

### OFFSHORE EUROPE

Delegation returns full of positivity

### SPOTLIGHT ON LEADERSHIP

Developing successful leadership programme

### ENTERPRISE HUB FIFE

A thriving new Business Hub

### FIFE BUSINESS WEEK

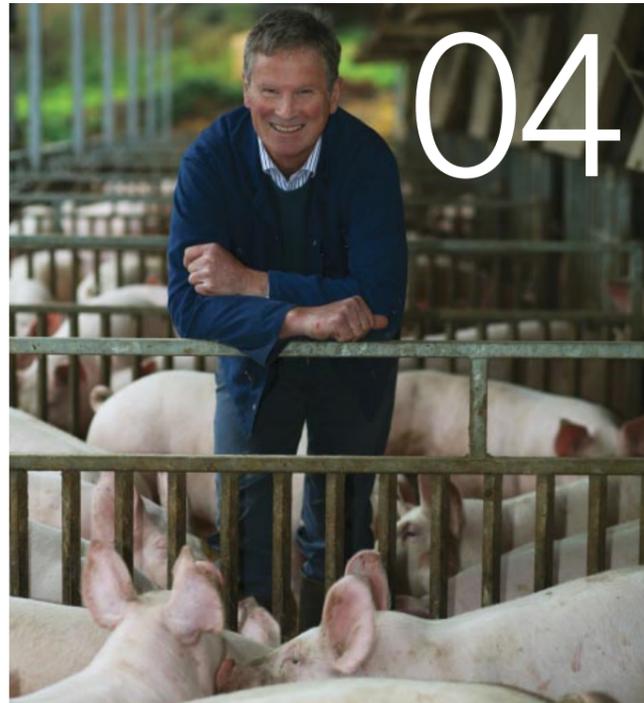
Inspiring programme of events from 6th – 10th November

# Fife Business News

COORSTEK HELPS FIGHT CANCER

**INSIDE:**  
MAKING IT IN FIFE

SPECIAL SUPPLEMENT  
FOCUSING ON  
MANUFACTURING  
IN FIFE



## Welcome

Welcome to the Autumn issue of Fife Business Matters. 2017 has been a busy and successful year so far for businesses in Fife – I can't quite believe we're in Autumn already!

Shortly, we will be welcoming the return of **Fife Business Week (www.fifebusinessweek.co.uk)**, which year on year successfully engages with a host of businesses across the region, encouraging collaborative thinking, innovation and best practice. We've an exciting programme of events lined up, which will take place between 6th and 10th November at venues across Fife. Each year, we are excited by the enthusiasm and level of participation from those hosting events as well as those attending. If you've not already signed up to one of the numerous sessions taking place during Fife Business Week, then please do – there's an event, networking session, masterclass or seminar to suit all business needs.

Fife Business Matters continues to be a popular and well-read business publication, and behind the scenes Fife Council Economic Development colleagues are working hard to ensure it evolves, remains relevant and reflects the business sectors in Fife. Therefore, we are delighted to showcase a new special feature, focusing on manufacturing – **Making it in Fife**. It can be found within this issue, and showcases the challenges and successes of our manufacturing sector and how important it is to the economic growth of the region. We hear from a number of manufacturing businesses about their challenges and the steps they've taken to increase efficiencies, improve sustainability and boost growth. Aligned to the refreshed Fife Economic Strategy 2017-2027, we hope to make this a six monthly feature, focusing on other key sectors and priorities for the Fife economy.

In addition to this, we have a number of interesting articles looking at everything from trade development to stories of growth and business milestones. We also hear from Fife Chamber, FSB and Invest in Fife.

Enjoy this issue of Fife Business Matters and please do lend your support to Fife Business Week – let's make it the best one yet!

**Stephen Doran**  
Chair of the Fife Economy Partnership



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Cover: Mark Cameron, Plant Manager, CoorsTek



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To send us your stories or to request a copy, email: [editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

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## 'PRYDE' OF DUNFERMLINE

Jack Pryde's love of his hometown Dunfermline, led to his business venture, Discover Dunfermline Tours.

Offering tours around the historic heart of Dunfermline, Jack set up the business after many years volunteering as a guide with the Dunfermline Heritage Guides. He took that passion and enthusiasm and turned it into a business venture in 2011.

Business is thriving. Jack has a strong diary of bookings, the majority of which come through its website, as well as from cruise ships berthing in the River Forth.

To support this growth, Jack has engaged with Fife Council Economic Development for PR and marketing advice, which is being delivered through Business Gateway

Fife's (BGF) Expert Help Programme.

Jack Pryde said:

"Born and bred in Dunfermline, I'm passionate about Dunfermline's rich heritage. We are so fortunate to have the legacy of Andrew Carnegie and being able to show his humble beginnings and see how he rose to success with ambition and drive, is extremely inspiring.

"Business is going well. With help from BGF I'm focusing on promoting the business more, and am also looking to identify younger people - the next generation - to get involved in the business and be ambassadors for Dunfermline."

[www.discoverdunfermline.com](http://www.discoverdunfermline.com)

Jack Pryde of Discover Dunfermline Tours



## NEW SAFETY AND TRAINING FACILITY OPENS IN FIFE

Paterson Safety Training set-up in business in December (2016) and has moved to new office premises at the Fife Business Centre at Mitchelston Industrial Estate, Kirkcaldy.

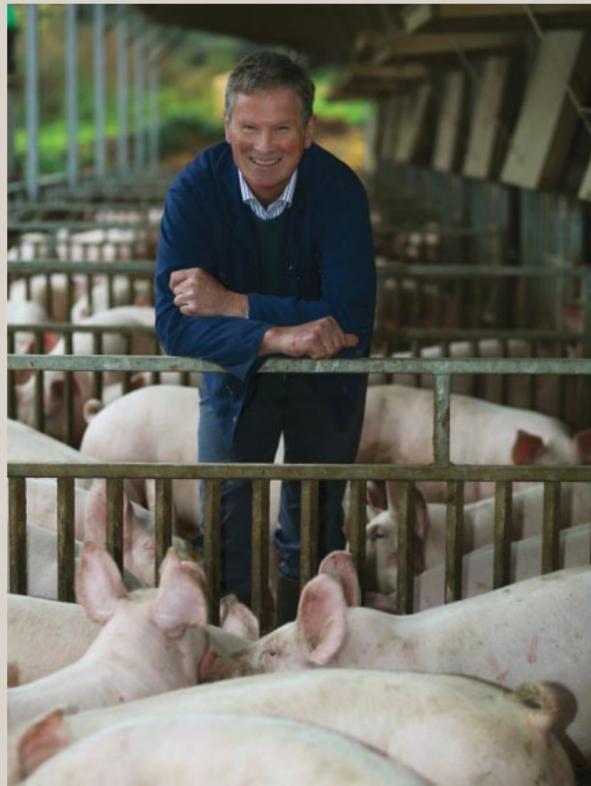
Taking it one step at a time, Gary Paterson is establishing his health and safety consultancy organically, as he attains key industry accreditations and establishes a training facility. Having employed one member of staff, further expansion is on the cards.

In addition to implementing procedures and checklists, completion of audits, inspections and risk assessments for a number of big clients including Energy Solutions Scotland; Lidl; Logic Lifting Offshore; Arena Strength Gym; and Intec Analysis, Paterson Safety Training also undertakes health and safety assessments for small and medium sized enterprises such as Kristine salon therapies as well as gardening, joinery and painting services throughout Fife.

Gary Paterson said:

"The business is at a really exciting point and I am now ready to press ahead with growth. I've taken my time getting the set-up right, which included engaging with Fife Council Economic Development to get office facilities; undertaking some Business Gateway Fife workshops to support marketing; as well as gaining key industry accreditations such as ISO 9001:2015. I've also formed a key partnership with Intec Analysis Aberdeen to provide predictive monitoring solutions, thermography inspection analysis and thermal energy loss evaluation in the construction industry."

[www.patersonhse.co.uk](http://www.patersonhse.co.uk)



Tom Mitchell of Puddledub

## ICONIC FIFE BRAND OPENS FIRST STANDALONE STORE

One of Fife's best known food producers, Puddledub, has launched a new butchery store on Kirkcaldy's High Street.

The traditional store showcases the well-known pork farmed by the Mitchell family alongside other locally produced meat, as well as cheeses from leading cheesemonger IJ Mellis and local artisan breads.

Puddledub opened a pop up store in Kirkcaldy in April 2017 and the strong results and local support persuaded the Mitchell's to open a permanent store, the only one on Kirkcaldy's High Street.

Owner and Co-founder of Puddledub, Tom Mitchell said:

"Opening the pop up was a fantastic way to see if there was enough demand locally to bring a butcher shop back to Kirkcaldy High Street. It really exceeded our expectations. Opening this shop, allows our customers the convenience of a high street shop but with assured product

provenance and traditional methods of preparation."

Bill Harvey, Manager at Kirkcaldy 4 All, is delighted with the news. He said:

"This can only be good for the town, for the businesses involved and for the end customer. If we can demonstrate that Kirkcaldy's High Street is a viable destination for such an established, well respected and much loved brand as Puddledub, we can look to attract more to try the town."

[www.puddledub.co.uk](http://www.puddledub.co.uk)

## SHS EVOLVES

Surface Heating Systems (SHS Ltd) is evolving with the introduction of a revolutionary new product. Its fully patented satellite dish protector has been in development over the last five years, and after a successful trial, it's now ready to launch for Sky TV dishes.

The complex nature of online selling to the domestic market, particularly through Amazon and eBay, has seen the business seek guidance from the Fife Trade Partnership to support the development.

This new product, which can reduce satellite signal interference during bad weather, is easy to fit, comes in a range of designs and is affordable too. It also has the potential to significantly increase SHS's turnover and employee numbers.

Mick Cummings, Managing Director of Surface Heating Systems, said:

"The launch of our Sky dish protectors is part of a natural growth period for the business. We've got high hopes for this product and are finalising online sales routes at the moment, and are also in talks with commercial companies in the UK, USA and Canada. It's an exciting time!"

SHS's specialism of offering electric surface heating products to the oil and gas; renewable energy; and communications sectors has seen it use a similar concept to create heated clothing, which it successfully promoted at All-Energy. SHS attended the exhibition in May with financial support from Fife Council Economic Development's Market Development Programme. [www.shs-ltd.com](http://www.shs-ltd.com)

For more information about the Fife Trade Partnership email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk) or call: 01592 858333 or visit: [www.businessgatewayfife.co.uk](http://www.businessgatewayfife.co.uk)



Surface Heating Systems' new satellite dish protector

## UPTURN IN BUSINESS

Upturn Consulting is the brainchild of Alison Graham and Thomas Adams, who joined forces in April 2017 to help businesses to optimise business processes and reduce operational costs.

The dedicated consultancy has delivered an On Time Delivery (OTD) performance review, with five of the highest impact projects being prioritised with work underway to deliver efficiencies. The team is also working with a Fife company to digitise its existing manual processes through the introduction of a new Enterprise Resource Planning (ERP) system.

The business has also engaged with Scottish Enterprise Digital Transformation, demonstrating its experience relating to ERP and Materials Requirements Planning (MRP) systems. Whilst still early days, this has already resulted in a referral to partner a Stirling-based company on a current ERP project.

Thomas Adams said:

"It was a big decision to set up in business, but we've worked hard in engaging with businesses and public procurement managers to offer an accessible, continuous improvement strategy, and know that we can bring significant benefits to businesses - large and small - throughout Scotland."

Upturn Consulting has been engaging with Business Gateway Fife for start-up support, attending workshops on finance and sales and marketing. It has also seen the benefits of its Fife Chamber membership, having joined numerous social events.

Alison Graham spoke to fbm. She said:

"Business Gateway Fife's workshops have supported our set-up and have helped us to position our marketing approach ensuring we promote the benefits of our bespoke, business improvement service."

<http://upturn.consulting>



## TECHNOLOGY ENABLED CARE

Oran Care is investing significantly in technology and training as it seeks ways of improving standards in the care sector.

Since it started trading in 2012 Oran Care, which delivers individualised care programmes, has undergone significant growth. It employs 70 staff and year on year it has doubled its turnover and has plans for further growth.

Oran Care is developing a training offering, and with funding in place it is to build a new facility to deliver a range of training qualifications including SVQ2 in Health and Social Care. In addition, it hopes to invest in an intermediate care centre offering service users temporary accommodation between discharge from hospital and before going home.

Jonathan McFarlane, Director of Oran Care, said:

"We're a small business with big plans. We've invested significantly in technology to ensure a more responsive, real time service, which offers our service users the best possible care whilst supporting our staff in their roles.

