smart manufacturing pilot projects. To date it has installed Rexroth cordless ‘Nexo’ tightening tools, which record and store details of every tightening operation, and undertaken a limited amount of machine condition monitoring.

Stewart Miller, Operations Director at Bosch Rexroth Glenrothes, said: “We have extensive experience of implementing Industry 4.0 technology in real production environments using connected automation solutions. We’re adopting that expertise and introducing our solutions here in Glenrothes as we seek to improve our manufacturing efficiencies.”

The insight and knowledge gained from implementing small changes will be used to embrace further Industry 4.0 features in the coming weeks. There are plans to move forward with the installation of a new assembly line, which will be connected to its own Active Cockpit (a Rexroth i4.0 graphics visualisation tool). This system will offer greater capacity and help synchronise flow processes as the assembly line can be reviewed station by station with one touch of a button. All the live data is provided by an information server, which can also send auto-alerts to relevant departments when the line is down or running slow, for whatever reason.

This will ultimately improve levels of communication, develop a shared language and new skills amongst team members, creating a stronger team at the Glenrothes facility.

www.boschrexroth.com

### Fife Businesses to Prosper by Incorporating Industry 4.0

Productivity is the defining challenge of our generation, and here in Scotland, businesses are superbly placed and supported to thrive in Industry 4.0. That’s the message from Steve Turner of Glenrothes’ DPS Group. He explains: “As we enter this fourth industrial revolution, which is all about data, the messages could not be clearer. Manufacturing is not just important but is critical to Scotland and the wider UK economy, and as such, Industry 4.0 cannot be ignored. Businesses must implement the right culture, mindset and leadership approach and there’s support out there, to help on the journey of digitalisation.”

DPS Group has been advising and installing the technology required to realise production gains for businesses for a number of years.

When the management team at North British Distillery wanted to make better, surer and safer decisions they turned to the Fife-based company. DPS Group provided a real-time plant data portal. The system is accessible over all platforms, such as mobile devices and via a secure network remotely by senior management. The use of live data, allows senior managers to make critical decisions based on facts, as opposed to calculated suppositions.

www.dp-group.co.uk

The CENSIS 5th Technology Summit, to be held as part of Fife Business Week, is offering businesses an insight into accessing sensing or the Internet of Things to grow and become more competitive.

To attend, visit: www.fifebusinessweek.co.uk

INSPIRED BY WHAT YOU’VE READ?
The Federation of Small Businesses (FSB) has launched a new campaign – #ThinkSelfEmployed – to improve the prospects of the self-employed. Garry Clark, Development Manager for FSB in the East of Scotland, explains.

FSB FIGHTS FOR A BETTER DEAL FOR SELF-EMPLOYED

More than 322,000 people in Scotland are self-employed. To put that into context, that is more than work for the NHS or for Scotland’s councils. Here in Fife, the number is 12,300 – that’s a lot of people!

Working for yourself can be liberating and rewarding, but it also has its challenges. Only 38 per cent of self-employed people are saving into a pension, one in four have struggled to access a mortgage and nearly half have reported that one of the major threats they face is customers failing to pay for goods and services provided.

That is why this year, the Federation of Small Businesses (FSB) is focusing its efforts on fighting for a better deal for the self-employed. The #ThinkSelfEmployed campaign is targeting real improvements in the way the country deals with those who work for themselves. The UK’s self-employed contribute a staggering £270 billion to the economy and this should be recognised with greater support to encourage more self-employed people to save for their retirement. Shockingly, self-employed mothers receive a lower level of parental support than those who are employed, whilst self-employed fathers are not entitled to any statutory payment for time spent with a new child. Meanwhile, there is no allowance available for self-employed workers looking to adopt. These situations are completely unacceptable in the 21st century.

FSB launched its campaign in July through social media, with a Twitter presence which trended above both the World Cup and Wimbledon. Self-employed people from Fife were among the hundreds across the UK to post a ‘self-employed selfie’ to celebrate the best elements of self-employment. This successful launch heralds the start of a campaign which will run right through to the UK Budget in November and FSB is looking to identify many more opportunities for local self-employed people to get involved.

The profile of the workforce is changing. More people are looking to be their own boss and men and women are coming to self-employment at all ages. They often make huge personal sacrifices, assume high levels of risk, but make a significant contribution to our economy. It is time that these contributions received the recognition that they deserve in order that Fife’s self-employed can enjoy similar support from government to those who are employed.

As experts in business, Federation of Small Businesses (FSB) offers its members a wide range of vital business services including advice, financial expertise, support and a powerful voice in government. Its mission is to help smaller businesses achieve their ambitions. Established over 40 years ago to help its members succeed in business, FSB is a non-profit making and non-party political organisation that’s led by its members, for its members.

