



# DRIVING FESTIVE CHEER

**MANUFACTURING FEATURE**  
Babcock secures Royal Navy contract

**FIFE BUSINESS WEEK**  
10 years of inspiring events

**fbm MEETS...**  
Carl Morenikeji, Scaramanga

**FIFE CHAMBER NEWS**  
Fife Business Awards finalists announced



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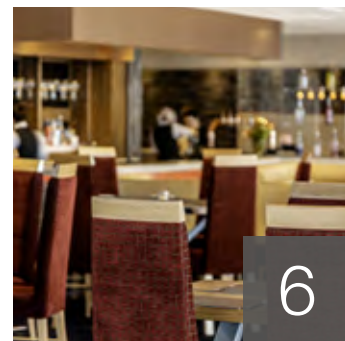
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# A WARM WELCOME TO THE WINTER 2019 ISSUE OF FIFE BUSINESS MATTERS

As we approach the end of 2019, it is a timely opportunity to reflect on what has been a successful year for businesses in Fife. Not only did Fife Business Week and Offshore Europe outperform previous events, but we've also had fantastic news within the manufacturing sector with the announcement that Babcock is the preferred bidder for the £1.25 billion contract to build five Type 31 warships, securing hundreds of jobs in the region.

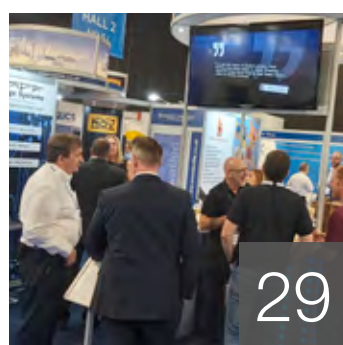
Fife Business Week 2019, the tenth annual programme of business events, aimed at inspiring businesses of all sizes, was once again extremely well attended. Fife Business Week delivered specific topics that affect Fife entrepreneurs, start-ups and employers alike, including a number focused on advanced manufacturing. Other events, including those aimed at the region's next generation of entrepreneurs, a food and drink sector-themed event, and computer/IT related seminars took place during a superb week-long programme.

On behalf of Fife Economy Partnership, Fife Council and Business Gateway Fife, I would like to extend my sincere thanks to all those local businesses that undertook a showcase event and supported this extremely worthwhile initiative. To those businesses that attended, I hope you gained inspiration, vision and guidance, working together within an informative, friendly and supportive business environment.

Offshore Europe is another important event in our business calendar, and this year, once again the results were fruitful. The ten Fife businesses that attended as part of Fife Council's Trade Development Programme generated over 265 enquiries, which are being progressed now that the event is over. Well done to all of those involved!

This issue of Fife Business Matters is packed full of stories, case studies and advisory articles. I hope you enjoy the read, and I wish you all a very Merry Christmas and a happy, healthy and wealthy New Year when it comes.

**Michael Longstaffe**  
Chair, Fife Economy Partnership  
**#fifemeansbusiness**





# PURVIS GROUP DISTRIBUTES CHRISTMAS CHEER

An increase in demand for Christmas trees in the UK and Ireland has resulted in an upturn in business for Purvis, Storage and Distribution in Fife. The palletised solutions provider, which ships all over the UK and beyond, is working with its long-standing customer, The Kilted Christmas Tree Company, to distribute thousands of Christmas trees this year.

Purvis, Storage and Distribution is flexible in its shipping process, receiving daily orders from The Kilted Christmas Tree Company, and organises shipping through both the Palletline network and general haulage.

Alan Dalziel of The Kilted Christmas Tree Company, said:

"In the last 10 years we've grown our network of customers across the UK and Europe, so working with the Purvis Group and Palletline, makes logistics a lot easier from communication to the simple delivery and collection.

"With the current up-turn in business we require a sure, steadfast and flexible approach, and Purvis, Storage and Distribution offers that."

Purvis, Storage and Distribution, which currently employs



*Purvis Group distributing Christmas trees for The Kilted Christmas Tree Company*

30 staff in Glenrothes, is growing and there's an abundance of opportunities in the future for the storage and distribution business.

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

## STG EXPANDS INTO EUROPE

Hot on the heels of supplying its venue-access control system to the largest Women's international football competition in the World, STG is celebrating a number of new contract-wins in Europe. It has been expanding into the region providing solutions for major football and golf events.

STG's TeamCard product is viewed as an industry benchmark for venue-access control, with clients including Chelsea FC, AFC Bournemouth, R&A Championships, Goodwood and Essex Cricket. Its pioneered and unrivalled technology, partnered with world-class support enables fast, smart and secure governance of the entry and exit to any venue and event.

In September 2017, STG relocated to its current purpose built 4,000 sq. ft. site in St Andrews, providing it space to diversify its services in events management as well as expand its client base. More recently, the tech business has evolved

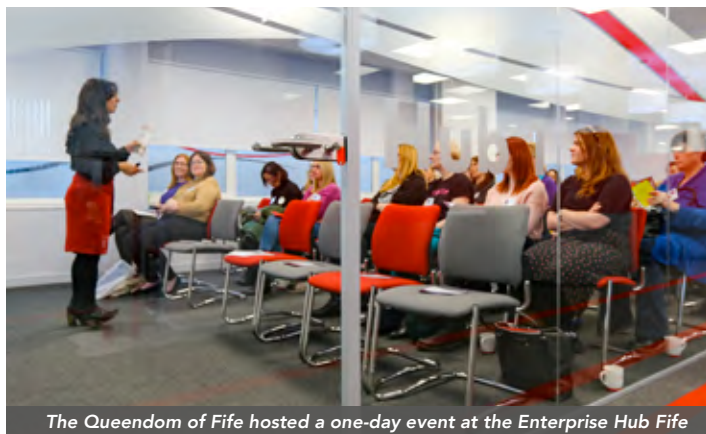


*STG is based in St Andrews*

its company structure introducing a new layer of management across its sales, business and technical departments as well as significantly increasing its staff numbers, working on the research and development of its TeamCard product, which is constantly evolving to ensure its clients have the latest technology at their fingertips, whilst staying ahead of competitors.

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

# QUEENDOM COLLECTIVE AT ENTERPRISE HUB FIFE



The Queendom of Fife hosted a one-day event at the Enterprise Hub Fife

A revolutionary collaboration event supporting women in business took place at the Enterprise Hub in Glenrothes in November.

The one-day event took a drop-in format to suit women's lifestyle and schedule, and brought together members of the Queendom of Fife, an online group of businesswomen headed up by Cara Forrester.

Members of the Queendom of Fife received one-to-one business advice from a range of business experts, including from Business Gateway Fife and Fife Council, to support the growth of their businesses. A number of businesses also took the opportunity to promote a selection of their products and services, while others networked with like-minded business owners.

Cara Forrester, Editor of Queendom of Fife online magazine, said:

"This was an exclusive event for members of the Queens of Business online community, and we were delighted with the turnout. It brought together an eclectic mix of businesswomen, at various stages of their business journey, to meet, learn and grow."



Cara Forrester, Queendom of Fife; Marissa Yassen, Business Gateway Fife; and Pamela Stevenson, Fife Council Economic Development



Scott and Sarah Raeburn

## RAEBURN BUILDS TRAINING DIVISION

Kirkcaldy-based Raeburn Training was launched this summer to work in partnership with candidates, businesses and organisations across the central belt of Scotland. It delivers courses on a range of topics, suitable for all industries and covers Health and Safety courses, Plant and Equipment training, First Aid skills and Microsoft courses.

Raeburn Training was formed by Sarah and Scott Raeburn, who own Raeburn Construction, which has operated for over 13 years. Sarah spoke to fbm, saying:

"Having run a business for many years, I found it difficult to find training solutions at the right time and in the right location, and it was time consuming comparing course details across providers.

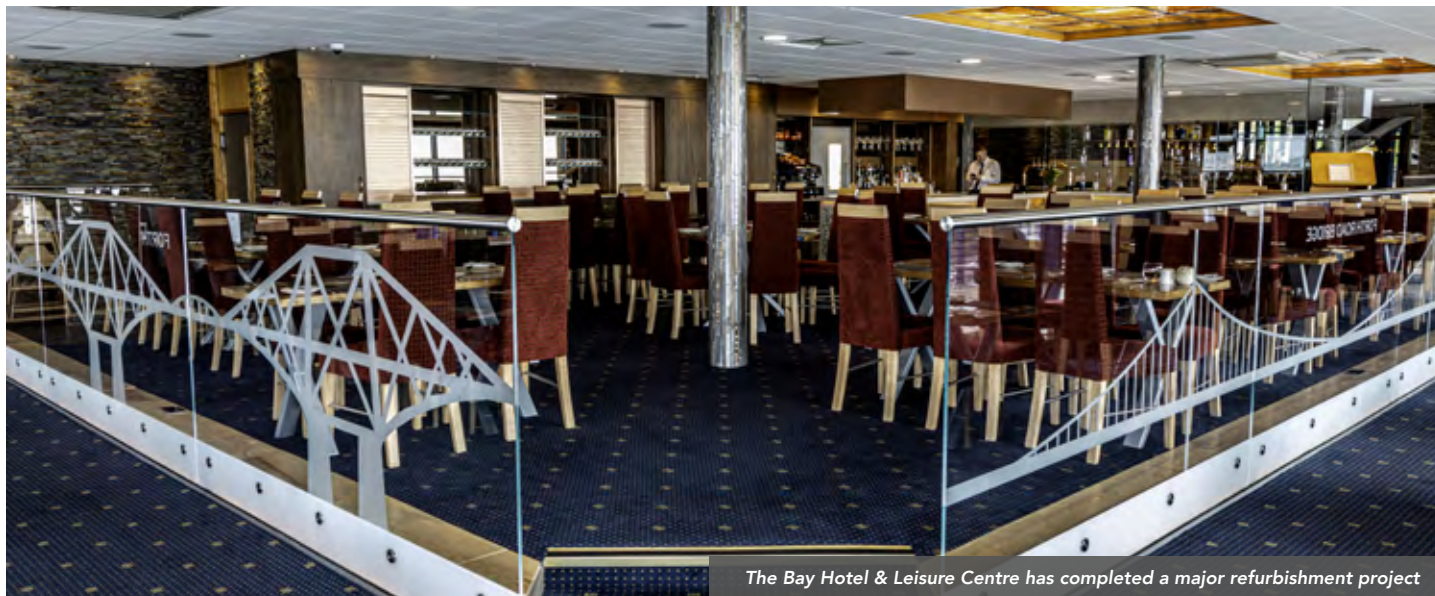
"In building this training company, I have focused on things that were important to me as a customer - collaborative working, delivering quality courses and excellent customer service. Our goal is to make meeting training needs as easy as possible for our busy clients, providing the option for them to outsource this service should they wish."