We're also very focused on our future, which includes plans for a training facility and an intermediate care centre. These plans are in progress and we hope to be set up as a training provider by the end of this year."

Oran Care has worked closely with Fife Council Employability for help with employment and the placement of relevant candidates.

[www.orandementiacare.com](http://www.orandementiacare.com)



Oran Homecare

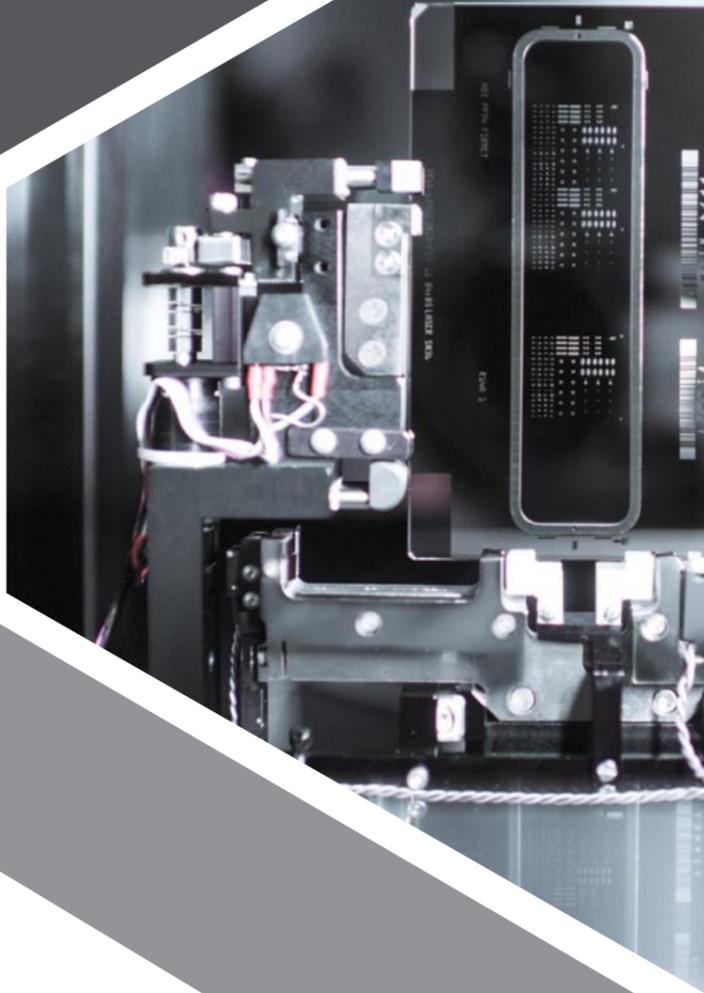
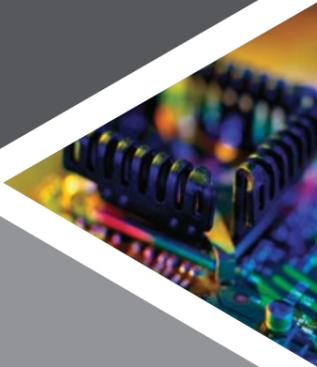


# fife business week 2017



6-10 NOVEMBER

INSPIRING AND  
SUPPORTING  
BUSINESSES  
IN FIFE



## Fife Business Week 2017

07

Fife Business Week 2017 returns this November, with a packed programme of events, aimed at inspiring businesses in Fife.

Fife Business Week is a notable and inspiring programme of events in the Fife business calendar. Each year, it brings together more and more private and public sector organisations to promote business opportunities in the region.

Building on the success of Fife Business Week 2016, which attracted around 700 attendees to more than 30 events across Fife – an increase of more than 160 visitors from 2015 – this year's event takes place between the 6th – 10th November 2017.

The week long programme of free events is branded under the Fife Economy Partnership and delivers a series of business seminars, workshops, masterclasses and networking opportunities, focusing on key topics affecting Fife entrepreneurs, business start-ups and employers alike.

The week is coordinated with a number of key partners from public and private support agencies, as well as business experts, to help move businesses forward and secure future success. A range of events are being hosted including:

- **Funding Your Business Growth** – Join the Royal Bank of Scotland to hear about a range of funding solutions and application requirements to help support business growth.
- **Making Tax Digital** – Led by Henderson Black & Co, this session will explore what the Government's new initiative really means for businesses, and how local businesses can prepare for these changes.
- **Accelerate Your New Business** – back for a third year due to popular demand, Acorn Enterprise will explore what running your own business is really like. Inspiration, resources and practical tools will be on offer.
- **Attracting International Customers: SEO and Social Media** – a practical workshop delivered by Scottish Enterprise to learn how to use effective Search Engine Optimisation (SEO) strategies for business websites and how to develop social media channels internationally.

Fife Business Week also includes the launch of Fife Finance Week, an introduction to an integrated finance programme embedded into the school curriculum. Led by Fife Council Education Services with support from Fife Council Economic Development's enterprising resources, local banks, credit unions and social enterprises; it will deliver a range of finance activities to schools in the region supporting the outcomes of the Curriculum for Excellence and Developing the Young Workforce agenda.

Stephen Doran, Chair of the Fife Economy Partnership, said:

“We are delighted to be launching the eighth annual Fife Business Week. Year on year the week long programme of events successfully engages with a host of businesses across the region, encouraging collaborative thinking, innovation and best practice.

We've an exciting programme of events lined up, and look forward to welcoming our new and established businesses to a week of events that will inspire and give them confidence to flourish and meet the demands of an ever-changing economic environment.”

A BROCHURE DETAILING THE EVENTS TAKING PLACE DURING FIFE BUSINESS WEEK IS INCLUDED IN THIS ISSUE OF FIFE BUSINESS MATTERS.

For more information, please visit:  
[www.fifebusinessweek.co.uk](http://www.fifebusinessweek.co.uk)



Fife Economy Partnership  
GROWING FIFE'S FUTURE

The Enterprise Hub Fife has got off to a flying start. In its first two months of business it's occupied almost 90 percent of its flexible office space to enterprising new businesses.



## NEW BUSINESSES THRIVING IN THE ENTERPRISE HUB FIFE

### THE HUB WILL OFFER THE FOLLOWING SERVICES:

- Early stage enterprise support for unemployed Fifers and redundant employees
- Access to skills and employability support programmes
- Global entrepreneurial masterclasses via Entrepreneurial Scotland
- Development of community driven social enterprise projects
- Virtual reception services for local home business owners
- Flexible rented POD rooms and small office space
- Business support services via key business partners
- Creative space where school students can learn more about enterprise and entrepreneurship
- Webinars, training workshops and business events

The Enterprise Hub Fife has seen a very promising response in its first two months of business with seven out of its eight flexible office spaces already occupied by enterprising new businesses. It's also seeing a steady stream of innovative and creative events taking place in the Hub, with new start and home-based owners taking advantage of the hot desking and meeting room facilities.

Opened in May, the Enterprise Hub Fife was established with the aim of providing enterprising individuals and start-ups with growth aspirations, access to a flexible facility, which encourages collaboration, entrepreneurial spirit and networking. It was originally delivered as part of the strategy by Fife Task Force, established by the Scottish Government and Fife Council, to mitigate the impact of the closure of Tullis Russell and has been roundly welcomed by both the private and public sectors.

Lead Officer on the project, Pamela Stevenson of Fife Council Economic Development, said:

"It has been a fantastic team effort by everyone involved and the feedback has been extremely positive from the new tenants, delegates of events and people who have used the meeting rooms and hot desks. We are now looking to ramp up activities with some exciting entrepreneurial events and campaigns planned."

Councillor Altany Craik, Convener of the Economy, Tourism, Strategic Planning & Transportation Committee, Fife Council, said:

"The Hub is playing a very positive role in stimulating new enterprises to be established and

helping them, as well as established businesses, to thrive and grow in the local community.

"This is one of the important projects funded through the Fife Task Force, which brought key partners together in the support of economic growth and job creation in central Fife. These first-class flexible business facilities include modern offices with high-speed broadband, co-working areas, private meeting rooms and a state-of-the-art events space to meet the needs of today's entrepreneurs."

### WHAT ITS TENANTS SAY

One of the first tenants to occupy an office within the Hub is Stewart Gray of Kaber Helm, a software company, which was set-up earlier this year. He said:

"My colleagues and I had been working remotely and it was inconvenient for us when we all had to meet. We decided to enquire about the Enterprise Hub Fife's meeting spaces but when we arrived for a visit, we knew the office space was flexible and suitable to our needs and importantly, an affordable price."

Stewart added:

"Now that we have a base for engaging and taking on customers, we want to focus on development and push the company forward. We are delighted that there is additional business support available at the Hub that we can tap into and we're receiving some marketing advice which should help us too."

## LOOKING FOR BUSINESS PROPERTY IN FIFE?

Fife continues to be a popular location for businesses, as Fife Council reveals that over 93 per cent of its business property portfolio is leased.

Fife Council's eclectic mix of properties range from industrial sites, ideal for manufacturing as well as fully serviced office units, continue to appeal to local businesses with only a handful currently available for lease including; Unit 3 Pitreavie Court, a spacious office facility within Dunfermline. Also available is Suite 1 at Forth House, North Road Inverkeithing, a multi-officed independent suite with great transport links and private car parking. Serviced office facilities with reception and meeting rooms are also available at Dunfermline Business Centre on Izatt Avenue.

Fife Renewables Innovation Centre at Methil continues to prove popular, with occupancy increasing from 40 to 70 per cent in just 6 months.

"Our portfolio of over 300 units continues to grow and we have a diverse collection of tenants throughout Fife. We offer a package which includes assistance from partner organisations to encourage growth and benefit Fife as a whole.

Fife Council has extensive knowledge of the Fife Business Property market and can also help with additional land for business or expansion. Flexible leasing arrangements are available on some units and properties."

Derek Bayne,  
Lead Officer (Property Management)



enterprise **hub** fife

For more information on Enterprise Hub Fife call: 0800 254 5200; or email: [enquiries@enterprisehubfife.co.uk](mailto:enquiries@enterprisehubfife.co.uk); or visit: [www.enterprisehubfife.co.uk](http://www.enterprisehubfife.co.uk)

Fife  
COUNCIL

For more information, please contact Fife Council's Business Property Team by e-mail: [business.property@fife.gov.uk](mailto:business.property@fife.gov.uk) or by phone: 0345 600 1359

A Glenrothes-based business has signed a multi-year contract that will see its products help fight the global battle against cancer.



## CONTRACT WIN HELPS FIFE BUSINESS FIGHT CANCER

**C**oorsTek is to supply Teledyne e2v with a range of engineered ceramics used in its medical products that are integral in radiotherapy machines throughout the world.

The three-year deal formalises a decades-old relationship into an exclusive, multi-year agreement which helps safeguard 70 jobs at the Cavendish Way plant and strengthens the CoorsTek business across the medical sector.

Mark Cameron, Plant Manager at CoorsTek explained:

"Often we do not realise how the parts we make here and the customers we support impact our world. More than 90 percent of radiotherapy cancer

treatment machines use Teledyne e2v products to generate high-energy x-rays used in both the imaging and radiation treatment of tumours. Our contract with Teledyne e2v means we are providing key components into radiotherapy systems which are used to treat cancer and improve people's lives."

Mark added:

"As vice chair of Business Gateway Fife (BGF) I was aware of the help and support BGF provides local businesses. Working with my adviser, I was paired with a business mentor who encouraged me to look for new opportunities and to strengthen existing customer relationships. That new focus helped me during talks with Teledyne e2v."

Last year, CoorsTek celebrated 35 years of manufacturing in Europe at its Glenrothes base, its first production facility outside the United States.

[www.coorstek.com](http://www.coorstek.com)

## STAGISON INVESTS IN FIFE

**S**tagison, a family run business, launched its new high quality, venison care and processing plant in 2016, creating three full-time jobs, including one apprenticeship.

With a family farming background, Bob and Jane Prentice moved to Downfield Farm in 2002 and have invested significantly in its processing facility. It started out finishing deer, obtained a licence to slaughter farmed deer and more recently opened an on-site cutting and packaging facility for preparing products for market.

Stagison received a Food Processing and Marketing Grant from the Scottish Government and the EU to further expand the facility with the creation of additional chillers and a larder to allow the facility to process in skin carcasses from shot wild deer.

Stagison, which is well known for its animal care

and handling to ensure the highest quality produce from the healthiest of animals, sells to local hotels and restaurants through Braehead Foods as well as retail sales through Minick of St Andrews.

In setting up, Stagison worked closely with Fife Council to support the employment of an apprentice as well as Business Gateway Fife. Jane Prentice of Stagison, said:

"Business Gateway Fife has advised on funding available for training, business development, branding and professional help to obtain our British Retail Consortium (BRC) accreditation. We've also attended workshops on employee pensions and are looking in to exporting. This service has been essential in helping us to keep the business moving forward."

