

ONE YEAR ON
Fife Task Force
update

BUSINESS GROWTH
A round-up of
companies' news

FSB REPORT
Small business engagement
with schools

GREEN NEWS
Fife receives first
hydrogen vehicles

KEY-TECH SEEKS NEW OPPORTUNITIES

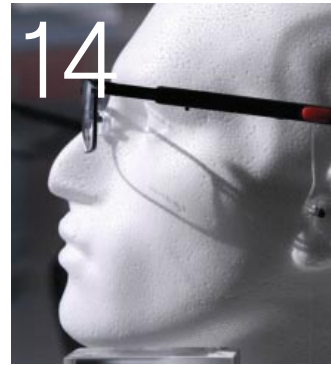




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Welcome to the Summer issue of Fife Business Matters

It's been over a year now since the closure of Tullis Russell's paper mill in Glenrothes. With a 200-year history dating back to 1809, the closure of one of Fife's iconic manufacturing businesses was a significant loss to the region. Over the last twelve months, the Fife Task Force has been working with a number of partners to create opportunities for those made redundant by Tullis Russell. In that time, a number of positive outcomes for the former workforce have been recorded, with 85 per cent securing new employment. The Scottish Government has committed £6 million of funding to support the delivery of a range of initiatives and support packages to help the individuals, businesses and local communities affected. Whilst the results are promising, there is still much work to be done by the Fife Task Force as it creates a range of initiatives aimed at delivering immediate support and positive longer-term change in the Fife economy.

Over the coming pages, we focus on the challenges ahead for the Task Force, as well as a number of achievements, including a feature on Kettle Produce, which recently recruited eleven members of Tullis Russell's workforce.

This issue also features a number of interesting news articles and features, which I do hope you will find time to read.

News that Dunfermline is to be home to the new Fife College Campus is most welcome; as is Eden Mill's recent contract agreement to supply craft beers to ASDA. There are many more examples of good news stories featured, all generated by businesses based here in Fife.

We also welcome the regular contributions and updates from the business community and partner organisations.

Business Gateway Fife once again has a number of case studies highlighting the support, advice and business services available; and we hear from Fife Council Economic Development's Culture of Enterprise Framework about its initiatives aimed at creating our future generation of business leaders. We also welcome Fife Chamber's new President, Peter Southcott and hear from the Federation of Small Businesses about its School Ties Report, aimed at transforming small business engagement with schools.

Finally, no fbm would be complete without the popular 'fbm Meets' article, which features Dr Roy McBride, Chief Executive of PowerPhotonic and hears about plans to increase its workforce following recent investment.

I hope you enjoy this issue of Fife Business Matters.

Stephen Doran

Chair of the Fife Economy Partnership



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fbm

CIPR PRIDE AWARDS 2015 SHORTLIST

Fife Economy Partnership
GROWING FIFE'S FUTURE

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To send us your stories or to request a copy, email: editor@fifebusinessmatters.co.uk

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Grow a greener business with Scottish Government funding

The Scottish Government's Resource Efficient Scotland SME Loans Scheme provides businesses with a great opportunity to access financial support to help cut operating costs and increase competitiveness.

With interest free loans ranging from £1,000 to £100,000, the scheme can help to fund the installation of various carbon reducing measures such as

upgrading to energy efficient lighting; installing a biomass boiler or other renewable technologies, such as solar PV; improving heating by upgrading heating systems or introducing better insulation or glazing.

To find out more about eligibility call: **0808 808 2268** or email: **enquiries@resourceefficientscotland.com**.

Expansion for Fife Group

Fife Group has recently expanded its business offering by renovating derelict office space above its self-storage facility at Mitchelston Industrial Estate.

The former office space was once used by Fife College and has now been transformed into individual offices for letting and meeting rooms to hire by the hour.

The new development, which is home to Fife Group, has also attracted a number of tenants including the Content Marketing Academy, Best of Scotland Holidays and AFJ Solicitors.

John Kilgour, Managing Director of Fife Group, said:

"We are delighted to be able to provide new office space in a centrally located part of Kirkcaldy. Our aim was to develop professional yet affordable office space ideal for new businesses or start-ups."



New office space at Mitchelston Industrial Estate developed by Fife Group

FIFE TRAINING PROVIDER BECOMES INSTITUTE OF EXPORTS FIRST ACCREDITED TRAINING CENTRE IN SCOTLAND

St Andrews Management Centre (STAMC) has become the first training centre in Scotland to offer accredited training from the Institute of Export (IOE) – the only professional body in the UK offering recognised, formal qualifications in International Trade.

This accreditation enables STAMC to deliver the IOE's suite of internationally recognised export qualifications – with particular emphasis on its flagship Certificate in International Trade (CIT). CIT is aimed at those getting started in global trading and comprises four units, which cover Fundamentals of International Business, Introduction to International Trade Management, Global Marketplace and International Transportation and Documentation.

Jeff Lockhart, Director of STAMC, said:

"As the world becomes a smaller place even small Scottish firms are looking beyond our own horizons for new customers. International Trade can be very rewarding but there can be expensive pitfalls for the unprepared business.

"The Certificate in International Trade will provide young learners with the know-how and confidence they need to make their mark on the international marketplace. The qualification is a natural extension to our own short-courses in import and export."

To find out more about St Andrews Management Centre, visit:

www.stamc.co.uk.

EDEN MILL PART OF ASDA'S SCOTTISH CRAFT BEER CONTRACT

Eden Mill is one of thirteen Scottish breweries to be selected by ASDA to supply a range of craft beers, in a contract collectively totalling £840,000.

The announcement supports the continued trend for Scottish craft beers and will see Eden Mill Brewery, which is Scotland's original single site distillery and brewery, based on the outskirts of St Andrews, supply 19th Brew and St Andrews Blonde.

Paul Miller, Founder of Eden Mill, said:

"It's clear that the growing demand for more premium, fuller flavored products from small craft brewers continues. We're absolutely delighted to be taking our beers to ASDA alongside The Craft Beer Clan of Scotland. It's an opportunity that will strengthen further the reputation of Scotland's drink producers, particularly small batch, authentic producers like ourselves."

Brian O'Shea, ASDA's Regional Buying Manager for Scotland, said:

"The craft beer culture continues to grow, and it is clear customers are trading up to more premium beers, particularly

ones which come from local brands.

"The new lines we have launched are all premium quality and will give customers a new more local choice, with a variety of flavours to suit every palate and occasion."



ECOM RECEIVES COMMENDATION ON ITS INTERNATIONALISATION STRATEGY

eCom Scotland recently welcomed John Swinney, Scotland's Deputy First Minister, to its Dunfermline offices for a visit which coincided with the launch of the Scottish Government's Global Scotland Trade and Investment Strategy 2016-2021.

The Strategy sets out new actions to attract investment, drive exports and promote Scottish interests globally, including Scotland into a global innovation centre.

John Swinney, Deputy First Minister, said:

"eCom Scotland is an excellent example of a digital company with ambition and

determination to reach a global market from a base here in Scotland."

eCom Scotland has achieved 30 per cent year on year revenue growth for the last three years and doubled staff numbers through a series of new products and expansion into new markets.



John Swinney, Deputy First Minister on a visit to eCom

WORKS UNDERWAY AT ST ANDREWS BUSINESS HUB

Work is underway on a £1.5 million project to create a business hub in the centre of St Andrews.

Fife Council's Depute Leader and Executive Spokesperson for Economy and Planning, Councillor Lesley Laird and representatives from Robertson Homes officially marked the start of the construction works at St Leonard's Lodge.

Located in St Andrews' Abbey Walk, the 6,500sq.ft. state-of-the-art business centre will provide bespoke commercial office space best suited to a mix of small and medium enterprises. It is expected to be complete and ready for its new tenants later this summer.

Councillor Laird said:

"I am delighted to officially mark work starting on this business centre that will support small and medium sized enterprises, back the creation of new jobs and foster innovation.

Works start on St Andrews Business Hub. Councillor Laird pictured with John Murphy, Managing Director of Robertson Homes

“Quality office space is in high demand in St Andrews, and this development will play an important role in further boosting the local economy.”

Councillor Laird added:

"This is another step forward for us in realising our ambition for Fife to be the best place to do business."



BUSINESS FUNDING OPPORTUNITY

Professional individual with circa £50k to invest in return for equity and possible executive position.

Nature of business less important than evidence of sound management and a compelling vision of the future.



Please send a short response to stewart@strathmedia.org.uk in strict confidence and outline how the investment would be used.

It was a sad day in Fife when Tullis Russell announced the closure of its paper mill on 27 April 2015. Against the backdrop of increased raw material costs and a major customer becoming insolvent, the employee-owned business went into administration with the loss of 477 jobs.

ONE YEAR ON: REPORTING ON FIFE TASK FORCE'S PROGRESS

It was a sad day in Fife when Tullis Russell announced the closure of its paper mill on 27 April 2015. Against the backdrop of increased raw material costs and a major customer becoming insolvent, the employee-owned business went into administration with the loss of 477 jobs.

This article marks a year on from the closure of the Tullis Russell Paper Mill, a long-established Fife business, and reviews the key outcomes of the Fife Task Force in supporting individuals, businesses and communities affected by job losses and in delivering

economic growth in the Central Fife area. Fife Task Force is a partnership, which includes the Scottish Government; Fife Council; Scottish Enterprise; Skills Development Scotland; Fife Economy Partnership; Tullis Russell; local politicians including MPs, MSPs and Councillors, representing all of the main parties; and union representatives. It offers additional support in cases of large-scale redundancy in Central Fife, including the former Tullis Russell workforce; Tesco Kirkcaldy; Fife Joinery Manufacturing (Velux); and the Sphere and Turret retail chain.