As Raeburn Training's client base expands and the company works across different industries, the course list is evolving. It is currently working on developing its offering further in the sectors of hospitality, manufacturing and the wider construction trades, as well as seeking to fill the gap in the SVQ offering for groundwork trades.

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

"Our goal is to make meeting training needs as easy as possible for our busy clients."





The Bay Hotel & Leisure Centre has completed a major refurbishment project

## NEW LOOK FOR BAY HOTEL

The Bay Hotel & Leisure Centre in Kinghorn has completed a major refurbishment of its iconic Horizons Restaurant and Waterfront Lounge.

The new look was completed in less than three months and designed in-house by Director Tommy Wallace, with works undertaken by a host of local suppliers including S&M Lighting Supplies, R&M Distribution, Tile Boutique, Granite Systems, and McGouldrick & Son Tile Fitters.

The revamp features a glass wall running along the entire restaurant area, an outside viewing terrace accessed from Horizons, and unique modern booth seating with solid oak resin tables, offering a more rustic dining experience.

Commenting on the refurbishment Tommy Wallace said:

"As the business enters its fourth generation, we have been listening to our customers. Dining out has changed so our



restaurant and bar is more multi-functional, able to effortlessly cater for the backbone of our business, the family market, along with groups looking for a private dining experience."

It has been a good few weeks for the Bay Hotel & Leisure Centre with the Hotel recently achieving its four-star VisitScotland rating, and also picking up a Taste of Scotland award.

[www.thebayhotel.net](http://www.thebayhotel.net)

## CYCLOTRICITY CREATES NEW JOBS

Glenrothes-based Cyclotricity, the manufacturer of electric bikes, has received Regional Selective Assistance (RSA) from Scottish Enterprise, enabling it to expand its team, increase production and invest in stock.

For Cyclotricity, the grant from Scottish Enterprise will enable the creation of 12 jobs, ranging from operational manufacturing to marketing roles, in Glenrothes.

Ian Byrne, Manager, Cyclotricity, said:

"Receiving RSA funding has allowed us to commit to hiring extra staff, all of whom will be paid at the Living Wage, before achieving growth. This meant we could increase our production and invest in stock."

Ian added:

"The future is exciting within our industry, and we are very much leading the way. A huge part of what is happening now is the integration of technology on ebikes. This means



there is a lot of R&D on the cards. We want ebikes to be more connected with our daily lives and society as a whole. Using technology to make our journeys more convenient is the next big milestone, and we want to be at its forefront."

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

[www.scottish-enterprise.com](http://www.scottish-enterprise.com)



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# MANUFACTURING IN FIFE

Manufacturing is Fife's second largest employing sector, supporting almost 15 per cent of the region's jobs and 30 per cent of its turnover.

Fife has a very strong, diverse and growing manufacturing sector with a number of high-quality firms operating in electronics, defence and mechanical engineering. In this feature, we focus on a small selection of Fife's manufacturing businesses, all with positive news to share.



G&H Glenrothes makes precision optical components, specialising in aspheric optics

## G&H CELEBRATES NATIONAL BEST PRACTICE AWARD WIN

G&H Glenrothes implements competitiveness improvement programme and surpasses business output challenge.

High tech manufacturer G&H Glenrothes has won a national best practice award from productivity experts, Sharing in Growth, for achieving record output.

The Eastfield Industrial Estate-based company, part of the G&H Group, employs around 70 highly skilled staff making precision optical components, specialising in aspheric optics for applications in aerospace and defence, industrial markets, medical systems and scientific research.

G&H Glenrothes was recognised having increased output in 2018 by 29 per cent, double its previous growth rate. This improvement was brought about with the introduction of General Manager, Mark Merigot, whilst engaging with Sharing in Growth, the government-based competitiveness improvement programme. It supported the implementation of world-class manufacturing techniques, such as value stream mapping, waste elimination and continuous flow production. As a result, profits were up 200 per cent compared to the previous year, and the business has secured £16 million in contracts and is now recruiting for additional engineers.

Mark Merigot, General Manager, G&H Glenrothes, commented:

"The Glenrothes team faced the monumental challenge of increasing output by 23 per cent in a year. With huge support from Sharing in Growth's experienced coaches, the team stepped up, took a disciplined approach to define, measure, analyse, improve and control their processes and achieved a fantastic 29 per cent growth and, by doing so, set an important baseline upon which to improve further.

"We're now in an extremely competitive position to win more business and are focusing closely on the aerospace and defence sector."

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



G&H manufactures precision optical components



LT Creations has introduced new product ranges



Leviton to provide cables for the Type 26 frigate

## LEVITON TO SUPPLY CABLES FOR NEW TYPE 26 FRIGATES

Glenrothes-based Leviton has secured a supply contract with BAE Systems to provide cabling for Batch 1 Type 26 frigates. The Brand Rex High Performance Cables will support a variety of communication, power, and mission-critical systems onboard the vessels. Leviton has already delivered approximately 490km of cable for the first order from BAE Systems for the Type 26 frigates.

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



## ROYAL NAVY TYPE 31 FRIGATE GOES TO BABCOCK

Rosyth-based engineering firm Babcock has won the race to design and build a new generation of Royal Navy frigates. In September, it was named preferred bidder for the £1.25 billion contract for five Type 31 warships.

The deal secures hundreds of jobs in Rosyth, where the ships will be assembled, with construction work expected to spread between yards across the UK. Work on the UK Royal Navy's newest class of warships will begin by the end of 2019, with manufacturing commencing in 2021 and concluding in 2027.

Archie Bethel, CEO at Babcock, said:

"We are absolutely delighted that Arrowhead 140 has been recognised as offering the best design, build and delivery solution for the UK's Royal Navy Type 31 frigates.

"Driven by innovation and backed by experience and heritage, Arrowhead 140 is a modern warship that will meet the maritime threats of today and tomorrow, with British ingenuity and engineering at its core. It provides a flexible, adaptable platform that delivers value for money and supports the UK's National Shipbuilding Strategy."

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

## LT CREATIONS GROWS PRODUCT RANGE

LT Creations leased its first manufacturing facility in 2018, and just over a year later, expanded into bigger premises to meet growing demand for its gift products.

LT Creations leased its first manufacturing unit from Fife Council at the start of 2018 and started to supply the Scottish gift industry in June last year. It has grown steadily over the last 15 months and now has stockists of its products all over Scotland, as well as one in Canada. It realised quickly, that if it wanted to continue to grow at its projected rate, it needed more product ranges, as well as making its existing range appeal to a wider audience.

In recent months, LT Creations has introduced over 15 new products and is launching two new ranges in early 2020. As a result, it is expecting to double its UK stockists over the next 12 months and attract interest from overseas.

Kevin Fleming, Director of LT Creations, explained:

"At the start of this year, we invested in new machinery and recruited four new members of staff, which has doubled our output capacity. We've also expanded into neighbouring premises at Queensway Technology and Business Park in Glenrothes, to support this growth, and our expansion in the retail side of the business, Little Thistle."

Little Thistle has four shops including Dunfermline and Glenrothes, which have experienced strong like for like sales over the last 12 months, achieving an eight per cent growth. Plans are afoot to recruit more staff in 2020, taking the total number between the two businesses to between 20 and 25.

[www.LTCreations.co.uk](http://www.LTCreations.co.uk) [www.littlethistle.co.uk](http://www.littlethistle.co.uk)

## HALDANE TAKES MANUFACTURING TO NEXT LEVEL

Haldane UK, the UK's leading timber handrail company, takes massive leap in timber machining, significantly improving efficiencies.

Haldane UK has invested significantly in its timber machining technology. The two new, fully automated 5 axis CNC technology machines have revolutionised its production process, which is not only improving precision and accuracy, but is reducing machining times by over 20 per cent.

Simultaneously, Haldane has invested in a new state-of-the-art, digital 3D laser hand scanner, which has transformed the survey process to create a digital model of the metalwork and onsite conditions.

This investment in technology together with cutting edge software has significantly improved efficiencies for the Glenrothes-based business, which employs 40 highly skilled staff.

Forrester Adam, Managing Director of Haldane UK, said:

"We've always been one step ahead with the integration of technology, and our latest investment will position us way ahead of competitors. Not only have we boosted our performance, efficiencies and improved our operations, whilst upskilling our staff, but lead times have reduced significantly, as has our time spent on site."

With a full timber staircase ranging from £12,000 to £75,000 Haldane UK's solutions are in homes of the rich and famous. Its work also features in many high-end retail outlets, shopping centres and commercial offices – not to mention several historic restoration projects including Craigievar Castle and Windsor Castle.