[www.stagison.com](http://www.stagison.com)

Scottish family venison processing business launched in 2016, creating new jobs and prospects for Cupar.



## CELEBRATING TEN YEARS IN BUSINESS

**T**his year sees Prime Industrial and Janitorial Supplies celebrate its tenth year in business. As an independent supplier of industrial and hygiene products across Scotland, its customer base is wide and varied (including local authorities, bus companies, children's nurseries and care homes) and its fast and friendly service sets it apart from competitors.

Paul Dunning, Purchasing Director at Prime Industrial and Janitorial Supplies, said:

"We have learned so much in our ten years of business, but high on the list is communication. We can only be successful and achieve if we share and discuss and plan together as a team. We work in a

fast-paced and competitive market where constant vigilance is required on all aspects of customer care and service."

The business has grown by continuing to investigate new opportunities that can add to its product offering. Last year, it introduced an embroidery and screen-print service for corporate clothing and workwear, which has proven to be extremely successful, gaining it several new contracts.

Over the years, Prime Industrial and Janitorial Supplies has received support from Business Gateway Fife (BGF), including: tender submission training; environmental assessment; assistance completing its staff manual and Expert Help support for ISO audits and local land/property purchase feasibility study, to support a planned relocation to larger offices/warehouse in the near future.

Paul added:

"Our dedicated Business Gateway Fife adviser, Lynne Baillie, is always on hand to ensure we are sign-posted in the right direction. The support we've had from BGF has benefited the business substantially."

[www.primesuppliesltd.co.uk](http://www.primesuppliesltd.co.uk)



Celebrating its tenth year in business, Prime Industrial and Janitorial Supplies is reflective of its many successes as it continues to evolve.

Prime Industrial and Janitorial Supplies celebrates ten years in business

A St Andrews' businessman is using the latest advances in technology to transform the wine industry.

## A CORKING IDEA

**P**eter Wood of St Andrews Wine Company has revolutionised his business by taking it online.

Peter founded St Andrews Wine Company in 2012, which brings together small, family run, organic and unknown producers. As well as his shop on Bell Street, St Andrews, he's seen a month-on-month increase in online sales following the introduction of an industry first - virtual wine tastings.

Peter, who has been helped by Business Gateway Fife, said:

"Over the past year I've seen an average increase in sales both instore and from my website of around 15 per cent after I post my own two minute tasting videos, so firmly believe that as word spreads the live events will help sales increase further. Online is where I really envisage seeing significant growth and Business Gateway Fife has helped me maximise my website and strengthen my understanding of Search Engine Optimisation. The advice I've had from Lynne Baillie has been very valuable, confirming that my growth strategy was correct. Hearing that from someone totally impartial is worth its weight in gold."

St Andrews Wine Company's first Facebook Live wine tasting was led by Paul Boutinot of South

African producer Waterkloof Wines and received positive feedback. Viewers tuned in from as far afield as southern England and Aberdeen, and to date the video has had over 850 views.

[www.standrewswinecompany.com](http://www.standrewswinecompany.com)

Peter Wood of St Andrews Wine Company



BUSINESS GATEWAY FIFE, DELIVERING ON BEHALF OF FIFE COUNCIL ECONOMIC DEVELOPMENT, PROVIDES A RANGE OF SERVICES TO NEW AND ESTABLISHED BUSINESSES IN FIFE. IF YOU REQUIRE ASSISTANCE ON FINANCE, STRATEGIC DIRECTION, LEADERSHIP SKILLS OR ARE PERHAPS LOOKING TO MOVE INTO NEW MARKETS, THEN BUSINESS GATEWAY FIFE HAS THE EXPERTISE TO ASSIST.

To find out more, call: 01592 858 333 or email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk) or visit: [www.businessgatewayfife.co.uk](http://www.businessgatewayfife.co.uk)

Sign Plus has embraced its Fife Chamber membership to support its business strategy.

Sign Plus has embraced the range of services on offer from Fife Chamber

## LET FIFE CHAMBER WORK FOR YOUR BUSINESS

**D**algety Bay-based sign makers and digital print specialists Sign Plus has been a really active Chamber member in 2017. It has made working with Fife Chamber a central part of its business strategy. It has planned to make sure that it always has someone at every event to network and learn; it has used the E-Shot service regularly for targeted marketing messages and it has sponsored three different events to strategically position its brand in the market place.

The team at Sign Plus do what works for them but Fife Chamber has more than 300 other members and they make their own choices about how and when they get involved to make their Chamber membership work best for them. You can too...

### If you want to make connections and broaden your network across Fife...

come along to **Fife Social** which is held every month, free and open to non-members to try the experience.

### If you want to gain experience, knowledge or fresh ideas about different aspects of business...

attend one of our **Fife Learn** Master Classes or Workshops.

### If you want to increase your brand awareness, treat your hard-working staff or thank loyal customers...

our prestigious **Fife Showcase** events include a Golf Day, Annual Dinner, Fife Business Awards, President's Lunch and Christmas Lunch.

### If you want to trade outside Fife or improve your export performance...

our collaboration with the Fife Trade Partnership, joint events with other Scottish chambers and recently launched **Fife International** event programme, will support your ambitions.

### If you want to market to people directly and get your message seen by over 900 contacts across the Kingdom...

use our E-shot Service – the first one is free!

### If you need help growing your business, developing your leadership skills or just need some general guidance...

Business Mentoring is a free service with valuable benefits.



## INSIGHTS AND INSPIRATION IN EQUAL MEASURE AT EVENTS

**F**ife Chamber's recent events have seen some of Scotland's most influential and successful business leaders sharing their business strategies and experiences with members to help them to prepare for the trade challenges and opportunities that lie ahead.

The Chairman of Scottish Enterprise, Bob Keiller, delivered the keynote address to members at

Bob Keiller, Chairman of Scottish Enterprise delivered the keynote speech at Fife Chamber's AGM

the AGM and Tim Allan, President of the Scottish Chambers of Commerce, addressed them at the President's Lunch in St Andrews.

Members have also enjoyed inspirational Master Classes from leading companies such as GSK, Michelin and Insights that have given them invaluable ideas for their own business.



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](http://www.fifechamber.co.uk)



## Tailor-made solutions in Fife

We offer a high quality service to both corporate and individual customers, coupled with a flexible and innovative approach. We start from a blank canvas and build a bespoke solution, with all key decisions made locally by the branch, here in Dunfermline.

**Jim Donnelly** - Branch Manager

Tel: 01383 726067, email: [jado02@handelsbanken.co.uk](mailto:jado02@handelsbanken.co.uk)

**Alan Hogarth** - Corporate Banking Manager

Tel: 01383 726073, email: [alho08@handelsbanken.co.uk](mailto:alho08@handelsbanken.co.uk)

**Clare Thornhill-Kirk** - Individual Banking Manager

Tel: 01383 726077, email: [clth03@handelsbanken.co.uk](mailto:clth03@handelsbanken.co.uk)

**Sheena Katus** - Account Manager Support

Tel: 01383 726076, email: [shka02@handelsbanken.co.uk](mailto:shka02@handelsbanken.co.uk)

1 Pitreavie Drive, Pitreavie Business Park  
Dunfermline, KY11 8US  
Tel: 01383 726064, Fax: 01383 726089  
[handelsbanken.co.uk/dunfermline](http://handelsbanken.co.uk/dunfermline)

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The Levenmouth Community Energy Project is well on track with the Toshiba control system now fully operational ahead of the official launch of the energy project later this year.

The Levenmouth Community Energy Project's Toshiba control system is now fully operational

## LEVENMOUTH COMMUNITY ENERGY PROJECT REACHES MAJOR MILESTONE

The Levenmouth Community Energy Project has reached a major milestone as the Toshiba control system is now fully operational, which concludes the final commissioning step of the project.

The site at Methil, operated by Bright Green Hydrogen and Fife Council's site at Bankhead can now maximise use of renewable power as hydrogen vehicle refuelling begins. Both sites are focused on the ongoing optimisation of the systems ahead of the official launch later in the year.

At Methil, wind power and solar power is used to generate green hydrogen, which is stored on site. This hydrogen is then used for supplying energy to the surrounding business park, dispensing into vehicles and providing hydrogen for Fife Council's Bankhead refuelling station in Glenrothes.

The Council's hydrogen refuelling station is unique as it is the first station in the UK to be wholly owned and operated by a Council.

The Levenmouth Project's fleet of 17 hybrid low emission vehicles includes two hydrogen Refuse Collection Vehicles, owned and operated by Fife

Council, which are believed to be a world first. All the vehicles have access to the hydrogen refuelling points at both sites, reducing emissions from transport in Fife.

This highly innovative project, which is delivered by key partners Bright Green Hydrogen, Toshiba and Fife Council, has provided the perfect location for Toshiba to engage its technology with innovative green hydrogen applications.

It also demonstrates how we can use locally produced hydrogen to reduce both CO2 and toxic emissions, which is a vital part of meeting Scotland's climate change targets. It is also hoped that the project will increase economic growth and reduce fuel poverty in the area.

The project showcases to other business parks a route to operating from a renewable microgrid and provides the opportunity for local businesses and community organisations to have access to zero emission vehicles.

<http://brightgreenhydrogen.org.uk>



## INVEST IN FIFE

Fife means business.

TO FIND OUT MORE ABOUT INVEST IN FIFE



INVEST IN FIFE HAS A PROVEN TRACK RECORD OF HELPING INVESTORS MAKE THEIR PROJECTS HAPPEN AS WELL AS HELPING FIFE-BASED COMPANIES WITH THEIR EXPANSION PLANS. ITS BUSINESS AND CONSULTANCY SERVICES ARE EXTENSIVE AND INCLUDE ADVICE ON FINANCE, PROPERTY, TRAINING, BUSINESS AND PERSONAL DEVELOPMENT AND REGULATOR PROCESSES. Email: [enquiries@investinfife.co.uk](mailto:enquiries@investinfife.co.uk) or call: 01592 583539 or visit: [www.investinfife.co.uk](http://www.investinfife.co.uk)

Business loans of up to **£100,000**



## NEED HELP FILLING THE FUNDING GAP?

- **Who we are**
  - Business Loans Scotland provides loan finance up to £100,000 to new and growing SMEs with growth potential
  - Business Loans Scotland is a consortium of Scotland's 32 local authorities
  - In Fife, Business Loans Scotland is managed by Fife Council Economic Development and delivered by Business Gateway Fife

- **How can the funds be used?**

Loans may be used for:

- Working capital
- Purchase of plant and equipment
- Purchase of business property

- **What to do next**

Register online at [www.bls.scot](http://www.bls.scot) using the 'Apply Now' form.



EUROPE & SCOTLAND  
European Regional Development Fund  
Investing in a Smart, Sustainable and Inclusive Future

Business Loans Scotland



Cupar-based Horisk Leslie Development engaged with the Supplier Development Programme to transform its tender success.



THROUGH THE SUPPLIER DEVELOPMENT PROGRAMME, FIFE COUNCIL'S ECONOMIC DEVELOPMENT TEAM HELPS LOCAL BUSINESSES ACCESS WORK FROM THE PUBLIC SECTOR. SO, WHATEVER YOUR BUSINESS, PRODUCTS OR SERVICE, THERE COULD BE AN OPPORTUNITY FOR YOUR COMPANY TO BENEFIT BY JOINING THIS PROGRAMME. For more information, please email Dot Smith: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk) or visit: [www.sdpscotland.co.uk/fife](http://www.sdpscotland.co.uk/fife)

**SDP: taking smaller companies to a larger stage**

Software development consultancy Horisk Leslie Development has secured its biggest tender to date with help from Fife Council Economic Development's Supplier Development Programme. The opportunity posed by The Scottish Government's Application Design and Development Framework was significant and had the potential to transform the Cupar-based business' fortunes over the next few years. So, rather than take a chance, Horisk Leslie Development engaged with the Supplier Development Programme for help, support and guidance with the tender process.

Brian Horisk, Director at Horisk Leslie Development, said: "Our public sector tender success has always been a little sporadic. Whilst we always had a good technical story to tell and had good solutions to offer, we didn't seem to express that in the way buyers wanted to hear."

"The Supplier Development Programme's specialist showed us a better way to present the business – providing evidence for every claim, including lots of examples and using diagrams and screenshots rather than just text. They also stressed the importance of maximising our score in non-technical sections like workforce matters and framework management."

Building on its experience from the Framework tender, Horisk Leslie Development has also secured a significant project with Historic Environment Scotland. Brian added:

"Our success shows that Fife Council Economic Development's Supplier Development Programme services can help smaller companies like us to compete on a larger stage."