For more information visit: www.fsb.org.uk or email: garry.clark@fsb.org.uk
SARAH JARDINE
SENIOR DIRECTOR OF MANUFACTURING, OPTOS PLC

Sarah Jardine is Senior Director of Manufacturing for Optos Plc, a Dunfermline-based company which designs, develops and manufactures ultra-widefield retinal imaging devices. She is responsible for providing leadership and direction for staff in the manufacturing facility, having joined the business in January 2000 and working her way up through the ranks.

Sarah is also Chairperson of the Scottish Manufacturing Advisory Board (SMAB) and is on the strategic leadership group for the National Manufacturing Institute for Scotland (NMIS).
In this article, Sarah talks to fbm about her role and what gets her out of bed in the morning.

Optos Plc employs over 500 worldwide including 230 people at its Carnegie Campus headquarters. It has an annual turnover in excess of $200 million and develops and manufactures world-leading devices used by Optometrists and Ophthalmologists. The devices create ultra-widefield retinal imaging, enabling eye specialists to detect early signs of disease and eye conditions not normally picked up in standard examinations.

Optos has more than 13,000 devices installed in more than 50 countries around the world with the US being its biggest market. Its best-selling device is the Daytona, and Optos will shortly launch a new device which introduces additional imaging types.

Sarah Jardine provides leadership and direction for staff at Optos’ Dunfermline manufacturing facility, which produces more than 2,000 devices a year.

What gets you out of bed in the morning?
Quite simply, it’s creating a product that makes a difference to people we don’t know. Our products save sight, and in some cases, saves lives.

Before I started work here people said that it couldn’t be done. We’ve proved them wrong, and in doing so we’ve had to overcome a number of challenges. Rising to those challenges keeps me interested!

I also like people, and so my current role is ideal.

What are your main priorities at the moment?
Keeping up with sales demand and supporting the release of a new product in the next couple of months. The new product includes some new technology so it’s an interesting and exciting time!

How have you improved your manufacturing processes?
We transfer products from our R&D team into production. We start with a manufacturing process that can take up to 200-man hours (we have no robots on the shop floor, just people with the right skills and tools for the job), and work to become more efficient. This is achieved by solving problems, working with our suppliers, and reducing the non-value added activities in the process, until we have a manufacturing process that is predictable.

Over the last eight or nine years we have continuously improved this process. Specifically, in the last two years, we have reduced the time to manufacture by 60 per cent of its initial value. This was done by making improvement part of the daily work and by embracing changes to technology and the Industry 4.0 approach. Using automation in the form of algorithms enables us to apply acceptance criteria repeatedly and consistently.

What’s the best business advice you’ve been given?
Be myself at work. This doesn’t mean that everything is done the way I want it to, but more that I create the environment and set the tone for the way we get things done.

www.optos.com
New

NEW LEVENMOUTH COMMUNITY ENTERPRISE CENTRE OPENS

Brag Enterprises has opened a new enterprise centre at Thomson House, Levenmouth. With 29 years’ experience in social improvement this new centre is a major strategic investment for the Social Enterprise firm and was two years in the planning. Brag’s ambition to move to Levenmouth was with a view of supporting local economic rejuvenation and delivering significant social improvements to local people. The new centre will act as a hub for community-led business, social enterprise and third sector provision, with an aim of creating real jobs and business growth.

Brian Robertson-Fern, Managing Director of Brag Enterprises, said:
“...We are looking forward to working with the people of Levenmouth and in assisting the community to achieve their ambitions for the area. The Brag team is made up of dedicated professionals who will help people into work or even start up their own businesses or social enterprises. It’s important however, that the community itself is the long-term beneficiary and that all the agencies work together to make a real difference.”

Councillor Altany Craik, Convener – Economy, Tourism, Strategic Planning & Transportation Committee, said:
“This fantastic facility in Levenmouth, provides much needed space for entrepreneurial activity within the Mid-Fife community, which will greatly assist in creating a real economic and social impact in this area.”

A former Downing Street adviser has launched a project in Leuchars to develop entrepreneurialism and skills around military bases.

MILITARY SPOUSES SET UP INNOVATIVE CO-WORKING INITIATIVE

Former External Relations Adviser to David Cameron, Sarah Stone has launched a new initiative aimed at channelling vital talent to local businesses to help bridge the skills gap.

Sarah, whose husband serves in the army, has joined forces with other working military wives to set up a pilot co-working space at the Leuchars army base. The Leuchars Co-working Space, which has had support from Fife Council Economic Development and Business Gateway Fife to get up and running, plans to help regenerate urban and rural communities by turning redundant buildings into places for entrepreneurial activity.

Sarah Stone, a recent graduate of the Women’s Enterprise Scotland’s (WES) Fife Leadership Programme at the Enterprise Hub, said:
“The response has been fantastic. We’ve started businesses, got people on to training courses and helped others find work and learn new skills. “We’ve even got people who are leaving the forces contacting us to ask if they can use our network to help them transition into civilian employment – so it’s clear that the benefits aren’t only limited to spouses.”

