

Scrapbook

A newsletter from the British Metals Recycling Association: Run by members for members

BMRA celebrates 100 years in metals recycling with celebration book

This is a year of celebration for the BMRA and its members. 100 years ago, the National Federation of Scrap Iron and Steel Merchants, a predecessor of one of the bodies that formed the BMRA, was established to address changes after World War I that were to significantly increase the impact of government on business.

In the following years, several different trade bodies representing different metal types (ferrous and non-ferrous) and areas in the UK were set up. BMRA itself was formed in 2001 when the British Secondary Metals Association and the British Metals Federation merged in order to better serve the rapidly changing industry.

Since those early days in 1919, the industry has faced a host of socio-economic, historical and legislative events, including; the Great Depression; the national salvage campaign of WW2; the Scrap Metal Dealers Act 2013 and the Air Weapons Licensing (Scotland) Act 2015; and, of course, Brexit.

A book celebrating the BMRA's centenary, will be available exclusively to attendees of the Annual Dinner on 22 November, before a copy is sent to each site in membership the following week.



family roots that we are all passionate about our industry and all the more determined to succeed. While our ancestors may not have entered the metal recycling industry to save the planet, we as recyclers are an essential ingredient in the circular economy, preserving finite resources for future generations, and that is something we can all be proud of."

Members will be able to purchase additional copies of the book after the Annual Dinner. Email kate@recyclemetals.org to register your interest.

Good news concerning ELV flame retardants

In the summer, research by the Industry Council for Electronics Recycling (ICER) indicated that certain types of WEEE/WEEE-derived plastics contained very high levels of certain persistent organic pollutant (POP) flame-retardants. These findings triggered a 'hazardous waste' designation for affected WEEE categories and/or plastic fractions.

Cont. page 3



Published in partnership with Environmental Media Group, the publisher of *letsrecycle.com* and the organiser of the MRE and CARS events, the 112 page book includes interviews with current members and past presidents, as well as photo spreads to take you on a trip down memory lane.

As part of her welcome, BMRA President Susie Burrage said: "Most of us metal recyclers, from SMEs to multinationals, are descended from family businesses. I think it is because of these

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A word from the CEO



James Kelly with Adrian Dodds of Sackers Ltd

in turn to now commence the national study on the waste classification of metal shredder residues. This is now close to launch and I'm grateful to all those members who recognised the threat to the industry posed by a potential hazardous classification and collectively committed funding to the significant testing programme that we hope will produce the requisite evidence to refute that threat. We will be acknowledging them all by name at forthcoming events and in relevant literature; it takes a strategic vision and sense of community to dig deep and support such outlays when the market conditions are already challenging. We will keep members updated on progress with this project throughout 2020.

The problem of lithium-ion Batteries is following hot on the heels of these challenges and is a looming headache not least for the inherent risk of fires, so I would urge all members to respond to the short survey on page 3, so we can obtain an accurate picture of the risks from this technology.

The spate of thefts from member yards seems to have continued or even accelerated over the last quarter, with an increasing focus on stealing catalytic converters. One member has now suffered three attacks, no doubt prompted by the recent and sudden 75% - 110% increase in the value of their Platinum Group Metals component elements. Whilst car manufacturers strive to adopt more secure-by-design principles, in the shorter term BMRA members are following enhanced due diligence checks to spot any stolen

converters that might be presented to their yards. These are highlighted in our feature on cat thefts on page 10, and we continue to work with affected police forces and other potential outlets for such high value items to prevent further losses and illegal sales.

Thankfully, it's not all 'doom and gloom' in the industry, and optimism holds sway among practitioners who have seen such business cycles before. Scrap metal, as a secondary raw material, will have a durable appeal, and enduring value.

Networking events of course offer another great way to keep abreast of industry developments, forge new trading opportunities, and help overcome the current pressures on demand and prices. I look forward to seeing you at the industry's foremost networking event, our Annual Dinner in London on 22nd November.

