



# ANNUAL REVIEW

2025



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2025

## OFFICE BEARERS

- ➔ **President: David Jarvie** – Jarvie Plant, Grangemouth
- ➔ **Vice President: Gail McEwan** – Setting Out For Construction, Glasgow
- ➔ **Secretary: Graham Bell** – Wright, Johnston and Mackenzie, Glasgow

## EXECUTIVE COMMITTEE

- ➔ **Mark Anderson** – GAP Group, Glasgow
- ➔ **Robin Bryant** – Scot JCB, Glasgow
- ➔ **James Currie** – Currie Contractors, Aberdeenshire
- ➔ **Stuart Gardner** – AB2K, Glasgow
- ➔ **Callum Mackintosh** – Highland Hammer Hire, Inverness
- ➔ **Darran Mellish** – Mellex, Ardrishaig
- ➔ **Tomaz Orkiszewski** – Mouse Valley Plant, Lanark
- ➔ **Gary Robertson** – Hermiston Plant Hire, Edinburgh
- ➔ **Alan Rose** – W.M. Rose & Sons, West Linton
- ➔ **John Sibbald** – Sibbald Training, Bathgate

## SPOA STAFF

- ➔ **Vicky Park** – Membership Manager

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# CONTENTS

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- President’s Foreword** ..... 4
- Meet the SPOA Team** ..... 6
- SPOA Strategy and Vision** ..... 8
- Industry Statistics** ..... 9
- The Sprocket** ..... 10
- SPOA Sub Committee Working Groups** ..... 11
- Membership** ..... 12
- Why The Spoa Needs Your Support** ..... 13
- Training and Skills Development** ..... 14
- Training** ..... 15
- Apprentices** ..... 16
- 2025/26 Members Events** ..... 17
- Annual Dinner** ..... 18
- Research & Digitalisation** ..... 19
- Policy** ..... 22
- Sustainability and Decarbonisation** ..... 23
- Women In Plant** ..... 24
- CITB** ..... 25
- Lifting** ..... 26
- Youth Sponsorship** ..... 27
- Membership Survey** ..... 28
- Members Directory** ..... 32



# FOREWORD

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**Dear Members,**

**It is my utmost pleasure to present to you our Annual Review for 2025 as the SPOA's 36th President. I would like to thank the SPOA Executive Committee and my Vice President Gail McEwen, the first female to accept this position.**

## **Reflections on Leadership and Legacy**

It is a privilege to follow in the footsteps of esteemed leaders, including John Sibbald, our immediate Past President. This moment also holds personal significance for me, as nearly three decades ago my father stood at this very podium as SPOA President. In 1996, his address spoke of an industry that was becoming leaner and fitter, well-prepared to meet the challenges that lay ahead. Today, I stand here with immense pride, knowing that the fundamental values my father championed—stability, unity, and opportunity—continue to guide our association. These principles remain at the heart of everything we do, shaping our approach and ensuring we move forward together as a strong and cohesive industry.

## **Protecting Family-Run Plant Businesses: A Call to Action**

The proposed reforms to Business Property Relief (BPR) and Agricultural Property Relief (APR) pose a significant threat to the future of family-run plant businesses, many of which are represented here this evening and operate across Scotland. These changes have the potential to disrupt generations of hard work, putting thousands of jobs at risk and undermining decades of progress built by dedicated families within our industry.

Recognising the gravity of the situation, the SPOA has taken decisive action by engaging directly with No.10, the Treasury, and Prime Minister Starmer. Our message has been unequivocal: the proposed reforms risk destabilising the sector and jeopardising the

livelihoods of countless individuals who rely on these businesses. The association's advocacy has already yielded some evidence of positive movement, with a recent change in government stance. However, it is clear that these steps are not sufficient and highlight a concerning lack of understanding of the realities facing family businesses in Scotland and across the UK.

In light of this, I urge every member to remain actively engaged in our ongoing efforts. Your voice is vital to ensuring that policymakers fully appreciate the importance of maintaining robust relief provisions. The SPOA continues to call for the full return of 100% Business Property and Agricultural Property Relief, safeguarding the legacy and future prosperity of family-run plant businesses for generations to come.

## **Addressing the Skills Shortage in Scotland's Plant Industry**

The shortage of skilled workers has been a persistent challenge for

the SPOA, and it remains a significant concern today, exacerbated by recent events such as Brexit and the Covid-19 pandemic. As Scotland's plant industry looks ahead to substantial growth, it is anticipated that nearly 18,000 additional workers will be needed within the next five years to meet demand.

To address this need, the sector must focus on enhancing recruitment, training, and retention strategies. In partnership with CITB, the SPOA is committed to supporting apprenticeships and entry-level programmes. Initiatives include the use of the plant simulator at careers events across Scotland, the Apprentice Awards, and sponsorship of Youth Sports, with the latter being our chosen charity for this evening.

However, the success of these efforts relies on the active engagement of employers and careful monitoring of changes to CITB funding. Only through continued collaboration and attentive support can we ensure that Scotland's plant industry remains robust and well-equipped for the future.

### **Driving Digital Transformation within the SPOA**

This year, we've launched our first digital strategy to provide members with impartial, practical advice on digital transformation in their businesses. Our approach combines research, industry engagement, and collaboration with partners to identify how digital tools like automation and data management can boost productivity, improve skills, and support sustainability in construction. Our goal is to help members stay competitive and manage risks as the sector evolves.

### **The Growth and Impact of the Women in Plant Network**

Originally a small working group, the network has become a leading initiative in the SPOA, representing members at schools, career fairs, and industry events across Scotland. These activities promote the industry and connect with future talent.

Beyond raising awareness, the group works to develop a strong talent pipeline by partnering with training providers, recruitment teams, and industry standard-setters. Their efforts help ensure a skilled and sustainable workforce ready for future industry needs.

### **Recruitment of Skills and Training Officer**

Throughout the past year, we have been working diligently to create the opportunity for expanding our team. Thanks to prudent budgeting,

I am delighted to share that we now have the capacity to recruit a second member of staff for the association a dedicated Skills and Training Officer.

The introduction of this role will deliver significant benefits for SPOA members. The Skills and Training Officer will be responsible for promoting and facilitating the use of our plant simulator at career engagement events, increasing its impact and accessibility. In addition, they will support members in accessing essential CITB-funded training courses, helping businesses to develop the skills required to meet their customers' evolving needs and demands.

In short, this role is about making sure the investments the SPOA has already made – in technology, training and partnerships – are fully utilised for the benefit of every member in this room.

### **Call to Action**

Our executive committee members deserve recognition for their voluntary commitment, ensuring the effective running of SPOA.

A particular note of appreciation goes to Vicky, who rejoined us as our membership manager earlier last year. Many of you will have had the pleasure of speaking with her or meeting her at various events throughout the year. She has been an outstanding support to me personally and plays a crucial role in keeping the wheels of the SPOA turning while many of us are busy with our daily work.

Looking ahead, I encourage members to join working groups, sponsor events, and share expertise. Together, we can meet industry challenges and progress toward net zero. Your engagement is essential for our sector's success.

We have made this even easier with the "Ask The Committee". If you have a question or query please send it to us at [info@spoa.org.uk](mailto:info@spoa.org.uk) and it will be raised during the next meeting as part of a point on the agenda called "Ask the Committee" – we will formally respond to all questions or queries.

### **Best Wishes**

**David Jarvie | President**

# MEET THE SPOA EXEC



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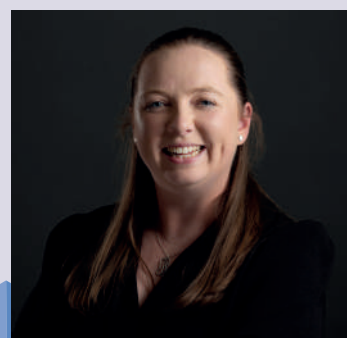


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**VICKY PARK**  
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# SPOA STRATEGY AND VISION

**OUR STRATEGY: WORKING TOGETHER TO DERIVE MUTUAL BENEFIT**

The Association's achievements over the last 12 months are a testament to the spirit of our plant community. It is thanks to you for driving that progress. YOUR ASSOCIATION is here for you, we must continue to support each other and work hand in hand, harnessing our strengths and expertise to drive innovation, growth and maintain Scotland's position as leaders in the plant industry.

→ PROTECT

→ MAINTAIN

→ TACKLE

→ ENCOURAGE

→ ADVISE

→ GROW

→ PROGRESS

## OUR VISION To be the heart of the Plant community in Scotland and our strategy is:

- To protect and further the interests of plant owners
- To maintain a suite of Terms and Conditions of contract for use by members that protect their interests in hire contracts
- To foster entrants into the plant industry and tackle obstacles affecting career pathways
- To drive operating and conduct standards
- To grow our membership
- To encourage technical innovation and environmental responsibility
- To advise and represent members on issues affecting the industry
- To organise social events that encourage participation in the plant community
- To increase revenue to enable full time personnel to progress the association's aims and objectives.