In a poll of 2,000 military spouses, Sarah found that almost 60 per cent wanted to use their existing skills and talents to start a business – but only 14 per cent were already working for themselves. She said:
“There’s a huge gap between the number people who want to be self-employed and the number who are. That’s a huge opportunity to create thousands of entrepreneurs.”

For more information, please email: coworkingleuchars@gmail.com
Local vegan bakery is rising into an up-and-coming business.

**BAKED TO PERFECTION**

Louise Baxter set up her very own vegan bakery after years of baking speciality vegan birthday cakes for her children who were born with dairy and egg allergies. She was encouraged by family to take the plunge and with support from The Prince’s Trust, the business is growing.

There’s plenty of demand, with orders being delivered across the UK from Louise’s home in Burntisland, where she runs her business. Louise has also secured new business contracts with Food for Thought in Burntisland and the Health Food Shop in Kirkcaldy, with other opportunities in the pipeline.

Louise Baxter said:

“I never expected to set-up my own business, partly because I didn’t think I was capable. But when my son had an allergic reaction, that was the push I needed, and I have loved every second!”

Louise added:

“I approached The Prince’s Trust for advice on the business side of baking. My adviser, Marissa Yassen helped me to progress my ideas and build the business.”

Louise has been given one-to-one advice and has benefited from events, courses (bookkeeping and capital expenses) and has been given assistance on finance and networking. She is also applying to The Prince’s Trust for funding to set up premises.

www.louisesveganbakery.co.uk

**VIBES NOMINATIONS FOR FIFE BUSINESSES**

Four Fife businesses have been shortlisted as finalists for the VIBES – Scotland’s Environment Business Awards. Ivan Wood and Sons’ small-scale potato waste-water treatment and starch recovery process, Peel Tech; McCormack Innovation; eRally Motorsport Ltd and Knockhill Racing Circuit Ltd; and Glenrothes solar equipment supplier, nextGenergy are amongst the 40 best green businesses in Scotland.

The Fife finalists have been selected across four award categories, which aim to recognise the different ways organisations are implementing environmental best practice in their daily activity.

Commenting, Bob Downes, Chair of SEPA and head of the VIBES judging panel, said:

“The Awards are an excellent opportunity to recognise and reward those companies for going beyond “business as usual” and driving sustainable growth through innovation. It is very encouraging to see so many of Scotland’s businesses leading the way and making a difference which will not only support the environment but also protect their bottom line. I would like to congratulate each of this year’s finalists and wish them luck for November’s ceremony.”

The Fife VIBES finalists have all been shortlisted in the Micro Business category, as well as:

**Environmental Product or Service:**

Peel Tech Ltd

**Innovation:**

eRally Motorsport Ltd and Knockhill Racing Circuit Ltd

McCormack Innovation Ltd

**Sustainable and Active Travel:**

eRally Motorsport Ltd and Knockhill Racing Circuit Ltd

nextGenergy

The winners will be announced at an awards ceremony on 14th November. Good luck!
In this article, Nicky Inglis, Director of Engineering, Energy and Mathematics at Fife College offers his insight into how to overcome the engineering skills gap in Scotland.

Comment from Fife College

OVERCOMING THE ENGINEERING SKILLS GAP

It’s widely accepted that the UK is suffering from a chronic shortage of engineering skills, with around 400,000 engineer roles unfilled according to the Scottish National Investment Bank. And there is not just a shortage of talent in the industry, but a gender imbalance too.

According to the Engineering UK 2017/2018 report, there are fewer than 8 per cent practicing female engineers in the country. If we are to overcome this skills shortage, this has to change. It is up to education institutions and businesses to work together to encourage more women into a career in engineering.

Starting from a grass roots level is vital. We need to spark the imagination of those in pre-school and primary school and by better equipping our schools, through links with local universities and colleges, we are giving them resources to teach, inspire and encourage the next generation of engineers.

It’s not just down to gaps in education; employers need to better plan for their workforce of the future. They need to assess what skills they require and better communicate this with colleges and universities, to ensure courses are designed to meet these specifications.

And finally, we can’t underestimate the importance of apprentices as a viable route into engineering. Employers value practical skills alongside qualifications and so there is a real opportunity for businesses to work with local schools and colleges to offer work experience placements and apprenticeships to students. The employer then has access to a potential pool of talent that they can nurture, while students gain first-hand experience and exposure of what a career in engineering actually involves.

We need to change the current perceptions of the sector; to inspire more interest in STEM subjects amongst girls; and make more apprenticeships available. Only by building stronger partnerships between education and industry can we hope to address the ever-widening skills gap and gender imbalance in engineering.