Finally, many thanks to AMCS (Recy Systems) for supporting this issue of *Scrapbook*.

james.kelly@recyclemetals.org



James Kelly with Terry Lackenby of Imperial Metal Recyclers Ltd

Check your junk email

Are you getting your email bulletins from the BMRA? The BMRA send out regular information to members via email covering a host of subjects including Brexit, events, legislative and technical updates, metal theft alerts, training, newsletters, and much more.

If you or your colleagues are not receiving these emails, you could be missing out on vital information that is pertinent to the running of your business.

To check who receives the emails for your business, get in touch with Kate on 01480 455249 or kate@recyclemetals.org.



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The Environment Agency hypothesised that given many of the same plastics are used in vehicles, ELV may remain hazardous waste even after depollution.

The issue was discussed at a meeting of BMRA shredder operators where the impacts of a 'hazardous waste' designation for depolluted ELV were considered. Given the potential for widespread disruption at ATFs and shredder sites, it was agreed that BMRA should carry-out an initial assessment of ELV/ELV plastics to determine whether a 'hazardous waste' status was likely for depolluted ELV. Consequently, the BMRA Board agreed to fund a study and waste consultancy WRC Ltd was appointed and a report, based on theoretical calculations and handheld XRF analyses of several ELV, was produced. Members can obtain copies of this report entitled 'An investigation into the presence of brominated flame retardants in automotive components via the members' only area of the BMRA website.

The report concluded that only small, lightweight components, such



as cable tubes, other electrical casings and parts of the upholstery contained antimony and bromine (indicators for the possible presence of POP substances) at higher concentrations. Larger plastic components, such as bumpers, dashboards and large components in the engine were generally free from antimony and bromine. Based on these findings, together with the desk-based research, it was concluded that the overall flame-retardant concentration in the total plastics of a car would be below any hazardous waste threshold.

These findings were presented to the Environment Agency in October and BMRA is pleased to report that on the 31 October we received the following written statement from a senior official: "We accept that the WRC report bears out what we had suspected was the case, i.e. the mass of POP BFRs and antimony trioxide in the plastic remaining on a depolluted ELV is unlikely to be high enough to render the vehicle a 'hazardous waste' or 'POPs waste'. As a result, we are content to continue to regard ELVs depolluted in accordance with ELV Directive requirements and guidelines as non-hazardous waste."

This acceptance clears the way for BMRA to progress the national study on the waste classification of metal shredder residues. This wider study is expected to commence soon with further information expected in future editions of *Scrapbook*.

howard.bluck@recyclemetals.org

Lithium ion battery fires

As part of the work being undertaken by the WISH Lithium Ion (Li-ion) Battery subgroup, and with questions being posed by Defra, we would be grateful if you would answer the questions below and send them to antonia@recyclemetals.org.

We are using the data to develop an industry-wide picture of the impact Li-ion batteries are having on this sector, which will be added to the wider waste sector data. Please note, the individual data will

be treated in the strictest confidence and will not be shared outside of the Association. Please provide the following:

- Number of sites
- Total number of fires
- No of fires caused by Li-ion batteries
- No of fires suspected to be caused by Li-ion batteries
- No of fires of undetermined cause
- Average cost/Li-ion battery fire.



News in Brief...

BMRA has responded to the news that the UK had missed the ELV recycling and recovery rate in 2017 in *Let's Recycle*. Newly released European Commission data reveals that the UK achieved a rate of 94.1% in 2017, up from 92.2% the previous year. Despite the rise, this falls short of the 95% overall target the EU has set.

BMRA's Howard Bluck reiterated that the rates fell below targets because of the change of vehicle weight. He added: "A further future challenge for the sector will be the shift from conventionally fuelled to hybrid electric to fully electric vehicles. Through our membership of the ferrous recovery and recycling branch of EuRIC, we are preparing to respond to the recently launched consultation reviewing the ELV Directive. We will propose ELV collection rates to help combat the illegal trade in ELV."