## SCOTTISH PLANT OWNERS ASSOCIATION COVERAGE JANUARY-DECEMBER 2025

**1.74M**

### Audience

Combined total of publication wide audience figures for all outlets featuring coverage

**43.5K**

### Estimated Views

Prediction of lifetime views of coverage, based on audience reach & engagement rate on social

**71K**

### Offline Audience

Combined total number of people for Print/TV/Radio

**1.67M**

### Online Readership

Combined total number of people that visit the websites featuring coverage

**43** Pieces of Coverage

**174** Social Shares

## SAY HELLO TO OUR NEW SPOA MEMBERS

- Angus Mackay & Sons
- Angus Mini Digger Hire
- Atlas Winch & Hoist Services
- Carrison Plant Hire
- DS Steel
- Flannery Plant Hire
- Robert Cook Plant Hire
- Scotia Survey & Safety
- SD Clark Plant Hire & Groundworks
- Shetland Plant Hire
- Top Survey
- Torquer
- Vante Capital

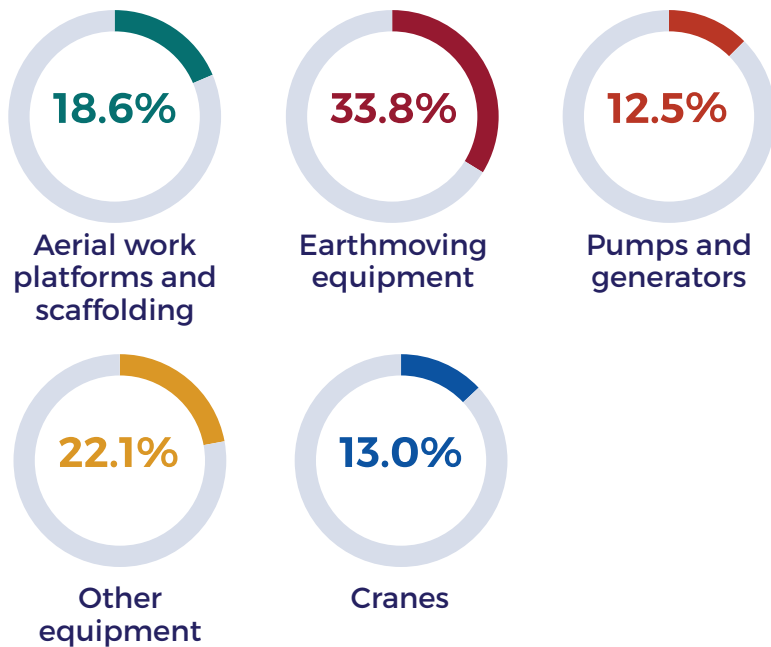




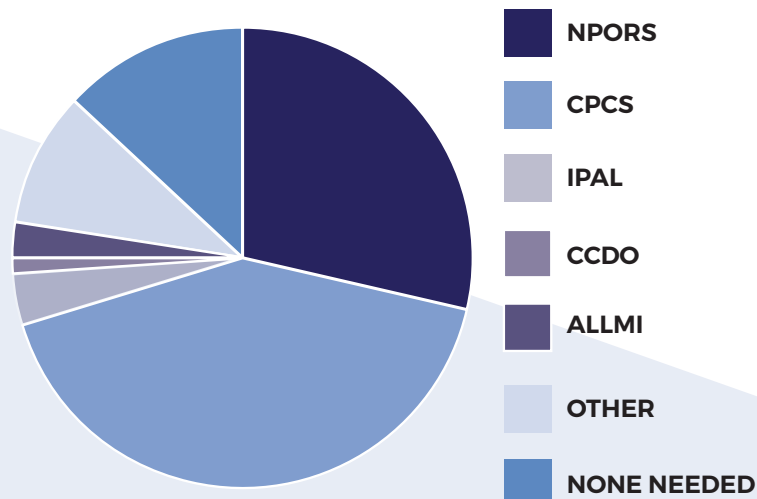
# INDUSTRY STATISTICS

## Products & Services Segmentation

Construction Equipment Rental & Leasing  
Source: IBISWorld



## Competency Schemes used by SPOA members.

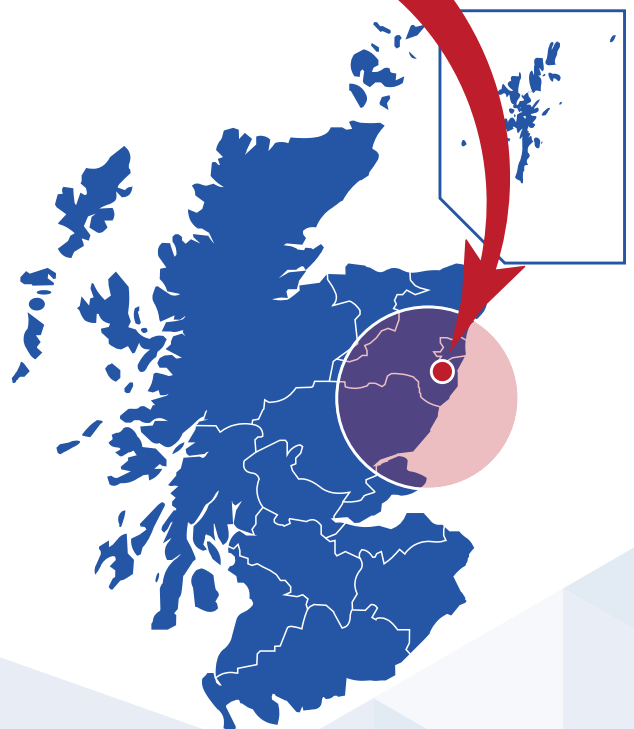


Scottish Plant Owners  
**contribute**  
**£6.4bn**

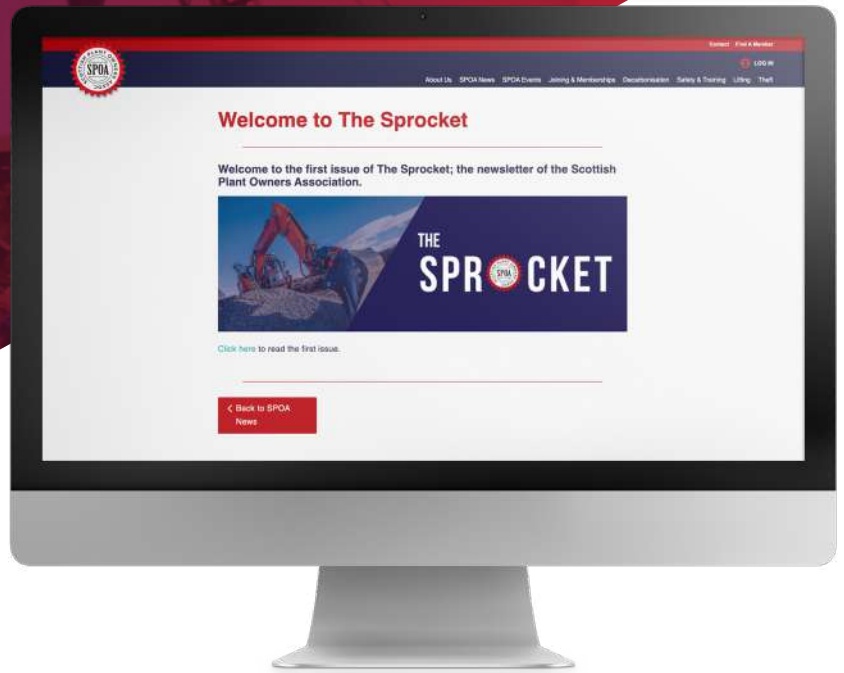
Following our in depth member survey we now know that SPOA Members contribute £6.4bn to the UK economy annually

**The largest distribution of Construction Equipment Rental Businesses in Scotland is in Aberdeenshire.**

Source - IBIS UK INDUSTRY (UK SIC) REPORT N77320



# THE SPROCKET



As part of the Scottish Plant Owners Association's commitment to collaboration and promoting our industry, we hope The Sprocket will provide a platform for all of our members.



## LOOK OUT FOR THE SPROCKET IN YOUR EMAIL INBOX EVERY QUARTER



This newsletter will provide updates from the industry, including any challenges we are facing and how we can navigate these, details of upcoming events, member news, updates from SPOA's executive committee, and much more.



## GOT NEWS TO SHARE?

If you have any news you'd like to share or suggestions for content, please get in touch with [PR@spoa.org.uk](mailto:PR@spoa.org.uk)

# SPOA SUB COMMITTEE WORKING GROUPS



This year has seen the introduction of Sub Committee Working Groups – if you would like to take part in any of these groups please let the respective chairperson know.

Working Group	Purpose	Goal / Objective	Group Lead	Group Members
<b>Membership Development</b>	To grow the membership of the SPOA with members who align with our long term goals. To Promote the benefits of ISM/Associate members & expand our representation across the industry.	To increase our net members by 10 & ISMs by 5 by end of financial year 2025. [2024: 245/ 28].	<b>David Jarvie</b>	Callum Mackintosh, Gail McEwen & Vicky Park
<b>Training &amp; Skills Development</b>	To feedback to members any relevant changes to training and getting feedback from members and engage with relevant WG.	Delivery of training through the year & continuous collaboration with WG.	<b>John Sibbald</b>	Tomasz Orkiszewski & James Currie
<b>Social/Events</b>	Drive engagement across our members, bringing them together across the country for events that are relevant and entertaining.	Make events profitable and ensure we have a main sponsor at each event. Target is 3 social events pa.	<b>Stuart Gardner</b>	Vicky Park, Gary Robertson, Bryan Shilliday & Alan Rose
<b>Annual Dinner</b>	Our annual event of the year brings our members & their guests together for an evening of charity, awards and entertainment.	Generate a profit; c450 guests, main event sponsor packages & feedback.	<b>David Jarvie</b>	Vicky Park, Gail McEwen & John Sibbald
<b>Area Meetings</b>	Create meaningful & interesting member events and engage our ISMs.	To Deliver 2 Area meetings in 2025.	<b>David Jarvie</b>	Gail McEwen, Robin Bryant & James Currie
<b>Research &amp; Digitisation</b>	To carry out industry research on digital transformation & communicate with members.	Produce the scoping report & share findings at an area event & publications e.g Project Plant, guidance document.	<b>Gail McEwen</b>	Tomasz Orkiszewski & Robin Bryant
<b>Policy, Sustainability &amp; Decarbonisation</b>	To ensure the SPOA represents our members & the wider Scottish Plant industry in front of Scottish & UK Government, reflecting current legislation proposals & changes which affect our members including changes in sustainability & decarbonisation changes & legislation	To provide a point of contact for members concerned with proposed & current Government Policy.  To lobby government on matter affecting our members.	<b>Mark Anderson</b>	Darran Mellish
<b>Women In Plant</b>	To encourage more women to consider a career in plant & construction.  To increase engagement & promote connections among women in the industry.  To address challenges faced by women in the industry & breakdown barriers to encourage participation.	Increase engagement by 30% through in-person/online events.  Publish practical solutions to 3 key issues e.g PPE, welfare & career progression.  Raise industry awareness through school/college engagement.  Provide support through a mentorship scheme with at least 2 pairings by end of the year.	<b>Gail McEwen</b>	
<b>CITB</b>	Engage with CITB to raise the standards of apprenticeship & funding for apprenticeships.	Staying engaged with apprentices & getting feedback, raising awareness of apprenticeships in industry.	<b>Gail McEwen</b>	Callum Mackintosh
<b>Lifting</b>	To increase the value of membership to our lifting members by establishing apprenticeship routes & terms & conditions specific to lifting.	Produce fit for purpose terms & conditions for our lifting members by October 2025. Continue to raise awareness for lifting apprenticeships.	<b>Darran Mellish</b>	Graham Bell

# MEMBERSHIP - WHY YOU NEED THE SPOA

- To provide time and expertise to drive industry improvements
- To speak up on your behalf - our collective voice carries more weight with government
- To provide networking opportunities and support the plant community
- To promote and secure the interests of our industry for the future
- To provide essential industry information
- To coordinate industry support

## MEMBER BENEFITS

Benefits are updated each year to bring our members the best resources & experience of the SPOA.