Fife College is committed to reducing the engineering skills shortage and is keen to hear from businesses willing to support. For more information, please contact: sales@fife.ac.uk or visit: www.fife.ac.uk

Fife College is keen to inspire more girls into a career in engineering
"I’m advancing my career with a professional qualification at Fife College"

- Management and Leadership
- Human Resource Management
- Sales and Marketing
- Contracting Management
- Sustainable Resource Management
- Health and Safety Management

Want to find out more?

www.fife.ac.uk
0344 248 0117
sales@fife.ac.uk

Your degree, your journey #inFife
Fife Tourism Partnership’s surveys produce valuable information about business confidence and growth potential within the tourism sector in Fife.

**INSIGHT INTO TOURISM SECTOR HELPS PLAN FOR FUTURE**

Each quarter, the Fife Tourism Partnership, in collaboration with VisitScotland, issues a survey designed to inform and provide stakeholders with an overview of tourism performance at a regional level. Having seen year-on-year growth since the outset of the economic recession, the tourism sector in Fife is worth £565 million and in 2016 hosted 8,482,000 visitors. There is a strong commitment in the region to increase these figures over the next ten years.

The results from these surveys provide local tourism associations, local authorities and tourism businesses with greater insight into tourism trends and patterns within Fife, helping to plan for the future.

Ann Camus, Fife Tourism Partnership Manager, said:

“It’s vitally important for businesses to acknowledge that these surveys and opinions are key to providing insight into the tourism sector in Fife.

“This understanding could potentially drive and influence development opportunities, as we strive to increase visitor expenditure in Fife. Our vision is for Fife to be a sustainable, leading tourism destination, with a year-round economy, where businesses are growing, and visitors return year after year.”

These surveys are produced in partnership with VisitScotland, and since inception in November 2017 have reported some interesting results.

Seasonality is an issue for the tourism sector, not just here in Fife, but across the whole of Scotland.

Despite this, 70 per cent of Fife businesses remained optimistic over the winter period, with half of businesses experiencing an increase in turnover in Q4 of 2017. A further 35 per cent achieved similar turnover to 2016.

This understanding helps the Fife Tourism Partnership to look at opportunities to stay open during the winter months to ensure Fife is viewed as a year-round destination.

And, collaboration is important too. As the region tries to retain tourism spend in Fife by developing niche product offerings, it is considered positive that 52 per cent of businesses reported an increase in turnover compared to the previous year, while 36 per cent had similar turnover levels. This collaborative approach through, for example, local tourism associations, can be further developed, so there is a clear message to visitors about what Fife has to offer.

Ann Camus added:

“We look forward to viewing feedback from the latest survey as this will allow us to track progress against targets and to constantly review activities. This is essential in ensuring that we achieve the objectives and targets set out by the Fife Tourism Strategy to ensure that Fife has a more sustainable economy in the future.”

To view previous results and to take part in the next Fife Barometer Survey, please visit: www.fifetourismpartnership.org/resources/fife-barometer-survey

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FIFE TOURISM PARTNERSHIP
AIMS TO ATTRACT MORE VISITORS TO FIFE, TO INCREASE SPEND AND TO EXCEED VISITOR EXPECTATIONS BY WORKING CLOSELY WITH TOURISM BUSINESSES AND COMMUNITIES.

THE PARTNERSHIP CONSISTS OF 17 MEMBERS FROM THE PUBLIC AND PRIVATE SECTORS AND ITS EXECUTIVE BOARD IS SUPPORTED BY SIX LOCAL AREA TOURIST ASSOCIATIONS, WHICH WILL HELP TO DEVELOP LOCAL TOURISM INITIATIVES AND FEED INTO THE FIFE TOURISM STRATEGY.

Email: info@fifetourismpartnership.org or call: 03451 55 55 55 (ext 445838) or visit: www.fifetourismpartnership.org

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Craigtoun Park, St Andrews
Fife Council has welcomed international delegations and high-profile guests as part of its CLIPPER Interreg project, an EU fund that supports cross-border and international co-operation to boost maritime businesses.

The visit to Scotland – where delegates visited a range of locations important for the maritime sector, including Rosyth, Methil and St Andrews – benefited business, local authorities, as well as the further and higher education sectors.

The CLIPPER project involves seven regions across Europe, including Fife, that are home to more traditional shipyards and naval dockyards and are now having to diversify and innovate.

Councillor Altany Craik, Convener - Economy, Tourism, Strategic Planning & Transportation Committee, said:

"Fife’s CLIPPER project is working to develop public policies to better support businesses in the maritime sector as they diversify and change business practice to tackle new opportunities, such as offshore renewable energy. This includes better understanding of newer financing platforms, such as crowdfunding to develop new sources of investment."

The event, which a number of Fife business took part in, was designed to enable organisations to learn from one another and provide knowledge of the marine environment that can support diversification, especially into offshore renewables.