ONE YEAR ON: FIFE TASK FORCE'S ACHIEVEMENTS SO FAR

Fife Task Force has offered support to **624** individuals affected by large-scale redundancies in Central Fife, not just at Tullis Russell, but related supply-chain businesses and other large-scale redundancies in the area

474 full-time or part-time employment contracts secured

18 have entered self-employment

546 positive outcomes have been recorded amongst those seeking employment, including jobs, training and education

Business Gateway Fife has provided support to **34** private companies including potential start-ups and businesses keen to recruit staff via the Task Force



JOHN – since being made redundant in June 2015 from Tullis Russell, feeling absolutely devastated with no ideas about what he should do next, John's first port of call was an appointment with a Jobcentre Plus Advisor. Paperwork was processed to enable John to pursue a Fork Lift training course. Further to this, in August 2015 John met with a Fife Council Employability Officer who assisted with all relevant documentation to allow John to complete a City & Guilds Plastering course in Edinburgh; he then attended a further course through Fife College in Kirkcaldy to complete a Portable Appliances Test (PAT) testing course – all accommodated via the Fife Task Force funding. Full-time work with Gladstones commenced in September 2015 and John is delighted with the ongoing support provided to date. John featured in a radio campaign in November 2015 to help promote the Fife Task Force activity and re-enforce the help available.

JOCK had worked at Tullis Russell for 43 years and wasn't sure what his new path would be after his redundancy; he did not want to pursue his occupational discipline from Tullis Russell and felt he was too old to pursue new opportunities. He was invited to attend the Balbirnie Jobs Fair to access information as well as advice and guidance from the Fife Task Force Practitioner Team. After discussions at the event he wanted to take time to consider whether to take his pension or look for part-time work. It was agreed that a Key Worker would make contact with Jock after a few weeks for further discussion. An Employability Officer arranged to meet up with Jock to support him with a change of direction for his career. The work progressed between the Employability Officer and Jock, which enabled him to secure a position with the Richmond Fellowship Care Home where he has been employed since November 2015. All parties are delighted with this outcome.

INVESTMENT

Scottish Government has allocated **£6 million** to support the work of Fife Task Force.

£4.9 million of the £6 million has been committed to agreed projects so far.

TIMELINE



- 1809** Robert Tullis founds paper manufacturer R Tullis & Co
- 1906** Company changes name to Tullis Russell & Co
- 1994** Tullis Russell becomes a majority employee-owned company following MBO
- 2014** Biomass plant goes live
- 2015** Tullis Russell closes its doors Fife Task Force is created
- 2016** 404 former Tullis Russell employees have found alternative work

FIFE TASK FORCE ACTIVITY:

Whilst still early days, a number of initiatives put in place to deliver against job losses and support the local communities are securing positive outcomes.

IONA HOUSE – refurbished into quality purpose-built office space, which has potential to provide up to 400 jobs once complete.

- 26,500sq.ft. of office space refurbished
- Enquiries from a mixture of indigenous companies and potential inward investors interested in the space available
- £300,000 invested in refurbishing the building

BUSINESS GATEWAY FIFE – is working to encourage new jobs and investment by focusing on increasing business competitiveness through leadership development, innovation and internationalisation. Eleven people have now become self-employed following redundancy.

GLENROTHES PAPER LIMITED – assistance provided for an employee-led purchase of a viable part of the former Tullis Russell Papermakers, to produce industrial crepe paper.

- Ten skilled manufacturing and production jobs safeguarded
- Potential for business growth, including expanding overseas markets

AS PART OF ITS VISION, THE FIFE TASK FORCE HAS ALSO:

- Committed investment into the **Regeneration of Queensway Industrial Estate** to develop a modern business and technology park, which can utilise the proximity to RWE's Biomass Plant. Flexel will relocate to new premises later this year, supporting growth plans with 12 new jobs being created and 47 safeguarded.
- Invested £250,000 into **Community Regeneration in Central Fife**. Projects developed with Fife Council to provide support to the communities affected by the closure of Tullis Russell. This includes town centre improvements to Leslie and Markinch; support for the Tullis Russell Mills Band in its long-term aspiration to create a centre for musical excellence; a retail and education centre in Kirkcaldy and implementing improvements in Leven Town Centre and developing plans for the promenade.
- Allocated funding for the **Enterprise Hub Fife**, which is being created to provide a dedicated 'one stop shop' approach to develop an entrepreneurial culture and improve overall performance of new enterprises in the local economy. Works are underway to create the Hub, which is expected to be ready at the end of the year, and will provide hot desk and meeting room space, as well as access to a global programme of events including webinars via a virtual network. This complements the ongoing **Entrepreneurial Leadership Programme**, which is working with senior managers in Fife-based SMEs to develop and implement an improvement programme for their business. A new cohort will begin the Programme in September.

If you are a business leader of a SME based in Fife and interested in finding out more about the next Entrepreneurial Leadership Programme, please contact: pamela.stevenson@fife.gov.uk

NEXT STEPS:

There is still work to be done and opportunities to be created for those affected by job losses in Fife. In addition to the closure of Tullis Russell, the Central Fife area has also been hit by job losses in the wider manufacturing sector and in retail (including Tesco Kirkcaldy and local chain Sphere and Turret). Challenges continue and since the creation of Fife Task Force, Havelock Europa and Pfadler Balfour have also announced redundancies for which Task Force support has been made available. There is a huge undertaking ahead for the Task Force as it drives its ambitious vision and provides support to affected workforces, local communities and the wider Fife economy.

CONTACT

FIFE TASK FORCE:

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BUSINESS GATEWAY FIFE:

www.businessgatewayfife.com
 01592 858333

OPPORTUNITIES FIFE

info@opportunitiesfife.org
 0844 855 2280

Dunfermline business on track to cut transport emissions

Managed IT Experts is leading the way in energy efficiency after becoming one of the first businesses to gain the Resource Efficient Scotland Silver Pledge certificate.

Adding to its Bronze award, the IT firm has further improved its overall energy efficiency, has leased electric vehicles and made electric

vehicle charging points available to staff.

Its Managing Director, David Shuster, said:

"We've reduced our transport emissions by 70 per cent by purchasing an electric car and improved energy efficiency by 20 per cent by installing LED lighting in the office."

Sign Plus achieves IYP accreditation

Sign Plus has achieved the Investors in Young People Accreditation, the only people management standard that focuses on an employer's recruitment and retention of young people. This represents a true commitment to the training and development of young people and demonstrates

Sign Plus Ltd as an employer of choice for young people.

Gordon Miller, Managing Director of Sign Plus, said:

"It is a fantastic accolade for the company to be acknowledged for our vision and belief in developing from the grass roots."

Sign Plus achieves IYP accreditation



PAGAN OSBORNE WINS PARALEGAL OF THE YEAR

A legal worker who began his career as a teenage Executries Assistant has been named Scotland's Paralegal of the Year.

Mark Harris of Pagan Osborne

collected the accolade at the annual Scottish Legal Awards, an event celebrating the country's best performing legal individuals, teams and firms.



L-R: Dougie Vipond of BBC Scotland; Donald Walker, Assistant Editor, The Scotsman; Mark Harris of Pagan Osborne; and Catriona Shearer, BBC Scotland

To submit your company news to fbm, please email:
editor@fifebusinessmatters.co.uk

NEW APPOINTMENTS

Accountancy firm, Thomson Cooper, has further strengthened its senior team with the appointment of Elaine Cromwell as Partner.

Having started as a trainee with Thomson Cooper in 1990, Elaine now specialises in advising senior management teams in areas such as management accounting, budgeting, forecasting and KPI reporting.

David Walker, Managing Partner of Thomson Cooper, said:

"Elaine has played a key role

in developing our extensive range of services and has the drive to expand the Business Support Service department in line with the firm's growth strategy."

Rufflets St Andrews has appointed David Kinnes as Head Chef. David returns to the four star hotel, where he started his career over 20 years ago as Chef de Partie.



Elaine Cromwell, Partner, Thomson Cooper

THORNTONS MERGES WITH CLARKSON HAMILTON

Thorntons, one of Scotland's largest legal firms, has merged with Clarkson Hamilton of Kirkcaldy.

The firm will be known as Thorntons and all of Clarkson Hamilton's employees will

remain following the merger.

The merger will strengthen and expand the firm's service offering in property, wills and estate planning as well as expanding its estate agency operation into Kirkcaldy.

EMPLOYABLE YOU

Fife Council's Supported Employment Service recently took part in the UK's first National Employability Day. Under the banner 'Employable YOU', the Service spoke to around 50 people on the day offering advice to clients and local employers about supporting

people with disabilities and health conditions into work.

For more information, visit: Fife Council's Support Employment Service on Facebook:
www.facebook.com/FifeCouncilSES

FIFE FARMERS MARKET WINS AWARD

Fife Farmers Market has won The Scottish Independent Retail Award for best Scottish Farmers Market 2016.

Nominated for the award by the public, the Farmers Market hosts markets in St Andrews, Dunfermline, Cupar and Kirkcaldy, selling a wide variety of high quality produce from around Fife.

The Market also hosts a Business Gateway Fife branded test stall – funded by Fife Council Economic Development – offering new businesses the

opportunity to stimulate test trading over a three month period as a means of assessing business viability and onward progression into business start-up.

Congratulations!



Barbara Wardlaw of Fife Farmers Market celebrating winning The Scottish Independent Retail Award

This issue of *fbm* has already reflected on the first anniversary of the closure of Tullis Russell. As a result, 477 employees were made redundant, of which 404 have now found alternative work. Kettle Produce is one of a number of local companies in Fife to have offered employment to those affected by the paper mill's closure.

KETTLE SUPPORTS LOCAL ECONOMY BY RECRUITING FORMER TULLIS RUSSELL STAFF

Compar-based Kettle Produce Ltd, a major supplier of fresh produce to UK supermarkets and one of Fife's largest employers, recruited eleven employees from Tullis Russell across a range of roles.

John McGregor, Head of Human Resources at Kettle Produce, said:

"The recruits from Tullis Russell have already made an important contribution to our business, including at management and team leader levels.

"Opportunities Fife was very helpful in the recruitment process and I would urge local employers to consider such options as part of their recruitment process. There are obvious benefits for local economies and local communities if skilled labour can be retained locally."

Two of the new recruits are now employed by Kettle in Human Resources and PA roles.

Charlene Duffy, HR Advisor with Kettle, said:

"As one of the many employees affected by the closure of Tullis Russell, my CV was passed onto Kettle Produce at the career event that was organised by PACE (Partnership Action for Continuing Employment) and held at the Balbirnie House Hotel in May 2015.