**MEMBERS NETWORKING & EVENTS**



**SPOA SUBSIDISED INDUSTRY TRAINING FOR MEMBERS**



**Membership often results in lower insurance premiums**



**INDUSTRY WORKING GROUPS**



**SPOA MEMBER BRANDING & MEMBER ONLY WEBSITE ACCESS**



**USE OF SPOA TERMS AND CONDITIONS OF HIRE**



**USE OF SPOA MEETING ROOMS**



**FREE BUSINESS SUPPORT HELPLINE & RELEVANT INDUSTRY GUIDANCE**

## SPOA MEMBER DISCOUNTS



### DELL DISCOUNT

Exclusive member discounts of up to 20% on IT equipment from [www.DELL.com](http://www.DELL.com)



### GENESIS OHS DISCOUNT

Discount on Safety Critical medicals and For Cause Drug and Alcohol testing with Genesis OHS.



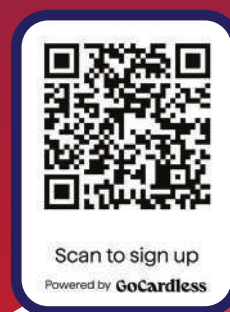
### 25% OFF TOP SERVICE

The only credit reference agency dedicated to the construction industry. Members will receive the first four weeks of their subscription free of charge.



### SPOA BRIEFING

Employment briefing circulars from Scottish solicitors, Wright Johnston & Mackenzie LLP



We wish to remind you that your 2026/27 membership of the Scottish Plant Owners Association will be renewed automatically on 1st November 2026. It would be great if all members could sign up by Direct Debit via GoCardless so we can reduce the administrative costs of the Association. Thank you to those that have already done so.

# WHY THE SPOA NEEDS YOUR SUPPORT

## ➔ INCREASED MEMBERSHIP

We rely on a large membership base to increase our impact and influence in industry. The more members we have, the stronger our collective voice becomes.

## ➔ FINANCIAL STABILITY

Membership dues and contributions are essential for trade associations to operate and fulfill their mission. With more members, we can be more financially stable and carry out more initiatives.

## ➔ INCREASED INFLUENCE

By having a larger membership base, we can exert more influence over government policies, industry standards, and other issues.

## ➔ INCREASED PARTICIPATION

When more members participate in the association's activities and initiatives, it creates a stronger sense of community and engagement, leading to increased member retention and support.

## ➔ SHARED EXPERTISE

Members bring a wealth of knowledge and experience to the association, which can be shared and utilised to benefit all members and the industry as a whole

## ➔ MORE DIVERSE PERSPECTIVES

With a greater number of members, we can represent a more diverse range of perspectives and interests, leading to a more comprehensive and inclusive approach to industry advocacy and representation.

## ➔ GREATER RESOURCES

With more members, we can pool our resources to fund research, education, and other initiatives that benefit the industry.

## ➔ INCREASED CREDIBILITY

The size and diversity of the membership base can lend credibility to the association and its efforts, making it a more respected and influential voice in the industry.

## ➔ PLANT SIMULATOR HIRE

As a member you can pay a small fee to loan the Simulator under SPOA terms & conditions – see page 15 for more details.

# BENEFITS ARE UPDATED EACH YEAR TO BRING OUR MEMBERS THE BEST RESOURCES & EXPERIENCE OF THE SPOA

For more info on any benefits please email [membership@SPOA.org.uk](mailto:membership@SPOA.org.uk)



## 25% DISCOUNT WITH TOP SERVICE

The only credit reference agency dedicated to the construction industry. Members are also entitled to the first four weeks of their subscription free of charge.

# TRAINING AND SKILLS DEVELOPMENT

## TENSTAR SIMULATOR

**The SPOA Simulator has had another busy year.**

A contribution is required to hire the simulator for contractual and insurance purposes. The simulator will be hired out under the industry recognised SPOA terms and conditions of hire. A copy of the members hired in plant insurance will also be required along with confirmation that the simulator is covered within that policy.



**AS A MEMBER YOU CAN HIRE THE SIMULATOR UNDER SPOA TERMS & CONDITIONS – COMPLETE THE FORM ON THE SPOA WEBSITE FOR MORE DETAILS**





# TRAINING



One of the key pillars of the SPOA is to help our members train and progress their own team members, fulfilling this pillar this year we offered subsidised training for both hire controllers and machine operators:

## HIRE CONTROLLER TRAINING

### Hire Controller Training

Wednesday 23 September

SPOA Offices, Lomond Court, Stirling FK9 4TU

#### The course covered

- ➔ Sector-specific insights: Understand the unique challenges facing the plant hire sector
- ➔ Pricing strategies: Learn to navigate the line of fair value for your services
- ➔ Boost revenue: Explore ways to increase your bottom line
- ➔ Cost management: Discover effective cost-saving techniques
- ➔ Enhance customer satisfaction: Strategies to keep your customers happy
- ➔ KPIs for success: Harness key performance indicators to strengthen your business
- ➔ Data-driven decisions: Leverage data to win and retain customers.

## GRANT FUNDED MACHINE CONTROL TRAINING

### Machine Control Training

Keep a look out on the events section of the website.

Our Machine Control Training courses were run for machine operators who are required to work with machine control technology.

Delegates used the new SPOA Tenstar simulator to learn how to get the most out of your machine control systems.

**SIGN UP NOW ON  
THE SPOA WEBSITE  
SPACES LIMITED**





# APPRENTICES

**Ross Gorman and Lara Mcleman have been recognised as Apprentices of the Year 2024/2025 by the Scottish Plant Owners Association (SPOA). The announcement was made at the 73rd SPOA Annual Dinner held in Glasgow on February 7th.**

Ross Gorman, who works for McFadyens Contractors in Campbeltown, was awarded SPOA Plant Operator Apprentice of the Year, and Lara Mcleman, who works for Scot JCB in Muir of Ord, was named SPOA Plant Mechanic Apprentice of the Year.

The awards, co-sponsored by Currie Contractors, The Attachment Company and CITB, recognise the achievements of Ross and Lara as they progress through their CITB apprenticeships.

In recognition of their achievements, Ross Gorman, SPOA Plant Operator Apprentice of the Year, and Lara Mcleman, SPOA Plant Mechanic Apprentice of the Year, attended Bauma 2025, the world's biggest and most exciting construction equipment exhibition, in Munich.

**The Apprentice of the Year Awards have become a highlight of the SPOA's Annual Dinner.**





# 2025 MEMBERS EVENTS

**It was another busy year of members events these included:**

## **Euro Auctions – Leeds - April 2025**

Many members are apprehensive about consigning to an unreserved sale but this visit showed those in attendance first hand the effort that goes into getting the maximum value from every consignment.

## **Area Meeting: Scot JCB Edinburgh – June 2025**

The area meeting including a presentation by JCB on their Hydrogen Engine and a Human Form Recognition Camera demonstration by Balfour Beatty

## **Esteem Training Limited – August 2025**

A complimentary, in-person Business Growth Masterclass exclusively for professionals in the construction and built environment sectors was provided by Esteem Training, it was an opportunity to network with others in the industry and learn how you can implement organic growth and develop your business to meet the needs of the changing market, your clients and your team.

## **Hire Controller Training – Stirling – September 2025**

SPOA Offices, Lomond Court, Stirling FK9 4TU

## **Wacker Neuson – Product & Dig Week September 2025**

During the week there was a selection of Wacker Neuson products available to view and. The selection of equipment included; EW100-2, ET90, EZ50, EZ26 & ET18VDS, Dumper's, Wheel Loaders & a selection of light equipment.

## **The Highland Quaich Gold Competition September 2025**

Held at Kings Golf Club sponsored by HRN

**Member Winner** – Darryl Greig from Simply Asset Finance

**Member Runner Up** - Darren Gilmour from HRN

## **The SPOA Clay Shooting Competition September 2025**

Held at Cluny Activities, Kirkcaldy sponsored by Spartan Solutions

**Top Gun award** - Craig Nelson from Team Scot Heating

**High Team award** - Team 1 Scot Heating

**Winner of Team Flush Competition** - Team 2 Scot Heating

**Most Improved Shooter of the Day** - Julie Graffen from Team Simply Asset Finance

## **Vante Group – Right Funding September 2025**

During the session Vante Group start with the basics, looking at how business funding typically works and why it's such a valuable tool for SMEs. From there, they explored the two main models you'll come across today: the traditional finance model and the newer subscription-based model. Both routes have strengths and trade-offs, and the choice depends on your business' priorities. Avante broke down how each approach works in practice, when one might be preferable over the other, and how you can use funding strategically to maximise value.



# ANNUAL DINNER

## THE SPOA ANNUAL DINNER 2025

The 73rd Annual Dinner was held at the Glasgow Hilton in February this year raising £11,500 for SPOA Youth Sports Sponsorship programme to support under-16s sports clubs across Scotland.

Over 500 industry people attended the memorable evening hosted by Des Clarke, mind blowing magic from Kevin Quantum and music from Sticks 'n' Kicks.



The Annual Dinner is always an opportunity to celebrate success, resilience and collaboration within the Scottish plant industry as well as an opportunity to recognise and reward the future of our industry with our Apprenticeship Awards. John Sibbald, Immediate Past President of the SPOA, was delighted to see the Annual Dinner so well attended and the generosity of members.

The Executive Committee's thanks go to the Platinum Sponsors Ritchie Bros and Molson Group.



Keep an eye on the SPOA website for tickets to the 2027 Dinner on 5 February 2027



# RESEARCH & DIGITALISATION

**Vice President of the SPOA, Gail Mcewan attended Bauma 2025 on behalf of The Scottish Plant Owners Association (SPOA), the primary objective was to explore emerging technologies, global innovation trends, and future opportunities relevant to the UK plant and construction sector.**

From fully autonomous construction machinery and electric-powered plant to AI-driven fleet management tools and immersive training simulators, the show reinforced that the future of our industry is not just coming – it is already here.