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







Neil Beattie, Director of EVi Charge Points

# EVi Charge Points Delivers with Military Precision

A team of Ex-Forces Service personnel has created an electric vehicle charge point business, with help from Business Loans Scotland and Business Gateway Fife.

An Ex-Forces team of five has established EVi Charge Points, which provides electric vehicle charge points for the home, in the workplace and within public infrastructure, supporting the increase in demand for electric vehicles.

Unique in its set up, the business consists only of Ex-Forces personnel, which has seen it recognised by the Armed Forces Covenant, and it is the business' USP – everything EVi undertakes is done with military precision.

EVi Charge Points has been working closely with Business Gateway Fife, from initial idea and business case to marketing and set up through to ongoing support.

Neil Beattie, Director, EVi Charge Points, said:

"Business Gateway Fife has been with us every step of the way, and our adviser, Lynne Baillie, has been an invaluable sounding board throughout, and will continue to be in the future, as we develop into the electrical arena."

Business Gateway Fife provided EVi with opportunities for funding assistance and supported its application to Business Loans Scotland, a consortium of Scotland's Local Authorities, set up to manage a £7 million loan fund which provides funding to new and growing small and medium-sized businesses across Scotland. EVi received a loan of £25,000, which enabled it to expand its workforce and provide further continuous

professional development for its staff.

Neil added:

"We will continue to expand in the green energy market and in the New Year will move into solar and battery storage provision. We have also created EVi Home Electrical for domestic installations and now provide LIFX LED wi-fi enabled lighting for homes and businesses, whilst establishing the EVi Group, will support our move into the provision of green energy solutions for the commercial market."

EVi Charge Points is one of four Fife-based businesses to receive funding from Business Loans Scotland totalling £265,000.

Speaking of the funding available to Scottish SMEs, Fund Manager for Business Loans Scotland, Andrew Dickson, commented:

"We're thrilled to have supported four Fife-based SMEs to date, including EVi Charge Points, and would encourage any other businesses in the area that may be looking for access to finance to speak with us to see how BLS can help."

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

[www.bls.scot](http://www.bls.scot)

**"Business Gateway Fife has been with us every step of the way."**



# McCormack Innovation wins 'Fine to Flush' Certification

McCormack Innovation is first business in Scotland to win 'Fine to Flush' certification for its wet wipes.

Business Gateway Fife client, McCormack Innovation has made a major advancement in the fight against fatbergs, having won a 'Fine to Flush' certification for its soluble wet wipes. 'Fine to Flush' certification is internationally recognised under ISO standard.

McCormack Innovation's wet wipes dissolve in seconds and it is expected, as news breaks of this accreditation, that demand for this FlushAway™ product will gain traction. Currently, one of the oldest healthcare companies in the UK is undertaking client trials of McCormack Innovation's wet wipes, now they have passed independent biomedical testing.

FlushAway™ is the brand of soluble products created by Kirkcaldy-based inventor, Brian McCormack. He said:

"This is a massive step forward for our wet wipes, which will now carry the 'Fine to Flush' standard. To be one of only two brands in the world to have this recognition, gives us a platform from which to start manufacturing on a larger scale, and bring our products to market, by securing prospective buyers, many of whom are extremely excited by this accreditation."

Despite the potential of McCormack Innovation's impending success, Brian McCormack has found time to speak to local Fife College students about the innovation and development of a new product and how to take it to market. He also challenged the business students to see what products they could make with soluble products.

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



Brian McCormack speaks to Fife College business students



## The HR Booth Goes Full Circle with Business Gateway Fife

Having received help, guidance and support from Business Gateway Fife since its establishment, The HR Booth has gone full circle and is now supporting start-up and other local businesses.

The HR Booth has worked closely with Business Gateway Fife since its establishment in September 2010. Before taking the leap into self-employment, Alistair Booth engaged with Business Gateway Fife for advice around business plans and how to grow his network.

From these events, The HR Booth gained a number of HR related contracts. As The HR Booth started to grow, its clients became larger too, allowing Alastair to support on all aspects of HR. By 2015, Alistair was at capacity and started to recruit staff, including a Modern Apprentice. Today, The HR Booth employs a team of five from its base at Rosyth Business Centre.

Alistair Booth said:

"Business Gateway Fife has supported the growth of our business. In the early days, attending its networking events, we met a number of like-minded businesses who became clients and have grown with us.

"We continue to work closely with Business Gateway Fife to support our business. We recently received Digital Boost funding to develop a client portal, offering access to HR materials, guides and videos on key topics. And, we've gone one step further too - we're supporting Business Gateway Fife's workshop programme and are offering HR Expert Help to clients at key stages in their development."

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

To find out how **BUSINESS GATEWAY FIFE** can support local businesses, call: **01592 858333**; email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk); or visit: [www.businessgatewayfife.com](http://www.businessgatewayfife.com)





# FIFE BUSINESS WEEK 2019

A host of events took place during the tenth annual Fife Business Week.

The tenth annual Fife Business Week, hosted on behalf of Fife Economy Partnership by Fife Council and delivered by Business Gateway Fife, took place in November, delivering a wide range of free seminars and workshops aimed at inspiring people and transforming businesses in Fife.

Around 30 events took place, focusing on a range of topics of interest to Fife entrepreneurs, start-ups and employers alike, within an ever-changing economic environment.

Manufacturing was a key focus during Fife Business Week, with events extremely well attended. DPS Group, in partnership with CeeD and Scottish Manufacturing Advisory Service (SMAS), offered local businesses the opportunity to explore Manufacturing 4.0, the integration of traditional manufacturing processes with digital technologies to connect products, people, plant, business and supply chains together.

SMAS also co-hosted Glenrothes-based FiFab's best practice workshop, promoting the application of technology in the Scottish Manufacturing sector. The event focused on the preparation, implementation and use of Enterprise Resource Planning (ERP) to connect supply chains, operations and customers, drawing on FiFab's expertise in the area.

Fife Council's showcase event focused on innovation in manufacturing. Pamela Stevenson, Enterprise and Business Development Manager at Fife Council (Economic Development), said:

"This session with Fife College helped to demystify Industry 4.0 and advanced manufacturing for businesses and allowed people to see how embracing business improvements could positively benefit their business. It was an excellent opportunity for local manufacturers to gear up for the future."

**"It was an excellent opportunity for businesses of all sizes to gather, collaborate, share ideas and seek inspiration for future growth."**

There was something of interest for all businesses, no matter their size or stage. Other events that took place during the week-long initiative included a food and drink sector-themed event, computer/IT related seminars, as well as a workshop session on growth, where it can be found in a business and how to achieve it.

Michael Longstaffe, Chair of Fife Economy Partnership, said:

"We're delighted with how well received and attended the tenth annual Fife Business Week was. It was an excellent opportunity for businesses of all sizes to gather, collaborate, share ideas and seek inspiration for future growth. This can only benefit the local economy.

"I would like to extend my thanks to all those local businesses and organisations that hosted events and supported this extremely worthwhile initiative. To those who attended, I hope you gained inspiration, advice and guidance, through this collaborative, informative and friendly approach to business support."

#fifemeansbusiness

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

# LAST YEAR BUSINESS GATEWAY FIFE HELPED HUNDREDS OF EXISTING AND GROWING BUSINESSES

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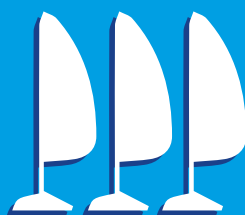
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Aberdour Primary School won the Social Enterprise Dragon's Den event

## FIFE'S YOUNGSTERS GET INVOLVED IN FIFE BUSINESS WEEK

Pupils from schools across Fife got involved in the tenth annual Fife Business Week, as they showcased their engineering skills and featured in a Social Enterprise Dragon's Den.

Fife Business Week went a step further as it celebrated its tenth annual event programme by including two events aimed at Fife's next generation of business leaders.

The Fife final of Raytheon Quadcopter took place, inviting teams of young people from ten local schools to showcase their Quadcopters, by way of presentation and flying their creations through an obstacle course.

This was the finale of a ten-week programme, which has involved Raytheon STEM ambassadors working with teams of pupils in schools to build a quadcopter. The best from each school was put forward to the Fife final, held at Auchmuty High School. It was Glenrothes High School, which was successful on the day, showcasing its engineering and design skills. The team of S2 pupils will now compete in the national final at RAF Cosford.

Fife Business Week also included a Social Enterprise Dragon's Den event, where teams of young people pitched their ideas, which ranged from Clothing Swap shops to IT classes for the elderly, to a panel of local business representatives in order to secure funding to support projects, which will have a social impact on their community. Aberdour and Dairsie Primary Schools jointly won the Primary prize, whilst St Andrew's RC High won the secondary school accolade.

The number of entrants was exceptional. As a result, Fife Council's Culture of Enterprise™ Programme has introduced an additional Social Enterprise Dragon's Den event for Fife College students in February and will host a Fife Final in April where finalists will be selected and put forward for the Social Enterprise Academy Awards in June.



Picture shows the Fife final of Raytheon Quadcopter Challenge

## PUPILS TO GET A FLAVOUR OF FOOD AND DRINK SECTOR

Fife Council in partnership with Fife College, Royal Highland Education Trust, Springboard and Food from Fife, has developed a series of events to provide young people with hands-on experience of the different aspects for the food, drink, tourism and hospitality sectors.

To launch the programme, a pilot event will take place in January 2020, where S3 pupils from Viewforth, Balwearie, Kirkcaldy and St Andrew's RC high schools will participate in a series of workshops at Fife College's St Brycedale Campus. These sessions will be delivered by local businesses in the food, drink and hospitality sectors, designed to give them a flavour of working in the industry. The pupils will also have access to a lunchtime marketplace where they can meet some local businesses, sample a range of products, and find out more about career options in the industry.