"Kettle Produce had opportunities at that time within the HR Department, and after going through

the recruitment process, meeting with the HR Team and finding out more about the company and its vision and values, I was very excited about the role and the opportunity to join the team at Kettle Produce.

"Fortunately for me, I was successful in being given the role of HR Advisor and have been in this position for twelve months. I am thankful to Kettle Produce for giving me this opportunity and I am excited to see what the future holds for me at Kettle Produce."

Lisa Bradley, PA at Kettle Produce, said:

"After 30 years of my working life, I was devastated at the closure of Tullis Russell. Having only ever worked there my confidence was extremely low about my ability to seek alternative employment. I heard of a temporary post available at Kettle Produce to cover maternity leave and sent in my first ever CV!

"I was thrilled when I was offered the position and settled in really well. The thought of having to look for another job when my contract was finished was now not so daunting. However, I was delighted when I was offered a permanent role within Kettle Produce, and, over a year on from the closure of Tullis Russell, I am once again happy to be part of a close knit team working together to take the company forward."

Kettle Produce recruited eleven members of Tullis Russell's workforce



Opportunities Fife
connecting learning, skills and jobs

business gateway fife

Scottish Enterprise

TO FIND OUT MORE

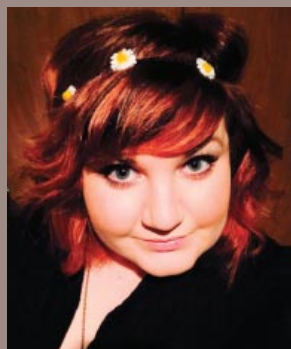


IF YOU'RE AN EMPLOYER WHO WOULD LIKE TO ACCESS INDIVIDUALS RECEIVING SUPPORT FROM FIFE TASK FORCE, INCLUDING MEMBERS OF THE FORMER TULLIS RUSSELL WORKFORCE, FOR RECRUITMENT OPPORTUNITIES, PLEASE CONTACT OPPORTUNITIES FIFE by phone on: **0844 855 2280** or send an email to: **info@opportunitiesfife.org**

Belief, talent, passion and some financial support from The Prince's Trust Enterprise Programme have helped Pretty Penny blossom into a promising business.

Below:
Kate Halfpenny of Pretty Penny

Right:
Creations by Pretty Penny



The Prince's Trust aids business start-up

Kate Halfpenny set up her bespoke, hand painted glassware and ceramics business, Pretty Penny, after realising she could make a successful business from her love of painting.

Established in 2014, Kate approached The Prince's Trust for assistance acquiring stock and materials to get the business off the ground. Her application was successful and she was awarded a grant. Then, earlier this year, Kate also received a loan to help establish a shop, which opened in April, and to purchase a ceramics kiln.

Kate Halfpenny, 26, spoke to fbm. She said:

"I started painting as a form of therapy when I developed a chronic pain condition and quickly realised I could make a successful business out of what was essentially a hobby.

"A lack of finance to begin with was a big challenge so I approached The Prince's Trust as I knew it offered loans and start-up funding. I have been incredibly fortunate to receive two rounds of financial help. The first was a grant to help with the business set-up costs, and more recently I secured a loan to expand into shop premises and to purchase equipment, to enable me to develop my offering."

Kate aspires to keep developing her art and products and to share the joy of painting and creativity with others through workshops, classes and painting parties at her new shop in Kinglassie.

www.facebook.com/PrettyPennyDesign



Fife College introduces new build campus team

Fife College has announced the new project team, which will work on its exciting new campus development planned for Dunfermline.

Earlier this year, Fife College announced it had secured the option to purchase land on Shepherd Offshore's site on Dunlin Drive in Dunfermline for its new College campus.

The news is also part of a wider range of plans announced to improve College estates throughout Fife, ensuring that as a regional College, the needs of students are catered for.

Representatives from various external consultants, who will work with the College's in-house team, met senior managers at a special introduction meeting held recently at the College's Halbeath Campus.

Alan Harrison, Regional Director of Sweett Group, will act as lead technical advisor on the project and oversee all technical aspects. Alan explained his role and introduced architects BDP along with structural and mechanical contractors who will work on the project.

Hugh Logan, Principal of Fife College, said:

"We are delighted that the team is now in place to take this project on to the next phase and look forward to working with our new partners in developing initial plans and designs for the new building."

Fife College has secured land on Shepherd Offshore's site on Dunlin Drive, Dunfermline



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 £7500 AND GRANTS OF UP TO £1000.

Visit: www.princes-trust.org.uk or email: marissa.yassen@princes-trust.org.uk

Helping you grow – professional development programmes to meet your business needs

Andrew Carnegie Business School offers an extensive range of career-focused, professional qualifications with the flexibility that allows employers and individuals to fit training around other commitments.

With qualifications ranging from certificate to postgraduate level, they deliver high quality programmes across a wide range of management disciplines, accredited by leading professional institutions.

Bespoke doesn't mean expensive

In addition to these accredited qualifications, Andrew Carnegie Business School also offers tailored training packages. These are often the most cost-effective way for employers to ensure

"We were highly impressed by the expertise and flexibility shown by Andrew Carnegie Business School"

John Penman
Sales and Marketing Director,
Fife Fabrications Ltd

their training budget is spent only on the specific areas that will bring results.

John Penman, Sales and Marketing Director at Fife Fabrications Ltd., who has worked closely with Andrew Carnegie Business School, commented, "We were highly impressed by the expertise and flexibility shown by Andrew Carnegie Business School in the design of a bespoke management and leadership training programme for our team here at FiFab. Through in-depth consultation, every aspect of the programme was tailored to meet our specific needs and we have been delighted with the results."

To find out what Andrew Carnegie Business School can do for you or your business, call 0344 248 0152, email info@carnegiebusiness.com or visit www.carnegiebusiness.com



Andrew Carnegie Business School is based at Carnegie Conference Centre, Dunfermline

"The course at Andrew Carnegie Business School enabled me to juggle learning with my ongoing work and family commitments."

Emily Smith
CMI Diploma in Programme and Project Management



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Renowned for its morning rolls and steak bridges, Wm Stephens has embarked on a Lean Manufacturing programme with the Scottish Manufacturing Advisory Service in a bid to improve efficiencies and adopt best practices.

LEAN MANUFACTURING IN THE BAKING

Wm Stephens, the award-winning, 143 year-old baker, has grown organically over the last five years bringing with it challenges in terms of production and dispatching.

Lean Manufacturing was identified as the best, most structured approach for improving operations. Wm Stephens approached Scottish Enterprise, in partnership with the Scottish Manufacturing Advisory Service (SMAS), for advice and support.

SMAS has been working with the bakery for six months, introducing a number of principles to managers and supervisors and has just started putting this theory into practice. The first areas to be reviewed are the computerised recipe flow system and the dispatching process.

André Sarafilovic, Managing Director of Wm Stephens, said:

"The appeal of Lean Manufacturing was to empower the whole workforce and to flatten the management structure. I know the team has great ideas and we're actively encouraging their input as we develop the business for further growth.

"We're working closely with our SMAS advisors who know what questions to ask, as we seek to improve our processes. This is a significant undertaking and we're confident that with SMAS's guidance we can make significant improvements and create efficiencies.

It is expected that the Lean Manufacturing programme will take approximately 18 months to complete."

www.steakbridie.com

André Sarafilovic, Managing Director of Wm Stephens



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Advisory Service

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CluisTROM signs exclusive deal with Black & Lizards and its new premises bring about a one thousand per cent growth in its hearing aid business.

NEW DEAL IS PITCH PERFECT FOR CLUISTROM

CluisTROM has been helped by Business Gateway Fife. Neil added:

“When I launched CluisTROM I went to Business Gateway Fife. My advisor, Lynne Baillie, helped me secure funding to devise a marketing plan and a grant to attend a leading trade show, which really got people talking about us. Most recently Lynne referred me to her colleague to help secure a Fife Council Town Centre Development Grant to support our refit costs. This help is invaluable as is the ongoing support that is just a phone call away.”

For more information on CluisTROM visit:
www.cluistrom.com



CluisTROM specialises in the supply of custom moulded and filtered hearing protection

CluisTROM, which specialises in the supply of custom moulded and filtered hearing protection, has signed an exclusive deal to supply Black & Lizards Optometrists' 21 stores with exclusive hearing aids, Bluetooth hearing aid glasses and custom hearing protection products.

Coinciding with this, CluisTROM moved into new premises in Dunfermline High Street, which has brought about a one thousand per cent growth, on the same period last year, to its hearing aid business.

Neil McIntosh, Managing Director, CluisTROM, said: "Striking the deal with Black & Lizards helps maintain our position as a leading name in hearing protection in the UK, gain brand recognition on Scotland's high streets and gives us increased point of contact with individuals as well as large corporate businesses.

"As a growing business moving into, and totally refitting, one of Dunfermline's oldest buildings not only provides us with an impressive shop front to bring potential clients to, it has also allowed us to expand our hearing aid service."

Michelle Le Prevost, Managing Director of Black & Lizards, said:

"We have established a network of audiology experts throughout our practices and believe that our newly-forged relationship with CluisTROM will enhance significantly the degree of care we provide to our patients."



Key-Tech Electronic Systems Ltd is celebrating its 21st year in business. Looking ahead to the future, there are noteworthy opportunities, which the Kirkcaldy-based business is seeking to maximise following significant investment.

KEY-TECH ELECTRONIC SYSTEMS LTD INVESTS TO SEEK NEW OPPORTUNITIES

Key-Tech Electronic Systems Ltd, a privately owned sub-contract manufacturer of electromechanical equipment, invested £500,000 in two new Yamaha Modular Surface Mount machines at the beginning of the year, to advance its production ambitions as it seeks to target new markets and projects.

The machines, which are cutting-edge, have brought significant efficiencies and accuracies, enabling the firm to work right down to extremely small, often difficult to see, components.

This new machinery, with operating mounting speeds of up to 90,000 components per hour, is paramount to the firm's growth. As it looks to move further into the nuclear, aerospace, science and technology and infrastructure sectors, the company is looking to export more, with particular focus on Europe and Japanese markets as well as rail projects in the UK.