For our members, many of whom are navigating tightening margins, skill shortages, and increasing environmental pressures, this trip provided valuable intelligence. It ensures the association remains informed, proactive, and equipped to guide members through the coming technological shifts – ensuring no one is left behind as the industry evolves.

To identify emerging technologies shaping the future of construction and plant. To represent the interests of the SPOA and its members at a global industry event. To gather insights that inform strategy, innovation and support across our sector.

Bauma 2025 presented an unmatched opportunity to explore the latest innovations in construction machinery, equipment automation, sustainability, and digital transformation. Attending on behalf of the association ensured our members had a presence at this influential event, allowing us to benchmark the UK industry against global developments and bring back valuable knowledge.

TREND	Examples Seen at Bauma	Relevance to Scottish Plant Sector
<b>Automation</b>	Autonomous plant, machine control for concrete kerb placement	Labour-saving, addresses skills shortages, improves health & safety
<b>Electrification</b>	Battery-powered excavators, hydrogen fuel cell machines	Supports decarbonisation targets
<b>Digital Platforms</b>	BIM integrations, AI fleet monitoring, remote diagnostics	Drives efficiency and better project planning
<b>Skills and Simulation</b>	VR operator simulators, remote control training kits	Modernises training appeals to new talent
<b>Intelligent Machine Monitoring</b>	Real-time density and compaction feedback, operator fatigue monitoring	Quality assurance on-site, improved health and safety.

The sheer number of electric and hybrid machines on display – including large-capacity excavators, compact loaders, and even cranes – was evidence that sustainability is now a front-line priority for original equipment manufacturers. Battery ranges are improving, and manufacturers are taking infrastructure challenges seriously, often offering mobile charging stations (including tethering) or integrated energy management systems as part of their solution.

Digitalisation was equally dominant. From AI-powered fleet management platforms to machine control systems with real-time cloud syncing, the industry's focus has shifted to data-led decision-making. Manufacturers and software providers are clearly investing in operator training interfaces, remote diagnostics, and predictive maintenance tools – innovations that can bring major efficiency gains for UK contractors and plant hire firms.

The atmosphere was not one of cautious experimentation but of confident transformation. Bauma 2025 delivered a clear message: we are no longer preparing for the future – we are living it. For our sector to stay competitive and forward-looking, we must not only pay attention to these trends but be ready to act on them.

**The future of construction plant isn't just coming – It's already here. From autonomous machines to electric machines, innovation is reshaping how we build.**

### Automation

Autonomous machines are stepping beyond prototypes. Real-world applications like driverless shovels and dumpers were centre stage. One of the most groundbreaking developments was remote operation: Plant operatives controlling machinery from hundreds of miles away. This not only boosts safety on hazardous sites, but also opens new opportunities for centralised plant operation, which presents a plethora of other benefits including improved mental health, improved communication and collaboration.

### Electrification

Battery-electric and hydrogen-powered machines dominated the show floor. Manufacturers like Volvo CE, JCB, Komatsu, Caterpillar, and Wacker Neuson showcased everything from compact electric diggers to mid-size loaders and telehandlers. Volvo led with its world's first electric hauler, while JCB pushed its hydrogen combustion engine. These zero-emission machines are backed by growing interest in site charging infrastructure and cleaner fuel alternatives like HVO.

Electrification is no longer a niche – it's rapidly becoming the new standard, especially in urban and low-emission zones.

### Digital Platforms

Fleet managers now have dashboards that provide comprehensive insights; from fuel consumption to operator behaviour in real time. The integration of AI, IoT, and cloud platforms is unlocking smarter scheduling, predictive maintenance, and data-driven decisions.

At Bauma 2025, digitalisation wasn't just a theme – it was everywhere. Several manufacturers showcased embedded software and smart fleet tools designed to give plant owners and site managers greater visibility and control:

- ➔ Trimble and Hexagon demonstrated intuitive data tools for machine control and site positioning.
- ➔ Epiroc presented its Underground Manager 2.0, connecting drilling and tunnelling equipment in a unified system.
- ➔ Hitachi CM Europe showed off LANDCROS Connect, a platform for machine insights and analytics.

**These platforms are becoming standard for modern fleets, allowing managers to optimise operations, reduce costs and increase profitability, making companies more competitive in a rapidly evolving market.**

### Simulation and Skills Technologies

Bauma 2025 highlighted the importance of simulation and virtual training in the construction sector, enabling operators to enhance their skills in a controlled, risk-free environment. These innovations are transforming training practices, providing cost-effective ways to improve operator safety, proficiency, and overall productivity.

- ➔ Tenstar Simulation: Showcased its cutting-edge solutions designed to elevate operator safety and efficiency, offering realistic machine simulations for training in excavation, loading, and more, helping to enhance skill sets and efficiency in the field.
- ➔ Mevea: Pioneered real-time simulation with excavators fitted with electromechanical actuators, enabling the simulation of energy-efficient machinery in real-world scenarios.
- ➔ CM Labs: Partnered with elobau to demonstrate custom simulation tools for optimising skills training, resulting in improved ROI for fleet owners.
- ➔ Construction Future Lab (CFLab): Created the VR Experience Zone at Bauma, allowing visitors to engage in immersive simulations focused on robotics, alternative drive technologies, and machine digitalisation.

**These technologies are not only enhancing operator training but also driving digital transformation in construction, making workers safer and more skilled, while improving productivity across the board.**

## Intelligent Monitoring

Intelligent Monitoring also played a key role in improving training outcomes. Many exhibitors integrated real-time data from sensors and connected systems into their simulations, offering dynamic feedback during operator training. This data-driven approach allows operators to hone their skills while being monitored for safety, fatigue, and efficiency, ensuring that they are prepared for real-world, high-performance situations.

## OPPORTUNITIES FOR OUR MEMBERS

Bauma 2025 has unveiled groundbreaking technologies and innovations that can significantly enhance the capabilities, competitiveness, and sustainability of our members in the plant sector. The developments presented at the show provide several key opportunities for our members to capitalise on, helping them stay ahead of industry trends, improve operational efficiency, and embrace sustainable practices.

### Embracing Digital Transformation

With the rise of digital platforms for fleet management, telematics, and machine monitoring, our members have the opportunity to integrate these systems into their operations. These technologies offer valuable insights into equipment performance, usage, and maintenance, helping to optimise fleet management, reduce downtime, and improve profitability. By adopting digital solutions, members can also gain a competitive edge in the market, positioning themselves as leaders in innovation and efficiency.

### Sustainability and Electrification

The increasing shift toward zero-emission machinery and electric equipment is an exciting development for our members. Manufacturers like Volvo, Liebherr, and Komatsu are already leading the way with electric machinery that reduces environmental impact. Our members have the opportunity to integrate electric or hybrid machines into their fleets, which not only contributes to reducing carbon footprints but also aligns with the growing demand for sustainable practices in construction. Electrification can also result in lower operational costs, including fuel savings and maintenance expenses.

### Improved Safety with Advanced Machine Control and Monitoring

Bauma 2025 demonstrated cutting-edge solutions for machine control and safety technologies. Our members can leverage these innovations, such as Hexagon's machine control systems and Caterpillar's driver fatigue monitoring system, to enhance operator safety and minimise accidents. These technologies improve precision, reduce human error, and help prevent fatigue-related incidents, leading to safer work environments and fewer disruptions. Implementing such systems can also improve site efficiency and potentially reduce insurance costs for businesses.

### Adoption of Robotics and Autonomous Systems

Bauma 2025 showcased significant advancements in autonomous systems and remote operations, offering our members exciting opportunities to enhance operational

efficiency and reduce on-site risks. Manufacturers like Caterpillar and Komatsu are leading the way with autonomous machinery that can operate independently, reducing the need for constant operator intervention. These systems are particularly useful for tasks in hazardous environments or areas with limited access, allowing machines to operate with precision while minimising human exposure to risk.

In addition, remote operation technologies were featured prominently at Bauma, allowing operators to control machinery from distant locations, potentially even from different countries via secure, high-tech systems. This shift enables businesses to utilise skilled operators more efficiently, reducing labour costs and increasing flexibility. It also helps overcome challenges such as labour shortages, providing access to a broader pool of operators who can manage equipment from anywhere.

By adopting autonomous and remote operation technologies, our members can improve site productivity, reduce costs associated with labour, and enhance safety by removing operators from potentially dangerous environments. These systems also support the transition to more sustainable operations, as they can optimise machine performance and energy usage, further improving the overall environmental footprint of projects.

## Investing in Simulation and Skills Development

The SPOA has already made significant investments in simulation technologies, with the Tensor simulator and Trailer, providing our members with access to cutting-edge tools for training and recruitment. This system allows our members to showcase real-world scenarios to potential recruits in a safe and immersive environment. This is particularly valuable for recruitment days and school events, where the goal is to engage the next generation and inspire interest in the plant sector.

Bauma 2025 highlighted that simulation technologies are not only excellent for improving the skills of existing operators but also serve as a powerful tool for attracting young talent into the industry. As these technologies make training more accessible, engaging, and realistic, they offer an exciting way to introduce students and job seekers to the plant sector's opportunities.

By leveraging this technology, our members can enhance their recruitment efforts, bridge skills gaps, and build a pipeline of skilled workers who are ready to meet the evolving needs of the sector. It also ensures that our industry remains competitive by nurturing a highly trained and adaptable workforce.

# POLICY

## BUSINESS PROPERTY RELIEF AND AGRICULTURAL PROPERTY RELIEF

Announced without consultation in the Budget in October 2024. The plans left family farms and firms facing inheritance tax of 20 per cent on assets worth over £1million from April this year. The changes provoked a fierce backlash from family businesses and with farmers driving tractors through central London in protest.

During 2025 the SPOA responded to the HMRC Consultations, MSP & MP requests, attended lobbying meetings and were interviewed by the Press on Business Property Relief and Agricultural Property Relief changes. Our main asks were:

- ➔ Align the IHT liability with a cash crystallisation (sale/disposal) event within a 7 year period of transfer
- ➔ Remove the CGT uplift on transfer of privately owned shares - thus if the business is sold at a later date there is an increased tax liability

### In summary connect tax liability to a cash crystallisation event.

Whilst a small U-turn was announced in December 2025, raising the £1million to £2.5million, or £5million for married couples, it still leaves many of the SPOA members with uncertain future and large looming inheritance tax bills that foreign, public and investment companies do not need to pay.