*culture of enterprise*  
making Fife more enterprising™

**THE CULTURE OF ENTERPRISE™ FRAMEWORK** is a Fife Council programme that promotes and encourages enterprise and skills development to support the young people of Fife to develop a vibrant enterprising culture that will help them on their future career pathway. For more information, email: [ec.dev@fife.gov.uk](mailto:ec.dev@fife.gov.uk).

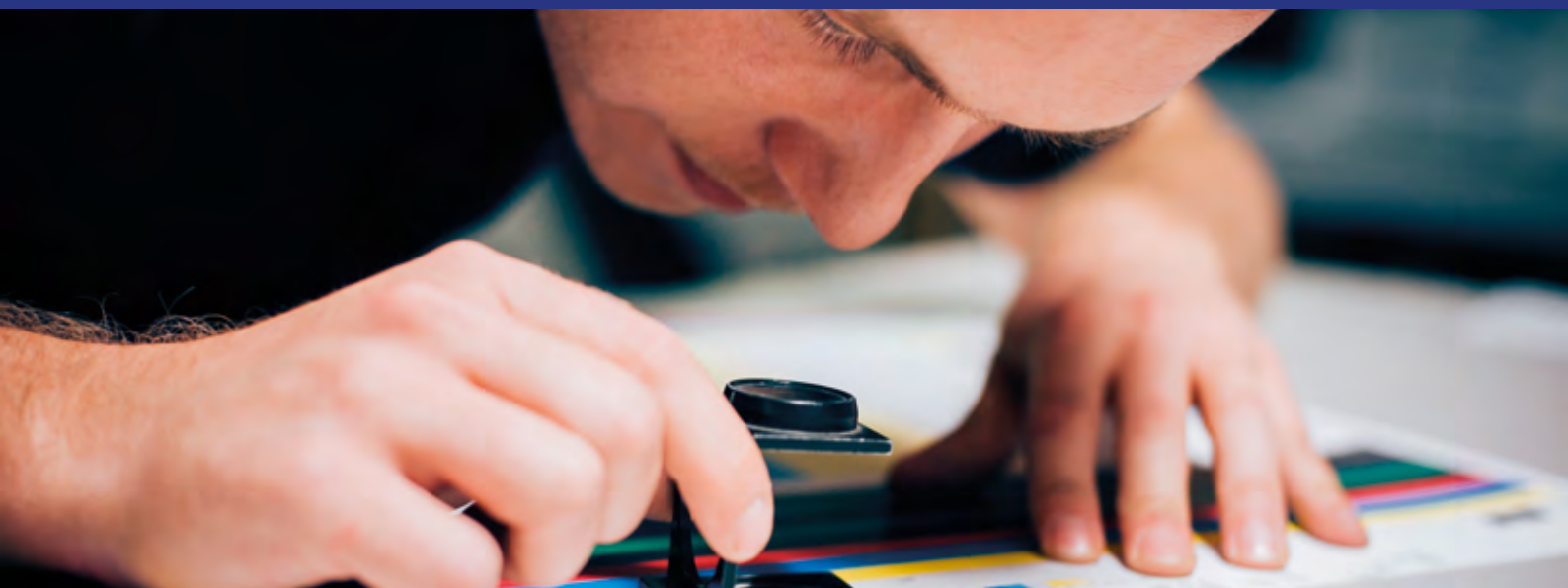


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## fbm Meets...

## CARL MORENIKEJI

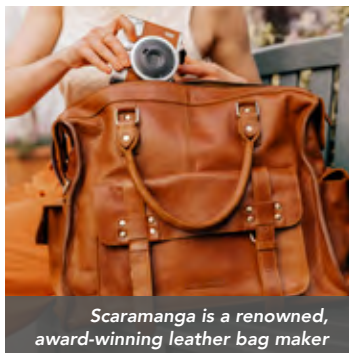
## Scaramanga

In this article we meet Carl Morenikeji, Owner of Cupar-based Scaramanga, the renowned and award-winning leather bag maker and vintage lifestyle specialist. The business employs nine members of staff and has seen a 40 per cent growth in B2B sales this year.

#### Tell fbm readers about your business –

After spending six months in India, I returned with an old leather satchel, handbound journals and a few old wooden boxes. Friends and family loved them, so I felt there was an opportunity to start a business. In 2006 I took £2,000 and a couple of empty suitcases to India and Scaramanga was established!

We handmade all our leather bags using a leather made with the minimum of chemicals, using natural oils, waxes and dyes to give the leather a vintage look and feel unique to each. I source all the vintage furniture. We work hard to ensure when restoring each piece that its character isn't lost.



Scaramanga is a renowned, award-winning leather bag maker



Scaramanga is a vintage furniture and interiors specialist



Carl Morenikeji, Owner, Scaramanga

#### What are your current business priorities?

Trends are constantly changing. We adapt by designing new bags and search for more unique and unusual interiors while ensuring they work within our brand's values. What we'll be selling in five and 10 years' time will be very different to what we sell now.

#### What are your aspirations for Scaramanga and how will you achieve them?

There's an opportunity to expand the wholesale side of Scaramanga as the trend for vintage and repurposed furniture and interiors is still growing rapidly. We're looking to work with more bars, restaurants and interior designers, and have our products appear in more movies – Maleficent: Mistress of Evil was our 11th.

#### Why do you do what you do and what inspires you?

I love designing new bags, discovering unrestored furniture and repurposing salvaged items. Every day is different. I also love travelling and exploring distant lands, meeting people and immersing myself in their culture.

#### What's the best piece of business advice you've been offered?

If you've got an idea for a business you're passionate about, write a well-researched and thought-through business plan and get going - Mr Markham, my 6th Form Business Studies teacher, 1985.

#### If you could swap days with anyone, who would it be?

Leonardo Di Vinci – a true visionary, artist, scientist, philosopher and innovator. His natural genius encompassed so many disciplines. I'd love to watch him at work drawing and making notes. I'm not sure what he'd make of our leather bags!

#### What's your favourite Scaramanga product?

What a question - I love them all! If I had to have a favourite, it would be one of our leather satchels. I have several more than eight years old. They've worn to have a character of their own. I never go anywhere without a Scaramanga bag!

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

# FBA FINALISTS DEMONSTRATE FIFE'S DEEP BUSINESS TALENT

The 2020 Fife Business Awards (FBA) once again encouraged businesses of all types and sizes to come forward and share their successes and ambitions.

Alan Mitchell, Chief Executive of Fife Chamber, said:

"The quality of applications was amazing and in most categories it was extremely difficult to separate the top three from the rest. So, we didn't - we put forward an extra finalist.

"All the applications tell an amazing story: improving the natural environment, creating better employment and career opportunities, supporting communities and good causes, working together for common good, giving young people better chances in life, and creating products to make our lives better."

The FBA, with Principal Sponsors Blackadders and the University of Dundee Graduate Apprenticeships, will reach its conclusion at the glittering Awards Ceremony at the Rothes Halls in March, where 400 people will gather to crown the champions. Definitely an evening not to be missed!

Drew McIndoe, Managing Director of 2019 award winner Moffat Electrical Projects, said:

"If the finalists take after me, they will be feeling a mixture of pride and happiness to have been selected but nervousness about what's to come. I would encourage them to enjoy every moment of this unique experience, and use it as a springboard for greater success, whether they win or not."

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

## HAPPY BIRTHDAY FIFE SOCIAL

Fife Social celebrated its third birthday in style at Cluny Activities. Launched by Fife Chamber in 2016, it lets members meet regularly in a relaxed and informal setting, without the 'pressure' of making sales pitches. Hundreds of members have already attended, along with many people from

companies who weren't members but wanted to experience Fife Chamber 'live'. Fife Social will be revamped in 2020, while keeping its focus on fun and informality that make it the premier networking destination.



Happy birthday Fife Social



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The winner of the **OUTSTANDING BUSINESS AWARD**, *sponsored by Fife Economy Partnership*, will also be announced at the Awards Ceremony.





# NEW FIFE ROUTE COMING SOON

A new driving route, Fife 191, is to be launched in the New Year by Fife Tourism Partnership, offering visitors a tour of Fife's wonderful coastline, beautiful countryside, bustling towns, pretty villages and unique attractions.



A new Fife driving route is being created to take visitors on a journey around the Kingdom and offering them the opportunity to experience the amazing variety of places, landscapes and attractions in the historic region.

Fife 191 will span from Culross in the West to Lindores in the North, and then to Kingsbarns on the East Coast, taking in all that Fife is renowned for, including its wonderful coastline with award-winning beaches, lovely rolling countryside, and pretty villages and bustling towns.

The route will guide visitors to an abundance of attractions, including taking a trip back in time to explore Fife's rich history at one of the many castles and historic locations; watching for wildlife on the coast or in the countryside; and learning about Fife's heritage at one of Fife's fantastic museums. Visitors will also be guided to some of Fife's amazing golf courses, and have the opportunity to discover the vibrant arts and culture scene, or try something totally different like Fife Tourism Partnership's new augmented reality app 'In The Footsteps of Kings', which brings history to life at several historic sites in a fun and interactive way.

In addition to Fife's wonderful attractions, a variety of local businesses will feature on the route, offering services such as accommodation and food and drink.

Ann Camus, Manager of Fife Tourism Partnership, said:  
"Recent trends highlight that consumers are looking for

different and unique experiences and trips. Our new touring route, Fife 191, which will launch in the New Year, will add to an already strong offering, showcasing the stunning scenery, history and heritage, arts and culture, and delicious food and drink available here in Fife. There really is something for everyone."