The company employs 60 staff and has an annual turnover of £5 million. Its Director, Jim Spence, said:

“We’ve grown organically over the last 21 years and are

ambitious. We believe that now, having invested in new, cutting-edge technology that we are in a strong position to expand.

The new machines ensure we can meet client needs more efficiently and accurately, whilst allowing us to move into new markets, many of which are overseas.”

Key-Tech Electronic Systems Ltd has received funding through the Fife Investment Fund grant, administered by Business Gateway Fife (BGF), as well as BGF's Expert Help to support new market development. It also received BGF's Low Carbon Energy Review and a Website Health Check.

www.key-tech.co.uk



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The Fife Investment Fund offers financial support to small businesses looking to invest and grow their business. This article hears from two businesses, which have received funding from the Fife Investment Fund, delivered by Business Gateway Fife on behalf of Fife Council Economic Development.

FIFE INVESTMENT FUND SUPPORTS SMALL BUSINESS GROWTH

Dunfermline-based Just Whisky Ltd auctions rare and collectable whiskies in a monthly online auction. The business, which has gone from selling 200 bottles per month in its first year, to 1200 bottles per auction three years on, is growing steadily.

To support its continued growth, it is focusing on attracting new sellers and achieving higher prices, which will ultimately bring more buyers to the website.

To better improve its offering, Just Whisky approached Business Gateway Fife for advice, help and support about the types of funding available. Just Whisky received funding for £750 (50 per cent of the cost) from Fife Council Economic Development's Fife Investment Fund (FIF) towards purchasing a new camera and associated equipment.

Graham Crane, a Director at Just Whisky, said:

"In order to grow, we needed to improve the visual accuracy of the bottles we sell on behalf of private collectors. The Fund was a straightforward way of achieving help to purchase equipment, which has made quite an impact on attracting buyers and sellers to the auction website."

Along the road in Townhill is the headquarters of Waterski and Wakeboard Scotland, which has undergone an extensive refurbishment and renovation of its facilities. At a cost of £180,000 the centre has been modernised to provide accessibility for all users –

children and adults who use the facility to learn, train, coach and develop skills; as well as the creation of a contemporary glazed extension overlooking the Loch.

Funding, advice and support for the redevelopment project has come from a number of partners including the Legacy 2014 Active Places Fund and the Fife Investment Fund.

Alan Murray, Chief Operating Officer of Waterski and Wakeboard Scotland, said:

"The Fife Investment Fund provided us with a small grant towards the redevelopment of our headquarters, which after 24 years were starting to show their age. We also secured a FIF loan to help with our cash flow. Redeveloping our headquarters was a significant project, which we've funded primarily ourselves, so to have this additional income was a huge help."

Through BGF's Expert Help, Waterski and Wakeboard Scotland also received an energy review with a number of recommendations, including installing LED lighting and IR heating.

Alan continued:

“The savings as a result of installing LED lighting and IR heating throughout the facility were unbelievable. We're very pleased by the reduction in energy use and the savings we've made in such a short space of time.”



THE FIFE INVESTMENT FUND CAN HELP WITH FUNDING TO ENCOURAGE SMALL COMPANIES IN FIFE TO INVEST AND GROW THEIR BUSINESS AND CAN HELP IN THE FOLLOWING AREAS – PLANT AND MACHINERY, PROPERTY IMPROVEMENTS, PRODUCT DEVELOPMENT, PROCESS IMPROVEMENT, TRAINING AND MARKET DEVELOPMENT. COMPANIES ELIGIBLE FOR ASSISTANCE TEND TO EMPLOY UP TO 50 PEOPLE IN MANUFACTURING, BUSINESS TO BUSINESS SERVICES OR TOURISM.

To find out how to apply, and for full conditions for the Fife Investment Fund contact a business advisor at Business Gateway Fife on: 01592 858333 or email: success@bgfife.co.uk



David Archer
Managing Director,
Sephra Europe

Global deals provide sweet success for Fife business

A Fife business has secured three deals collectively worth in excess of £4.5 million, which will see its products installed in 250 UK supermarkets, 120 UK pizza restaurants and over 100 eateries in the Middle East.

Kirkcaldy-based **Sephra Europe** (www.sephraeurope.com), which has been helped by Business Gateway Fife, has negotiated contracts that will see its self-service popcorn machines installed in all of one of the big four supermarket stores throughout the UK over the next 12 months.

"These deals highlight that businesses the world over are switching on to the fact consumers love 'food theatre'," said Sephra Europe's Managing Director, David Archer. "Our customers are leading names and they need the best and most reliable machines possible; that's why they came to us. Working with clients of their calibre is a massive deal for a business that employs just nine people in Kirkcaldy.

"In our first year, Business Gateway Fife's advice and help with funding applications allowed us to attend trade shows where we made great contacts. Since then the business has physically tripled in size. Most recently, my adviser's help in securing an East of Scotland Investment Fund (ESIF) loan provided me with the working capital I needed to buy out my business partner. With the support of Business Gateway I have taken control of my business, entered new markets and watched turnover increase to £2.56m this year."

To find out how Business Gateway Fife can help you, visit www.bgateway.com/fife or call your local office directly on **01592 858 366**.



The Glenrothes-based company has been presented with a Queen's Award for Enterprise in recognition of its sustained success in overseas expansion.

HCS CONTROL SYSTEMS WINS THE QUEEN'S AWARD FOR ENTERPRISE IN INTERNATIONAL TRADE

As the UK's most prestigious business accolades, the Queen's Awards for Enterprise, highlight outstanding achievement in the fields of innovation, international trade and sustainable development. Established in 1965, they are the highest official UK awards for British businesses.

HCS Control Systems successfully demonstrated to the judging panel that its strategic diversification into new growth markets and geographies across the globe deserved recognition at the very highest level.

Brett LeStrange, HCS's Chief Executive Officer, commented:

"The Queen's Award for Enterprise in International Trade represents an independent validation of our achievements. We are extremely proud of this award – for a small company like HCS to receive such recognition is fantastic. Over the last few years we have worked hard to successfully expand our international client base, highlighting our commitment to high quality, cost competitive products and being responsive to our customer's needs."

SCOTLAND'S FIRST GREEN FOOTBALL CLUB

Newly crowned SPFL League 2 winners, East Fife Football Club is also Scotland's first green football club.

Levenmouth Community Energy Project is working with the club to improve its green credentials by fitting solar panels next to Bayview Stadium.

The panels will transform an area of derelict land adjacent to the stadium into a key aspect of the project. They'll provide green electricity to a microgrid supplying a number of buildings on the business park at Methil. The electricity generated will be used in the local production of hydrogen, for energy storage and to fuel the hydrogen fleet. Levenmouth Community Energy Project aims to

position Fife as a global leader in clean energy. The Hydrogen Office in Methil will become a world-class demonstrator of hydrogen applications generated from renewable sources. The partnership is providing more affordable electricity and is paving the way for zero carbon local electricity networks in Scotland.

The partners behind Levenmouth Community Energy Project, which is led by Bright Green Hydrogen, are delighted East Fife Football Club has come on board.

George Archibald, Chief Executive at Bright Green Hydrogen, said:

"We're delighted to work with East Fife FC, Scotland's first 'green' football club, on this project. The electricity that the solar panels will generate is a vital part of the Levenmouth Community Energy Project. "We look forward to continuing this relationship with East Fife FC for many years to come."

Other key partners in the project are Fife Council and Toshiba.

Stephen Stead, Sales and Business Development Director at Toshiba, said:

"The Levenmouth Community Energy Project has provided the perfect location to engage our technology with innovative green hydrogen applications. We're convinced hydrogen will play a key role in world energy markets in the future."

David Hogg, Technical Manager, Bright Green Hydrogen; Dave Marshall, Vice Chairman of East Fife FC; Councillor Tom Adams; Ryoji Tomokiyo, New Energy Solution Project Specialist, Toshiba Corporation; Stephen Stead, Business Development Director, Toshiba Corporation.



INVEST IN FIFE

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Fife Council Economic Development's Culture of Enterprise Framework continues to evolve. A series of inspiring initiatives, launched at the start of the year, have been embraced by local young people all keen to develop their enterprise skills.

Right: Quadcopter Challenge is go!

PRIMARY ENGINEER UPDATE

Primary Engineer has been expanded to a further 37 primary schools in Fife. Celebration events took place in May bringing together participating schools, which put their STEM skills to the test for this year's challenge. Strathmiglo, Balcurvie, Coaltown of Wemyss, MountFleurie, Donibristle, St John's, Aberdour and St Margaret's Primary Schools will go forward to the East of Scotland regional final, hosted by Babcock International.

QUADCOPTER CHALLENGE TAKES-OFF

A project developed by Raytheon UK in partnership with Fife Council Economic Development has been challenging and inspiring second year pupils from four local High Schools to build their own quadcopter.

Auchmuty, Glenrothes, Glenwood and Inverkeithing High Schools took part in the programme, which has seen Raytheon's STEM Ambassadors bring their industry expertise to the classroom, to support the young people in learning more about state-of-the-art technology.

The Five Falcons, a team from Inverkeithing High School won the Fife Final, using their newly found knowledge to fly their quadcopter through an obstacle

course. The team will represent Fife at the UK Final later this summer.

Suzanne Jude, Head of Transformation at Raytheon UK, said:

"Raytheon UK provides a comprehensive programme of STEM activities throughout the year in an effort to inspire the next generation to choose STEM careers. Working with schools; helping to create courses at universities; attending major outdoor events such as airshows; organising competitions and challenges all help to kindle a passion for STEM subjects in young people and develop a future generation with the right skill set to drive the UK's technology agenda."



BALWEARIE'S TALENT ACADEMY TAKES TO THE STAGE

The creative and business industries have come together to support ten young people from Balwearie High School to create their own production company and stage their own show.

With three performances of 'It Snows' at the Lochgelly Centre under their belt, the final performance will be at the Royal Lyceum in Edinburgh in June, as part of the National Theatre of Scotland's Connections 500, an annual festival for youth theatre.

Pamela Stevenson, Lead Officer, Fife Council Economic Development, said:

"The programme engaged sixth year secondary pupils to create their own production company and manage the production from inception through to performance. They've been supported with additional training from exciting national groups, enhancing their enterprise and employability skills and have embraced all aspects of the challenge, which culminated in an exceptionally professional production."