The three-day programme included visits to the Fife Renewables Innovation Centre, Forth Ports and St Andrews and a roundtable discussion focused on ‘Public-Private sector support for SMEs in maritime areas’, chaired by European Commission Director of Maritime Affairs and Fisheries at the Commission, Bernhard Friess.

More details about CLIPPER are available from: www.investinfife.co.uk/content/clipper

CEFETRA TO DEVELOP NEW AGRI-HUB AT ROSYTH

Cefetra Ltd has signed a long-term agreement with Forth Ports Ltd to develop a new agri-hub at the Port of Rosyth. The development will create a new purpose-built facility that will handle a range of agricultural products for the Scottish and Northern English markets.

Under the agreement Forth Ports will develop the Port of Rosyth to provide Cefetra with an unparalleled, purpose-built facility. This will become the main Agri-hub in Scotland, handling an extensive range of agricultural products.

The Port of Rosyth will be deepened to provide a true deep-water port capable of taking vessels carrying up to 50,000 tonnes of cargo. The existing storage facilities will be enhanced with the addition of a new, extensive, purpose built agricultural products terminal, increasing the storage capacity to circa 100k tonnes.

Welcoming the news, Councillor Altany Craik, Fife Council’s Convener – Economy, Tourism, Strategic Planning & Transportation Committee, said:

“Cefetra’s decision to base their agri-hub in Rosyth reflects our port’s unrivalled logistics links as well as our excellent marine capability.”
FIFE BUSINESS CHARTER GIVEN GO AHEAD

Approval has been given to the development of a Business Charter, aimed at supporting all of Fife’s businesses and inclusive growth so that everyone benefits from a more prosperous economy.

The Fife Business Charter is seeking to:

• Increase Fife Council spend with local businesses to promote good employment practice through procurement;
• Further develop services across the Council for business customers;
• Set out what support and levels of service businesses can expect;
• Provide information about the Council’s services and how to access these;
• Connect businesses to the local community.

Fife Council will work with the Fife Economy Partnership and business representative bodies to develop the Charter.

Councillor Altnay Craik, Convener - Economy, Tourism, Strategic Planning & Transportation Committee, said:

“The Charter will help us to support both Fife’s existing businesses and new companies attracted to grow within the region by making their contact with the Council easier and more effective. The Charter also links to our wider aim of creating the conditions for and harnessing the benefits of inclusive economic growth as outlined in the Plan for Fife.”

HAVELOCK’S FUTURE SECURED

A capital, a private investment firm, has backed Kirkcaldy-based shopfitter Havelock, securing 300 jobs and the firm’s manufacturing sites. The announcement provides financial stability for the business.

Havelock’s management team will work in partnership with Rcapital to restructure and invest in the business.

Josie Richardson, Director at Rcapital said:

“The underlying Havelock business is strong and provides refits for some of the UK’s best-known high street brands. We fully support the management and operational teams and will work with them to ensure the best possible customer service and sustainable growth.”

Below: Havelock delivers visually impressive interiors, which are manufactured on site in Kirkcaldy

IN BRIEF …

Auchtermuchty-based John White and Son has been taken over by MD, Joyce Onuonga. Under new leadership, the business is focusing on developing its software offering and its products as technology moves the industry forward. Customers need more data analysis and John White and Son is creating bespoke software to give firms unique solutions.

Above: John White and Son uses cutting edge technology to provide comprehensive weighing solutions

A new £500,000 state-of-the-art Training and Enterprise Hub in Kincardine is a ‘game changing moment’ for the Coalfields Regeneration Trust, which has been supporting and improving the lives of those living in Scotland’s coalfields communities.

The Fife Council Taskforce has announced that some 99 per cent of those 370 workers made redundant when Longannet power station closed in March 2016, are in employment or training. ‘Real progress’ has been made in helping to mitigate the effects on individuals, communities and businesses.

Y’s Attractiveness Survey, Scotland (2018) reported a seven per cent rise in foreign direct investment projects during 2017, making it the top performing location in the UK outside London. The report also highlights that Scotland secured 24 per cent of all R&D projects coming into the UK – a massive 70 per cent year-on-year increase.

McDonald Engineers UK has changed its company name to McDonald Water Storage. The subtle change represents a major step forward for the business, and better reflects its business operations. McDonald Water Storage specialises in superior quality copper hot water storage cylinders.

Congratulations to the winners of this year’s Kingdom FM Local Hero Awards. A great night was had by all, with the Business Start-up category, sponsored by Business Gateway Fife, being won by Revolution Barber Shop. Established in Kirkcaldy in 2017, the business has plans to open a second barber shop in St Andrews.
Fife Chamber of Commerce has re-elected its President, Peter Southcott. Peter has announced his new team and his vision for the year ahead.