"We will also use the opportunity to call for a revised definition of an ELV; strengthening the CoD system (with the last owner remaining responsible for a vehicle until a CoD is issued i.e. to compel them to use only properly approved treatment facilities); improved registration and de-registration system to reduce 'leakage' in the system and; legal certainty on the relationship between waste and chemicals legislation, especially as it relates to legacy chemicals/additives." www.letsrecycle.com

BMRA has also responded to the Ferrous price drop in MRW. A slump in demand for finished products is hitting the ferrous metal sector hard, with yards reporting big falls in the price of scrap - some by as much as 50% during September.

While prices always move in cycles, traders have talked to MRW of prices "collapsing" and "turmoil in the market". Some say Brexit is playing a part, while others attribute the shift to much lower demand for finished products.

BMRA's Howard Bluck said: "Inter-merchant prices have fallen significantly in recent days with members reporting price reductions of around US\$50 a tonne on bulk grades, with further significant drops in consumer delivered prices. Availability of scrap is reported to be down by up to 30%. With the continued uncertainty surrounding Brexit and a comparatively weak pound (sterling) against the dollar, UK scrap should be an attractive proposition."

"However, our main export destinations (such as Turkey and India) continue to struggle to sell finished products: this has resulted in lower prices making our margins harder to maintain." www.mrw.co.uk

Ward has invested £1.25 million in four new material handlers from BMRA service member, Liebherr. The purchase of four Liebherr LH40 M will support the increase of material at Ward sites, improving processing times.

Sackers has secured a contract with UK Power Networks, Britain's biggest electricity distributor. The deal covers the removal and disposal of scrap metal and cable for recycling in London and all sites in the South East.

Frank Kelbie Ltd., based in Dundee, has moved to a new site at Heron's Lane, Lochee, having been at its previous location in Milnbank Road for over 70 years. Four generations of the family have worked for the family-run business.

EMR Metal Recycling, has partnered with the UK's largest electrical retailer, Currys PC World, to launch a new recycling initiative in UK schools. Aimed at tackling the millions of old tech and metal waste stored in UK homes, 'Recyclabots' is a free schools education programme aimed at Key Stage 2. It teaches children about recycling, why it is necessary and how it benefits the planet, whilst rewarding schools with Currys PC World vouchers for recycling old tech and metal waste through the programme.

BMRA is sad to report the passing of Colin Bradford Nutter, on 1 October 2019. He was a past President of the old NWSMA and National President of BMF in the early 80s. Colin started in the industry as a young man with R Taylor & Sons of Bury, later taking over the company after Dick Taylor retired. He was a pioneer of deep sea cargos, loading the first 40 K tonner from Salford Docks in the early 60s. He will be sadly missed by all who knew him.

About Scrapbook

The newsletter for members of the British Metals Recycling Association (BMRA).

Send your news and ideas to:
Kate Magill: kate@recyclemetals.org
Antonia Grey antonia@recyclemetals.org
Or give us a call on: 01480 455249

Scrapbook can also be viewed online:
www.recyclemetals.org/login.html

British Metals Recycling Association
5 Ramsay Court
Hinchbrook Business Park
Huntingdon PE29 6FY © 2019 BMRA

Metals recycling features on the BBC's Cbeebies

BMRA member and metals recycler S Norton & Co has featured in an episode of the popular Cbeebies preschool show, *Maddie's Do You Know?*



Filmed at S Norton's Bankfield depot in Liverpool, the episode, hosted by Maddie Moate, followed a car's journey as it was transformed into shredded scrap metal ready to be exported across the world.

Preschoolers and younger viewers saw how a car has oil and petrol taken out of it on the depolluting rig, before it makes its way through the shredder and to the dockside. Even Maddie's famous camera got a ride on a 360-grab showing a close up of metal being put into the shredder.

A representative from S Norton said: "We were pleased to welcome Maddie Moate and the crew of *Maddie's Do You Know?* to our Liverpool depot. It was a good to be able to demonstrate the importance of metals recycling to the younger generation. 95 % of a car is recycled, not just the metal, the plastic too! Metal is 100% recyclable and programmes like this are an excellent way for children to be educated in recycling, encouraging them to recycle more."