ST COLUMBA'S HIGH SCHOOL ON TRACK TO TURN £4 TO FORTUNE

The latest enterprise programme from Fife Council Economic Development, 4 to Fortune, is progressing well.

Fourteen groups of young people from St Columba's High School are working hard to turn £4 into a small fortune.

The challenge, which started in early May, has an abundance of good money generating ideas including: a gaming competition; selling stationery; penalty shoot-out; and making and selling school hair bands.

A series of support lessons have taken place to help the young teams to plan their product, consider their service offering, build their sales and understand profits week on week during the month long initiative.

Following their experiences on this challenge, the teams will be offered the opportunity to create a sustainable school-based social enterprise, where they can play a vital role in having an impact on their own school and community. This is supported by a partnership between Fife Council Economic Development and the Social Enterprise Academy.

culture of enterprise
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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.robbs@fife.gov.uk or call: 03451 555555 (ext 447130)

Well-known chef, food writer and Fife Ambassador, Christopher Trotter, is on a mission to promote Fife's food and drink larder to tourism businesses and their visitors.

Fife Chef shows how food and drink is still a vital part of the Year of Innovation, Architecture and Design

Christopher Trotter joined the Fife Tourism Partnership (FTP) at a reception in the Dunfermline Fire Station Creative to outline his ambition to demonstrate how Fife's food can be a part of the Year of Innovation, Architecture and Design.

With guests from the Local Tourist Associations, VisitScotland and local businesses, Christopher explained how versatile Fife's larder is, extending from sea and farm to plate.

Fife's thriving food and drink sector is a special ingredient in the success of the area's tourism business. Research by VisitScotland has found that 21 per cent of holiday budgets are spent on food.

Alistair Bruce, Chair of the Fife Tourism Partnership, said:

"The Fife food and drink sector is extraordinary and it's a major part of the Fife tourism experience. Destination restaurants, farm shops and cafes have always been important in attracting visitors. But who would have thought Fife is now home to a chilli farm, a distillery and brewery, a chocolate trail and award winning cheese-making?"

The Fife Tourism Partnership is promoting Fife as a food destination to food and travel writers and bloggers to support the tourism sector and attract more visitors throughout the year.



Promoting Fife's food and drink larder

NEW REPORT SHOWS OPTIMISTIC FUTURE FOR GOLF TOURISM IN FIFE

The future looks positive for golf tourism in Fife, according to a new report. With the legacy of the Ryder Cup and a new international flight link from Finland and the Far East, 90 per cent of golf clubs and golf tourism businesses said they are optimistic about the next three years.

Stephen Owen, Chair of the Fife Golf Partnership, welcomed the findings of the Scottish Golf Tourism Industry Barometer Survey for 2015. He said:

"Golf tourism is a highly competitive market and Fife has to keep working to make our offer more attractive than other destinations. The launch of the route between Helsinki and Edinburgh is great news as it opens new market opportunities to attract Nordic visitors and makes the flight from the Far East considerably shorter than before."

Around 50 per cent of all visitor spend in Fife comes from international guests. Across golf clubs and golf tourism businesses like hotels and B&Bs, the survey indicated that the vast majority expect some increase in turnover growth ranging from up to 4 per cent to as much as 25 per cent.

Alistair Bruce, Chair of the Fife Tourism Partnership, said:

"The findings show that golf is a key part of Fife's tourism landscape, but visitors often view it as one part of the whole experience. A good choice of accommodation, places to visit, our natural heritage and historical buildings are also significant aspects of the package. I'm pleased to see that the survey highlights the benefits of collaboration so that all Fife's tourism assets are part of the golf tourism marketing mix."



TO FIND OUT MORE ABOUT
FIFE TOURISM
PARTNERSHIP



THE FIFE TOURISM PARTNERSHIP'S VISION IS TO WORK WITH TOURISM BUSINESSES AND COMMUNITIES TO ATTRACT MORE VISITORS TO FIFE, TO INCREASE SPEND AND TO EXCEED VISITOR EXPECTATIONS. ITS PARTNERSHIP BOARD, WHICH IS MADE UP OF MEMBERS FROM THE PUBLIC AND PRIVATE SECTOR, IS SUPPORTED BY SIX LOCAL AREA TOURIST ASSOCIATIONS, WHICH HELP TO DEVELOP LOCAL TOURIST INITIATIVES AND FEED INTO THE FIFE TOURISM STRATEGY.

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

A question the Federation of Small Businesses (FSB) is often asked about is what are small business owners doing to help address the challenge of youth employment? This is a key area for the Scottish Government with a commitment to cut youth unemployment by 40 per cent by 2021 through the development of industry led groups to bridge the gap between business and education.

Copyright: Young Enterprise Scotland

Tap small businesses to boost school pupils' prospects

The Federation of Small Businesses' (FSB) report, 'School Ties: Transforming Small Business Engagement with Schools', reveals that it would be relatively easy to get more firms involved with their local secondary, which could reduce youth unemployment and boost pay for young people.

Schools need to open up and welcome business input and smaller businesses need to get involved with education, but we could make this process a lot easier.

An online matching service is one of the report's key recommendations. It would allow both businesses and schools to log on and find their best fit. This online service was suggested by FSB members so that they could look for schools interested in their area of work. It is good to see that Fife's Developing Young Workforce group has this in their work plan. One watch out would be that we should avoid the development of a huge number of similar portals

across Scotland instead of a co-ordinated approach, as that would be the most expensive and potentially confusing solution.

Aside from looking at how to get more businesses engaging with education, the research also looks at the good work already taking place and how to build on that. One in four smaller businesses are involved in schools and providing work experience placements, mentoring support, curriculum advice and jobs. These businesses are involved for a variety of reasons including 'doing the right thing', benefiting the local community and helping young people – but it is interesting to see that 13 per cent of businesses are involved because a school or pupil asked them to be. A quarter of business owners not involved with schools said it was because they haven't been in touch, and 16 per cent said they were unsure how to engage.



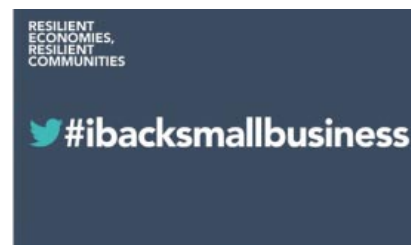
FSB ENERGY MAKES SWITCHING EASIER

We all know that we can save money on our gas and electricity bills by switching, but only a fifth of us get round to it. FSB has addressed this for its members with the launch of FSB Energy, a price comparison and energy provider switching service that takes the hassle out of the process.

For more details go to: www.fsb.org.uk/benefits or email: gordon.henderson@fsb.org.uk.

fsb⁸
Experts in Business

TO FIND OUT MORE ABOUT
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OF SMALL
BUSINESSES



THE FEDERATION OF SMALL BUSINESSES IS THE LARGEST BUSINESS MEMBERSHIP GROUP IN FIFE WITH OVER 1200 MEMBERS. AS WELL AS BEING A POWERFUL LOBBYING GROUP REPRESENTING THE INTERESTS OF SMALL BUSINESSES LOCALLY AND NATIONALLY, THE FSB OFFERS A PORTFOLIO OF BENEFITS TO ITS MEMBERS.

For more information about the FSB and the services it offers members, please call Gordon Henderson on: 0131 654 9548 or email: gordon.henderson@fsb.org.uk or visit: www.fsb.org.uk

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A new President and Chief Executive take the helm of the Fife Chamber of Commerce. Peter Southcott has taken on the role of President and Alan Mitchell becomes Chief Executive.

NEW APPOINTMENTS HERALD A RENEWED MEMBER FOCUS AT FIFE CHAMBER

Peter Southcott has officially taken up his new role as President of Fife Chamber of Commerce at its recent AGM, with John Silcock standing down following his two-year term.

Peter is a member of the Institute of Chartered Accountants in England and Wales, and a partner at EQ Accountants, based in its Glenrothes office.

Having been working with Fife Chamber as a Director since 2014, Peter is looking to embrace the challenges that this new position will bring. He said:

"I see my role as President as an opportunity to continue the excellent work which has been undertaken over the past years in making Fife Chamber of Commerce member focused and the authoritative voice of Fife business.

"The Chamber has a close working partnership with Fife Council, local politicians and other Fife organisations, and will continue working closely with its members to deliver valuable services to them, encourage new members to join and promote Fife as the premier place for business excellence."

Alan Mitchell has been appointed as Fife Chamber's new Chief Executive. Alan has been working with the Chamber on a part-time basis since April, supporting its membership engagement, and has taken up the role of Chief Executive following a successful recruitment process.

He officially took up his new position full-time in June, when the former Chief Executive, Eric Byiers, stepped down. He said:

“I'm really excited to have this opportunity to lead such a fantastic team, who are so respected for their friendliness, helpfulness and professionalism. I have already met and spoken to a lot of members to get a feel for their needs and requirements, and I am confident that the revamped events, improved communications with the members and the innovative collaborations we will form with different partners across Fife and Scotland will deliver a chamber of commerce that all Fife businesses can be proud of and will want to be a part of.”



Peter Southcott



Alan Mitchell



TO FIND OUT MORE ABOUT
FIFE CHAMBER OF
COMMERCE



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 further information on the services offered by Fife Chamber, please call **Jacqui Curley** on: **01592 647740**; email: jacquicurley@fifechamber.co.uk or visit: www.fifechamber.co.uk

In the Scottish Budget in December 2015, the Scottish Government announced a number of proposals related to the business rates system. With these proposals now implemented, fbm is offering its readers an overview of how the changes could affect local businesses.

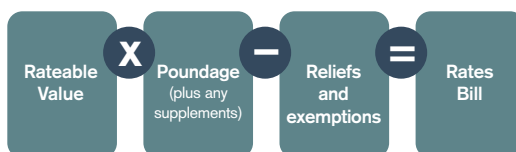


BUSINESS RATES – CHANGES THAT COULD AFFECT YOUR BUSINESS

REVALUATION

The valuation process assigns a value to each non-domestic property in Scotland. This rateable value forms the basis of the rates bill for the premises. Revaluation, which updates these values, usually occurs every five years but was delayed from 2015 to 2017, and it has therefore been seven years between revaluations.