**We urge all members to contact their lawyers and tax planners regarding this industry threatening tax policy.**

### Policy: Bridge Strike Prevention Group

Following the publication of the SPOA Bridge Strike Avoidance Guidance the SPOA are now part of the Bridge Strike Prevention Group hosted by Network Rail. The Group includes representatives from Department for Transport, Transport Scotland, National Highways, British transport Police, DVSA, Tesco, Menzies Distribution, Tier 1 Contractors

The SPOA guidance was launched on the SPOA stand at Scot Plant 2024 and can be downloaded from the SPOA website.

## LEGAL GUIDANCE

### SPOA Terms & Conditions

In plant hire, never underestimate the importance of a signed contract with clear terms and conditions. If something goes wrong with a customer, as it often can, a signed contract will protect you from potential losses.

As a member of the Scottish Plant Owners Association (SPOA), you have access to terms and conditions that have been specifically developed for the plant industry. They do not apply automatically and we strongly recommend that you ensure they are incorporated into any hire contract.

Graham Bell, Secretary at the SPOA and Corporate and Commercial Solicitor with Wright Johnston & Mackenzie, gives his perspective: "As a solicitor, my advice is obviously to have everything in writing and signed by all parties before hiring out any equipment. This includes the conditions of hire which the SPOA has developed for you."



## HERE ARE MY TOP TIPS:

- ➔ Accept phone orders 'subject to contract'
- ➔ Get customers to sign a Hire Agreement (a contract which incorporates the standard conditions - use the SPOA ones!)
- ➔ Email the Hire Agreement right away and ensure its signed by the customer - or use an electronic signing process (like DocuSign)
- ➔ Don't deliver the equipment until a contract is in place

**IF YOU FOLLOW THIS GUIDANCE,  
YOU WILL MAKE YOUR LIFE A LOT EASIER!**

# SUSTAINABILITY & DECARBONISATION

**With Scotland's target date for net zero emissions of all greenhouse gases to be achieved by 2045, the Scottish Plant Owners Association (SPOA) established a Working Group tasked with looking at policy, sustainability and decarbonisation to support member companies in this transition.**

The SPOA is urging the UK government to engage with industry and specifically with the companies making large investments in plant machinery. Speaking to manufacturers and Tier 1 contractors is not enough given that the vast majority of UK plant is purchased by hire companies.

The plant hire industry is very competitive and operates on low margins and industry should be informed of any changes to legislation seven years in advance. This time period is the equivalent of the use of a brand new machine out on hire. Making a choice between investing in diesel or HVO powered machinery versus electric needs to be based on information, guarantees in terms of warranty, and ideally, some form of incentive to accelerate this transition.

Below is a summary of the challenges and opportunities facing the plant industry on the path to decarbonisation.

## Red Diesel

The removal of the rebate on red diesel in 2022 increased the cost burden on member companies and in response, the SPOA has been proactive in researching alternative fuels and technology to support members in making informed decisions.

## HVO

Member companies have conducted trials using HVO as an alternative to red diesel and these have been successful. For example, the published report from the trial conducted by GAP Hire Solutions, the largest independent hire company in the UK, found that HVO is fully compatible with all existing diesel hire equipment. Furthermore, there is no need to clean the fuel tanks prior to switching, customers can just refill their tanks with HVO and continue operations with no damage to any machinery.

For many members companies, however, there are concerns around the price of HVO, which is still higher than diesel, as well as concerns around ethical sourcing.

The UK government is currently investigating claims that rather than being produced from waste sources, particularly used cooking oil or the waste sludge from palm oil production, that virgin palm oil and other non-waste materials are often being used in HVO instead. The investigation follows concerns raised by the BBC in April.

## Biofuel

Biofuel such as FAME (Fatty Acid Methyl Ester) has also been presented as an alternative to diesel, however, there is evidence that this fuel results in significant engine damage including blocked filters and fuel lines.

The SPOA has investigated the use of FAME and published advice to members.

With all alternative fuels, plant owners are looking to manufacturers to take a lead on warranties. There needs to be far greater clarity and guidance from manufacturers regarding the recommended use of alternative fuels in plant machinery.

## Electric Plant Machinery

There is still a way to go in developing electric powered plant machinery as a viable alternative. At the moment, there is a far lower utilisation of electric/battery machines over ICE engines which is also leading to the hire rate being increased. The main considerations for members regarding electric plant also include charging infrastructure, load weight and the resale market.

The nature of the industry means that machines will be out on site for extended periods of time. Not all of those sites, especially if rural, will have adequate charging infrastructure. Traditionally, the back up for industry is a diesel powered generator which of course potentially cancels out any loss in carbon emissions from using electric machinery if diesel is still used to charge the battery. Equally, many members are concerned about the potential for increased fire risks associated with lithium batteries.

Although much progress has been made with smaller plant machinery, the heavy duty machines that are required for major construction projects require such significant battery packs that it makes them unviable both in terms of the runtime as well as the load weight.

Finally, the resale market for electric plant is unknown. Typically a major plant hire business will get up to seven years out of a new machine before selling it on and reinvesting in new fleet. Not enough is known about the resale value of electric plant or indeed about the longevity of the batteries for companies to make informed long term decisions on how to invest in equipment.

## Hydrogen

There is still a way to go for hydrogen powered plant machinery to become a viable alternative. Firstly there is a very significant issue around availability of this fuel. Secondly, whilst manufacturers are suggesting that hydrogen powered machines will go officially on the production line in 2026, the SPOA believes it will be in very small volumes and certainly not in mass production due to similar challenges to electric plant.

## Plant Hire Week

**From 13 to 19 October 2025**

SPOA and SPOA members took part in the European Rental Week.

The theme of this year's Plant Hire Week is Empowering the Future: Transitions, Sustainability, People.

Plant Hire Week is an opportunity for rental companies and associations to strengthen their voice and impact by coordinating their promotional activities in order to improve the attractiveness of the industry; raise awareness of the rental concept; and promote rental as a sustainable, cost-effective and resource-efficient solution.



# WOMEN IN PLANT



The Scottish Plant Owners Association (SPOA) has established a Women in Plant working group to better represent the interests of women in plant and work towards further improving the industry and attracting more women to the plant industry.

13 members of the WiP group, including three new members, met up at Scotia Survey and Safety's office on 23rd August.

During the meeting, the following items were discussed and actions agreed:

- ➔ WiP accepted an offer from CITB to participate in an Open Doors event at the National Construction College in March.
- ➔ Following a discussion on how to make a career in plant more visible to women at every life stage, from school students to mature women seeking a career change, WiP agreed to reach out to a plant training provider with the offer to collaborate on developing a woman specific training course/ apprenticeship.
- ➔ WiP will host a Women in Plant Open Day in partnership with Sibbald Training.
- ➔ The group will plan another event in the format of a site visit, either to a manufacturer or a quarry (details TBC).

It wasn't all work during 2025, the SPOA's Women in Plant (WiP) group enjoyed a summer night out at the fairground themed venue Fayre Play in Glasgow.

Speaking about the summer meet-up, Gail McEwen, Vice President of the SPOA, said: "The whole day was just perfect. We had three members travel from Islay and Lewis to attend and they were glad they did. Everybody got on really well and friendships were made. This is so important in an industry where women are very much in the minority.

*"I'd like to thank all who made the time to participate in the discussion in the afternoon and the fairground games in the evening. Thank you to Scotia Survey and Safety for kindly giving us its meeting room."*

*"I'd urge any woman reading this and curious to find out more to reach out to me about joining Women in Plant."*

*"Oh, and well done to those that excelled at Hook a Duck and won some sunglasses, you know who you are!"*



Gail McEwen can be contacted at [gail.mcewen@spoa.org.uk](mailto:gail.mcewen@spoa.org.uk)





# CITB

**The Construction Industry Training Board (CITB) exists to ensure that there is adequate training across the construction industry.**

**It holds statutory powers to raise a Levy from construction employers, which is then reinvested back into the industry to support skills development and training.**

Every three years, the Levy requires the agreement of the industry – a process known as consensus. The consensus process ran from 17th March to 19th May 2025, and the Scottish Plant Owners Association (SPOA) appointed Research Resources to assist with gathering responses from our levy-paying members.

## **With the following exemptions:**

- 1.** Employers with an annual wage bill of less than £150,000 will be exempt.
- 2.** Employers with an annual wage bill between £150,000 and £500,000 will receive a 50% reduction on their Levy assessment.
- 3.** Only employers with an annual wage bill of £500,000 or more will pay the full assessment.
- 4.** No additional exemption schemes will apply.

## **THE RESULTS OF THE MEMBERS SURVEY SHOWED...**

**That the SPOA will continue as a levy supporting organisation for a further three years.**

Levy Proposals for 2026-2029:

PAYE payroll contribution: 0.35%

Net CIS (Construction Industry Scheme) contribution: 1.25% (for payments to self employed contractors)



## **CITB'S PLANNED INVESTMENT (2026-2029):**

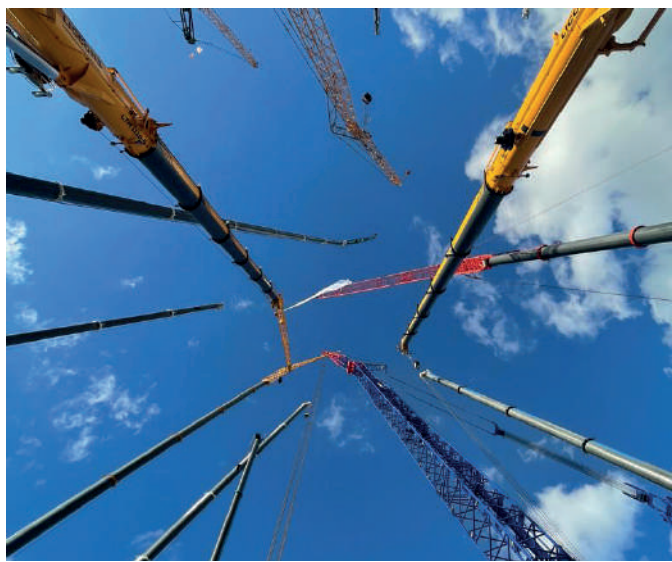
- ➔ **A total of £868 million will be invested in construction skills**
- ➔ **Enhancing the quality and reach of a national network of Training Providers**
- ➔ **Expanding support through Employer Networks and the New Entrant Support Team, to help build a strong pipeline of talent into construction.**



# LIFTING

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**SPOA joined the Scottish Civils Training Group (SCTG). This Group submitted a bid to CITB for the Industry Impact fund for increasing the capacity of Lifting Trainers in Scotland, as SPOA and others have been highlighting the shortage of plant trainers in this crucial part of the industry.**





# YOUTH SPONSORSHIP

**The Scottish Plant Owners Association (SPOA) Youth Sports Sponsorship programme to support under-16s sports clubs across Scotland was a huge success in 2025.**

Following this first year initiative the SPOA is proud to announce that we will be continuing with this community sports programme throughout 2026, with up to £1,000 awarded to a new set of clubs. The money can be used towards new strips or training tops or new equipment. With members all over Scotland, the SPOA is hoping to support youth sports teams from across the country.