Keep updated on Brexit

It may have been delayed again, but there is still Brexit advice available from a number of sources on the members' area of the BMRA website.

Thank you to all of the members that attended the Brexit presentation in Huntingdon hosted by David Wilkinson of BEIS. He talked about the uncertainty and the areas that members' could look into to be as prepared as possible to leave the EU, particularly in regard to export and material classification.

Should you wish to ask David any questions, please email admin@recyclemetals.org, and we will do our best to get them answered.

BMRA's employment and business partner, Croner, continues to send us updates in regard to employment law and employing EU workers.

The CBI has been preparing for the possibility of no deal for some months now, not just providing guidance for businesses to prepare in advance, but to plan for how it will support members if no

Brexit deal is agreed.

You can help prepare your supply chains today. The CBI published a newly updated no deal preparations hub. This resource is designed to help businesses of every shape and size prepare for no deal. The materials on the hub - including podcasts, checklists and short briefings - are based on the latest no deal preparations made by the UK and the EU. It also includes best practice from companies across different sectors and covers a range of areas that matter to business.

This resource is available to all businesses - including non members - so please do share the link with your customers and supply chain. The hub will be updated throughout November and December as new guidance emerges from the EU and the UK. www.cbi.org.uk/no-deal-preparations-hub

Regular updates will appear on the members' area of the website: www.recyclemetals.org/my-bmra/brexit-updates.html

Public affairs update

With the General Election set for 12 December and Brexit delayed until 31 January we have now entered what is known as 'purdah', that period of time when Civil Servants should be continuing government business but often enter that frustrating state of being in 'listening mode' for fear of transgressing the rules.

Concerningly, with government business on hold, it will be hard to further share our concerns about the Environment Bill. As it passed the second reading in parliament, albeit in the face of widespread criticism from MPs, it was due to move to Committee stage where it would have been scrutinised and perhaps amended. However, when this will happen is yet to be announced. Given that there is no certainty that we will have the same Secretary of State at Defra, the makeup of the Committee is also perhaps uncertain.

Despite recent news, over the past two months, much work has been undertaken by the All-Party Parliamentary Group on Metal, Stone and Heritage crime. Graham Jones MP, the chair of the group, has written to sites such as Facebook and Gumtree to point out their role to ensure that 'advertisers' or 'users' are not breaking the law in terms of the Scrap Metal Dealers Act.

Likewise, he is writing out to MPs whose constituencies have been affected by metal theft asking them to ask their Chief Constables and Police and Chief Commissioners to take action.

We were saddened to learn Dame Caroline Spelman is to step down at the next General Election. As well as sitting on the APPG, Dame Caroline has been very supportive of much the work undertaken by the BMRA. We wish her well in future endeavours.

Catalytic converter thefts

Finally, with metal theft reports on the rise, particularly around catalytic converters, media interest in metal theft is beginning to grow. Antonia has been working with the Met Police on this issue in particular (see page 10 for a recent blog on this issue) and more widely on the ongoing issue of thefts from yards. While Met Police is going to produce guidance for members about protecting their yards, it is vital to keep them updated regarding thefts from yards so they can better understand the scale of the problem. If you are targeted, please contact Antonia with details of the theft. All information will be treated as strictly confidential and will only be shared with police services where appropriate. antonia@recyclemetals.org

Don't delay! Renew right away!

Renewal letters have been sent via post and tonnage forms need to be returned by 29 November 2019. Over the past year, the team has continued to drive forward a wide range of issues that impact your business whilst at the same time providing unparalleled levels of support, often on a one-to-one basis.

Key activities for 2020 include:

Enforcement: We will continue to push Government to fund the enforcement of all regulations and to tackle metal theft and cash-paying yards once and for all.

The Good Work Plan: Significant changes to employment law and HR practices will be taking effect in April 2020. BMRA members can access a free telephone helpline for advice.