Overview of how non-domestic rates bills are calculated



Revaluation is underway now. Over the past year, Scottish Assessors have been contacting all non-domestic ratepayers to gather information through a "Return of Information" form. It is important to complete these accurately as they feed through to future bills. New rateable values will be based on a date of 1 April 2015, and come into effect on 1 April 2017.

All businesses will receive a Valuation Notice, communicating the new rateable value of their premises in February and March 2017. The appeals process opens on 1 April 2017.

A number of other changes to the Business Rates System came into effect from April 2016:

- **Removal of 100 per cent relief for vacant industrial property.** Previously vacant industrial property was eligible for ongoing 100 per cent relief on non-domestic rates. Now, 100 per cent relief is only available for the first six months of the property being empty, after which time the level of relief reduces to 10 per cent, with the ratepayer required to pay the remaining 90 per cent.

- **Vacant relief.** For all other standard (commercial) unoccupied properties there will be a reduction in relief from 100 per cent to 50 per cent for the first three months of vacancy, following which, relief will continue at 10 per cent.
- **Increase to the Large Business Supplement.** In Fife, 12 per cent of non-domestic premises have a rateable value of £35,000 or more. For these premises there is a supplement on the basic poundage rate. This has increased to 2.3p in the pound.
- **Reform to renewable energy relief.** Relief for renewable properties is now limited to schemes incorporating community ownership or to individuals where the renewable property they are liable to pay rates on is entered on the valuation roll on or after 1 April 2016.

REVIEW OF NON-DOMESTIC RATES SYSTEM

In the December 2015 Budget, a review of the system of Non-Domestic Rates was proposed to ensure Scotland's system of business rates minimises the barriers to investment, is responsive to economic conditions and supports long-term economic growth and investment. This will be chaired by Ken Barclay, the former Chair of RBS Scotland. The Scottish Government has indicated that the review will be guided by three principles:

- The intention of the review will be to make recommendations which, overall, are revenue neutral. This is not an exercise in increasing overall tax revenue, it is about ensuring taxation is fair;
- The small business bonus scheme will be retained until at least 2021;
- The business rates system should reflect the ambition that Scotland will be the best place to do business anywhere in the UK.

It is expected that the review will conclude in summer 2017. Look out for opportunities to input into Fife Council's response to the review over the next few months.



To find out more about Business Rates, please contact Fife Council's Business Rates and Income Recovery Team by email: rates.team@fife.gov.uk or visit: www.fifedirect.org.uk/ratesforbusiness

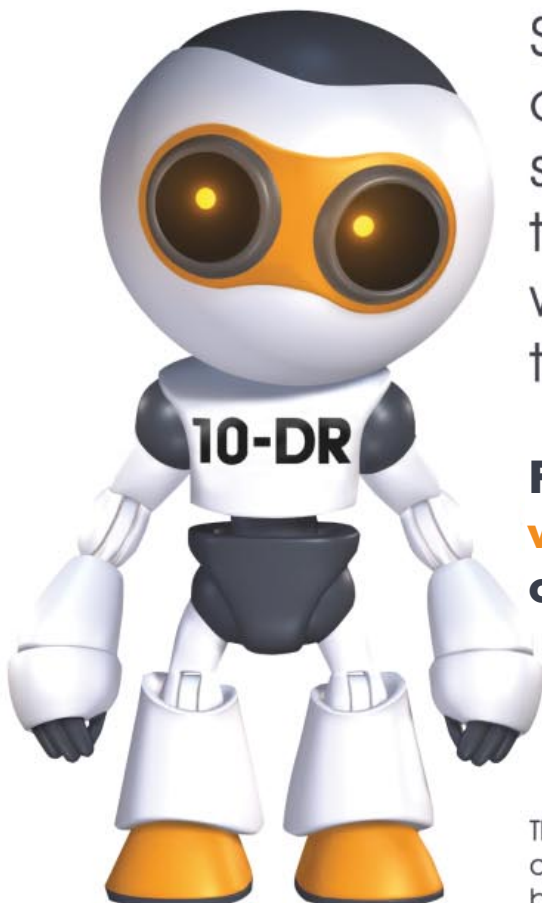
For help with financial planning or sourcing finance, please contact Business Gateway Fife by phone: 01592 858 5333 or email: info@bgfife.co.uk

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Programme**

Helping You **Bid Better**

As a registered partner of the Supplier Development Programme, Fife Council's Economic Development team are committed to providing support to the local business community in the tendering process, ultimately supporting the economic growth for the area.



Supplier Development Programme offers **FREE** specialist training, support and information on the tender process helping you win work and grow your business through procurement.

For more information, visit:

www.sdpscotland.co.uk/fife

or email dorothy.smith@fife.gov.uk

The Supplier Development Programme is a partnership of local authorities and the Third Sector working together to deliver a business support initiative.

All-Energy 2016 provided an opportunity for a delegation of Fife companies to showcase the region's long tradition of excellence in engineering and manufacturing.

FLYING THE FLAG AT ALL – ENERGY 2016

Fife Council Economic Development Team's Market Development Programme supported 15 Fife organisations to visit Glasgow in May, as part of its delegation to the UK's largest renewable energy event, All-Energy 2016.

The two-day conference and exhibition, held for a second consecutive year at the SECC in Glasgow, brought together a delegation of leading Fife-based companies including: Briggs Marine and Environmental Services; Burntisland Fabrications Ltd; Managed IT Experts; and Utility ROV Services.

Once again, the conference proved a fruitful opportunity for local businesses to showcase Fife's excellence in engineering and manufacturing, as well as supply chain businesses whilst offering an opportunity to network and create new business contacts.

Four local food and drink companies (Iain Burnett Highland Chocolatier; Newport Restaurant; St Andrews Brewing Company; and The Adamson, St Andrews) also joined the delegation. It was an opportunity to showcase the region's offering, reinforcing Fife as the place to live, work and do business.

Initial feedback from the companies in attendance has been positive.

Fife Council's Depute Leader and Executive Spokesperson for Economy and Planning, Councillor Lesley Laird, said:

“All-Energy offers an excellent opportunity to showcase Fife as the best place to live, work and do business, by highlighting our specific strengths and capabilities in the renewable technologies sector.

Year on year, the scale and scope of All-Energy develops, making it increasingly important for Fife companies to attend. The opportunities, in terms of new business leads remain encouraging.”

Right: Fifteen local companies showcased Fife's long tradition of excellence in engineering and manufacturing as part of Fife Council's MDP visit to All-Energy 2016



FIFE COUNCIL ECONOMIC DEVELOPMENT'S MARKET DEVELOPMENT PROGRAMME HAS A NUMBER OF UPCOMING EVENTS.

To attend or to find out more about the Market Development Programme, please email Dot Smith: dorothy.smith@fife.gov.uk

Fife Council Economic Development's Supplier Development Programme continues to engage with companies all seeking to learn about the process for working with the Council.

FIFE COUNCIL SUPPORTS LOCAL BUSINESSES THROUGH SDP

Fife Council Economic Development's Supplier Development Programme (SDP) continues to attract and engage with local companies, all seeking ways to tender for and work with Fife Council as well as private sector contracts.

During 2015, 183 companies engaged with SDP to access workshops and specialist support for training on the tendering process.

Pamela Stevenson, Lead Officer, Fife Council Economic Development, said:

"Year on year we're seeing an increase in the number of companies engaging with our Supplier Development Programme. What is interesting is the way in which these companies are accessing information and training for the tendering process. Online training has increased sharply with companies choosing to view webinars this year."

Reflecting this emerging trend and keen to raise awareness of opportunities for SMEs; increase business readiness to tender; and assist SMEs in accessing tender opportunities, Fife Council is focusing on bespoke workshops and webinars as it plans its training for the year ahead.

Pamela added:

"We're altering the way we engage with local businesses through our Supplier Development Programme, to encourage them to be 'business ready' and have an opportunity of supplying goods and services to Fife Council and the private sector."

In 2015, 41 per cent of Fife Council contracts were awarded to Fife companies, highlighting the encouraging alignment to increase supply chain support in Fife.



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 or visit:

www.sdpScotland.co.uk/fife

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It's a first for Fife, as Levenmouth Community Energy Project takes delivery of the first two hydrogen powered vehicles in its fleet.

Councillors Bob Young and Tom Adams take a look at one of the new hydrogen vans



FIFE TAKES DELIVERY OF FIRST HYDROGEN VEHICLES

Greenfleet Scotland 2016 hosted the arrival of two new vehicles for Fife: one Kangoo van and one Transit van.

Councillor Pat Callaghan, Executive Spokesperson for Environment and Transportation, said:

"I'm delighted Fife is leading the way in clean energy. These two hydrogen vehicles are the first of many to come to Fife. We envisage Levenmouth will become home to one of Europe's largest fleet of hydrogen dual-fuel vehicles, including two bin lorries."

Levenmouth Community Energy Project aims to position Fife as a global leader in clean energy. The Hydrogen Office in Methil will become a world-class demonstrator of hydrogen applications generated from renewable sources.

The partners behind Levenmouth Community Energy Project, which is led by Bright Green Hydrogen, welcomed the news.

George Archibald, Chief Executive at Bright Green Hydrogen, said:

"The arrival of the first vehicles is a key milestone for the Levenmouth Community Energy Project.

"The hydrogen Kangoo will be one of a fleet of ten that Bright Green Hydrogen will lease to local businesses. This will both generate income for the community and give local businesses the opportunity to experience hydrogen vehicles first-hand."

The hydrogen fleet of vehicles will include:

- 5 Ford Transit Vans: Dual-fuel Diesel and Hydrogen.
- 10 Renault HyKangoo Vans: Hybrid Electric and Hydrogen Fuel Cell.
- 2 Mercedes Econic 26 Tonne Refuse Collection Vehicles: Dual-fuel Diesel and Hydrogen.

There will be hydrogen refuelling points at both the Hydrogen Office, Methil and at Fife Council's depot at Bankhead, Glenrothes.