<http://horisk.com>

**Embracing opportunities at Offshore Europe**



Utility ROV Services' stand at Offshore Europe

A strong delegation of Fife businesses has just returned from SPE Offshore Europe. The biennial exhibition is the largest and technically foremost offshore E&P conference and exhibition outside North America.

The 2017 event took place between 5th and 8th September with a central theme of 'Embracing New Realities: Reinventing our Industry'. Technical and keynote panel sessions, combined with breakfast and topical lunches, provided a free-to-attend opportunity for Fife businesses to debate, knowledge-share and take new courses of action that will shape the future of the industry. Lamond & Murray, Ductform Ventilation (UK), AVT Reliability, Raith Systems, Utility ROV Services, ScotAsh and Borland Insurance Brokers joined the Fife exhibition stand through Fife Council's Market Development Programme showcasing the region's wide range of products and capabilities on offer, a range of new technologies, as well as new collaborations, which have led to new sustainable ways of working.

Iain Lamond, Director of Lamond & Murray, said: "We've participated in Fife Council's stand at Offshore Europe for a number of years now. Being part of a bigger stand, showcasing a range of new products and services, brings with it greater exposure."

"Year on year we have been pleased with the response we've had at Offshore Europe and see our attendance as a vital part of our business strategy. It enables us to engage with existing clients, network and showcase our skills and expertise to interested parties."

Fife Council Economic Development Team's Market Development Programme (MDP) is a popular and effective way for Fife companies to showcase their goods and services at events and trade shows.

To find out more, please email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

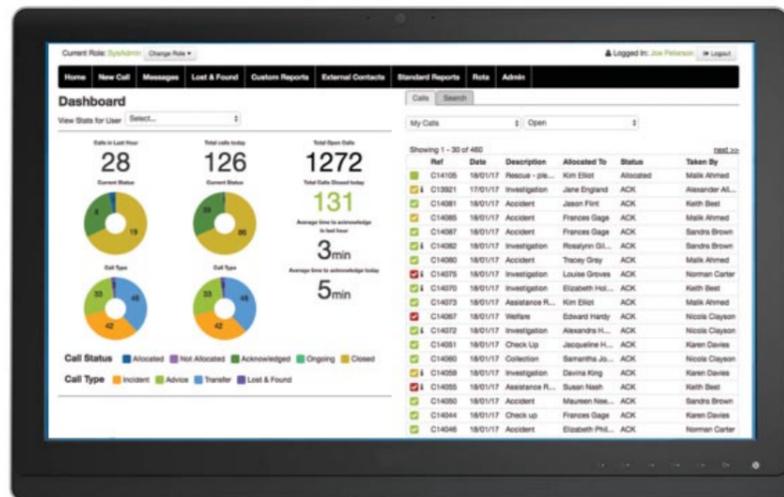
**fbm**  
FIFE BUSINESS MATTERS

**Special SUPPLEMENT**

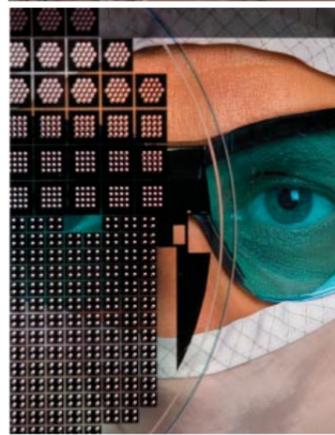
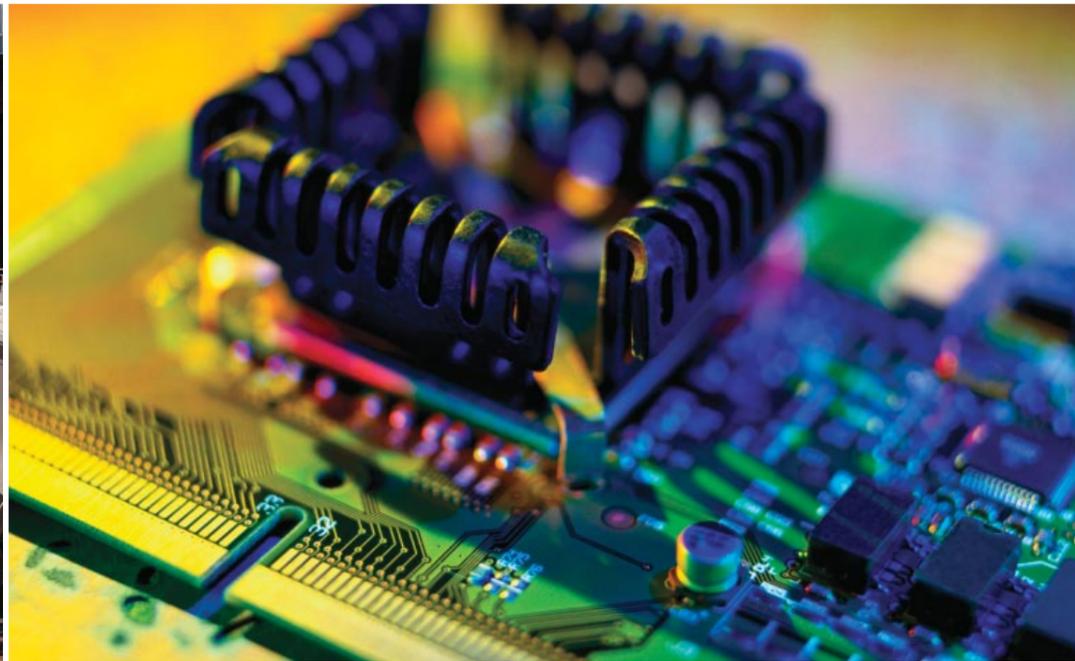


**Manufacturing: MAKING CONNECTIONS**

**> Making it in Fife**  
SEEKING OPPORTUNITIES TO GROW



The Helpdesk system which Horisk developed for the Scottish SPCA to handle over 200,000 calls per year includes a dashboard to give users and management instant access to information



# MAKING IT IN FIFE

The future looks bright for Fife's manufacturing sector.

**M**anufacturing is Fife's top performing sector in terms of turnover, with output expected to grow by almost 19 per cent by 2037. It makes a significant contribution (an estimated £1.4bn) to the region's total Gross Value Add (GVA) and supports almost 14 per cent of the region's jobs.

Against that backdrop, the manufacturing sector in Fife does have its challenges. The global downturn in the oil and gas sector has had an impact and it's expected to see a large decline by around 4,600 jobs between 2016 and 2037.

Despite falling employment, gross wages and output have risen; suggesting a move to higher productivity and higher value employment across the sector as a whole. This is reflected in Scottish Engineering's Quarterly Review (June 2017), which reported an improvement in orders, output and staffing levels. Optimism across the industry shows a considerable increase compared to the previous two years and similarly, export orders were higher in the first two quarters of 2017 compared to the preceding 13 quarters.

Whether through diversification, innovative solutions, increasing UK and international markets, or more efficient operating practices, businesses are seeking new ways to grow.

Jerome Finlayson of the Scottish Manufacturing Advisory Service, said:

"Manufacturing in Fife plays an important role in the local economy and businesses are taking advantage of the opportunities that exist for growth in manufacturing by focusing on driving productivity improvements across a range of areas. As businesses export and innovate this provides a solid platform for growth and success."

Jerome added:

"Strong, ambitious leadership is at the heart of the manufacturing sector in Fife. With the drive, ambition and vision of these leaders who are embracing and adapting to new technologies as well as starting to use data to drive operational performance, productivity is improving. These are just some of the key indicators that highlight that the future is bright for manufacturing in Fife."

There is a plethora of support available to help safeguard the future of local businesses. Whether it's through short-term resilience strategies; a review of Lean Manufacturing practices; trade and exporting advice; funding or grants to support investment and create jobs, or enable business development, Fife Council Economic Development and its key delivery partners can help prioritise mainstream support to allow for growth at the appropriate level for individual businesses.

Councillor Altany Craik, Convener of the Economy, Tourism, Strategic Planning & Transportation Committee, Fife Council, said:

“Investing in Fife's manufacturing businesses is vital to the local economy and we're striving to give these businesses flexible and tailored support to enable them to sustain and flourish.”



For more information about support for manufacturing businesses in Fife, please contact Business Gateway Fife. Call: 01592 858 333; email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk) or visit: [www.businessgatewayfife.co.uk](http://www.businessgatewayfife.co.uk)

KDM Shopfitting is enjoying a busy second half of the year; a time that's traditionally busy for the Dalgety Bay based contractor.

## A FITTING SUCCESS STORY

**K**DM Shopfitting has come a long way since it was formed in 1998, but it's not always been easy. In 2015, it lost a significant amount of business from a client, which contributed approximately 70 per cent to its turnover, leaving the business in a difficult trading position.

KDM's proactive response to this situation has provided a robust platform for growth. Its honesty and open communication with stakeholders about its challenges, earned its Directors respect and time to look for new clients, and to bring in key personnel.

Reducing risk, seeking advice from SMAS and Scottish Enterprise has resulted in KDM operating more efficiently. It's reviewed its manufacturing processes; analysed man hours; has taken a tighter control of stock; and improved internal communication by investing in a new CMS system.

2016 returned a healthy profit for KDM, which employs 54 full-time members of staff at its 15,000 sq.ft. manufacturing facility. Turnover is projected to increase to around £12.2 million this year.

Mark Jones, Director of KDM Shopfitting, said: "Often when a business is doing well and returning

strong profits, costs are not interrogated as they should be. But, our downturn forced us into a position where we had to strip out unnecessary costs and improve efficiencies, which we have maintained throughout our recovery.

"We've made a number of significant changes to the way we do business, including spreading our portfolio, all of which has benefited our operations, our margins and given us a solid foundation on which to develop our business throughout the UK from our hub in Fife."

[www.kdmshopfitting.com](http://www.kdmshopfitting.com)



St Vincent Plaza, Glasgow – KDM Shopfitting manufactured and installed the reception, seating and wall cladding

## DIGICO EXPANDS PRODUCTION CAPACITY

**D**igital solutions manufacturer DiGiCo, part of the Audiotonix Group, has opened its newest production facility in Glenrothes. The larger facility is 200 metres from its existing unit – its location, as much as its growth opportunity, was of paramount importance.

Tony Williams, Audiotonix Group Operations Director, said:

"It was vitally important for us to stay as close to our original location as possible. This has allowed us to retain the skills and knowledge of longstanding employees, some of whom have over 20 years of service with us. We value their loyalty, dedication to quality and in-depth knowledge of our complex products."

Tony continued:

"With the additional space, the factory layout has also been fully reviewed, with the result that all the manufacturing

processes have been integrated to ensure efficiency, and to minimise non-value operations.

"The assembly lines have been designed to be flexible and can be reconfigured quickly to deal with peaks in demand for products. We have also been able to integrate packing and dispatch into the manufacturing processing, which allows us to ship products more quickly."

DiGiCo's General Manager, Austin Freshwater, said:

"It is fantastic to have the new factory fully operational. The really exciting thing is that everyone, from our staff to our customers will benefit from the new factory, and it will allow us to improve upon the great service we are already known for."

[www.digico.biz](http://www.digico.biz)



DiGiCo has opened a new production facility in Glenrothes

## HAVELOCK LAUNCHES NEW INTERIOR RANGE

**I**nterior solutions specialist Havelock has recently launched 'Imagine', a new range of nursery and primary furniture. Introduced at Havelock's new showroom in May, children from Cowdenbeath Primary School tried out the new 'Imagine' furniture range, which has been designed and manufactured by staff in Kirkcaldy.

Through its education brand ESA, Havelock has a long heritage of creating progressive learning spaces. 'Imagine' is the company's latest range of furniture, developed in consultation with schools and local authorities and designed for structured learning and imaginative play.

The furniture is manufactured at Havelock's factory in Kirkcaldy, one of the largest in-house timber, metal and solid surfacing facilities in the UK. Havelock's participation in the Fife economy dates back to 1869 when Alexander Henry McIntosh started making elaborate cabinetry by highly skilled craftsmen.

The tradition of skilled craftsmanship continues to this day at Havelock. While automated machine centres are used in component manufacture, Havelock relies on skilled operatives and many of its bespoke pieces are finished by hand.

Now at Havelock, craftsmanship is combined with the latest in design innovation. Havelock's design team is using the latest digital tools, including virtual reality, to give customers an immersive and visual representation of their interior spaces, which enables them to make more informed and creative decisions.

As well as its long heritage in education, Havelock works across the public sector and with retail, lifestyle and corporate brands, creating interiors that are both functional and visually impressive. Its creative work has been recognised with the interiors solutions specialist being shortlisted alongside its agency partners for three Retail Week Interior Awards.