To support Fife 191, an interactive map, with a 360 view, is being created, offering a 'fly through Fife'. That, accompanied with lots of information about various hot spots in Fife, will make the map well worth a look for those considering a trip to Fife. In addition to listing all the best places to visit, it will include useful information on electric charging points, car parks, and campervan facilities, as well as endorsing the Scottish Outdoor Access code.

**Fife 191 will launch in the New Year. For more information, visit: [www.welcometofife.com](http://www.welcometofife.com).**



For more information about **FIFE TOURISM PARTNERSHIP**, email: [info@fifetourismpartnership.org](mailto:info@fifetourismpartnership.org) or visit: [www.fifetourismpartnership.org](http://www.fifetourismpartnership.org).

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## NEW SCOTTISH OCEANS INSTITUTE OFFICIALLY OPENED

*The new Scottish Oceans Institute*

The new Scottish Oceans Institute (SOI) building at the University of St Andrews was officially opened in September.

The SOI is a world leader in interdisciplinary research studying the marine environment which forms a key focus for research excellence in the marine sciences. Research interests range from the deep oceans to the coasts, and from the people who use and interact with the sea to the biological and physical processes that make the oceans function.

SOI develops scholarship, commercialisation of research and advanced-level teaching delivered through contributing academic Schools at the University of St Andrews.

The new £16.5m SOI building incorporates a state-of-the-art aquarium as well as researching and teaching facilities. This will

create a global hub for marine research by bringing together research colleagues in one building and will also accommodate visiting scientists and enhance facilities for outreach work. The centre will also house a visitor centre to engage children and adults and promote public understanding of the world's oceans.

St Andrews Principal Professor Sally Mapstone, said:

"The Scottish Oceans Institute enjoys a global reputation as a leader in the study of the marine environment. The facilities at the new centre of excellence will further enhance St Andrews' world standing in the field of marine sciences research and advanced teaching and will provide wonderful opportunities too for our local community and our visitors."

## FIFE COLLEGE CELEBRATES FIRST CHARTERED MANAGER

Fife College's first candidate becomes Chartered Manager from Fife College's CMI Chartered Manager Assessment Centre.

A local engineer has become the first candidate to successfully complete the process of becoming a Chartered Manager at Fife College's CMI Chartered Manager Assessment Centre.

Jordan Dick from Dunfermline completed the CMI Level 8 Diploma in Management and Leadership at the College's Andrew Carnegie Business School in June this year before applying to become a Chartered Manager.

Fife College is the only college in Scotland that is now a devolved CMI Chartered Manager Assessment Centre.

During the process Jordan provided evidence of how his management practices and the application of the knowledge and experience gained from his diploma had allowed him to make positive differences to his organisation.

He was also able to demonstrate how he worked in an

ethical manner aligned to the CMI code of conduct and practice.

It is estimated that Chartered Managers deliver an average of £362,176 in added value to their organisations while one in three report a promotion or career progression after they become Chartered.

John Phillips, Academic and Quality Manager for Business, Management and Professional Programmes at Fife College, said:

"We are delighted to see Jordan become the first candidate to come through the process of becoming a Chartered Manager with Fife College.

"Jordan was clearly able to demonstrate how he applied what he had learned during the diploma in the workplace - his CMI accreditation is well deserved."



Jordan Dick

[www.business.fife.ac.uk](http://www.business.fife.ac.uk)

## SUPPORTING CONTINUOUS IMPROVEMENT

Fife Council launches innovation programme to support continuous improvement for local businesses.

Fife Council has developed a new innovation programme of support, aimed at helping businesses to continually review their productivity to ensure ongoing profitability.

The programme, which utilises the specialisms of key partners, including Business Gateway Fife, Fife College, Scottish Enterprise, Scottish Manufacturing Advisory Service (SMAS) as well as Centre for Engineering Education & Development (Ceed), will offer support to businesses as they strive to improve their operations, increase efficiency and become more innovative.

The support is tailored to the individual needs of the business and its people, whether at the start of the entrepreneurial journey or if looking to grow or diversify. Working collaboratively, a dedicated team will help the business to highlight potential areas for improvement and partners will be on hand to work with a business through to implementation.

Pamela Stevenson, Enterprise and Business Development Manager at Fife Council (Economic Development), said:

"The aim of this programme is to widen the view of continuous improvement and help local businesses to develop their operations, efficiencies and become more profitable. This will be done through our key partners, who have programmes to support the development of new skills, possibly undertake research and development, product or process development, or identify funding mechanisms. The team aims to support businesses to meet the outcomes they want and need to move forward and grow."

Phillip Thomson, Chair of Fife Economy Partnership Innovation Group, commented:

"This is a great example of how Fife is supporting and encouraging businesses to do things differently, turning ideas and research into new products, services and processes in collaboration with key public, private and academic sectors."

For more information, email: [ec.dev@fife.gov.uk](mailto:ec.dev@fife.gov.uk).



Pictured is Kirkcaldy-based EPS Services, one of the leading manufacturers of bandsaw blades in the UK

## JDT ON CONTINUOUS IMPROVEMENT JOURNEY WITH SMAS



MDF line at the Leven manufacturing site (CREDIT: McAteer)

James Donaldson Timber has been working with Scottish Manufacturing Advisory Service for four years on a programme of continuous improvement.

Four years into a continuous improvement journey with Scottish Manufacturing Advisory Service (SMAS) and James Donaldson Timber (JDT) is reaping the rewards.

JDT, one of the UK's largest importers and distributors of timber, handling some 200,000m<sup>3</sup> annually, first approached SMAS to capitalise on its wealth of experience and resource on a wide variety of manufacturing excellence. Recently, it has been involved in SMAS's Six Sigma Methodology and Problem Solving Techniques, which has involved the whole team.

By adopting the Six Sigma Methodology, JDT has looked at its processes and process data to identify and reduce process variation in its saw milling, treatment and processing. Whilst it's too early to report results on this part of the project, JDT has told of encouraging feedback from its team, and has identified areas for further focus.

JDT will continue to work with SMAS. Iain Muir, Operations Manager of James Donaldson Timber, commented:

"This is the latest phase of our journey with SMAS into continuous improvement, and we look forward to realising various improvements across the business. One early learning that we're bolstering is that everyone can influence change, and this is a whole team project."

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





## BRIDGE SYSTEMS LTD CELEBRATES NEW CONTRACTS

Fife radio communications company, Bridge Systems Ltd, celebrates having won three major contracts in recent months.

Bridge Systems Ltd, which specialises in the design and build of radio microwave and communication networks is celebrating having won three major new contracts.

Based in Dunfermline, Bridge Systems Ltd has diversified and grown since it was set up in 1997, offering new services including Wi-Fi surveys and Push to Talk (PTT) over cellular solutions, alongside the ever-increasing demand for radio communications.

The new contracts include the major advancement of communications for 25 Scottish Mountain Rescue teams, who

now have state-of-the-art Hytera radio equipment, supporting its role as the fourth emergency service. It's also supplied its Tait Intrinsically Safe Communication Equipment to a major client in the oil and gas sector, whilst also securing a five-year contract for radio supply and maintenance equipment for a Scottish-based client.

Bridge Systems Ltd Managing Director, Mike Deery, commented:

"It is heartening to be in such a strong position of growth having had an extremely successful 2019. Going forward our order book for the next two years is exceptionally positive, whilst we also look to identify new contracts."

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



Bridge Systems Ltd supplied state-of-the-art radio equipment to 25 Scottish Mountain Rescue teams

# fbm

**FIFE BUSINESS MATTERS**

[fifebusinessmatters.co.uk](http://fifebusinessmatters.co.uk)

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"fbm is an invaluable tool for the Chamber for knowing what is going on within the local economy. We see fbm as the key business publication in Fife."

**Alan Mitchell, Fife Chamber of Commerce**

"We've been featured in fbm a number of times over the years, and it's always an extremely positive platform in which to share news with local businesses.

It's also a great read!"

**John Penman, Fife Fabrications**





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A day in the life of ...

## COLIN BURNETT,

Director, DPS Group

As DPS Group gets ready to celebrate 20 years in business, fbm caught up with its Director, Colin Burnett, to find out more about the man behind this successful Glenrothes-based business.

### What does DPS Group do?

I established DPS Group 20 years ago with my colleague Colin Millar. We wanted to create a company specialising in Electrical Design, Installation and Instrumentation for industrial clients. Growing the business to incorporate DP Systems, we are now a team of 100 staff and recognised as a leader in Electrical, Instrumentation System Integration and Panel Manufacturing working extensively in many areas including brewing and distilling, manufacturing, power generation in the UK and around the world.

### What does the typical day involve?

There is no such thing as a typical day at DPS; every day is different as the projects develop and the client base grows globally. We have a diverse sector coverage which means I can be in a distillery one day, a nuclear power station the next or over seeing projects within Scotland's largest airport.

### What are your current work priorities?

We are focused on the continued structured growth of the business, while transforming manufacturing using technology and data - it is exciting to be part of this 4th industrial revolution.

### What do you have to ensure you're productive?

We have an early morning conference call twice a week between all directors to ensure we are aware of project progress and current priorities within the business. This helps everyone focus on what's really important, the customer.

### What tools are useful to you?

From a practical point of view my hard hat and boots, I'm always out on site, discussing solutions with clients and working with our team. I'm excited how the business has developed new digital tools, allowing us to collaborate and work more dynamically both internally and with the client.

### What is your mantra for a good work life balance?

When growing a business, it's difficult to have a good work life balance. I would say, have a personal goal and work towards that. Climbing Munros allows me to clear my head and focus on what's important.



Colin Burnett, Director, DPS Group

### What inspires you?

Being born and growing up in Fife, we're never far from incredible engineered structures, they are part of our landscape. The Forth Railway Bridge is an iconic design that greets me when coming home from working away. It resolved not only an engineering problem but also calmed public opinion. So, engineering can have both a social responsibility and can generate pride in a nation.