Launched in his first week as President of the Scottish Plant Owners Association, David Jarvie is proud of the initiative: "The Youth Sports Sponsorship programme is entering year 2. Many of our members are involved in youth sports in their local communities in lots of different ways, from coaching to providing transport to games or providing financial support. It's often a talking point when we get together along with the lack of support for grassroots sport for young people in Scotland.

"The SPOA is ideally placed to help. We have members from Shetland to Selkirk and everywhere in between. We are asking our members to get the word out and encourage youth sports clubs in their communities to apply for funding. It can be any sport from basketball to ballet, football to ultimate frisbee. All applications will be considered."

In return for SPOA sponsorship, the SPOA requests that its logo features at the club either on the team's new kit, the youth club's website or at the grounds, clubhouse or training venue where the club is based.

**Youth sports clubs receiving sponsorship from the SPOA will feature in the SPOA's communication channels including Facebook, X, LinkedIn, website and in the Association's quarterly newsletter, The Sprocket.**

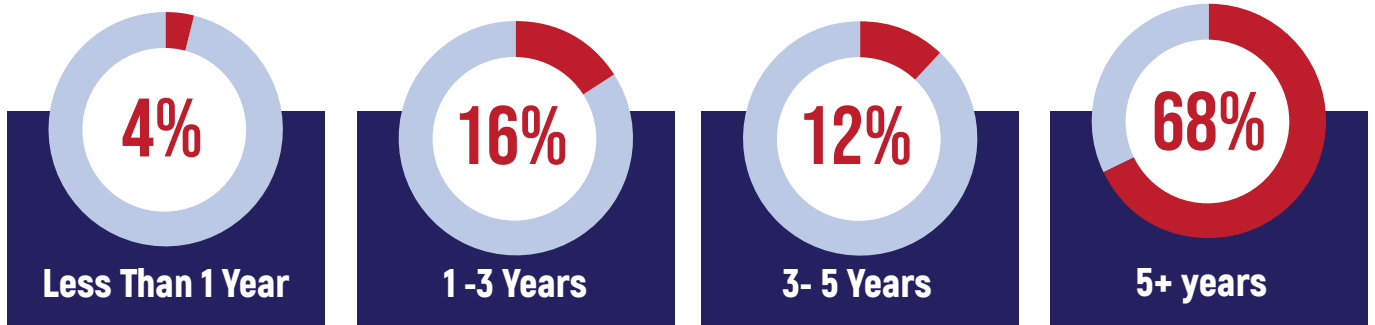


# MEMBERSHIP SURVEY

WE ASKED:

**Q1 How long has your business been a member of the SPOA?**

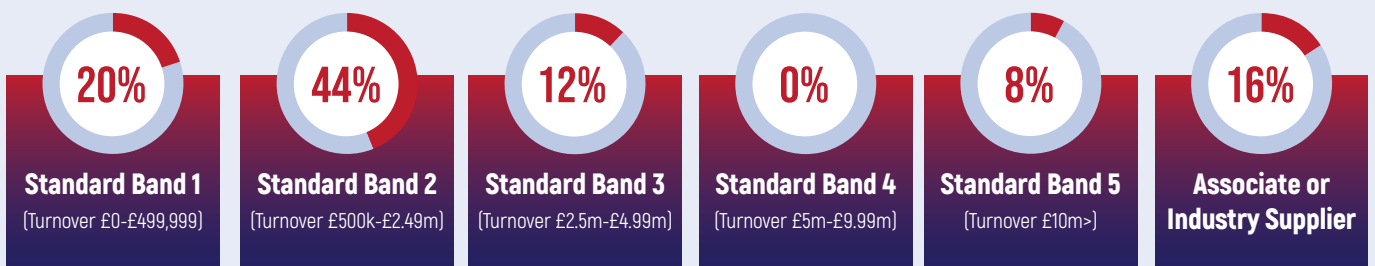
OUR MEMBERS ANSWERED:



WE ASKED:

**Q2 Which membership bracket is your business in?**

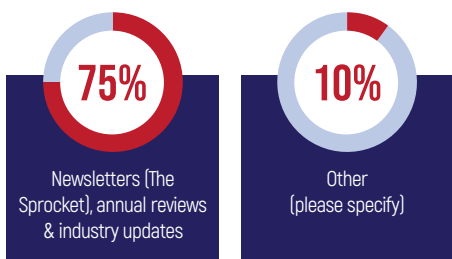
OUR MEMBERS ANSWERED:



WE ASKED:

**Q3 Which current SPOA benefits do you use?**

OUR MEMBERS ANSWERED:



**What our members said:**

"We tend to send over updates etc. for member use"

"Need to generate wider interest across our business - suggest multiple email contacts"



→ WE ASKED:

**Q4 How valuable do you find the following existing benefits?**

→ OUR MEMBERS ANSWERED:

	NOT VALUABLE	SOMEWHAT VALUABLE	VALUABLE	EXTREMELY VALUABLE	TOTAL	WEIGHTED AVERAGE
Networking opportunities & events (e.g.area meetings, social events)	23.53% - 4	17.65% - 3	35.29% - 6	23.53% - 4	17	2.59
Tenstar Plant Simulator and trailer	57.14% - 8	14.29% - 2	14.29% - 2	14.29% - 2	14	1.86
Subsidised Training Courses	31.25% - 5	25.00% - 4	37.50% - 6	6.25% - 1	16	2.19
Terms and Conditions of Hire & support on compliance & legislation	11.11% - 2	16.67% - 3	22.22% - 4	50.00% - 9	18	3.11
Business Support (e.g. HR)	52.94% - 9	29.41% - 5	11.76% - 2	5.88% - 1	17	1.71
Discounts or partner offers (e.g. Dell, Genesis OHS, Top Service)	56.25% - 9	31.25% - 5	6.25% - 1	6.25% - 1	16	1.63
Newsletters (The Sprocket), annual reviews & industry updates	5.26% - 1	31.58% - 6	42.11% - 8	21.05% - 4	19	2.79

→ WE ASKED:

**Q5 Are there any benefits you don't currently use? Why not?**

→ OUR MEMBERS ANSWERED:

"We are in a niche market with limited products. Some of the benefits are important but not totally applicable to us. HR for ourselves is also incorporated, but available within our HSE package."

**"No other services relevant."**

"The terms and conditions of hire are unpopular with our domestic clients. We don't hire out plant without an operator. Can we please have separate versions for hire with operator? They could be so much simpler and more transparent if they were just for hire with an operator. It would also be extremely handy to have a standard contract/terms for quoted jobs. We haven't used the training courses as most don't apply to us."

"There is some of the above I do not use only because I do not have a requirement, however see the value for the wider membership."

"I don't find that the benefits are they great if Im honest, the training courses don't happy often, there is not a lot of events or networking opportunities through the year compared to other memberships and i feel SPOA should be and could be doing a lot more."

**"Never needed business support."**

"Don't really use any of the benefits at the moment - haven't found anything relevant but have noted those that would be of most value to me."

"Not aware of the other benefits, we have tried to book training courses but the course has been cancelled, so we have not actually been able to use this benefit, so far!"

"I don't really use any of the benefits only the terms & conditions which I have to have for my insurance. I did contact SPOA last year, I'm still waiting on a reply."

"As an associate supplier we aren't directly involved in some of the benefits as they are more geared towards direct members. this isn't a bad thing though as we can see what the members are looking for."

**"We don't use the terms and conditions, we use nationally recognised conditions from customers north and south of the border."**

"I don't use any of the benefits really because I don't require them, other than the hire terms & conditions as I need them for my insurance."

→ WE ASKED:

**Q6 What additional benefits or services would you like the SPOA to offer?**

→ OUR MEMBERS ANSWERED:

"Question and answer facility to help with questions that relate to members or work covered by SPOA."

**"Working groups on key issues, e.g low bridge strikes."**

"As above - standard contract for quoted work and separate terms and conditions for hire of plant with operator."

"Not sure, but more support for smaller business. Support in Dumfries & Galloway. It's always central belt & above."

"More networking events. Better communication overall from SPOA. More training options, the hire controller one looks great, maybe some more dates for this, and other training options too."

**"I feel that the current SPOA offers should be promoted more."**

"Bigger presence at trade shows."

**"More** info on website re compliance/legislation etc."

"More support where **terms and conditions** are utilised such as **legal support.**"

**"More structured networking events"**

"An up to date schedule of rates."

"Not sure, just better support for companies in Dumfries & Galloway none of the events or meetings are ever down this region."

"I think cyber services will be useful. this is something we can help with if needed with our cyber security services. they are becoming very popular in other sectors we work i

"Assistance with recruitment techniques, stats for industry eg **staff attrition/ LOS, revenue, no of people employed.**"

→ WE ASKED:

**Q7 Are there specific topics, issues, or areas of support you'd like the SPOA to focus on more?**

→ OUR MEMBERS ANSWERED:

"Possibility of meeting other members over a couple of hours, without any actual big costs (No dinner). Starting with a short 15-20 minute presentation from a member, followed by drinks and a chat. If people want to stay longer, then that's fine."

**"Operational efficiency in the rental industry."**

"Financial planning, taxation advice for small and also large business. Advice on cash flows borrowing and the benefits of both."

"I think overall improvement would be fair to say would be the first think, better communication, members to be more involved, and members first to be the attitude of the committee/board."

"Theft and subsidised self-employed benefits towards training."

"More terms and conditions training sessions - facilitated by SPOA."

"Attracting more young people into the industry/giving the industry more appeal to a wider workforce. showing the industry to be more innovative and forward thinking. Promoting ideas around sustainability, and lobbying local /national government for support in transitioning the industry towards net zero."

"Sample/template policies to support HR / Legislative Compliance. information on environment and sustainability."