Definition of 'recycling': Operations could be considered 'sorting' and NOT 'recycling', therefore members risk losing the ability to achieve 'end-of-waste' status and, for example, claim PRN revenue on recovered packaging. We continue to lobby the OECD and UN to stop this.

Training: A new electric/hybrid ELV course will be available for all members, along with courses on the new training portal. Further training opportunities will be available throughout the year.

Brexit: We remain in close contact with different government departments, BIR and EuRIC, so that we can support you no matter what type of Brexit we face.

Networking: The Summer AGM and Golf Day (July) and the BMRA Annual Dinner (November) remain the highlight. We look forward to seeing even more members at the BMRA Raceday at the Cheltenham Festival in March, and at the MRE/CARS event at Stoneleigh in June. There will be further networking opportunities throughout the year.

VAT Fraud: With a new VAT Committee established, we will

highlight inconsistent actions taken against members unfairly implicated in VAT fraud while petitioning for reverse charge VAT.

Waste classifications: The sector must demonstrate that MSR is not hazardous, ensuring your current business models remain viable and for non-metallic residues to continue to find a home. We will continue work on the classification of ELV-and WEEE-derived plastics and the threat that certain metal elements in alloys may render those alloys hazardous (e.g.: cobalt in steel, lead in aluminium alloys and silver in copper alloys).

Health and Safety: The new Health and Safety manual will be available and free to all members of the BMRA. This manual is metal recycling-specific and provides invaluable advice and best practice.

Promotion of members: We will continue to promote members via the website 'Recycler Directory' and social media. Don't forget to send us your news for Scrapbook, FRAGments and the website.

The future of metals recycling: We will continue to work towards a Level 5 apprenticeship to accompany the Level 2 Metals Recycling General Operative apprenticeship, as well as continuing the successful Young British Metals Recyclers initiative.

There has never been a more important time to be a member of a trade body and for the industry to pull together in good times and in bad. With all the uncertainty and potential for change ahead, the bigger the membership, the more powerful our voice will be. If you have any questions or would like to discuss your membership, please call James Kelly on 01480 455249.



Representing members on a world stage

The BMRA attends the BIR Conference in Budapest and the European Recycling Conference in Paris

The BMRA continues to represent members' interests on the European and international stage through membership of the Bureau of International Recycling (BIR) and European Recycling Industries' Confederation (EuRIC).

As a founding member of EuRIC, BMRA enjoys a close working relationship with its European confederation. Member interests are represented by BMRA President Susie Burrage (Eurometrec branch President); BMRA Technical Director Howard Bluck (EFR branch Vice-President); BMRA CEO James Kelly; BMRA Board Member and LPG Chairman Mark Vaughan (European Shredder Group); MDJ Light Bros' Peter Burruck (WEEE Working Group) and; MBA Polymer's Paul Mayhew (Plastics branch President).



The work undertaken by EuRIC is invaluable and covers a wide range of topics and includes: the regulatory interface between 'waste' and 'chemicals'; classification of wastes handled or produced by the sector; the realization of a circular economy; challenges to the definition of 'recycling' and who is the recycler; the development of treatment standards and material specifications.

Maintaining those links with Europe and our European trade association partners will be essential to ensure that your concerns and interests are represented and that trade between the UK and mainland Europe can be as frictionless as possible, irrespective of the type of Brexit we may be presented with.

BMRA has excellent links internationally through the BIR. Again, your interests are ably communicated via Susie Burrage, BIR UK Ambassador & a Non Ferrous Division Board Member and Shane Mellor of Mellor Metals is a Ferrous Division Board Member.

European Recycling Conference in Paris

Now in its third year, the conference attracted over 150 attendees and a wide-range of speakers including: Mr Daniel Calleia-Crespo, Director General of DG Environment who discussed how the Commission plans to implement the Circular Economy; Simon Ellin Chief Executive of the UK's Recycling Association on how block-chain could overcome the inadequacies of the Annex VII waste shipment forms and; Mark Priestman, UK director of non-ferrous metals at EMR on what drives our metal markets.