### Who inspires you?

Anyone willing to explore and put themselves outside their comfort zone, be that Captain Scott, Sir Edmund Hilary, or in engineering, Brunel and Tesla. Or, people who do selfless acts of kindness for no reward.

[www.dp-sgroup.co.uk](http://www.dp-sgroup.co.uk)



# FLAVOURS OF FIFE

Fife's Food and Drink sector continues to grow its reputation for producing high quality produce, attracting global buyers who are discovering new flavours for their customers to enjoy.

Several Fife businesses recently participated in Showcasing Scotland, which attracted buyers from around the world. In addition to meeting at Gleneagles, buyers were given a food and drink highlights tour of Fife. This has provided numerous opportunities, which are being complemented by Fife Council's ambitious plans to internationalise more of Fife's Food and Drink businesses, by encouraging them, through its Trade Development Programme, to look outward to access new markets.



If you would like to be part of a future Fife Food and Drink stand, please contact **Graeme Ferguson** at Fife Council: [ec.dev@fife.gov.uk](mailto:ec.dev@fife.gov.uk)



# TOP TIPS ON EMPLOYEE OWNERSHIP

In recent years, employee ownership has become increasingly popular, now delivering four per cent of UK GDP annually. Employee owned businesses tend to achieve higher productivity levels as they have a more engaged and fulfilled workforce. In this article, EQ Accountants offers guidance as to the main differences and benefits in some of the routes that a business owner should be considering, allowing them to transfer an interest in the company to their employees.

A common complaint of business owners is that they struggle to attract and retain talented employees. A simple way in which businesses can overcome these hurdles is to offer employees Employee Management Incentive (EMI) share options. Under an EMI scheme, employees are given the option to buy shares in their employer company at some date in the future, but at a price set today.

## Benefits of offering EMI shares to employees:

- An effective means of attracting talented employees as well as rewarding them
- Useful incentive to encourage employees to maintain high levels of performance
- Low upfront costs for the employer and no cost to the employees
- Options do not have to be rewarded to all employees; the employer can choose key people
- Employer can set performance criteria, which must be met before employee can exercise their option to purchase shares
- Employer can offer options over a very small number of shares so as not to dilute their own holdings significantly
- No tax implications for the employee until they sell their shares, provided certain conditions are met
- Employee may qualify for 10 per cent CGT rate on selling their EMI shares



Ross Oliphant, Partner, EQ Accountants

Another option to consider is for the current shareholders, who view their employees as their successors, is to sell their shares to an Employee Ownership Trust (EOT) for the benefit of all employees.

## Benefits of a qualifying EOT:

- Sellers can dispose of their shares and receive cash proceeds at full market value
- Does not require all shareholders to dispose of their shares
- The sale should be exempt from Capital Gains Tax
- Incentivises employees who can now share in profits of the business
- Business continues with those best placed to run it
- Qualifying employees can receive an income tax free bonus of up to £3,600 per year

For more information or advice on employee ownership, get in touch with EQ Accountants by calling: **01592 630055** or email [ross.oliphant@eqaccountants.co.uk](mailto:ross.oliphant@eqaccountants.co.uk).





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Kirkcaldy's High Street

# FSB CALLS FOR MORE TO BE DONE FOR FIFE'S TOWNS

In this article, the Federation of Small Businesses (FSB) calls for more investment in Fife's towns to achieve change. Garry Clark, Development Manager, FSB explains.

Fife is a kingdom of towns. In fact, this is an area made up of no less than 49 settlements defined as towns and that is why the latest report from the Federation of Small Businesses (FSB), *Transforming Towns*, is a 'must read' for decision makers across Fife. It's fair to say that in terms of Scotland's overall political focus in recent years, towns have taken a bit of a back seat to highly resourced city deals, but it is our towns that are currently feeling the heat as the nature of retail changes to meet our shopping preferences and as banking moves further online.

Over the last three years, there have been nine closures of bank branches, shops and local premises every month in towns across Scotland. That is 414 closures since the beginning of 2016, including 27 in Fife towns, and it is leading to a tide of empty properties, disrepair and unsightly landscapes. However, this year the Scottish Government Budget provided a new £50m Town Centre Fund, with £4.335 million earmarked to be spent in Fife. That may have been the largest allocation to any Council in Scotland, and it's a start, but it's not enough. FSB is looking for the Scottish Government to use the new Scottish National Investment Bank and for the UK Government to use its Towns Deal funding to deliver more investment and for this to be sustained over a number of years to achieve the level of change necessary. From these sources, £90 million could be sourced and spent every year over the next decade to invest in projects to make Scottish towns better places to work, live and run a business. This would help local authorities like Fife Council to deliver the consistent level of investment necessary to make a real difference to the vitality of places like Kirkcaldy and continue improvements to towns like Dunfermline and Cowdenbeath. Key infrastructure projects such as the reopening of the rail link

## FIFE COUNCIL INVESTING IN TOWN CENTRES

The Town Centre Capital Grant Fund has awarded Fife £4.335 million to invest in the region's town centres.

Recognising that town centres are struggling across the UK, Fife Council is working towards creating town centres where people of all ages can live, work and visit, to enjoy a mix of leisure, tourism, retail, culture and heritage opportunities.

In West Fife, work is planned for Dunfermline's heritage quarter and town centre to create an enterprise hub and support new community and visitor opportunities. While in Kirkcaldy, the aim is to create a safe and attractive connection between the high street, Kirkcaldy Centre and bus station to welcome people in to the town, as well as enhance the Waterfront with new 'pop-up' style businesses, statement lighting and planting. There are plans afoot to secure property in Cowdenbeath town centre to support regeneration work, whilst in Glenrothes an attractive pedestrian area in the town centre will boost the night-time economy.

For town centre located businesses in Fife, there are also a range of valuable support funds available through Business Gateway Fife. To find out more email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk).

to Levenmouth could also be the catalyst for new private sector investment in an area ripe in opportunity.

In order to thrive, our towns need a greater diversity of retail, residential, commercial and leisure uses, shared banking hubs to compensate for the recent swathe of bank closures and targeted support from our enterprise agencies to local businesses. Fife has huge potential over the next decade and, with the right support, its towns can thrive.

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

**fsb**<sup>08</sup>  
Experts in Business

## FIFE SHOWCASES AT FOOD AND DRINK BUYERS' EVENT

Fife's food and drink sector attends Showcasing Scotland for two days of intensive meetings with buyers from around the world.

Fife's food and drink sector has been given a boost, having met with food and drink buyers from around the world at Showcasing Scotland 2019.

The event, organised by Scotland Food & Drink and Scottish Development International, brought together 150 food and drink buyers from some of the world's biggest markets as well as major UK supermarkets and catering and hospitality chains, with a combined buying power of over £3 billion, offering global opportunities for local suppliers.

In addition, a Fife field-to-fork tour was organised by Fife Council as part of the event to showcase a flavour of the region, and took buyers along the coastal path of Fife, visiting companies with a world-famous reputation across a host of industries. From Fife's only cheese-making farm at St Andrews Farmhouse Cheese to the historic Lindores Abbey Distillery, the tour gave attendees the chance to uncover the top quality, wide ranging produce Fife has to offer.

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



Fife's Food and Drink sector was represented at Showcasing Scotland 2019

## FIFE SHINES AT COUNTRY LIVING

Fife Council's Economic Development Team supported six Fife businesses, as part of its Trade Development Programme, to attend and exhibit at this year's Country Living Christmas Fair in Glasgow. Scgoli, Christopher Trotter, Tayport Distillery, Wee Tea Company, House of Bluebell and Freedom Unlimited Enterprises took part in the ultimate Christmas event, showcasing their range of products to the thousands of consumers who visited the SEC in Glasgow.



Fife shines at Country Living Christmas Fair

[www.en-gb.facebook.com/Scgoli](https://www.en-gb.facebook.com/Scgoli)  
[www.tayportdistillery.com](http://www.tayportdistillery.com)  
[www.weeteacompany.com](http://www.weeteacompany.com)

[www.fifefoodambassador.co.uk](http://www.fifefoodambassador.co.uk)  
[www.freedomue.org](http://www.freedomue.org)  
[www.houseofbluebell.com](http://www.houseofbluebell.com)



Fife businesses impress at Offshore Europe

## FIFE BUSINESSES IMPRESS AT OFFSHORE EUROPE

A delegation of Fife businesses, which attended Offshore Europe in September, are upbeat following an extremely successful four days.

The event, held in Aberdeen, generated over 265 enquiries for the ten Fife businesses that attended as part of Fife Council's Trade Development Programme. In part the success was down to the relevance of visitors – businesses reported that 95 per cent of those stand visits were highly relevant.

GES Oil Field Services Ltd (GES), which is based at the Enterprise Hub Fife, made its first appearance at Offshore Europe 2019. Its Director, Alex Jarrett, said:

"We were delighted to be offered financial support from Fife Council's Trade Development Programme to attend Offshore Europe. It helped us in terms of networking, keeping our finger on the pulse and connecting with a global network as we seek to grow."

Pamela Stevenson, Enterprise and Business Development Manager at Fife Council (Economic Development), said:

"Once again, Fife businesses have returned from Offshore Europe having exhibited and networked to generate a significant number of opportunities. This shows how important it is for businesses to attend such events – it's an ideal way of making contacts, sourcing contract opportunities and growing businesses."

Trade development support is available for Fife companies wanting to attend exhibitions. For more information, email: [ec.dev@fife.gov.uk](mailto:ec.dev@fife.gov.uk).



