

People Power

In early 2012 the then Director of Westminster Building Services Ltd. announced he was planning to retire. Three senior staff members decided this presented an opportunity - one they would be willing to invest in. Westminster had a great reputation and the team had forged strong relationships over the many years they had worked together. A deal was struck and by the end of the year the business was transferred into the hands of its staff. This time they decided to do it their way.

John Wharfe, Westminster Building Services Ltd's Director, explains: "It would have been an awful shame to

lose an experienced and dedicated team of staff and see all we'd achieved over the years go to waste. Rather, we wanted to build upon those foundations and expand the business."

John and the co-owners, Company Secretary, Ellen Clark, and Contracts Manager, Martin Flay, were determined to make major changes. Staff development was the first priority, all now have access to regular training opportunities and are CSCS card registered. An apprentice scheme has also been put in place.

Next was to secure Health and Safety accreditation, the company became a

CHAS Principle Contractor in May 2015. Now the focus is upon business growth, Westminster has recruited a business development manager and has also taken steps to grow its online presence, which includes a new website and a clearer brand identity.

John concludes: "There's much to consider in managing an SME, having to fit in everything from pensions and compliance with the demands of being a working Director was a steep learning curve. No one ever said it was going to be easy though! I feel an enormous responsibility to our staff and clients, but equally it's a privilege and we're certainly enjoying doing it on our terms!"

Westminster Building Services Ltd.

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Tel: 01372 272492

Email: info@westminsterbuildingservices.co.uk

www.westminsterbuildingservices.co.uk