[www.havelockeuropa.com](http://www.havelockeuropa.com)



Pupils from Cowdenbeath Primary School roadtest Havelock's new 'Imagine' range

## SMAS SUPPORT PRODUCES UNIQUE RESULTS

**L**amond & Murray, which manufactures gears and special purpose gear boxes, engaged with the Scottish Manufacturing Advisory Service (SMAS) following its significant investment in new machinery.

Alastair Lamond, Managing Director of Lamond & Murray, explains:

"Having invested in new equipment to grow the business, there was a need to look at our physical working environment. We knew efficiencies could be made, but needed external guidance.

"We devoted a lot of time to SMAS's 5 S programme, which achieved quite unique results. We involved the whole team in the process, downing tools on a Friday afternoon to discuss ideas to improve workshop areas and then implemented those changes. Importantly, employee morale has improved and the culture transformed."

Lamond & Murray also reported an improvement in its efficiency by fifteen per cent and is proud of its workplace. It has hosted a number of SMAS best practice workshops at its Inverkeithing facility.

SMAS has further assisted Lamond & Murray with its MRP (Material Requirements Planning) system helping with production planning and scheduling to manage manufacturing processes, whilst Fife Council Economic Development's Market Development Programme supported its attendance at Offshore Europe. Scottish Enterprise has also undertaken a resilience review of the business, which considered new markets to facilitate growth. This has brought about a successful shift to further supplying the steel and automotive industries as well as the food and drink sector, from which it has gained new clients specialising in brewing, distilling and malting.

[www.lamondandmurray.co.uk](http://www.lamondandmurray.co.uk)



Lamond & Murray manufactures gears and special purpose gear boxes

THE SCOTTISH MANUFACTURING ADVISORY SERVICES' BUSINESS IMPROVEMENT ACADEMY IS DESIGNED TO SUPPORT AMBITIOUS AND GROWING BUSINESSES THAT RECOGNISE THE NEED TO ENGAGE WITH THE CONCEPT OF SUSTAINABLE CONTINUOUS IMPROVEMENT BY COMBINING BUSINESS IMPROVEMENT TOOLS WITH CULTURAL AND BEHAVIOURAL CHANGE.

For more information, email: [gerry.borge@scotent.co.uk](mailto:gerry.borge@scotent.co.uk)

## REWARDING INNOVATION IN FIFE

**R**oss Oliphant, Partner in EQ Accountants' Glenrothes office, explains how Fife's engineering and manufacturing sectors could be missing out on valuable tax reliefs.

As a member of the Chartered Institute of Taxation and with his Gold Standard qualification in tax, Ross is able to offer the highest level of advice and expertise in all aspects of tax planning.

The engineering and manufacturing sectors contribute significantly to the Fife economy. By investing in research, development and innovation, these companies play a key role in maintaining the UK's international competitiveness. However, studies suggest that many companies are leaving valuable Research and Development ("R&D") tax reliefs unclaimed from HMRC.

With Fife being a breeding ground for innovation, could your company be missing out?

**fbm: So, what are R&D tax credits?**

**Ross:** R&D tax credits are a government tax incentive aimed at helping UK companies by encouraging and rewarding innovation. The greater investment made in research, development and innovation, the greater the benefits to both individual companies and the wider UK economy.

Many companies see R&D tax credits as an important source to fund further investment, which is especially important in the current economic climate.

**fbm: Who can claim?**

**Ross:** Whatever size or sector, a company that is taking a risk by attempting to "resolve scientific or technological uncertainties" could qualify for R&D tax credits. This includes creating new products, processes or services, or, changing or modifying an existing product, process or service. In addition, a project that is not successful can also qualify.

**fbm: How much could companies be missing out on?**

**Ross:** This depends on the size of the company. There are two schemes, a small/medium sized scheme and a large scheme. For an SME, the R&D tax credit rates range from 25p to 33p for every £1 of qualifying expenditure.

**fbm: So why are some companies failing to claim?**

**Ross:** There is a common misconception that R&D tax credits only apply to pure, 'white-coat' research and development activities, or to companies with an established R&D team. However, there are so many sectors where R&D claims are possible. EQ has successfully assisted many companies in the following sectors: engineering, manufacturing, food and drink and software. We could also help your company!

### CASE STUDY

Amongst the many Fife clients to benefit from R&D tax credits is DP Services. Colin Millar of DP Services, said:

"Having EQ Accountants on board as experts opened our eyes to the potential to make a claim and review the broad range of activities and expenditure that qualify. I'd advise other companies to look very closely at their range of activities, as they might be surprised as to what qualifies."

[www.eqaccountants.co.uk](http://www.eqaccountants.co.uk)



Ross Oliphant, Partner, EQ Accountants



**£35M CONTRACT IN THE BAG**

Smith Anderson has secured a £35 million contract to supply McDonald's with its paper bags.

Each day, Smith Anderson produces ten million paper bags from its Kirkcaldy base, with almost half of those for McDonald's. This new, three-year deal is big news for the company, and will see it expand its operations to supply select markets in Central Eastern Europe.

Michael Longstaffe, CEO of Smith Anderson, said:

"We are thrilled to have secured this contract, most especially the European expansion and the benefits these deliver to shareholders and all of our 205 hardworking staff into 2020."

**DIAMOND CELEBRATIONS FOR GRAY & ADAMS**

Having formed in 1957 as a car and body repair business in Fraserburgh, Gray & Adams employs more than 700 people between its HQ in North East Scotland and four other manufacturing facilities, including Dunfermline.

Over the years, the family-run business has developed and evolved due to its ability to respond to changing market demands and challenges. It offers bespoke vehicles that are created around the needs of its clients' business, whatever the industry.

Celebrating its 60th anniversary, Gray & Adams welcomed HRH Prince Charles, the Duke of Rothesay to its Fraserburgh factory



**CROSSING THE FORTH**

The Queensferry Crossing is one of the world's great bridges. It is the longest three-tower cable stayed bridge of its type in the world standing 210m above high tide.

Inspiring to look at, the bridge took six years to complete and utilised the local supply chain in Fife including Briggs Marine, the winner of the Outstanding Business Achievement award at the 2017 Fife Business Awards.

It has been designed and built to be more reliable and fulfill its long-term duty as a speedy travel link between Fife and the Lothians. Two lanes and a hard shoulder provides flexibility; windshielding provides a more reliable corridor; whilst the use of more durable materials ensures that maintenance can be carried out without the need to shut the bridge.



**NOV FLEXIBLES UK INVESTS IN FIFE**

Greenrothes-based National Oilwell Varco (NOV) Flexibles UK has completed a £500,000 high bay extension to house over £1.5m of new investment in equipment.

The new 6000 sq.ft. extension and installation of new welding equipment and state-of-the-art CNC machines are enabling the company to continue to lead technical innovation across the oil and gas industry. It is also allowing it to significantly expand its manufacturing capabilities to go after new and larger work.



James Mullen, Operations Director, NOV Completion & Production Solutions, Subsea Production Systems, said:

"The increased capacity and larger machines in the new high bay enable us to offer world-class technology and will open up new future business opportunities. We have already started manufacture of three new product ranges this year, and our future is looking very secure going forward with further growth and job creation forecast."

NOV Flexibles UK opens high bay extension. L-R: Councillor Altany Craik (Convener – Economy, Tourism, Strategic Planning & Transportation Committee); Robin Presswood (Head of Economy, Planning and Employability Services, Fife Council); Councillor Jan Wincott; Steen Torneø (NOV Flexibles); Councillor Fiona Grant; Jim Mullen (NOV Flexibles); Jane Pollock (Scottish Enterprise); Alex Mitchell (NOV Flexibles)

**BRAND-REX ANNOUNCES CPR-COMPLIANT CABLE**

Brand-Rex, a Leviton company, has launched a full line of copper and fibre communication cabling that meets newly introduced classifications within the EU Construction Products Regulation (CPR).

Brand-Rex was one of the first manufacturers to introduce CPR-compliant cables in 2016, and since then it has expanded its portfolio of EuroClass cables.

Ian Wilkie, Managing Director at Brand-Rex, said:

"We are leading the way in CPR-compliance and readiness. Brand-Rex has worked towards this point for many years and has the expertise to help customers understand how CPR will affect upcoming networking projects."

[www.brand-rex.co.uk](http://www.brand-rex.co.uk)



**FBM MEETS ... SCOTT CAIRNS, GROUP MANAGING DIRECTOR, JAMES DONALDSON & SONS LTD**

Established in 1860, James Donaldson & Sons Ltd, which comprises six separate limited companies, has grown significantly in recent years. At the helm of the business is Scott Cairns, the first ever non-family member to run the Group. I met him to find out more about its growth, its ambitions and plans for the future.



Scott Cairns, Managing Director of James Donaldson & Sons

In the last 157 years, James Donaldson & Sons has grown to become one of the UK's leading independent processors, manufacturers and distributors of timber and engineered timber products. From one small branch originally in Tayport, Fife, today it has 740 employees across 28 sites in the UK, 500 of which support its manufacturing businesses.

It is one of Fife's big success stories; one which has longevity and a strong future.

Scott Cairns is the first non-family member to head up James Donaldson & Sons Ltd, the parent company of James Donaldson Timber Ltd; MGM Timber (Scotland) Ltd; Donaldson Timber Engineering Ltd; Nu-Style Products Ltd; and James Donaldson Insulation Ltd.

The business has grown significantly in recent times, from £100m to just under £150m in six years. £108m of that is generated through its three manufacturing businesses, of which half is made in Fife at James Donaldson Timber in Leven and Donaldson Timber Engineering headquartered in Buckhaven.

Scott Cairns, Managing Director of James Donaldson & Sons, said:

"Growth has been both organic and strategic. The latter by both acquisition and most importantly as a result of major investment projects. Over the last three years, we have reinvested over £10m into capability, manufacturing, technology and our people.

"2016 saw a major investment in James Donaldson Timber, Leven with the installation of a UK leading White Primed MDF manufacturing plant, whilst current assistance from Fife Council is enabling us to undertake a series of major investments in Donaldson Timber Engineering's Buckhaven facility."



James Donaldson & Sons also added to its portfolio of companies in November 2016 when it acquired Nu-Style Products in Aberdeen, which specialises in Laminate fabrication and the supply and manufacture of roofing and building components. It plans to invest heavily in and grow the business significantly over the next three years.

Scott added:

"Our sector is fuelled by consumer confidence, political direction and market stability. We suffer disproportionately to other sectors when this confidence is shaken and current political machinations are undoubtedly making trading more difficult. That said, we are pressing ahead with investment in our business capabilities and our workforce and we continue to strive to be relevant and of great service to our clients. Service and quality are the cornerstones of our market offering and whilst growth is our aim we recognise that it must be sustainable growth, operating within our financial and managerial means."

James Donaldson & Sons has engaged with Scottish Enterprise and Fife Council for specific areas of support. It is currently working closely with Scottish Enterprise on various projects, including a Lean Manufacturing programme for James Donaldson Timber and Donaldson Timber Engineering, which has been introduced by the Scottish Manufacturing Advisory Service. Fife Council has also helped it secure land in Buckhaven to enable future development of Donaldson Timber Engineering.

Scott added:

"In recent years, we've engaged with Scottish Enterprise, which has supported us in several areas including Lean Manufacturing, energy saving initiatives and IT focused projects. It has been extremely proactive in its approach with us and has assisted in bringing improvements and efficiencies to the business. A strong working partnership with Scottish Enterprise as well as Fife Council has enabled us to invest, create jobs and will ensure growth in the years to come."

[www.donaldson-timber.co.uk](http://www.donaldson-timber.co.uk)



### Specialist Engineering Training

Delivered in College or your company premises where appropriate

- CNC Programming (Fanuc) Lathe
- CNC Programming Milling
- Manual Milling Machine Operation
- Manual Lathe Training
- Non-Destructive Testing (NDT)
- Welder Training and Assessment

### Distance/E-learning Programmes

Enhance your career prospects at a time and place that suits you

- IOSH Working Safely/Managing Safely
- NEBOSH General Certificate/Diploma
- NEBOSH Construction
- NEBOSH International Oil & Gas Certificate
- HNC Fabrication and Welding
- HNC Petroleum Engineering
- HNC Engineering Systems
- HNC Electrical Engineering
- HNC Sustainable Resource Management
- HNC Contracting Management

### Distance/E-Learning Short Courses

Enhance your career prospects at a time and place that suits you

- Drilling Essentials
- Production Technologies
- Completions and Oil Well Management
- Oil Industry Electrics
- Control and Instruments Basics
- Reservoir Surveying and Engineering Basics
- Wind Turbine Maintenance and Operations Basics
- Fuel Cell Technology Operation and Maintenance Basics
- Solar PVA Installation and Maintenance Basics

**Do you work in the oil and gas sector or its supply chain? Are you facing redundancy? Speak to us about funding available for re-training. Call Shona Smith on 0344 248 0132.**



### EXCELLENT SUPPORT PACKAGE

- Dedicated Project Team
- Finding the Right Property Solution
- Advice on Financial Assistance
- Training & Recruitment Support
- Transportation
- Stakeholder Management

### INVEST IN FIFE

Fife means business.