## FIFE-BASED BUSINESS TRANSFORMS OFFSHORE WIND TURBINE ACCESS

Ørsted partners with Scottish innovator Pict Offshore to develop game-changing technology for offshore wind operations and maintenance.

Ørsted, the global leader in offshore wind, has acquired a 22.5 per cent share in Inverkeithing-based Pict Offshore, the developer of an innovative technology set to transform the way technician's access offshore wind turbines.

Pict Offshore has been set up to commercialise the 'Get Up Safe' (GUS) system, a motion compensated personnel hoist that has resulted from a two-year collaboration between Ørsted and Fife-based height safety specialist Limpet Technology.

The product development project, which started at the end of 2016, was enabled through a Scottish Enterprise SMART innovation grant.

The Company moved their test facility to a unit in the Fife Energy Park in late 2017, to be next door to ORE Catapult's 7MW Levenmouth Demonstrator Turbine, which was the perfect test site for accelerating the GUS system's development programme throughout 2018.



Pict Offshore has been set up to commercialise the 'Get Up Safe' (GUS) system, a motion compensated personnel hoist

Ørsted's investment in the project, that will now be carried forward by Pict Offshore, allows the Company to scale up to meet expected demand for the GUS system. Assembly of the systems will take place at a new site in Inverkeithing and the company expects to add between 15 and 20 high skilled jobs in the coming year and to start placing orders with the local supply chain that is already well set up to cater to offshore wind.

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

## SCOTLAND FINTECH FESTIVAL 2019

Scotland Fintech Festival took place during September and brought together a host of like-minded individuals for a range of conferences, meet-ups, morning breakfast sessions and networking events.

In Fife, over 80 people attended 'Fintech Opportunities Fife', an event organised by the Fife Fintech Consortium and supported by Fintech Scotland, to mark the region's role as the capital of payment technology in Scotland. Guests heard from internationally recognised business leaders in the payments industry – Greg Watson, Chief Technology Officer, Sainsbury's Bank, UK; Simon Fairbairn, Director of Solution Development Western Europe, Ingenico Group; and Jim Tomaney, Chief Operating Officer at Renovite Technologies, which is headquartered in California – all of which are recruiting. The speakers gave an insight into their businesses and explained about acquiring digital skills to support a career move into this exciting and challenging industry.

Matt Kennedy, NER Development and QA Manager at Ingenico Group, said:

"This event demonstrated the pivotal role that Fife plays, and has played for many decades, in the payments industry.



Guests gathered at the Fintech Opportunities Fife event

It enabled experienced professionals to learn new skills and stay relevant to the industry's rapid transformation, whilst also supporting those wishing to use their digital skills to build a career in Fintech."

Mr Kennedy added:

"Fife's Fintech Skills Academy is already helping avoid a potential skills gap that could hold back the growth of local companies in this sector. It will also give people the qualifications and skills they need to work in this industry."

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

INVEST IN FIFE has a proven track record of helping investors make projects happen as well as helping Fife-based businesses with their expansion plans.

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

# INVEST IN FIFE

Fife means business.

# BA Business and Enterprise (Fife)

**Boost the innovativeness, creativity and growth of your business: enrol your staff on this locally delivered Programme.**

This course is for Fife-based SME business owners or employees with relevant experience and vocational qualifications. This top-up degree programme provides the practical skills needed to help improve resilience and grow a business in any sector, in just 12 months.

Minimum disruption to your business: you or your employee can study online from January 2020, and with one day per month at the Fife College University Hub, Dunfermline.

## Financial Support

For qualifying Fife-based SMEs there is a **50% funding contribution** available through Fife Council Economic Development.

## Contact

For further information call 0333 900 3080 or email [tbscommercial@napier.ac.uk](mailto:tbscommercial@napier.ac.uk)



## FIFE MAGAZINE LAUNCHES NATURAL SKINCARE AND REMEDIES LINE

Holistic Scotland Magazine, which is produced in Kirkcaldy, has become the first publication to launch its own range of organic, vegan skincare and natural remedies.



Holistic Scotland Magazine's new range of skincare and natural remedies

The new handmade collection comprises free-from products and includes the likes of Himalayan and Epsom Bath Salts, Lavender and Hemp Seed Soap Bars, Massage Oils as well as a series of aromatherapy Pulse Point Rollers.

Publisher Lynda Hamilton Parker, said:

"Our new products are a natural progression for Holistic Scotland Magazine, in-keeping with our focus on holistic health and all things natural."

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

## MONEY ADVICE FOR SCOTTISH YOUNGSTERS

A Fife-based financial adviser has turned author as part of a mission to help young adults become better prepared in handling money for their futures.



Max Horne with his new book, *The Money Instruction Book*

Max Horne from Dunfermline has forty years experience under his belt, and whilst enjoying his semi-retirement, he has written 'The Money Instruction Book', an easy to digest guide to money management for 16-18 year old home leavers.

The first of its kind, the book covers sections on what money really is, and how to master it to become financially independent. It explores people's attitudes towards money, what motivates them, and what this can mean for a young person in today's world, tempted by pay day loans and other quick fix solutions.

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

## NEW ONLINE SERVICE TO SUPPORT GLOBAL BUSINESS TRADE

A new online tool has been launched by the Department for International Trade to make it easier for businesses to trade globally. The tool will enable businesses to report issues and problems which prevent them from trading globally, such as legal, regulatory or administrative requirements. Once an issue or problem has been reported, trade experts will assess the problem and work with other governments around the world to resolve it.

British businesses can directly report barriers preventing them from trading online at: [www.great.gov.uk](http://www.great.gov.uk).



Picture from the launch of Making Glenrothes a Living Wage Town

## GLENROTHES PLANS TO BE FIRST LIVING WAGE TOWN

Glenrothes is the first town in the UK to be awarded recognition by Living Wage Scotland for its plan to become a Living Wage town. An action group, which includes Fife Council, Fife Voluntary Action and Fife College and a number of Glenrothes-based employers, has launched the 'Making Glenrothes a Living Wage Town' action plan, as it encourages local employers to pay their employees the Living Wage, currently £9 per hour, and become accredited by Living Wage Scotland.

Business owners and employers are being encouraged to find out more at: [www.our.fife.scot/fairerfife/livingwage](http://www.our.fife.scot/fairerfife/livingwage).

## KWIKPAC LAUNCHES NEW FILM SYSTEM

Kirkcaldy's KwikPac has launched Grip®, a new revolutionary stretch film system, which provides huge cost-saving, environmental and user-friendly benefits. It has been specially created with an exclusive formula through an unrivalled manufacturing process, making it surprisingly strong and puncture-resistant, meaning businesses will use less film, waste less and save on overall packaging costs, whilst reducing the impact on the environment.

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



L-R: Ross Oliphant, Steven Todd, Bryan Johnston and Mark Gibson of EQ Accountants

## FIFE BUSINESS ADVISER JOINS EQ ACCOUNTANTS

Bryan Johnston, former Relationship Director with Royal Bank of Scotland, has been appointed as a Consultant at EQ Accountants LLP strengthening the firm's presence in Fife. Bryan will work alongside Partners and staff within EQ's Glenrothes office.

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

# AWARD ACKNOWLEDGEMENTS

Congratulations to Duncan McLachlan, Head Chef at Playfair's Restaurant and Steakhouse, St Andrews, who won Chef of the Year at The Food Awards Scotland 2019, for the second year in a row.

Duncan McLachlan said:

"I am absolutely delighted to have won Chef of the Year again. The team at Playfair's is dedicated to delivering amazing food and service and without them, this would not have been possible."

Lundin Links' The Old Manor Hotel's kitchen team is also celebrating success, having won the Hotel Chef of the Year category at the inaugural Hotel Awards Scotland 2019. The awards, voted for by the public, provide a platform to thank those in the sector constantly delivering memorable experiences to their visitors, and enhancing tourism in Scotland.

Congratulations to Rufflets St Andrews, which has won the Luxury Hotel of the Year Award at the Hotel Awards Scotland 2019, whilst Balbirnie House has been flying the flag for Scotland, being named World's Best Destination Wedding Hotel at the international Haute Grandeur Awards held in Kuala Lumpur.

Fife College is basking in its nomination in the Best Skills & Training Innovation category at the Building Innovation Awards, which recognise and celebrate those that are embracing emerging technologies and digital transformation in order to take UK construction to the next level.



Duncan McLachlan, Head Chef at Playfair's Restaurant & Steakhouse



The Old Manor Hotel won Chef of the Year at the Hotel Awards Scotland

Last, but certainly not least, is Cupar-based The Whisky Barrel, which has been awarded The Queen's Award for Enterprise for International Trade.

The family-run business, which collaborates with independent whisky merchants and micro distillers to make Scotch Whisky and Single Cask Run for international customers, was recognised for its outstanding continuous growth in overseas sales over the last six years.

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

[www.fife.ac.uk](http://www.fife.ac.uk)

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

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

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

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

## From 'to do' to don't do!

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



**THOMSON COOPER  
ACCOUNTANTS**



# SCOTLAND'S NEW TAXI HAILING APP STEPS INTO THE FUTURE

A St Andrews University student, Daniel Malikzade-Afshar, has brought a new and exciting dimension to the Scottish taxi market as he combines local taxi firms with a sustainable and personal approach. Yes!Taxi is the 21st century taxi app, which provides safe, convenient and affordable rides for anyone across Scotland.

Yes!Taxi has quickly become the fastest and most convenient booking platform in Scotland. App users can easily access their taxi's location, pick their favourite driver and rate their trip. In the first six-week trial launch, it completed over 400 rides, over 600 users and has attracted over 40 drivers.

The environment is at the heart of Yes!Taxi as Daniel feels that the young generation care and the app reflects this. He said:

"The further you go the more points you earn which are converted into trees, flowers and plants across Britain helping to combat climate change."