**FIFE CHAMBER PRESIDENT RE-ELECTED**

Fife Chamber of Commerce’s members have re-elected Peter Southcott as their President at the business organisation’s 2018 AGM.

Peter, who is Managing Director of Dunfermline-based Corgi Homeplan, has been the President of the Chamber since 2016. This will be his final year in the role.

On his vision for the Chamber for the coming year, Peter said:

“We have a very clear strategy in place to grow the Chamber’s membership and enhance its political influence locally and nationally. I was able to report significant progress on the delivery of the strategy to the members at the AGM and assured them that we will not let up in our efforts to give them a chamber that provides them with the help they need to be successful.”

Brian Horisk from Horisk Leslie Development will become the Chamber’s Vice President and Liz Waugh from Kettle Produce will be Junior Vice-President. They will take an active role in supporting Peter in representing the Chamber in the many political meetings and civic projects in which the Chamber participates on behalf of its members across Fife. Brian and Liz are both existing members of the Chamber Board.

Brian Horisk said:

“This is a very proud moment for me. When Peter became President he said that he wanted the Chamber to be the first place that Fife’s businesses go to when they need support. The consistent growth in membership we’re getting now is a clear sign that is increasingly happening and I am looking forward to helping Peter, as well as Alan, the Chamber’s Chief Executive, and his team to continue this success.”

Liz Waugh said:

“Fife Chamber is an exciting place just now with lots of companies joining and lots of innovative events to let them connect with each other. Peter and Brian have big ambitions for the Chamber and I am keen to assist them in their endeavours.”

**2019 FIFE BUSINESS AWARDS OPEN FOR ENTRIES**

Entries are open for the 2019 Fife Business Awards, with eleven prestigious awards up for grabs by the Kingdom’s finest businesses, charities and social enterprises. Awards available include Best Performing Business, Excellence in Community Engagement, Greenest Business, Best Marketing Campaign, Excellence in People Development and Best School Partnership.

Visit: www.fifebusinessawards.com to enter online, or for more information, email: fifebusinessawards@fifechamber.co.uk

**CHAMBER MEMBERS MEET NEW BUSINESS MINISTER**

Fife Chamber members had an early opportunity to meet Jamie Hepburn MSP following his recent appointment as Minister for Business, Skills and Fair Work in the Scottish Government. Skills was the focal point of a wide-ranging discussion in which attending members left the Minister in no doubt what their biggest challenges are and what support they expect from the Scottish Government.

Chamber members meet Jamie Hepburn MSP, Scottish Government Minister for Business, Skills and Fair Work

FIFE CHAMBER WORKS TO CONTRIBUTE POSITIVELY TO THE FIFE ECONOMY BY REPRESENTING ITS MEMBERS’ INTERESTS, ENGAGING WITH BUSINESSES OF ALL TYPES, IDENTIFYING AND DEBATING ISSUES AFFECTING THE FIFE ECONOMY AND LOBBYING LOCALLY AND NATIONALLY TO HELP RESOLVE BUSINESS CONCERNS.

For more information, call: 01592 647740 or visit: www.fifechamber.co.uk
Socila Enterprise in Education Awards recognise Fife primary and secondary school pupils.

Social Enterprise in Education Awards recognise Fife primary and secondary school pupils.

For more information or to support this programme, please contact Sandra Robb, Culture of Enterprise Co-ordinator by email: sandra.robb@fife.gov.uk or call: 03451 555555 (ext 447130)
Supporting Young People

It is more important than ever for young Fifers to start thinking about their future career at an early age and to access the skills, knowledge, experience needed to be work-ready.

Supporting all young people into positive destinations and getting more young Fifers into work is a top priority for Fife Council. The Council is working closely with Fife College and the business community making sure pupils are well-prepared to meet the current and future needs of local, national and international employers.

Over 3,000 Fife businesses are already helping people become career-ready through Opportunities Fife and wider employability initiatives. Getting involved with DYW gives businesses further opportunities to link with schools and engage, inform and inspire young Fifers.

How to Get Involved

- Speak to a school / college about your career, business or industry
- Host an on-site workplace visit for teachers and/or pupils
- Engage in Primary and Secondary Enterprise Programmes
- Attend a careers event or help deliver an interview skills session
- Become a STEAM (Science, Technology, Engineering, Arts & Maths) Ambassador
- Raise awareness of job vacancies
- Offer a work placement
- Deliver masterclasses or mentoring
- Take on a school-leaver intern or Modern Apprentice
- Engage business in education programmes, design & delivery
- Partner with schools and colleges on the Foundation Apprenticeship programme

Getting in Contact

DYW/Employability Coordinator – Ray Fernie (ray.fernie@fife.gov.uk)
DYW.Fife@fife.gov.uk

Goblin Car Project - Case Study

The next academic year will see over 30 primary schools taking part in a project to build and race a Greenpower, formula goblin Kit car as part of a project to promote STEAM (Science, Technology, Engineering, Arts and Maths) learning to Fife children.