Next year's Conference will be held in Madrid on 11 June. Look out for bulletins and social media with further details.



BIR President, Tom Bird, addresses the BIR convention attendees

BIR Convention, Budapest

Associations from all over the world converged on the beautiful Hungarian capital, Budapest in October for the World Recycling Convention run by the BIR. The event attracted over 900 attendees from 452 companies and 53 countries, including 20% who attended for the first time. Delegates from Europe were predictably in the majority but 12% travelled from North America and a further 12% from India and other Asian countries. Notably, consumers accounted for one in eight of all attendees.



James Kelly and Susie Burrage with Tom Bird

The event culminated with a meeting of the BIR National Association Directors' meeting where BMRA CEO James Kelly agreed to help develop common international messaging to promote the industry's key successes and benefits to a global trading environment. The new cooperation, which seeks to strengthen relevant messages to national governments and regulators, will complement the sharing of information and experience at national industry level.

It was notable that speakers were upbeat at the prospects for the global industry over the next few years, seeing current price and demand pressures abating in the near to medium term.

www.euric-aisbl.eu
www.bir.org

Simplifying the complex: digitalisation in metal recycling

BMRA service member AMCS (Recy Systems) discusses the benefits of digitalisation to your business.



In a complex industry like metal recycling, inefficiency can creep into business processes, especially when dealing with outdated IT systems, paper processes, and a reluctance to embrace change. Compliance, inventory management, pricing - each aspect of a business hinges on another. The key to combating this is digitalisation.

Digitalisation connects every area of a business - even the supply chain and customers - exchanging data and feeding it back in real time. It automates and streamlines information, providing a deep and accurate view of operations. In a 'Digital Transformation Barometer' study conducted by AMCS, it was found that 60% of the organisations surveyed gave themselves a grade of 'unsatisfactory' for their progress in adopting new technologies.

This represents a missed opportunity for UK metal recyclers. In an industry worth £5 billion, it is safe to assume that the companies enjoying the biggest piece of the pie work digitally. Let's look at two digital technologies metal recyclers should consider when moving towards digitalisation.

Mobile technology

With a smartphone or tablet, efficiencies can be created across the yard by using mobile apps for a multitude of functions, including:

- Material grading. Not only does an app aid communication when material is received, but it tightens security and speeds up weighing at the scale. You can photograph materials and link them to the commodities on the ticket, improving control and establishing proof of what was purchased. Efficiency is further improved

through the app's WIP Sorting function which grades the material within the sorting process.

- Accessing customer information. Essentially a handheld CRM system, by accessing information via an app, you can provide your customers with purchase and sales transactions, contracts, prices, shipped material, scale tickets and much more.

Intelligent optimisation technology

Working in an industry that requires a fleet to be out on the road for considerable amounts of time, technology can create further efficiencies through route optimisation, and supporting operational and post-operational processes. This has the potential for significant cost savings, while being a relatively low-cost investment.



Lorries equipped with tablets can receive the drivers' run orders, allowing dispatchers to always know where the trucks are, and which customer is being serviced at any given moment. These apps enable drivers to take and share photos at customer locations, collect electronic signatures, and even operate the scales. Taking this approach can produce savings of between 25% - 75% in planning time, while reducing the number of trucks on the road by up to 15%.

To learn more about this technology, watch the webinar: 'Using Technology to Gain an Advantage in Metal Recycling', featuring AMCS's Mark Valdes-Dapena and Maarten van der Linden, IT manager at HKS. Visit: www.amcsgroup.com/newsroom/webinar-using-technology-to-gain-an-advantage-in-metal-recycling/

Barclaycard payment terminals

Members are reminded that scrap metal PDQ terminals are available via Barclaycard. This enables member companies to perform a 'payment' to valid Visa debit cards. The cost of the device is £25 and it has a £150 one-off set-

up fee. Transaction charges apply for each card transaction. Members can call Jim Dosanjh, BPS Large Business Sales Manager at Barclaycard on 07920 266 098 or via email Jim.Dosanjh@Barclaycard.co.uk for a quote.