[www.investinfife.co.uk](http://www.investinfife.co.uk)

## ACCESSING NEW MARKETS

Expanding into a new market can be an effective way to grow your business. But it takes a disciplined process to accurately assess the potential of the growth opportunity, for which there is support available for businesses in Fife.

### TOOLS FOR ACCESSING NEW MARKETS

- **Export Readiness Health Check & Support** – helps to evaluate a business' current international position and identify the next sales opportunities.
- **Market Intelligence** – equip your company to make informed business decisions.
- **Seminars and Training** – an opportunity to learn from subject specialists and experienced exporters from different sectors.
- **Market Development Programme** – get your brand and business profile onto the international showcase through events and trade shows. Funding is available to participate in overseas trade events, exhibitions and missions.
- **Financing and Insuring Your Products** – access specialist knowledge and support to ensure you stay in control of your products and income.
- **Legal and Documentation** – don't let the errors in the detail be a costly mistake.
- **Sales and Marketing** – support with internet business trading, language services and in-market support to help get products to market.

Understanding the new marketplace, whether it's selling a product or service in a new region or country, or whether it's targeting a new segment of customers, can seem daunting. Considerable thought needs to be given to financial investment, research in terms of identifying the right country, and most importantly the commitment of time.

Whatever stage of your business growth journey the Fife Trade Partnership can assist. The partnership, led by Fife Council Economic Development, alongside Scottish Development International, Business Gateway Fife and Fife Chamber of Commerce ensures expertise is available in exporting, legal regulations, market intelligence, finance and more; a 'one-stop-shop' service to help businesses get goods to market across Scotland, the UK and internationally.

This single access service was launched in August 2015 and has boosted the number of Fife firms successfully entering UK and international markets.

A recent 2017 Fife Trade Survey reported that the UK, the US and Germany are the three most important markets for Fife businesses. Over 70 per cent of businesses that participated in the survey are selling to the rest of the UK and over 45 per cent are exporting to customers outwith the UK. There's optimism too about boosting export sales with almost half (49 per cent) of exporters being optimistic that sales to the EU will increase over the next five years, and 58 per cent of exporters expecting sales outside the EU to increase over the same period.

Pamela Stevenson, Lead Officer, Fife Council Economic Development, talked to fbm about the services available for businesses looking to tap into new markets. She said:

"The Fife Trade Partnership joins up various trade and export services, bringing support opportunities into a one-stop-shop to equip businesses with the necessary tools needed to access new markets and the associated growth that comes with that.

"Often businesses need advice to evaluate their current trading position and to identify future sales opportunities. Furthermore, awareness of how to access in-country knowledge, advice on getting goods to market as well as possible barriers to entry. Workshops, learning journeys and attending exhibitions are also a way of gaining insight from experienced exporters from varying sectors."

Pamela added:

"The aim of the Partnership is to make accessing new markets as seamless as possible for businesses and our joined up support extends to include advice on export documentation, legal requirements and finance, including advice on exchange rates, which are another area businesses regularly need support with. We are striving to engage more effectively as a partnership to work with businesses, to assist them take advantage of growing UK and global opportunities."

For more information email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk) or call: 01592 858333 or visit: [www.businessgatewayfife.co.uk](http://www.businessgatewayfife.co.uk).



## GOING 'PLAICES'

Cromars Fish and Chip Restaurant and Takeaway in St Andrews has really made a name for itself in just three years of operation.

It has a turnover of £950,000 and at the height of the busy St Andrews tourist season, employs a team of thirty six staff. The business is looking to grow, with another outlet being considered, along with a mobile van to target the lucrative weddings and events sector.

It also has a new business partner in Wendy Frame, who has recently joined the business to oversee marketing, customer care, staff development and sourcing.

Wendy Frame said:

“Cromars is always improving, and I'm committed to helping it grow and develop even more. It's a constant re-investment, looking at ways of improving our service and food quality.”

[www.cromars.co.uk](http://www.cromars.co.uk)



Wendy Frame (right) has joined Cromars to develop the business

## INVESTMENT IS ROOT TO FURTHER GROWTH

Backing from the Scottish Investment Bank and investment from International French-based venture capital funds FPCI CapAgro Innovation and Sofinnova Partners, has enabled CelluComp's patented nano-fibre in finding a host of new uses and markets.

When materials scientists Dr David Hepworth and Dr Eric Whale first realised the industrial potential of cellulose nano-fibre extracted from root vegetables, they went on to consider new applications. Twelve years on, and several rounds of investment later, Curran – which is twice as strong as carbon-fibre – is finding a host of new applications. It can be used in paints and coatings, paper production, home and personal care products, the oil industry, food, drilling fluids and in the manufacture of concrete and composites.

CelluComp's CEO Christian Kemp-Griffin, said:

“It's taken a long time to reach this point, where we have a product on the market, but now we're here, we'll accelerate growth very quickly. We could become a billion-pound company.”

<http://cellucomp.com>

To submit your company news to fbm, please email:  
[editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

## LOTTERY WIN SET TO BOOST FIFE COASTAL COMMUNITIES

Fife Council has been awarded £300,000 of funding from the Coastal Communities Fund (CCF), delivered by The Big Lottery Fund, to boost economic growth and create more jobs in and around Kincardine.

This funding will support a new wave of action focused on diversifying the local economy in

the coastal communities of Kincardine. The project, 'Discovering Fife Forth – Connecting Coast, Heritage and History', will help to create modern business infrastructure encouraging new, innovative enterprises and job creation. New light industrial workshops will be created and town centre improvements will be undertaken.

## 60 YEARS IN BUSINESS

2017 is a very important year for Fife Creamery as it marks its 60th year in business.

Recognising that a huge part of its success is the longstanding relationships it has built with its clients across Scotland, it is celebrating with a series of events and initiatives, which will centre on its client base.

During its 60 years of trading, the business has played a pivotal role in the wholesale and distribution market place, adapting to some landmark changes and inspiring retailers and caterers with some iconic chilled food products.

Congratulations Fife Creamery!

[www.fifecreamery.co.uk](http://www.fifecreamery.co.uk)

## FIFE PRODUCER CELEBRATES TOP FOOD AND DRINK AWARD

The Little Herb Farm, based in St Andrews, scooped the Savouries & Accompaniments award at the Scotland Food & Drink Awards 2017. The annual awards were hosted by chef and TV personality Simon Rimmer and organised by Scotland Food & Drink and run in partnership with The Royal Highland and

Agricultural Society of Scotland (RHASS).

The Little Herb Farm, run by Lindsey Anderson, was praised for using a range of local herbs and berries to create the unusual Tayberry and Sage Vinegar Dressing. This product was a hit with the judges.

[www.thelittleherbfarm.co.uk](http://www.thelittleherbfarm.co.uk)



The Little Herb Farm won a Scotland Food & Drink award

## EMBER TECHNOLOGY TO DEVELOP NEW TRAVEL SERVICE

Greenrothes company Ember Technology has won a new contract with a transport consortium, led by ESP Group, to help develop the software for a service that aims to revolutionise travel for young people in Scotland.

The innovative application will take advantage of all available transport options in the user's locality - everything from walking, cycling, buses and trains to car and bike share schemes - alongside concessions and discounts - to provide one single, optimised

transport network - without the use of a car.

Co-designed by young people, the service intends to offer personalised information, offers, rewards and tailored recommendations to enhance their travel options all on one platform, even when there are a number of separate travel providers.

The early version will be tested by around 100 users between October 2017 and March 2018.

[www.ember.ltd](http://www.ember.ltd)



Paul Stewart, Ember Technology

## GREENFOLD INVESTS IN KIRKCALDY ENGINEERING BUSINESS

Family owned James C. Gillespie Ltd of Kirkcaldy, has changed ownership.

In a positive move for the business, new investors Bill Taylor, Adrian Gare and Bob Waterson who own Greenfold Systems Holdings Ltd, took over James C. Gillespie Ltd in August.

Bob Waterson of Greenfold Systems Holdings Ltd, said:

“James C. Gillespie Engineering Ltd has built up a fantastic reputation for over four decades for providing high quality precision sheet metal design and manufacturing services. That reputation is something that customers value greatly and as such we have retained the Gillespie name in the new business, which will be called Gillespie Manufacturing Systems Ltd.”

“We continue to value and appreciate the support we have received from Scottish Enterprise and Fife Council Economic Development Services. Employees, customers and suppliers alike can be very excited by this move and it is our intention to grow and expand the business here in Kirkcaldy.”



The investors also own Dunfermline based Greenfold Systems Ltd which also has a facility in Rochester, Kent, Greenfold Systems Scarborough Ltd and Excel Assemblies Ltd with facilities in Croatia and Bosnia.

Investor Bill Taylor said:

“We are very excited to be given this opportunity to expand our family of manufacturing service providers. The addition of the high value precision sheet metal services to our family of companies, provides customers with a variety of outsource options from assembly, mechanical design, metal fabrication and engineering, cable harnessing and assemblies, through to vertical integration to full and part product build.”

Graeme Gillespie said:

“We felt that the time was right to merge minds with the new investment team and are grateful to the employees, customers and suppliers for their support over many years. They can look forward with confidence to the new regime, which has already invested in bringing in senior experienced business development talent to grow the business.”

Greenfold currently employs 150 staff in its UK operations. Excel employs 800 staff in Croatia and Bosnia. The investors look forward to developing additional jobs in Kirkcaldy.

[www.greenfoldsystems.co.uk](http://www.greenfoldsystems.co.uk)

A series of short videos has been launched to showcase Fife's beautiful scenery and attractions as the region continues to entice strong visitor numbers.

## FIFE FIVE TOURISM CAMPAIGN

A new video campaign has launched in partnership with VisitScotland and Fife Council to boost tourism in Fife. A series of short videos under the banner 'Fife Five' showcase a range of popular activities and sites to visit in Fife.

According to The Moffat Centre's most recent research there are around three million visitors to Fife each year, bringing almost £439 million into the region's economy.

Fife's stunning landscape was the most cited attraction for visiting the region according to VisitScotland's most recent Visitor Survey, with the region also being voted top Outdoor Destination for eight consecutive years.

The new videos showcase Fife's stunning coastline and countryside as well as a number of unique businesses in the area, including an award winning ice cream parlour, Michelin starred restaurants and local farm shops selling esteemed local produce.

Fife Tourism Partnership plays a key role in engaging Fife businesses to support the local tourism industry. Ann Camus, Fife Tourism Partnership Manager, said:

"The Fife Five campaign is a creative campaign showcasing the best of what Fife has to offer. The beautiful scenery and landscape remain firm favourites with both local and international visitors and it's not difficult to see why. Tourism across Fife peaked over the summer months with visitors getting a huge amount of enjoyment from the area and events. We must continue to build on this momentum."

Manuela Calchini, Regional Director at VisitScotland, said:

"The Fife Five is an innovative and exciting campaign that highlights why the area is such a great place to visit. These fun videos are sure to leave people with a strong desire to explore Fife and discover more about what it has to offer."

Visitors and locals are being encouraged to share their own top #FifeFive across social media. All of the films are available on the Welcome to Fife YouTube channel: [www.youtube.com/welcometofife](http://www.youtube.com/welcometofife).

#FifeFive – visitors can witness a beautiful combination of countryside, coastline, landmarks and nature fused together with views from the misty mountains of St Monans



## FIFE TOURISM CONFERENCE 2017

Plans are underway for this year's Fife Tourism conference. Hosted by Fife Tourism Partnership, the event will take place on Friday 17th November 2017.

The previous conference, held in 2015, was a sell-out, so the 2017 event is expected to be much the same. It will bring together registered Fife

Tourism Partnership businesses for a fun, information filled session with a great line-up of speakers. Pencil the date into your diary to make sure you don't miss out on an exciting conference.

To find out more about the Fife Tourism Conference, visit: [www.fifetourismpartnership.org](http://www.fifetourismpartnership.org) or email: [john.murray-EP@fife.gov.uk](mailto:john.murray-EP@fife.gov.uk).