**"Staff and recruitment issues. Lack of staff throughout the industry."**

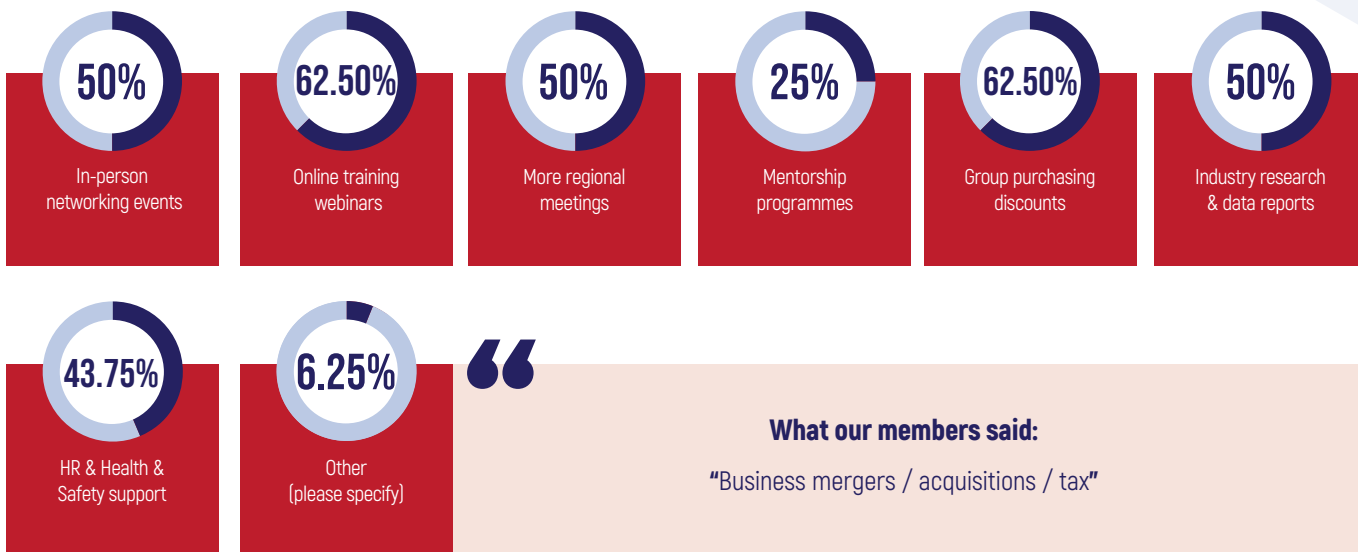
"Employment Rights Bill is huge for all businesses at the moment. again, happy to offer up info, fact sheets, webinars, etc. we can provide you **with as little or as much H&S/HR content as you think would be useful.**"

**"There is no specific topic, but where the UK Government is trying to change legislation that effects the industry, the SPOA should always be address this and provide support & guidance to members."**

→ WE ASKED:

**Q8 Which current SPOA benefits do you use?**

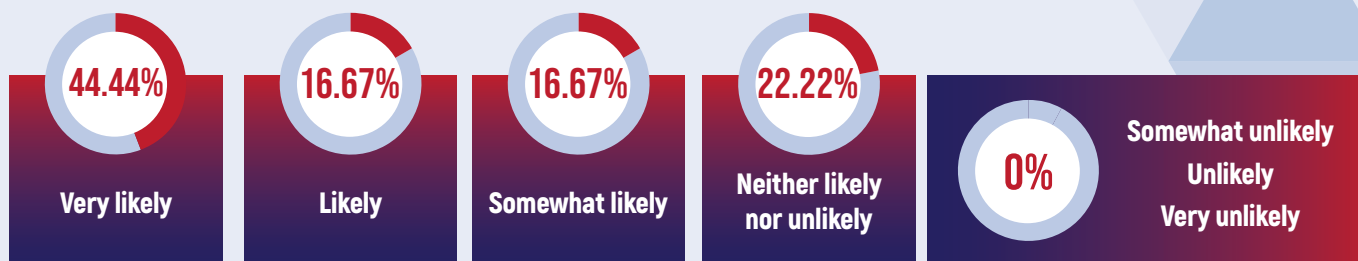
→ OUR MEMBERS ANSWERED:



→ WE ASKED:

**Q9 How likely are you to recommend SPOA membership to others in the industry?**

→ OUR MEMBERS ANSWERED:



→ WE ASKED:

**Q10 Any other comments or suggestions?**

→ OUR MEMBERS ANSWERED:

**“We need to look at different approaches to marketing to encourage and retain new and existing membership.”**

**“Happy to discuss provision of anything H&S/HR/ISO/ Cyber related”**



**THANK YOU FOR YOUR FEEDBACK**

The SPOA greatly appreciates the time and words of each member who completed the survey

# MEMBERS DIRECTORY



## 2020 Plant Hire

The Old Ferry Inn, Ferry Road, South Alloa, FK77LF

## 3b Construction

Barnkirk Depot, Barnkirk, Newton Stewart, DG8 6QD

## A & L Stronach Ltd

Units 15/16 Thainstone Ind Park, Camiestone Rd, Inverurie, AB51 5GT

## A. & J. Mackie Plant Hire Ltd

The Pines, Bandle, Alford, AB33 8HD

## A. Maxwell Plant

Unit 2, Torram Gorm Industrial Estate, Oban, PA34 4PA

## A. Smeaton Plant Hire

Valleyfield, Tulloes, Letham, DD8 2NE

## A.A. Stewart Ltd

9 Towerhill Road, Inverness, IV2 5FH

## A.F. Ross & Sons

Ladywell Avenue, Grangestone Ind. Est, Girvan, KA26 9PF

## AB 2000 Ltd

95 Westburn Drive, Cambuslang, Glasgow, G72 7NA

## ACB plant Hire Ltd

3 Hungladder Kilmuir, Portree, IV51 9YT

## AFP Construction (Bishopton) Ltd

79 India Drive, Inchinnan, Renfrewshire, PA4 9LF

## AGS Steel Erectors Ltd

Block E6, North Caldeen Road, Coatbridge, ML5 4EF

## AMD Contract Services Limited

1 Old Irongray Road, Lochside, Dumfries, DG2 0BJ

## AMK Plant & Tipper Hire Ltd

28-40 Inaclete Road, Stornoway, Isle of Lewis, HS1 2RN

## Access Only

39 Rowan Crescent, Ayr, KA7 3NA

## Access Plus Scotland Ltd

Annickbank Campus, Annickbank Road, Irvine, KA11 4LF

## Akro Plant Ltd

Akro Multihire, Houston Industrial Estate, Livingston, EH54 5EX

## Alexander I. Thomson

Newton Farm, Pitfodells, Cults, AB15 9PT

## Andrew Davie

Eastfield Business Park, Newark Road South, Glenrothes, KY7 4NS

## Andrew Sinclair

Hatston Industrial Estate, Kirkwall, Orkney, KW15 1RE

## Angus Mackay & Sons Ltd

60 Coll, Back, Stornoway, Isle of Lewis, HS2 0LR

## Angus Mini Digger Hire

3 Courthill Cottages, Inverkeilor, Arbroath, DD11 4UX

## Arb Hire Scotland Limited

Unit 4, Block 9, Muirhead Park, Mitchelston Industrial Estate, Kirkcaldy, KY1 3PE

## Atlas Winch & Hoist Services Ltd

Old Station Yard, Station Road, Biggar, ML12 6DQ

## Aurora Energy Services Ltd

31 Telford Street, Wick, KW1 5EQ

## B.Peace Plant Hire

Westside Of Forglen, Turriff, Turriff, AB534JF

## BAM Site Solutions Ltd

Plant Depot, Glasgow Road, Kilsyth, G65 9BL

## Barraston Contracts Ltd

10 Barraston Holdings, Torrance, Glasgow, G64 4DW

## Bedrock Plant Hire Ltd

Waterbank Farm, Westerfield Road, Carmunnock, G76 9HS

## Billy Miller Contractor & Plant Hire

1 Chanonry Street, Elgin, IV30 6NF

## Blackwood Plant Hire Ltd

Dunlop Road, Stewarton, KA3 3DX

## Blue Machinery (Scotland) Ltd

9 Craigleith Road, Broadleys Business Park, Stirling, FK7 7LQ

## Boyd Plant Hire

17 Cameron Crescent, Carmunock, KA18 3TA

## Brown Plant Hire Limited

P.O. Box 26129, Kilmarnock, Ayrshire, KA2 0WW

## Bruce Plant Ltd

Spring works, High Street, Inverbervie, Montrose, DD1 0ORW

## Bryan Contractors (Blairgowrie) Ltd

Drumloch, Wester Essendy, Blairgowrie, PH10 6RA

## Built Environment Support and Training Ltd (Trading name: Setting Out For Construction)

272 Bath Street, Glasgow, G2 4JR

## C D Mercer Limited

Ledaig, 2 Fairview, Luncarty, Perth, PH1 3HS

## CC Services Groundworks Ltd

Yard, Willow Park, Tarbert, Isle of Harris, HS3 3BL

## CHAP Group Ltd

CHAP Group (Aberdeen) Ltd, Enterprise Drive, Westhill, AB326TQ

## Caledonia Crane & Plant Hire Ltd

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## Caledonian Site Services Limited

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## Cameron Plant Services

Unit 11, Baxters Industrial Estate, Muir of Ord, IV6 7UF

## Campbell Plant Lochaber Ltd

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## Carrison Plant Hire

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**Caskie Limited**

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**Celmisa (Plant Hire) Ltd**

Caplaw Farm, Caplaw Road, Neilston, G78 3AN

**Central Environmental Ltd**

Raithhill Farm, Coylton, Ayr, KA6 6HH

**Charles Davidson & Son Ltd**

Markethill, Dundee Road, Coupar Angus, PH13 9HB

**Chas Foster Plant Hire**

74 Acredales, Haddington, EH41 4NU

**Chisholm Contractors Ltd**

The Stables, Cannich, By Beauly, IV4 7NA

**Container Hire Services Ltd**

130 Blochairn Road (East Yard), Blochairn, Glasgow, G21 2DU

**Creel Maskina Ltd**

123 Balmacaan Road, Drumnadrochit, Inverness, IV63 6UY

**Cromarty Firth Port Authority**

Port Office, Shore Road, Invergordon, IV18 0HD

**Cross Civils & Construction Services Ltd**

12 Dunkeld Street, Aberfeldy Business Park, Aberfeldy, PH15 2DA

**Currie Contractors Cullen Ltd**

Bonnyview, Lintmill, Cullen, Buckie, AB56 4TA

**D Geddes (Contractors) Limited**

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**D N Munro Plant Hire Ltd**