Teams of up to 10 will partner with engineers from the local business community to plan, design, build, and then race the cars at an event, which will be held at Racewall in Cowdenbeath in June 2019. In addition to helping forge partnerships between the business community and education, the project is a fantastic and fun way for children to learn skills such as problem solving, communication, collaboration, creativity and technical skills in a real life context. A key aim of the project is to address some of the equalities issues such as a lack of uptake of STEAM subjects and careers amongst girls. To help achieve this aim, teams are gender balanced and where possible will include children with additional support needs.

Feedback from participants, partners and teachers has been fantastic. In order to gauge progress and impact in terms of STEAM learning a process has been created to collect and measure this data. Children and practitioners will also be asked to reflect and to focus on what skills they have learned to ensure that employability and career management skills underpin the project.

If you are a business, engineer or technical person and want to assist we would love to speak to you. This can be done by contacting DYW Fife coordinator Brian O’Donnell at: brian.odonnell-crm@fife.gov.uk, or by calling: 03451 555 555 ext 480055.
Recent figures published by the Scottish Government revealed that nearly eight out of ten public-sector contracts in Scotland are now awarded to small and medium-sized (SMEs) businesses. In 2017/18, of the 22,000 contracts advertised through Public Contracts Scotland, 17,500 were awarded to SMEs, of which 13,500 were Scottish businesses.

Supplier Development Programme

BACKING FOR SMES

Fife Council’s Economic Development Team has played a key role in supporting SMEs in Fife to tender for public sector contracts. It has delivered this through its Supplier Development Programme, offering business support using training and information to improve the competitiveness of local businesses.

One such SME, which has won a public-sector contract through its engagement with SDP is Secureshred Scotland. The confidential waste and recycling company, has won Fife Council’s confidential shredding contract, collecting from over 300 locations.

Secureshred Scotland, which employs ten people, engaged with Fife Council Economic Development’s Supplier Development Programme (SDP) with the aim of bringing in new clients. It attended a number of events to understand the bid process and engaged with Business Gateway Fife, to receive Expert Help with its application. The one-to-one procurement support ahead of the tender submission gave Secureshred Scotland the insight and understanding of the public sector contract opportunity.

Fife Business Matters spoke to Secureshred Scotland’s Managing Director, Steven Black, who commented:

“ The time and effort that we’ve invested in attending training seminars delivered by the Supplier Development Programme has been extremely beneficial. We got considerable insight and I believe it was instrumental in securing this significant contract with Fife Council.

www.secureshredscotland.co.uk

Also successful in the procurement process is Anderson Swan Hunter Ltd (ASH). The business, which was formed at the start of this year and is based at the Enterprise Hub Fife in Glenrothes, engaged with the Supplier Development Programme to seek pointers on the tender process. Following this engagement, the environmental consultancy and advisory business has secured its first contract to deliver Expert Help through Business Gateway Fife.

The trio of business women behind Anderson Swan Hunter, have attended a range of procurement seminars and workshops, as well as attending a number of Meet the Buyer events. This has opened doors for the business, generating awareness of its services and ultimately, opportunities to tender.

Eleanor Swan, Director of ASH, said:

“ In establishing ASH we strived to create a robust structure from which to build on. As such, we’ve taken our time, and have engaged in a range of professional and business training, including some with Business Gateway Fife and SDP. The advice, support and guidance that we’ve had has been invaluable. We were delighted to secure our first large contract, which was a direct result of engaging with SDP – I’d recommend the programme to others!

www.andersonswanhunter.co.uk

www.andersonswanhunter.co.uk

Recent figures published by the Scottish Government revealed that nearly eight out of ten public-sector contracts in Scotland are now awarded to small and medium-sized (SMEs) businesses. In 2017/18, of the 22,000 contracts advertised through Public Contracts Scotland, 17,500 were awarded to SMEs, of which 13,500 were Scottish businesses.

Supplier Development Programme

BACKING FOR SMES

Fife Council’s Economic Development Team has played a key role in supporting SMEs in Fife to tender for public sector contracts. It has delivered this through its Supplier Development Programme, offering business support using training and information to improve the competitiveness of local businesses.

One such SME, which has won a public-sector contract through its engagement with SDP is Secureshred Scotland. The confidential waste and recycling company, has won Fife Council’s confidential shredding contract, collecting from over 300 locations.

Secureshred Scotland, which employs ten people, engaged with Fife Council Economic Development’s Supplier Development Programme (SDP) with the aim of bringing in new clients. It attended a number of events to understand the bid process and engaged with Business Gateway Fife, to receive Expert Help with its application. The one-to-one procurement support ahead of the tender submission gave Secureshred Scotland the insight and understanding of the public sector contract opportunity.