TO FIND OUT MORE ABOUT  
FIFE TOURISM  
PARTNERSHIP

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](mailto:info@fifetourismpartnership.org) or call: 03451 55 55 55 (ext 445838) or visit: [www.fifetourismpartnership.org](http://www.fifetourismpartnership.org)

Living Solutions is taking its forestry expertise to the Royal Burgess Golfing Society in Edinburgh.

Living Solutions provides a wide range of forestry and countryside services



## BRANCHING OUT

Living Solutions, a dynamic social enterprise and recognised charity based in Cowdenbeath, offering forestry, tree surgery and countryside services, is branching out taking its forestry expertise to Edinburgh.

Having taken tree surgery skills to a new level embracing the challenge of new terrains including golf courses and greens, has helped it secure work at the Royal Burgess Golfing Society in Edinburgh.

Reece (21), who heads up the arborist team, joined Living Solutions on an apprenticeship scheme in 2016 and quickly demonstrated talent as an arborist. He said:

"I would highly recommend forestry as a future career for any young 16 and 17-year-olds – it has so many interesting aspects to it and being part of the arborist team has given me a lot of confidence. A highlight for me is being able to train other young people and see them make the first steps along their forestry and 'arbs' career."

Living Solutions Leader and Trainer Paul Cruise, who heads up the Rural Skills Academy training course, said:

"I think word is getting out that forestry is a career for life. We are seeing lively and enthusiastic apprentices coming through the door who show real passion for forestry and Reece is one of them – he has shown great leadership skills and has been an outstanding participant from the start."

[www.living-solutions.org](http://www.living-solutions.org)

## GLACIER PTS SECURES ACCREDITATION TO SUPPORT EXPANSION

Professional Testing Services (PTS), which is part of Glacier Energy Services, receives UKAS industry accreditation to support business development.

Professional Testing Services (PTS) was acquired by Glacier Energy Services in March 2014 and has been expanding ever since, with the ongoing provision of both Conventional and Advanced Non Destructive Testing (NDT) services.

In June, it achieved its ISO 71020 accreditation (as a Type A Inspection body), which will help support its growth and development and enable the business to tender directly for both new build and in-service inspection projects with large, world-wide operators.

The business has also successfully secured new contracts. Most recently investing in new operations in Newcastle - PTS now employs 17 technicians in the North East of England, with new projects on the horizon. Ninety per cent of its work is in renewables, and it has bases in Belgium and Holland, whilst also providing technician support and NDT services to a variety of businesses across Central Scotland.

The rest of the business has also seen modest growth and there are also plans in place to upgrade its radiography facilities in Methil and it's also looking to expand the scope of services from its new base in Newcastle.

Ford Innes heads up PTS's operations in the UK. He said:

"PTS is in a strong position, with its additional established presence in Newcastle and with achieving our new industry accreditation, to pursue other additional opportunities. We're embracing this period of growth and with a promising order book for the remainder of 2017 and into 2018, business is looking good."

[www.glacier.co.uk](http://www.glacier.co.uk)



Innovate Foods set to expand following an award of RSA funding to finance new equipment.

## INNOVATE FOODS INVESTS TO EXPAND

Innovate Foods is a leading bespoke solution provider for the food service sector. Originating back to the 1930's when the current managing director Tony Dumbreck's grandfather started growing mushrooms in Scotland, the business uses top quality ingredients.

Tony took over the helm of the business in 1991 and has grown turnover to £8 million (to April 2017), with an aspiration to grow that further towards £25 million in the coming years.



Photo credit: Caroline Trotter Photography

Innovate Foods, which produces around one million coated mushrooms each week, supplies many of the UK's branded high street pub and restaurant chains, wholesalers and retailers. It also exports ten per cent of its revenue. It exports around the world – the first frozen container has just left for Korea; whilst it also supplies products to Japan, Moscow, Turkey and Kuwait.

To keep up with demand and to position the business to compete on an international scale with multi-national brands, Innovate Foods has successfully applied to Scottish Enterprise for Regional Selective Assistance to purchase new equipment and recruit around ten permanent new members of staff including young people.

Tony Dumbreck, Managing Director of Innovate Foods, said:

"The RSA funding is helping to finance the purchase of new equipment including a larger fryer, additional coating equipment as well as increased freezer capacity. This investment will enable us to cope with growth as we expand both domestic and international sales further."

[www.innovatefoods.co.uk](http://www.innovatefoods.co.uk)

## GREEN BUSINESS FIFE JOINS FORCES WITH GREEN NETWORK FOR BUSINESSES

Green Business Fife has agreed a partnership agreement with the Green Network for Businesses to create new opportunities for businesses in Fife.

Green Business Fife, a not-for-profit organisation set up to help its members grow in business by networking, improving efficiency and by diversifying into green business areas, has agreed a partnership agreement with the Green Network for Businesses (GNB), which is managed by the Energy Saving Trust and funded by the Scottish Government to support the Resource Efficient Scotland programme.

With over 500 members as part of Green Business Fife and an increased profile and use of the Green Network for Businesses, this partnership will create new energy efficient opportunities to benefit local businesses.

Green Business Fife and the Green Network for Businesses will work together to achieve a number of shared objectives including increasing its event programme to improve business engagement, whether via presentations or best practice site visits.

It also hopes to engage more with local businesses to increase leads and referrals to boost Fife's circular economy and improve waste prevention and management.

Carlene Simpson of Green Business Fife, said:

"This partnership offers a boost to our existing programme and aims to help more local businesses to engage and create energy efficient opportunities. By working together, we can offer more events including a greater scope of workshops, best practice visits and presentations. A large part of developing this sector is about networking and learning from other businesses that have undertaken improvements and brought about energy efficiencies."



FOR BUSINESSES INTERESTED IN FINDING OUT MORE ABOUT IMPROVING ENERGY AND RESOURCE EFFICIENCY THROUGH GREEN BUSINESS FIFE AND IN PARTNERSHIP WITH THE GREEN NETWORK FOR BUSINESSES, PLEASE EMAIL: [info@greenbusinessfife.co.uk](mailto:info@greenbusinessfife.co.uk)

A second cohort of Fife business leaders have successfully completed the Fife Entrepreneurial Leadership Programme as plans are announced for the creation of an alumni community to ensure their learning and development journey continues.

## FIFE ENTREPRENEURIAL LEADERSHIP PROGRAMME...WHAT NEXT?

Congratulations to the Fife business leaders who have successfully completed the Fife Entrepreneurial Leadership Programme. The aim of the programme is to create a community of innovation and enterprise amongst the participating businesses, with a focus on enhancing and developing the skills required to navigate businesses through the uncertainties, opportunities and challenges in a fast-moving environment.

Over the last eight months the participants investigated their leadership styles, shared experiences and identified opportunities to grow their business. Amongst the models and theories discussed, the more practical activities included quilt making, jigsaws and computer simulations...ask the participants for more information!

Two groups have now successfully finished the programme, and the Fife Economy Partnership is keen to ensure that their learning and development journey continues. The next stages will be to create an alumni community to continue the legacy, to encourage stronger and sustainable businesses, networking, support and sharing of ideas amongst the business leaders. Additionally there will be a series of masterclasses to support micro and small businesses engage in leadership. More will be revealed during Fife Business Week...

DESIGNED IN PARTNERSHIP BETWEEN THE FIFE ECONOMY PARTNERSHIP AND EDINBURGH NAPIER UNIVERSITY, THE PROGRAMME IS FUNDED BY FIFE COUNCIL AS PART OF THE FIFE TASK FORCE.

[www.fifeconomypartnership.com](http://www.fifeconomypartnership.com)

Fife business leaders pictured after successfully completing the Entrepreneurial Leadership Programme





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FSB's Senior Development Manager, Gordon Henderson welcomes the Government's investment in superfast broadband and calls for increased training in digital skills to maximise opportunities.



**T**he importance of superfast broadband to business and domestic life is well-known, for it has been a talking point in Fife for years. Communities and individuals want it – and sooner rather than later.

The problem for Scotland of course is its vast size, coupled with rugged geography and often thinly distributed population, makes it extremely expensive to achieve universal coverage. Rolling it out cannot be justified commercially by major providers like BT, hence all the public money that has been invested in recent years. However, despite this investment, coverage is still extremely patchy across the country – you can understand why in the north Highlands, but why so in a central area such as Fife?

The good news is that the Scottish Government has renewed its vow to deliver superfast connections – with download speeds of at least 30 Mbps – to every business premise in Scotland by 2021. This investment of between £400 and £600m is very welcome news.

Oddly enough though, the next task is to persuade more businesses of the advantages of signing up for faster speeds once they become available. For despite loud demands from all quarters

for superfast broadband, in reality only around 30 per cent of properties that can access it in Scotland actually do so. Business sign-ups will increase, but many more could and should.

The fact is that while superfast speeds of at least 30Mbps will delight many, it won't drive change in itself. Put it this way, owning a sharp knife doesn't make one a brilliant chef, so a good broadband connection doesn't transform a business by itself. It's not what it is but how it's used that matters.

The business case for upgrading to superfast is really strong, for in addition to enabling people to connect to new devices and invest in cloud computing or video conferencing, it also encourages businesses to review the way they operate and improve their productivity through appropriate investments in people, operations, technology and security. Moreover, it can and should lead to improved digital public services in Scotland.

To this end, FSB wants funds from the apprenticeship levy in Scotland to be used to support firms to increase digital skills at all levels in their workforces. Government must encourage and assist more businesses to join the digital revolution.



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For more information visit: [www.fsb.org.uk](http://www.fsb.org.uk) or email: [gordon.henderson@fsb.org.uk](mailto:gordon.henderson@fsb.org.uk)

The popular Enterprise Game has been developed from a board game into a new digital, interactive game, which is soon to be launched across all primary and secondary schools in Fife.

Right: The all new animated Enterprise Game

### FIFE SCHOOLS' FINANCE WEEK

During Fife Business Week in November, Fife Council's Culture of Enterprise Programme and Education Team will be launching the Fife Schools' Finance Week, a week long introduction to finance education programmes. Created with key finance partners, a challenging and evolving pathway has been created to support young people from 3 – 18 years of age to learn more about money and finance in experiential programmes, whilst embedding finance as a key element of the curriculum.

## FIFE SCHOOLS' ENTERPRISE GAME

Developed by Fife Council Economic Development, the Fife Schools' Enterprise Game has evolved into an interactive, digital and challenging introduction for young people into the world of entrepreneurialism and running a business.

Originally created in a board game format in 2010, the product has been refreshed and developed into a new app based format soon to be available in all primary and secondary schools across Fife.

Fife Schools' Enterprise Game is a programme of resources where young people explore business and business planning, understand more about the types of businesses across Fife and roles within businesses.

The animated game, challenges the young people to use their new found knowledge in running their own business and learning about risk management, identifying opportunities and cash flow as they try to create a successful company.

In developing the Enterprise Game, Fife companies play an integral part both in the support they give to the young people as well as being showcased in the Game.

The Enterprise Game aligns to the outcomes of Curriculum for Excellence and Developing the Young Workforce agenda.

The Enterprise Game also goes beyond school and will be available in communities to evolve Enterprise Skills.

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

"The Fife Schools' Enterprise Game has been a valuable tool for supporting the development of enterprise skills in young people in Fife for several years. The development of this app takes the programme to a new level and is another example of Fife leading the way in school enterprise development whilst supporting the outcome of Developing the Young Workforce."



culture of enterprise  
making Fife more enterprising

TO FIND OUT MORE ABOUT  
FIFE COUNCIL ECONOMIC  
DEVELOPMENT'S  
CULTURE OF  
ENTERPRISE  
FRAMEWORK



THE CULTURE OF ENTERPRISE FRAMEWORK IS A FIFE COUNCIL ECONOMIC DEVELOPMENT PROGRAMME THAT PROMOTES AND ENCOURAGES ENTERPRISE, EMPLOYABILITY AND SKILLS DEVELOPMENT TO SUPPORT THE YOUNG PEOPLE OF FIFE TO FIND, CREATE AND DEVELOP A FULFILLING CAREER AND A VIBRANT ENTERPRISE CULTURE IN FIFE.

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

# DYW

## FIFE

### Developing the Young Workforce

# THEIR FUTURE IS YOUR BUSINESS

Developing the Young Workforce (DYW) is the Scottish Government's national strategy for enhancing links between businesses and education.

Here in Fife we are linking employers with schools and colleges to open up the world of work to young people, to stimulate and grow our future talent.

### 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 through 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](mailto:ray.fernie@fife.gov.uk))

[DYW.Fife@fife.gov.uk](mailto:DYW.Fife@fife.gov.uk)



## THOMAS' STORY

Thomas Alexander from Lochgelly High School said:

“My Career Ready experience has been excellent and the programme has given me a huge confidence boost. Going to business events and being put out of my comfort zone has had a hugely positive impact on me personally.”