Seanmhairain, Ault-Na-Chruinne, Glenshiel, Kyle, IV40 8HN

**D.A. MacDonald (Contractors) Ltd**

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Francis Croft, Newmill, Keith, AB55 6XE

**D.R. Plant Hire Ratho Limited**

10 Craigpark Crescent, Ratho, Midlothian, EH28 8RN

**DS Steel**

5 Stonebyres Mews, Broxburn, EH52 6FA

**Davidson Land Services Ltd**

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**Deeside Road Construction Limited**

Buttercup Brae, Hillhead, Kincardine O' Neil, Aboyne, AB34 5AU

**Dow Group Limited**

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**Drumclog Plant**

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**Dunbar Plant Limited**

Tigh na Blair, 12 Ballencrieff Holding, North Berwick, EH39 5AU

**Duncan Mackay & Sons Ltd**

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**Duncan Plant Hire Ltd**

Gatehead Farm, New Cumnock, Ayrshire, KA18 4NU

**Duncan Rogers (Engineering) Ltd**

396 Hillington Road, North Cardonald Ind Est, Glasgow, G52 4BL

**EDM Plant Hirer & Contractors Ltd**

Yulara, Glencruitten, Oban, PA34 4QA

**EMN Plant Ltd**

Sella Ness, Graven, Shetland, ZE2 9UP

**Eagle Recycling**

New Thistle House, Lochview Industrial Estate, Lochgelly, KY5 9HG

**Enviroclean (Scotland) Ltd**

8 Hawbank Road, East Kilbride, G74 5HA

**Equipment & Plant Services Ltd**

13 New Endrick Road, Killlearn, Glasgow, G63 9QT

**Ewen J Fraser**

16 Ewen Place, Macduff, AB44 1RT

**Exacta Concrete Flooring Ltd**

Station Yard, Station Road, Strathaven, ML10 6BE

**Falls Plant**

10 Auchenwynd, Maybole, KA19 8LJ

**Field & Forest Machinery Ltd**

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Broomhouses Industrial Park, Boreland Road, Lockerbie, DG11 2RF

**Fitzsimmons Plant Hire Ltd**

28 Rose Bank Crescent, Ayr, KA7 2SS

**Force One Limited**

Craighead Ind. Est., Whistleberry Rd, Blantyre, G72 0TH

**Forsyth of Denny Limited**

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**Foundation Solutions HV Ltd**

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**Fraser Tool Hire Ltd**

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**GAP Group**

Carrick House, 40 Carrick Street, Glasgow, G2 8DA

**GJ Services**

Woodlands, Clola, Peterhead, AB42 5AA

**GMK Plant Hire**

Dunkessen View .Crow Road. Fintry, Glasgow, G63 0XJ

**Gardner Plant Ltd**

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**Generator Hire Solutions Ltd**

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**George Burns Plant Hire Ltd**

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**George Russell Construction Ltd**

Lesliepark House, Headswood, Denny, FK6 6BW

**Gordon Bow Plant Hire Ltd**

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**Gordon Ingram Plumbing & Heating**

Tom-an-air, Largue, Forgue, AB546HS

**Gordon McLeod Plant Hire Ltd**

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**Grantown Smiddy**

5 Woodlands Industrial Estate, Woodlands Terrace, Grantown-On-Spey, PH26 3NA

**Hunts Plant Ltd**

Dalquhandy Farm, Lesmahagow, Lanark, ML11 0HN

**Hebridean Plant Ltd**

4 Moorpark, Marybank, Isle of Lewis, HS2 0EL

**Hermiston Plant Hire Ltd**

East Hermiston Farm, Currie, Edinburgh, EH14 4AJ

**Highland Mini Crushers**

The Old Workshop, Smithon, Inverness, IV2 7NL

**Highsparks**

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**Hillhouse Quarry Group Ltd**

Hillhouse Quarry, Troon, KA10 7HX

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**I.B. Aitchison & Son Limited**

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**Iain Cowie Plant Hire & Groundworks Ltd**

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**J L Brodie**

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**J Todd Plant Services Ltd**

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**J. & M. Murdoch & Son Ltd**

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**J. Currie t/a JCH Plant Hire**

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**J. Smart & Co. (Contractors) Plc**

28 Cramond Road South, Edinburgh, EH4 6AB

**J.D. Lamont Ltd**

82 Alexander Avenue, Eaglesham, Glasgow, G76 0DW

**J.G. Martin Plant Hire Ltd**

25 Robert Street, Glasgow, G51 3HB

**J.K.R. Contractors Ltd**

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**J.M. Dewar Plant Contractor**

Broich Road, Crieff, Perthshire, PH7 3RT

**J.R. Gladstone & Sons**

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**JJ Agri Plant Ltd**

15 Wester Balmanno Way, Marykirk, AB30 1TE

**JLW Solutions Ltd.**

Walkmill Farm, Charlestown, Dunfermline, KY12 8JU

**Joe Allan & Sons Plant Hire**

Cairneach, Stirling road, Drymen, G63 0AA

**JT Plant Ltd**

Hillside Farm, New Trows Road, Lesmahagow, ML11 0JS

**James A. Forbes Plant Hire**

The Old Farmhouse, Rettie, Banff, AB45 2AA

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46 Kenley Road, Renfrew, Glasgow, PA4 8YW

**Jamieson Plant Hire & Contractors**

24/26 Kirkoswald Road, Maybole, KA19 7DX

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**John Gunn & Sons Ltd**

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**John M. Paterson Ltd**

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**K.R. Services & Solutions Ltd**

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**K.T. Montgomery Plant Hire Ltd**

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**Kingdom Plant (Scotland)Ltd**

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**LAS Plant Hire Ltd**

29 Lotland Street, Longman Industrial Estate,  
Inverness, IV1 1ST

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Tarras Stables, Moffat, DG10 9QS

**Leask Marine Ltd**

6 Crowness Road, Hatston Industrial Estate,  
Kirkwall, KW15 1RG

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35 Inchmuir Road, Whitehill Industrial Estate,  
Bathgate, EH48 2EN

**Lifting Logistics Crane Hire Ltd**

Carlisle Road, Chapelhall, Airdrie, ML6 8RL

**Loc Hire Ltd**

155-175 Glasgow Road, Longcroft, Bonnybridge, FK4 1QY

**Luce Bay Plant Hire Ltd**

Droughduil, Dunragit, Stranraer, DG9 8QA

**Luddon Construction Ltd**

Balmore House, 1497 Balmore rd, Glasgow, G235HD

**M & J Ballantyne Limited**

24 Shedden Park Road, Kelso, Roxburghshire, TD5 7AL

**M3 Plant Hire Scotland Limited**

24 Carlyle Avenue, Glasgow, G52 4XX

**MAM Contracting Ltd**

The Office, Templemill Farm, Crieff, PH7 4HL

**MacInnes Brothers Ltd**

Uachdar, Benbecula, Western Isles, HS7 5LY

**Malcolm Construction Services Ltd**

865 South street, Glasgow, G140BX

**Marshall Construction Ltd**

The Whins, Alloa, Clackmannanshire, FK10 3TA

**Matt McNally Plant Hire**

99 Kennedy Wat, Airth, FK2 8CG

**McDougall Plant Limited**

Furan, Sittenham, Ardross, IV17 0YD

**McFadyens Contractors (Campbeltown) Limited**

Glebe Street, Campbeltown, Argyll, PA28 6JJ

**McIntosh Plant Hire (Aberdeen) Ltd**

Birchmoss Plant & Storage Dep, Echt, Westhill, AB32 6XL

**Mellex Group Ltd**

Old Hydro Buildings, Glenburn Rd, Ardrishaig, PA30 8EU

**Miller Plant**

North Lurg, Midmar, Inverurie, AB51 7NB

**Morris Leslie Plant Hire Ltd**

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**Mouse Valley Plant Ltd**

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36 Mellon Charles, Aultbea, Ross-shire, IV22 2JL

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**Peterson (United Kingdom) Ltd**

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Leckie Drive, Allanshaw Industrial Estate,  
Hamilton, ML3 9BG

**R S Duncan (Plant Hire) Ltd**

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**R. Tough Plant Hire Ltd**

Croftfoot Farm, Tupps Road, Yieldshields, ML8 4QX

**R.J. McLeod (Contractors) Ltd**

2411 London Road, Glasgow, G32 8XT

**RJT Excavations Ltd.**

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Lochgelly, KY5 8LL

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66 Mayfield Industrial Estate, Dalkeith,  
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30 Overwood Drive , Glasgow, G445SG

**S & A Shanks Ltd**

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**SD Clark Planthire & Groundworks**

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**SD Services & Plant Hire Ltd**

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**Sibcas Limited**

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1 Wallace Avenue, Wallyford, EH21 8BZ

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**Stewart Plant Hire Ltd**

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Musselburgh, EH21 8PD

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**Thomas Muir (Haulage) Ltd**

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**Track Plant Ltd**

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**VP PLC**

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**W.Barr Construction Services Ltd**

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**WNB Plant Limited**

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Dumfriesshire, DG12 6RG

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**Ward Plant Ltd**

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**Warnock Plant Hire Ltd**

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Dumbarton, G82 2RN

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### **JCB Insurance Services Ltd**

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### **Simply Asset Finance**

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### **Hitachi Construction Machinery UK**

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### **Magni Telescopic Handlers UK Limited**

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Poole, BH16 6LG

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Ringwood, BH24 3PB

### **Molson Scotland Ltd**

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### **Rhinowash Ltd**

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17 burleigh Gardens, Cambuslang, Glasgow, G32 8YL

### **Services Machinery & Trucks Ltd**

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### **Spartan Solutions Ltd**

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### **Torquer Lifting Solutions Ltd**

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### **Tracto-Technik UK Ltd**

10 Windsor Road, Merchant place, Mitchelston industrial  
estate, Bedford, MK42 9SU

### **Wacker Neuson Ltd**

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### **Wirtgen Limited**

Wirtgen Group House, Overfield Park,  
Godfrey Drive, NC24 2UA

### **Wm W.M. Rose & Sons Ltd**

Lamancha, West Linton, West Linton, EH46 7BD







## SCOTTISH PLANT OWNERS ASSOCIATION

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