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SUPPORTING ADVANCED MANUFACTURING
CENSIS 5th Technology Summit
8 November 2018
9am – 5pm, Royal Concert Hall, Glasgow

As part of Fife Council’s campaign to assist Advanced Manufacturing in Fife, Fife Council Economic Development, the Centre for Engineering Education and Development (CeeD) and the Scottish Manufacturing Advisory Service (SMAS) are supporting the CENSIS 5th Technology Summit.

The full-day event will offer insight into the business case for new IoT and sensor-based models for economic growth, as well as the chance to meet exhibitors from industry and academia showcasing new technologies and network with key business people and researchers.

www.fifebusinessweek.co.uk

Technical Export Training
25 October 2018
9am – 4.30pm
Venue: Flexspace, Kirkcaldy

Funded by the Fife Economy Partnership, this event gives an in-depth look at export processes and requirements. It starts off considering the initial enquiry, moving through the contractual and legislative requirements, and concluding with securing payment. This free course delivers an end-to-end guide to exporting.

www.fifechamber.co.uk/events

Finding and Understanding Framework Opportunities
7 November 2018
10am – 1pm
Venue: Carnegie Conference Centre, Dunfermline

This Supplier Development Programme Intermediate workshop explains the types of frameworks used in the public procurement process. A speaker from Scotland Excel, the Centre of Procurement Expertise for the local government sector, will discuss its framework contracts and how they work with SMEs in Scotland.

www.sdpscotland.co.uk/events
FINANCE

Bookkeeping
15 Oct 9.30am – 12.30pm
Venue: Dunfermline Business Centre
13 Nov 9.30am – 12.30pm
Venue: Saltire House, Glenrothes

Business Expenses
30 Oct 9.30am – 12.30pm
Venue: Dunfermline Business Centre
26 Nov 9.30am – 12.30pm
Venue: Saltire House, Glenrothes

ONLINE MARKETING

Social Media – Basics
1 Oct 9.30am – 12.30pm
Venue: Dunfermline Business Centre
3 Dec 9.30am – 12.30pm
Venue: Saltire House, Glenrothes

WordPress – Basic
3 Oct 9.30am – 12.30pm
Venue: Saltire House, Glenrothes
6 Dec 9.30am – 12.30pm
Venue: Dunfermline Business Centre

Online Affiliate Marketing
10 Oct 9.30am – 12.30pm
Venue: Dunfermline Business Centre

Social Media Strategy & Analytics
17 Oct 9.30am – 12.30pm
Venue: Dunfermline Business Centre

Social Media – Advanced
22 Oct 9.30am – 12.30pm
Venue: Dunfermline Business Centre
11 Dec 9.30am – 12.30pm
Venue: Saltire House, Glenrothes

SALES & MARKETING

WordPress – Intermediate
7 Nov 9.30am – 12.30pm
Venue: Saltire House, Glenrothes

Trading Online
14 Nov 9.30am – 12.30pm
Venue: Dunfermline Business Centre

Improve your Search Engine Ranking
19 Nov 9.30am – 12.30pm
Venue: Dunfermline Business Centre

Advertising with Social Media
21 Nov 9.30am – 12.30pm
Venue: Dunfermline Business Centre

FIFE CHAMBER OF COMMERCE EVENTS

Fife Social
24 Oct 4.30pm – 7pm
Venue: Fife College, Stenton Campus
13 Nov 4.30pm – 7pm
Venue: Furniture Plus, Dysart

Fife Learn – Path to Sustainable Growth
1 Nov 12.15pm – 1.45pm
Venue: Rothes Halls, Glenrothes

Fife Chamber Christmas Lunch
7 Dec 12noon
Venue: Keavil House, Dunfermline

For further information about Fife Chamber events, email: lyndacollins@fifechamber.co.uk

FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS

Procurement Training
2.3 Improving your Bid Score
16 Jan 10am – 1pm
Venue: Flexspace Kirkcaldy, John John Smith Business Park
www.sdpscotland.co.uk/events

Trade Shows and Exhibitions
Photonex
10 – 11 Oct
Venue: Ricoh Arena, Coventry
www.photonex.org

Robotics and Automation
10 – 11 Oct
Venue: Arena MK, Milton Keynes
www.roboticsandautomation.co.uk

Procurex
23 Oct
Venue: SEC, Glasgow
www.procurexlive.co.uk

MEDICA 2018
12 – 15 Nov
Venue: Dusseldorf, Germany
www.medica2018.org

Scottish Business Exhibition
21- 22 Nov
Venue: SEC, Glasgow
www.thescottishbusinessexhibition.com

For further information about Fife Council Economic Development events, email: dorothy.smith@fife.gov.uk

These listed Business Gateway Fife events are free to attend.
To book a place, please call: 01592 858333; email: success@bgfife.co.uk; or visit: www.businessgatewayfife.com
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