John Kilgour, Managing Director, Fife Group, Kirkcaldy, said:

“The programme gets young people out of the school gates, to think out of the box and gain both practical skills and confidence. I have already recommended Career Ready to other local businesses.”

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## Employability

### FIFE COLLEGE AWARDED NATIONAL PRISON CONTRACT

Fife College has been awarded the contract to provide the first national Learning and Skills Contract to the Scottish Prison Service.

Staff and learners from HMYOI Polmont at an event held recently to mark learning achievements. Learners pictured with Tutors Amy Clark, Neil McGaw and Learning Centre Manager Audrey Mitchell



Fife College has been awarded the contract to provide learning and skills to prisoners throughout Scotland, giving them the opportunity to unlock their potential and transform their lives.

The Scottish Prison Service (SPS) selected Fife College to provide the first national Learning and Skills Contract, which will be delivered across all 13 SPS publicly owned prisons over the next five years.

The College has a strong track record of working with the Prison Service and its new partnership will see it work with over 3,500 prisoners each month across a range of programmes such as health and safety, peer mentoring, e-learning, cookery, arts and crafts.

Courses on offer range from basic literacy and numeracy through to formal qualifications. All courses delivered enhance prisoners' general life skills and improve their chances of future employment.

The Fife College contract, worth over £22 million, will employ 130 dedicated staff based in learning centres within the 13 prisons throughout Scotland. The team will work closely with SPS staff to support the SPS Learning and Skills Strategy.

Hugh Hall, Principal of Fife College, said:

“At Fife College we very much believe that education can transform lives and we are therefore committed to working with partner organisations such as SPS to support them to achieve their vision while widening opportunities for all.”



### FABRICATING BUSINESS' FUTURE

Established in June 2017 with funding support from The Prince's Trust Enterprise Programme, K&S Fabrication's products are in high demand.

Business partners Shaun Keatings (23) and Sean Smith (26) set up K&S Fabrication in June this year, specialising in fabricating and fitting of gates, railings, balconies, stainless steel staircases and structural steel.

The business has got off to a flying start and is well-ahead of initial projections. Their quality craftsmanship is in high demand from private customers and they've also been headhunted by housebuilders to undertake blacksmith works.

This has all been made possible thanks to a start-up loan from The Prince's Trust Enterprise Programme. A loan of £7500 was granted to purchase high-quality equipment and tools, stock and a new van.

Shaun Keatings said:

“We wouldn't have gone into business without the help and support of The Prince's Trust. The input from our business adviser was priceless, offering advice on our business plan, finance, marketing, legal and company regulations.”

The next twelve months are looking positive for the partnership. They have big plans, which Shaun told fbm about:

“Business has been phenomenal. We're looking to capitalise on that and grow the business. The next step is to be VAT registered; to set up as a limited company, which will help as we seek to tender for new commercial contracts.”

Marissa Yassen, Business Adviser, The Prince's Trust, said:

“K&S Fabrication is a great example of a successful and aspiring start-up business, which is willing to seek advice, help and support to develop and grow.”

[www.facebook.com/KandSfabrication](http://www.facebook.com/KandSfabrication)

K&S Fabrication specialises in fabricating and fitting of gates, railings, balconies, stainless steel staircases and structural steel



THE PRINCE'S TRUST ENTERPRISE PROGRAMME WORKS CLOSELY WITH BUSINESS GATEWAY FIFE TO SUPPORT YOUNG PEOPLE AGED 18-30 TO START-UP AND GROW IN BUSINESS. IT PROVIDES ESSENTIAL FUNDING AND PROFESSIONAL MENTORING SUPPORT INCLUDING HELP TO WRITE BUSINESS PLANS, INTRODUCTORY FINANCE TRAINING AS WELL AS OFFERING LOANS OF UP TO £5000 AND GRANTS OF UP TO £1000.

Visit: [www.princes-trust.org.uk](http://www.princes-trust.org.uk) or email: [marissa.yassen@princes-trust.org.uk](mailto:marissa.yassen@princes-trust.org.uk)

# HOW BUSINESS GATEWAY FIFE HELPED

## Local Skincare specialist achieves glowing results

Julia Hart Skincare Clinic has expanded after just six months in its new home in Dunfermline. Through the help of Business Gateway Fife, Julia secured funding towards the creation of her medical-grade treatment room in Chalmers Street

Having qualified as a registered general nurse, Julia became increasingly interested in the structure and function of the skin. She said: "It's taken many years of study and practice in the field to become an expert in both the anatomy and the physiology of skin and face.

"We've seen a massive increase in the number of people wanting to take care of their skin, particularly those with medical problems who are then investing in facials to increase glow and support skin function.

"I've invested a lot in the clinic and with the help of my Business Gateway adviser I was able to secure funding from Fife Council and access the support I needed to prepare, launch and succeed in business."



**I would recommend using Business Gateway Fife for its great support and advice.**

### How BGF helped Julia:

- 1:1 advice
- Expert Help
- Access to Funding

Visit [www.bgateway.com/fife](http://www.bgateway.com/fife) or call 01592 858 366.



EUROPE & SCOTLAND  
European Regional Development Fund  
Investing in a Smart, Sustainable and Inclusive Future



### Social Media Strategy & Analytics

Wednesday 18th October

9.30am – 12.30pm  
Dunfermline Business Centre, Dunfermline

This seminar looks at many of the numbers that businesses should be viewing when it comes to social media and shows how this data can impact upon a business' strategy. Using real, publicly available data, the seminar shows how businesses can sharpen their strategy and also keep an eye on competitors.

In addition, a free in-depth Facebook and Twitter report on attendees' businesses will be provided.

To book a place, call: 01592 858333 or email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk)



### 2.1 Tender Procedures and the ESPD

Friday 10th November  
10am – 1pm  
Enterprise Hub Fife, First Floor, 1 Falkland Gate, Glenrothes, KY7 5NS

This intermediary workshop helps to understand the various types of tender, procedures and timescales, whilst also looking at the selection stage and completion of the European Single Procurement Document (ESPD).

[www.sdpscotland.co.uk/events/2-1-tender-procedures-and-the-espd-fife](http://www.sdpscotland.co.uk/events/2-1-tender-procedures-and-the-espd-fife)



### How to Deal with Cancer in the Workplace

Tuesday 28th November  
5.30pm – 7.30pm  
Maggie's Fife, Victoria Hospital, Kirkcaldy

By 2030, there will be almost 1 million people with cancer in the UK workforce. This free workshop is aimed at helping to understand the emotional, physical and psychological needs of employees with cancer.

To attend, please email: [louise.duncan@maggiescentre.org](mailto:louise.duncan@maggiescentre.org)  
[www.maggiescentres.org/workingaftercancer](http://www.maggiescentres.org/workingaftercancer)

### BUSINESS GATEWAY FIFE EVENTS

#### Finance

##### Bookkeeping

2 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### Business Expenses

25 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

#### Online Marketing

##### Social Media Basics

5 Oct 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
Cost: Free

##### Digital Marketing Strategy

5 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### WordPress Basics

9 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### LinkedIn for Business

11 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### eCommerce for Business

12 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### Facebook for Business

17 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### Twitter & Hootsuite for Businesses

19 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### Paid for Advertising

24 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### Social Media Advanced

26 Oct 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
Cost: Free

#### Sales & Marketing

##### Producing Engaging Content

3 Oct 9.30am – 12.30pm  
Venue: Dunfermline Business Centre  
Cost: Free

##### The Secrets of Content Marketing Revealed

9 Oct 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
Cost: Free

For further information about Business Gateway Fife events call: 01592 858333 or visit: [www.businessgatewayfife.com](http://www.businessgatewayfife.com)

### FIFE CHAMBER OF COMMERCE EVENTS

#### Fife Social

12 Oct 4.30pm – 7pm  
Venue: University of St Andrews Medicine School, North Haugh, KY16 9TF

#### Fife Social

7 Nov 4.30pm – 7pm  
Venue: Bridge Systems, 4 Castle Court, Carnegie Campus, KY11 8PB

#### Fife Social – Christmas event

5 Dec 4.30pm – 7pm  
Venue: Kingdom FM, Mitchelston Industrial Estate, KY1 3WE

#### Fife Chamber Christmas Lunch

8 Dec 12noon – 3pm  
Venue: Dean Park Hotel, Kirkcaldy

For further information about Fife Chamber events, email: [kellygillies@fifechamber.co.uk](mailto:kellygillies@fifechamber.co.uk)

### FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS

#### SDP Event

#### 2.2. Finding and Understanding Framework Opportunities

13 Dec 10am – 1pm  
Venue: Carnegie Conference Centre, Dunfermline  
Cost: Free

For further information about Fife Council Economic Development events, email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

### Trade Shows and Exhibitions

#### BBC Food Show

20 – 22 October  
Venue: SEC, Glasgow  
[www.bbcgoodfoodshow.com/glasgow](http://www.bbcgoodfoodshow.com/glasgow)

#### Advanced Engineering

1 – 2 November  
Venue: NEC, Birmingham  
[www.easyfairs.com/advanced-engineering-2017](http://www.easyfairs.com/advanced-engineering-2017)

#### Productronika

14 – 17 November  
Venue: Munich Trade Fair Centre  
[www.productronika.com](http://www.productronika.com)

#### Scotland Build

22 – 23 November  
Venue: SEC, Glasgow  
[www.scotlandbuildexpo.com](http://www.scotlandbuildexpo.com)

#### Offshore Decommissioning Conference 2017

27 – 29 November  
Venue: Fairmont Hotel, St Andrews  
<http://decomnorthsea.com/events/offshore-decommissioning-conference-2017>

# Community and Business working together

Fife's communities benefit from the businesses that operate, employ people and spend money locally.

Fife's businesses and their employees benefit from being part of a community.

**We can help deliver things like:**

- Identifying local charities and causes to support with donations
- Small grants schemes or other giving schemes, including payroll giving
- Volunteering Team challenges – great for team building, publicity and more
- Topical presentations on addictions, poverty, autism, mental health and more
- Ethical employee benefits - payroll saving as members of Credit unions
- Corporate sponsorship of events, awards and more

Fife Voluntary Action is a Registered Company in Scotland No. SC203613 and Registered Scottish Charity No. SC028457. Registered Office: Craig Mitchell House, Flemington Road, Glenrothes, KY7 5QF

## Get on Board!

*Would you like to volunteer but feel short on time?  
Are you passionate about a cause or local issue?  
Do you enjoy being part of a team?*

Voluntary organisations couldn't exist without volunteer board members/trustees/directors/management committee members taking shared responsibility for running the organisation.

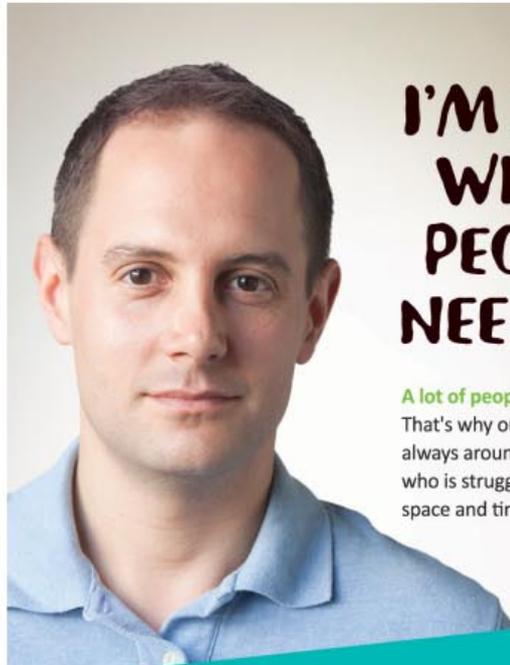
The time commitment is reasonable, with training and support available, **all you need is to be engaged.**

[www.fifevoluntaryaction.org.uk](http://www.fifevoluntaryaction.org.uk)

t:0800 389 6046 e:[info@fifevoluntaryaction.org.uk](mailto:info@fifevoluntaryaction.org.uk)



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## I'M HERE WHEN PEOPLE NEED ME

**A lot of people need us.**  
That's why our volunteers are always around to give anyone who is struggling to cope the space and time to talk.

### Find out about joining Samaritans

Learn new skills, meet new people. Be there.

- ✉ [samsrecruit@gmail.com](mailto:samsrecruit@gmail.com)
- 🌐 [samaritans.org/volunteer](http://samaritans.org/volunteer)
- 📍 246 St Clair Street, Kirkcaldy, Fife KY1 2DB



**SAMARITANS**  
KIRKCALDY & DISTRICT

Samaritans of Kirkcaldy & District is part of Samaritans, a charity registered in England and Wales (219432) and in Scotland (SC040604).