Training the sector

Having launched a new training portal, BMRA has developed a depollution training course of electric end-of-life vehicles.

BMRA is set to launch a new electric end-of-life vehicle (eELV) dismantling course. Developed in conjunction with CarTakeBack, the course covers the different types of eELV, including battery-only ELV and hybrid ELV. It sets out the risks involved in depolluting eELV, and demonstrates the correct depollution process, including how to safely remove the battery. The course will be delivered in a classroom setting in the first instance with the option of extending it to include an additional half-day where attendees can see an eELV depolluted.

“With increasing numbers of eELV coming through yards, and with the potential dangers involved in depolluting eELV, it was clear that we needed to develop a training course to educate and protect our members. Working with CarTakeBack, I believe we have developed a course that will do just that and meet the different needs of our members,” said Howard Bluck, Technical Director of BMRA.

BMRA recently ran a pilot for the course and we aim to offer the course to members early in 2020. If you are interested, please contact us on admin@recyclemetals.org.

BMRA's new training portal allows members to choose from a range of standard and bespoke health and safety training tailored to different workplace

roles. The diverse list of offers ranges from IOSH and NEBOSH courses to fire marshal with safe use of fire extinguisher and forklift truck training.

James Kelly, Chief Executive of BMRA, commented: “I am really pleased that we can offer our members access to industry-focused training delivered by experts in the field. Our partnership with APT means that we can develop a suite of training courses that truly are fit-for-purpose. Furthermore, it is just the first step in our plans to provide members with a portfolio of health and safety related offerings. At the heart of this portfolio will be our newly updated health and safety manual, which we hope to launch towards the end of summer.”

Delivered by APT Health and Safety

Training Solutions, the courses are accredited through NEBOSH, IOSH, MHFA England, CIEH, CITB, ECITB, AoFA and UKATA. All the courses that are currently available can be found on the dedicated portal www.recyclemetals-training.org. Uniquely, if members don't have enough trainees to justify hosting a course themselves, they can share the course with another local member keeping the course industry specific, whilst driving down costs. These are courses that could be hosted by one member or in a separate location like BMRA HQ.

Sitting alongside our training portal, BMRA service member Industrial Training and Development (ITD) offers complementary health and safety training.



Changes to employment law - start planning now

Significant changes to employment law and HR practices under *The Good Work Plan* will come into force on 6 April 2020, which have been dubbed “the biggest overhaul of employment law in 20 years”. The key changes relevant for BMRA members:

- All workers will be entitled to receive a document that sets out all of the key terms of their contract. This document must be given from day one of their contract.
- All workers have the right to request a ‘more stable’ contract. Workers will have this right after 26 weeks’ service.
- The break in continuous service will increase. Currently, a gap of just one week can

break an individual’s continuity of service. As of April 2020, the gap will increase to four weeks, making it easier for those employees who work sporadically to qualify for more employment rights

- There will be further protections for agency workers. They will have the right to be provided with Key Facts pertaining to the type of contract they are accepting, as well as their rate of pay, who is responsible for paying it, and any deductions or fees that might be taken.

As BMRA members you have access to free advice concerning these changes and wider HR matters as part of your membership. Call Croner on **0844 561 8133**. Contact the BMRA for the membership number.

Photography competition winner

Congratulations to Melissa Downhill of Tin Man Scrap the winner of the October photography competition sponsored by Recycled Products Ltd. What a great picture!

Melissa's picture will appear on the BMRA social media pages (Twitter, Facebook and LinkedIn).

If you would like to take part in December's competition, email your picture to kate@recyclemetals.org by 1 December. Ideas for photos include:

- People in Scrap
- Views from the yard
- Machinery and equipment
- The yard in all weathers
- In the offices
- Exciting finds on the yard



BMRA raceday - Cheltenham Festival

Join the BMRA for a raceday at the prestigious Cheltenham Festival on Tuesday 10 March.