Levenmouth Community Energy Project is expected to bring significant economic benefits to the area. It's widely considered as a valuable demonstration of how hydrogen can address two of Scotland's most significant energy challenges; low carbon transport and energy storage.

Stephen Stead, New Energy Project, Sales and Business Development Director at Toshiba, commented:

"This is a huge step forward for Levenmouth Community Energy Project. We're pleased to be part of this forward-thinking project. It reflects the importance Toshiba places on hydrogen as a vital component of the future global energy mix."

TO FIND OUT MORE



THE PROJECT IS KEEN TO SPEAK TO LOCAL ORGANISATIONS THAT WOULD BE INTERESTED IN LEASING A KANGOO VAN.

For more information on vehicle leasing, contact Vincent Jagota, Bright Green Hydrogen at: vincent@thehydrogenoffice.com



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The Ecology Centre, a small charity dedicated to delivering inspiring education, is a key player in the Fife Social Enterprise Network and has been instrumental in fostering links between organisations as well as offering advice and support.

The Ecology Centre

BRIGHT FUTURE FOR THE ECOLOGY CENTRE

The Ecology Centre has been delivering inspiring education, volunteering and job training for over 17 years, and also plays a key role in promoting links between organisations as well as offering advice and support to social enterprises in and around Fife.

At the end of last year, The Ecology Centre moved into a new custom built eco building, which has space for conferences, events and meetings and has hosted a range of business events for Fife Social Enterprises.

The land on the east side of Kinghorn Loch, on which the new single-storey eco building sits, was purchased by The Ecology Centre on behalf of the local community and is currently being transformed into a place of natural beauty, wildlife, learning and training.

Julie Samuel, General Manager of The Ecology Centre, said:

"The new Centre gives us the opportunity not only to continue to develop our charitable programmes with Fife Social Enterprises but to generate our own

income through delivering workshops and events as well as hiring our event room."

Julie added:

“ We hope to encourage bookings by getting the message over that the proceeds raised will go towards funding a variety of education and community projects that take place across Fife, connecting people with the natural environment. ”

If you would like to enquire about making a booking or to find out more about upcoming events, contact The Ecology Centre on: **01592 891567** or email: admin@theecologycentre.org



TO FIND OUT MORE



BRAG ENTERPRISES LTD PROVIDES SUPPORT TO BOTH EMERGING AND ESTABLISHED SOCIAL ENTERPRISES IN FIFE, ON BEHALF OF FIFE COUNCIL ECONOMIC DEVELOPMENT. IT OFFERS GENERAL BUSINESS ADVICE AND SUPPORT, SIGNPOSTING TO FUNDERS, WORKSHOPS AND MENTORING.

For more information, contact Graeme Ferguson, Fife Council Economic Development, on: **03451 555555 (ext 442416)** or email: graeme.ferguson@fife.gov.uk

After purchasing Sorba-Freeze last year, the Pitreavie Group has invested significantly in a new purpose built production facility, new equipment and increased its workforce, as it drives its expansion plans.

Sorba-Freeze's refrigerant packaging keeps products such as cheese, cooler for longer

PITREAVIE GROUP PLANS GLOBAL EXPANSION AFTER TAKE-OVER OF SORBA-FREEZE

The Pitreavie Group has unveiled plans to carry out a global relaunch of Sorba-Freeze after purchasing the company last year. It has invested over £750,000 (to date) in a new purpose built production facility, custom built manufacturing equipment and the appointment of key personnel to drive its planned growth.

Sorba-Freeze will be relocated to the Pitreavie Group's headquarters in Glenrothes, which have been extended by 20,000sq.ft. to accommodate the new facility.

Sorba-Freeze's refrigerant packaging features a unique hyper absorbent polymer core with a thermal layer and high performance barrier to keep products such as meat, fish and cheese cooler for longer than traditional hydrated products during the delivery process. This unique approach has already established the business an extensive client portfolio, including some major food brands, something the new owners are planning to grow significantly, on a global scale.

Gordon Delaney, Sales Director at the Pitreavie Group, said:

"Sorba-Freeze has been highly successful for the last 25 years. However, we are only scratching the surface in terms of its true potential and we are delighted to make this significant investment to realise it.

“ We have already been in talks with partners in America, China and Scandinavia and are expanding our search to secure international agents who share our enthusiasm for providing a high quality packaging solution to the chilled foods market.”

Fife Council's Business Property Team plays an integral part in supporting businesses to expand and develop within the local economy.

It worked closely with Pitreavie Group to realise its expansion plans. The packaging solutions provider now occupies 38,900sq.ft. of business space at Fife Food and Business Centre in Glenrothes.

Business property occupancy rates in Fife remain high – currently 91 per cent – and over the last year, Fife Council's Business Property Team has concluded 48 leases and safeguarded / created 338 jobs, whilst dealing with over 150 enquiries relating to the EPES property portfolio.

Highlights for the past twelve months include 100 per cent occupancy rate at the Business Incubator in Kirkcaldy, which has a total lettable area of 9,270sq.ft., providing 35 offices for SMEs. Catapult has leased office space at Fife Renewables Innovation Centre; Havelock has moved to John Smith Business Park in Kirkcaldy; and Iona House, which was purchased in October 2015 is generating enquiries, which are being progressed by the Business Property Team.



FIFE COUNCIL HAS EXTENSIVE KNOWLEDGE OF THE FIFE BUSINESS PROPERTY MARKET AND CAN ALSO HELP WITH ADDITIONAL LAND FOR BUSINESS OR EXPANSION. GRANTS AND FLEXIBLE LEASING ARRANGEMENTS ARE AVAILABLE ON SOME UNITS AND PROPERTIES.

For more information, please contact the Business Property Team by email: business.property@fife.gov.uk or by phone: 0345 600 1359.

Surface Heating Systems has been operating for 19 years and business is the best it's been for the Glenrothes-based business, as it continually evolves to meet emerging market needs.

Below: Surface Heating Systems produces a range of electrical heating and insulation products

Below (right): Frank Cooper, Managing Director of Cooper Software



Growth heats up for Glenrothes' Surface Heating Systems

Surface Heating Systems' (SHS) success lies in its ability to meet the needs of customers by adapting its electrical heating and insulation products for a range of different applications, including: pipe-line frost protection and process temperature maintenance; heated/insulated jackets for the oil/gas industry; and satellite dish ice and snow prevention.

2015 was an exceptionally busy year for the business, as it brought in a constant flow of work including projects at Diageo's Leven site; production of heated jackets for use in Russia's oil and gas sector and antenna heating systems for the communications market world-wide.

Orders were up 25 per cent in 2015 compared to the previous year.

2016 has started positively too with a number of substantial projects complete. SHS has recently completed the design, supply and install heating systems for a 16 metre and 18 metre satellite dish for a leading Norwegian telecoms company. This two month project has brought significant reductions in energy consumption and costs.

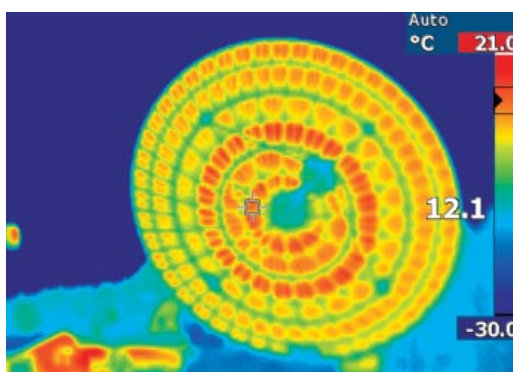
Mike Cummings, Managing Director of SHS, said:

"We are really encouraged by the continued demand for our bespoke service.

"We're not a business to rest on our laurels. We've developed heating systems, which can be adapted for a whole range of products and we're very focused on maximising these opportunities, as part of our development."

Due to its increase in business, SHS is seeking to build and move into new premises this year, ahead of its 20th year in 2017.

For more information, visit:
www.shs-ltd.com



Cooper Software nets year on year double digit growth

Leading technology consultancy and recent Fife Business Awards winner, Cooper Software, has reported a 22 per cent increase in revenue for year ending 31 March 2016, rising to circa £4 million. The increase has been driven by key business wins in the second half of the year, which has seen the company undertake projects for clients across multiple sectors, both in the UK and in Europe.

Since its formation in 2005, Cooper Software has recorded double digit growth year on year, whilst it remains committed to investing in R&D to develop its product and mobile applications portfolio to take advantage of emerging technologies such as cloud, mobile and big data.

Frank Cooper, Managing Director of Cooper Software, said:

"Our growth is largely as a result of our strategy to diversify the markets we operate in, specifically through our partnerships with a number of Enterprise Resource Planning (ERP) and Business Intelligence (BI) Solution providers. We have reinvented how we provide our services and products so that our solutions fit SMEs and not just blue-chips, allowing us to regularly work with local companies."

One such system is NetSuite, a cloud-based solution that allows businesses to run applications over the internet without having to buy, install and manage their own IT systems. Not only has Cooper Software used it to consolidate its own core business processes (accounting, CRM, professional services automation and e-commerce) into a single system, but as a NetSuite Partner it is a solution that Cooper Software uses to bring significant benefits to its clients in terms of business visibility and operational efficiencies.

For more information, visit:
www.coopersoftware.co.uk



In this issue we meet Dr Roy McBride who heads up Dalgety Bay-based PowerPhotonic, a micro-optics manufacturing business. Having recently announced a £2 million investment, fbm was keen to find out more about its plans to upscale the business development and manufacturing capacity as part of its fairly aggressive period of growth.

Right: Fife Council's Depute Leader and Executive Spokesperson for Economy and Planning, Councillor Lesley Laird met with Dr Roy McBride, Chief Executive of PowerPhotonic, to find out more about the development of the business.

Below: PowerPhotonic designs, manufactures and sells precision micro-optics



fbm MEETS ... DR ROY MCBRIDE, Chief Executive of PowerPhotonic



Formed in 2004 as a spin-out from Heriot Watt University, PowerPhotonic spent its first two years developing its manufacturing technology, before releasing its first micro-optic products into the market in 2006. These initial products were in the niche market of wavefront correction for high-value, high power diode lasers. After establishing itself as leader in this market, the company saw the opportunity to use its unique fabrication process to make optics for a far wider range of applications. Since 2012, the Dalgety Bay-based business has been broadening its product range, selling to wider micro-optic markets including defence, optical communications as well as medical and scientific.