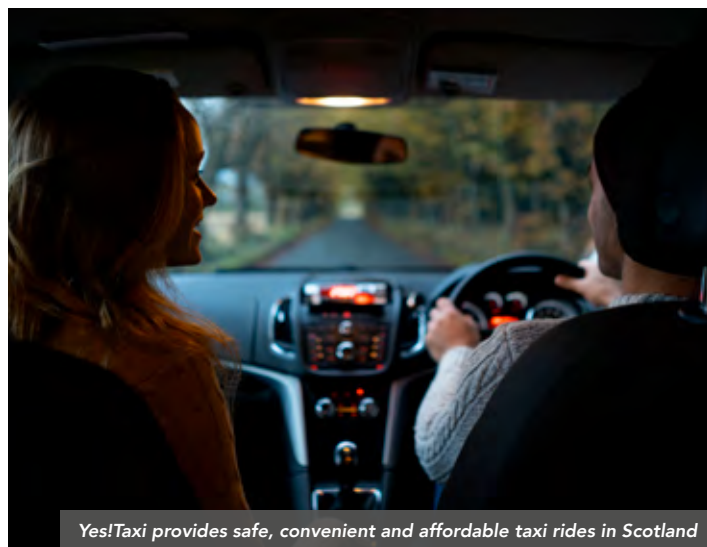
Yes!Taxi, which is now working to expand globally, has received advice and support throughout its journey from Business Gateway Fife. Its business adviser, Marissa Yassen, commented:

"Daniel was assisted with Expert Help for developing legal contracts for all contractual taxi drivers, as well as Tax and VAT registration implications due to the unique service Yes!Taxi provides. HR support was also provided for employment contracts for his satellite staff who will be managing the Yes!Taxi services across Scotland."

The Yes!Taxi app is available to download from Apple's App Store or from Google Play.



[www.facebook.com/yestaxiuk](https://www.facebook.com/yestaxiuk)



Yes!Taxi provides safe, convenient and affordable taxi rides in Scotland



FiFab exhibited at Southern Manufacturing in 2019

## SOUTHERN MANUFACTURING & ELECTRONICS 2020

11 – 13 Feb 09:30 – 16:30 (13th until 15:30)  
Venue: Farnborough International Exhibition and Conference Centre

Southern Manufacturing and Electronics is the most comprehensive annual industrial exhibition in the UK and a major pan-European showcase for new technology in machinery, production equipment, electronic production and assembly, tooling and components as well as subcontract services across an impressively wide range of industry.

Fife Council is supporting local businesses attending Southern Manufacturing. For more information, email: [ec.dev@fife.gov.uk](mailto:ec.dev@fife.gov.uk).

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

## DIGITAL BOOST DIGITAL MARKETING STRATEGY



25 March 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

This inspiring workshop will guide businesses through the practical steps needed to design a digital marketing strategy to meet objectives and create more leads. Successful strategies have three key elements: Content Creation, Content Publication and Content Amplification©. Attendees will learn time-efficient techniques for developing these elements to confidently drive more traffic to your website.

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

## 2.4 UNDERSTANDING COMMUNITY BENEFITS AND SUSTAINABILITY



4 March 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

Sustainable procurement is a vital element of public sector procurement. As well as environmental issues it also includes social issues such as equality and diversity, and fair and ethical trading, plus economic issues including opportunities for SMEs and the third sector.

This workshop is particularly recommended for third sector organisations.

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

## BUSINESS GATEWAY FIFE EVENTS

### FINANCE

#### Bookkeeping

- 6 Jan 09:30 – 12:30  
Venue: Saltire House, Glenrothes
- 3 Feb 09:30 – 12:30  
Venue: Dunfermline Business Centre
- 2 March 09:30 – 12:30  
Venue: Saltire House, Glenrothes

#### Business Expenses & Capital Allowances

- 15 Jan 09:30 – 12:30  
Venue: Saltire House, Glenrothes
- 19 Feb 09:30 – 12:30  
Venue: Dunfermline Business Centre
- 24 March 09:30 – 12:30  
Venue: Saltire House, Glenrothes

### SALES & MARKETING

#### Marketing Your Business

- 13 Jan 09:30 – 12:30  
Venue: Dunfermline Business Centre
- 9 March 09:30 – 12:30  
Venue: Saltire House, Glenrothes

#### Advertising & Promotion

- 20 Jan 09:30 – 12:30  
Venue: Dunfermline Business Centre
- 16 March 09:30 – 12:30  
Venue: Saltire House, Glenrothes

#### Mastering Selling Skills

- 27 Jan 09:30 – 12:30  
Venue: Dunfermline Business Centre
- 23 March 09:30 – 12:30  
Venue: Saltire House, Glenrothes

### ONLINE MARKETING

#### Wordpress for Beginners

- 11 Feb 09:30 – 12:30  
Venue: Saltire House, Glenrothes

#### Wordpress Next Steps

- 14 Jan 09:30 – 12:30  
Venue: Dunfermline Business Centre
- 5 March 09:30 – 12:30  
Venue: Saltire House, Glenrothes

These listed Business Gateway Fife Events are **free** to attend. To book a place, please call: **01592 858333**; email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk); or visit [www.businessgatewayfife.com](http://www.businessgatewayfife.com)

#### Get Real Results from your Website

- 3 March 09:30 – 12:30  
Venue: Dunfermline Business Centre

#### Improve your Search Engine Ranking

- 17 March 09:30 – 12:30  
Venue: Dunfermline Business Centre

### GET MORE FROM SOCIAL MEDIA

#### Marketing with Social Media – Basics

- 13 Feb 09:30 – 12:30  
Venue: Dunfermline Business Centre

#### Marketing with Social Media – Advanced

- 25 Feb 09:30 – 12:30  
Venue: Dunfermline Business Centre

#### Advertising with Social Media

- 28 Jan 09:30 – 12:30  
Venue: Saltire House, Glenrothes

#### Social Media Strategy & Analytics

- 6 Feb 09:30 – 12:30  
Venue: Saltire House, Glenrothes

### DIGITAL BOOST

#### Digital Marketing Strategy

- 25 March 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

#### Pinterest, Instagram & Photography for Business

- 18 Feb 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

#### What to think About When Creating a New Website

- 12 Feb 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

#### How to Get Found Online Search Engine Optimisation

- 10 March 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

#### Producing Engaging Content

- 23 Jan 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

## FIFE COUNCIL SUPPORTED EVENTS

### PROCUREMENT TRAINING

#### 2.3 Improving Your Bid Score

- 21 Jan 09:30 – 12:30  
Venue: Flexspace Kirkcaldy, KY2 6NA

#### 2.4 Understanding Community Benefits and Sustainability

- 4 March 09:30 – 12:30  
Venue: Enterprise Hub, Glenrothes

### TRADE SHOWS & EXHIBITIONS

#### Scotland Speciality Food Show

- 19 – 21 Jan  
SEC, Glasgow  
[www.scotlandsspecialityfoodshow.com](http://www.scotlandsspecialityfoodshow.com)

#### Southern Manufacturing

- 11 – 13 Feb  
Farnborough  
[www.industrysouth.co.uk](http://www.industrysouth.co.uk)

#### Packaging Innovations

- 27 – 28 Feb  
NEC, Birmingham  
[www.packagingbirmingham.com](http://www.packagingbirmingham.com)

#### Scotland Build

- March 2020  
Glasgow  
[www.scotlandbuildexpo.com](http://www.scotlandbuildexpo.com)

For further information about Fife Council supported events, email: [ec.dev@fife.gov.uk](mailto:ec.dev@fife.gov.uk)

## FIFE CHAMBER EVENTS

#### Breakfast and Business Briefing with Steve Dunlop, Chief Executive of Scottish Enterprise

- 24 Jan 08:30 – 10:30  
Venue: DoubleTree by Hilton, Queensferry Crossing

#### Fife Business Awards Ceremony

- (in association with Blackadders and University of Dundee Graduate Apprenticeships)
- 27 March 19:00 – late  
Venue: Rothes Halls, Glenrothes

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

#### Roundtable Discussion with Kate Forbes MSP: Minister for Public Finance and Digital Economy

- 8 Jan 11:30 – 13:00  
Venue: Carnegie Conference Centre, Dunfermline





# enterprisehubfife

## Meeting Rooms

The Hub's modern meeting room facilities offer bright and spacious areas where you can host your meetings - ideal for interviews, boardroom meetings, confidential reviews and brainstorming sessions.

### ROOM 02 & ROOM 03



#### Capacity

Up to 4 people

#### Facilities

Skype

WiFi Access

Video &  
Teleconferencing

Kitchen Facilities

#### Cost\*

Hourly:	£12
Half Day:	£45
Full Day:	£80

### HUB 1



#### Capacity

Up to 20 people

#### Facilities

Skype

Video &  
Teleconferencing

Whiteboard

Mic & PA system

Lecture Podium

Delegate Seating

WiFi Access

Kitchen Facilities

#### Cost\*

Hourly:	£22
Half Day:	£85
Full Day:	£159

### HUB 2



#### Capacity

Up to 10 people

#### Facilities

Skype

Video &  
Teleconferencing

Whiteboard

Mic & PA system

Lecture Podium

Delegate Seating

WiFi Access

Kitchen Facilities

#### Cost\*

Hourly:	£22
Half Day:	£85
Full Day:	£159

To enquire or make a booking call **0800 254 5200**



First Floor, 1 Falkland Gate, Glenrothes KY7 5NS

T: 0800 254 5200 | E: [enquiries@enterprisehubfife.co.uk](mailto:enquiries@enterprisehubfife.co.uk) | [www.enterprisehubfife.co.uk](http://www.enterprisehubfife.co.uk)