Over 80 per cent of the company's orders are exported, with its traditional customer base in North America and Europe. It is also looking to take advantage of its unique optics manufacturing capability to grow into the telecommunications and industrial materials processing markets, particularly in Asia.

PowerPhotonic's recent investment of £2 million from Archangels and Scottish Investment Bank is to help support these emerging markets and realise its potential for growth. This investment will be spent on product development and new production equipment in order to meet demand.

Dr Roy McBride, Chief Executive of PowerPhotonic, said:

"PowerPhotonic has grown from a technology-based startup to a world leader in the design and manufacture of advanced micro-optics for the laser industry. This new investment in the business will accelerate our growth plans, allowing us to take on

additional staff to expand our product development, manufacturing and sales activities."

PowerPhotonic hopes to add five employees to its workforce, taking it to 25 by the end of 2016. And, demand shows no sign of slowing down with its order books full for the next few months.

Roy added:

"Planning for high growth is always risky and we went through a few plans before finding what worked. We are executing well against the plan, whilst we adapt and respond to new market opportunities.

"Our growth is fairly aggressive and will continue to be for at least the next three years. We started off in the first few years finding our feet and focusing on just a couple of markets where the benefits of our unique manufacturing process were strongest. This process brings efficiencies in terms of cost and lead time as well as in the performance of the overall product. Our customers love the design freedom this provides them with, and appreciate being able to go from prototype to serial production without changing the manufacturing process."

Speaking about its base in Fife, Roy said:

"Fife has an excellent track record in growing world-class photonics businesses, and has proven to be a great location for PowerPhotonic to establish itself on the global stage.

"We look forward to continued international growth, driven from our base in Dalgety Bay."

To find out more about PowerPhotonic, visit:
www.powerphotonic.com



PowerPhotonic

RB Grant has purchased three electric vehicles through the Low Carbon Transport Business Loan. Measures like these, undertaken by local businesses, are vital in supporting Fife Council's commitment to adopting green energy and low carbon technology.

Below: RB Grant's electric vehicles on the road

Below (right): George Young of St Andrews Pottery

RB Grant plugs in to electric vehicles

A Kirkcaldy-based electrical contractor has purchased three electric vans with help from the Low Carbon Transport Business Loan.

RB Grant took advantage of the government interest free loan to purchase the electric vehicles, which replaced existing diesel vans, having been alerted to the loan via an Energy Saving Trust email.

RB Grant applied for the loan illustrating the impact that three electric vehicles would have on reducing its carbon footprint as well as lowering its transport fuel costs.

Ronnie Grant, Director of RB Grant Electrical Contractors, said:

"We required new vehicles and so approached the Energy Saving Trust for help in replacing our diesel vans with electrical vehicles. The beauty of the scheme is that the fuel saving cost will pay a large amount of the cost of the vehicle over the six year period."

"This is a smart move for any business that has company vehicles, which drive under the 100 mile range per day. And ethically, it plays a key role in reducing our carbon footprint."

Funded by Transport Scotland, the Low Carbon Transport Business Loan has been set up to assist organisations across Scotland meet the costs of a wide range of measures that help lower the carbon footprints of transport and travel, including electric vehicles. Businesses and public sector organisations can apply for loans. For more information, visit:

www.energysavingtrust.org.uk/scotland

Create in Fife Fund supports local pottery implement new strategy

George and Julia Young have been running their own pottery since 1984 and as only a handful of full-time potters in Scotland, there is huge demand for St Andrews Pottery's range of handmade pots.

Having supplied over 36 shops across Scotland and into Northern England, George was forced to re-think his business processes and strategy and as a result, St Andrews Pottery now focuses on the individual sales market, in an attempt to increase profitability.

To better reflect the pottery's offering, which also includes the introduction of pottery workshops, George is transforming his website with help from Fife Council Economic Development's Create in Fife Fund, which is administered by Business Gateway Fife.

George said:

"I broke my leg, which gave me the opportunity to analyse the business and as a result, I adjusted my focus to look at more profitable sectors including the individual sales market."

"I approached Business Gateway Fife and my Business Advisor, Lynne Baillie, told me about the Create in Fife Fund. I applied for funding to develop my website to include a better range of product images as well as details of the classes I offer."

George added:

"By prioritising my time and the markets I focus on, my business is on track to grow and be more profitable. By doing this, I will also have time to teach others how to throw pots."



THE CREATE IN FIFE FUND PROVIDES FINANCIAL SUPPORT TO CREATIVE BUSINESSES IN FIFE. THE FUND, MANAGED BY BUSINESS GATEWAY FIFE ON BEHALF OF FIFE COUNCIL ECONOMIC DEVELOPMENT, OFFERS A 50 PER CENT CONTRIBUTION UP TO £500.

To find out more, call: **01592 858333** or visit: **www.businessgatewayfife.com**



Social Media Strategy & Analytics

7 July 2016

Saltire House, Pentland Park, Glenrothes, KY6 2AL

Counting how many likes you have on Facebook doesn't give a clear idea of how well you're doing with social media. This seminar looks at many of the other numbers that you should be watching and shows how this data can impact on your strategy. Using real, publicly available data, this session will show how businesses can sharpen up their strategy and also keep an eye on their competitors.

A free in-depth Facebook and Twitter report on your business is available to those attending the session.

Cost: Free www.bgateway.com/events 0300 013 4753



The Value of Video – How to Create Great Content on any Budget

12 August 2016
9.30am – 12.30pm
Saltire House, Pentland Park,
Glenrothes, KY6 2AL

Video content is embedded in everything we do and over the last few years the desire for content has grown significantly.

This seminar will help businesses understand the value of video production whilst covering the basics of what to say and how to say it. It will also consider content creation in very easy, achievable steps.

Cost: Free

Call: 0300 013 4753

www.bgateway.com/events



Northern Manufacturing & Electronics

28-29 September 2016
EventCity, Manchester

Northern Manufacturing & Electronics is the largest exhibition dedicated to serving the needs of manufacturing and electronics industries in the North of England.

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www.industrynorth.co.uk
Email: dorothy.smith@fife.gov.uk

BUSINESS GATEWAY FIFE EVENTS

Finance

Bookkeeping

4 July and 1 August 2016

Venue: Saltire House, Glenrothes and Dunfermline Business Centre, Dunfermline

Cost: Free

Auto Enrolment

25 August 2016

Venue: Saltire House, Glenrothes
Cost: Free

Online Marketing

Social Media - Advanced

23 June and 16 August 2016

Venue: Dunfermline Business Centre, Dunfermline and Saltire House, Glenrothes

Cost: Free

Make the Most of Email Marketing

30 June 2016

Venue: Saltire House, Glenrothes
Cost: Free

Get Real Results from Your Website

12 July 2016

Venue: Saltire House, Glenrothes
Cost: Free

Advertising with Social Media

26 July and 8 September 2016

Venue: Saltire House, Glenrothes
Cost: Free

Search Engine Optimisation

27 July 2016

Venue: Dunfermline Business Centre, Dunfermline
Cost: Free

Plan the Perfect Webinar

6 September 2016

Venue: Saltire House, Glenrothes
Cost: Free

Content Marketing

7 September 2016

Venue: Saltire House, Glenrothes
Cost: Free

Sales & Marketing

PR on a Shoestring

7 July 2016

Venue: Saltire House, Glenrothes
Cost: Free

Marketing Your Business, Advertising & Promotion & Mastering Selling

11, 18 and 25 July 2016

Venue: Saltire House, Glenrothes
Cost: Free

For further information about Business Gateway Fife events call: 01592 858333 or visit: www.businessgatewayfife.com/events

FIFE CHAMBER OF COMMERCE EVENTS

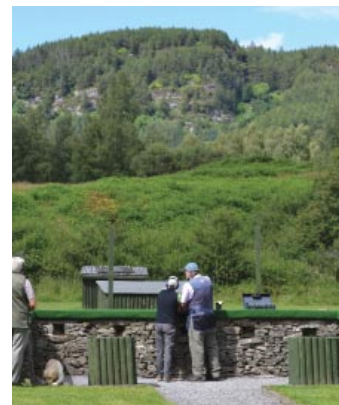
Explorer Visit to Cluny Clays

6 July 2016

Venue: Cluny Clays, Cluny

Cost: Member rate: £50

www.fifechamber.co.uk/events



FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS

Speciality Fine Food Show

4-6 September 2016

Venue: Olympia, London

www.specialityandfinefoodfairs.co.uk

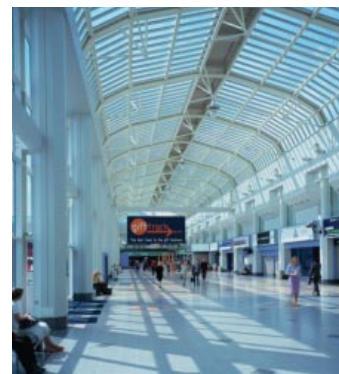


PPMA Total Show

27-29 September 2016

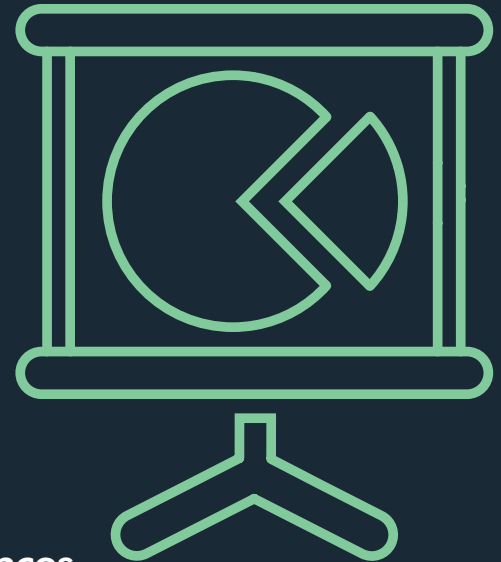
Venue: NEC, Birmingham

www.ppmatotalshow.co.uk/welcome



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

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