Enjoy a wonderful view of the racing from the Cleeve View box located alongside the course and the nearest available box to the finishing line. The day is an excellent opportunity to network with fellow members, friends, customers and suppliers. Included in the package is:

- Club admission ticket
- Car parking (1 per 2 people)

- Official racecard
- Morning coffee and biscuits
- 4 course set lunch menu
- Afternoon tea
- Complimentary bar including house wines, beers and soft drinks (excluding Champagne)
- TV racing coverage
- Betting service

The price is £565 + VAT per person. Email admin@recyclemetals.org for the booking forms.



New jobs and equipment advertising

Following a number of enquiries, the BMRA is giving member companies the opportunity to advertise industry jobs and equipment that is for sale.

The individual, text-based listings will be hosted on dedicated pages on the recyclemetals.org website and will be promoted via bulletins and social media.

If you would like to trial this service, we are offering the price of £25 + VAT per advert for the first three months*.

To register your interest and to receive a booking form, email admin@recyclemetals.org.

*the £25 + VAT charge will run until 4 February then subsequent adverts will be charged at £50 + VAT per advert.

Welcome new BMRA members:

Ordinary - Massey Metals Ltd
River Lane, Saltney, Chester, Cheshire, CH4 8RH
www.masseymetalrecycling.com

Service - Cooper Specialised Handling Ltd.

Holly Farm Business Park, Honiley, Kenilworth, CV8 1NP
www.cooperhandling.com

Service - Waterman Infrastructure and Environment Ltd,
Pickfords Wharf, Clink Street, London, SE1 9DG
www.watermangroup.com

Tackling catalytic converter thefts



Over the past six months, thefts of catalytic converters from vehicles has risen dramatically. The thieves have no compunction at stealing the high-value components in broad daylight. In London alone, the number of thefts to date is already some 60% higher than the whole of 2018.

The rise in thefts has been driven by a price spurt in the value of the platinum group metals (PGMs) found in catalytic converters. Since last October, Rhodium has risen from around £2,000 a troy ounce (TO) to around £4,200/TO and Palladium from £800/TO to around £1,400. A troy ounce is around 31 grams and, given that the average catalytic converter has between 2-7grams of PGMs, the attraction is clear.

The most targeted vehicles to date have seemingly been hybrids such as the Toyota Prius and Honda Jazz, mostly because, being hybrids, the catalytic converters have been used less frequently to process pollutants. This means the PGMs inside them will have less corrosion making them more valuable and therefore more desirable to thieves.

Given the cost of replacing the catalytic converter, some of these stolen parts now may be ending up on websites such as eBay and Gumtree as second-hand parts, commanding a price tag of hundreds of pounds. However, due to the way they have been cut off during the theft, some could be making their way to illegal scrap yards who are more than happy to turn a blind and, perhaps, even pay cash.

Recognising this risk, many BMRA members are now following enhanced due diligence checks in an effort to ensure they are not

accepting stolen catalytic converters. These include:

- Walk-ins: Many operators no longer accept catalytic converters from customers who turn up at the door. In fact, many have even stopped quoting over the phone.
- KYC checks: If they are approached by someone who has never done business with the company before, operators are taking extra care to check the provenance of the catalytic converters. This may include copies of V5 forms.
- Type and volume: If someone tries to sell specific types of catalytic converters - usually the highly targeted hybrids or high-value vans - and in smaller volumes, operators are again taking extra care to check the provenance of the catalytic converters.
- Where an operator buys in a bulk load that contains catalytic converters of concern, the vendor may be required to supply additional evidence as to the source of those catalytic converters.

Realising that it is challenging for owners to completely protect the catalytic converter on the vehicle, BMRA is currently working with different police forces across the country as well as online marketplaces, to tackle this issue. However, until the funding is in place to properly enforce the Scrap Metal Dealers Act, it is likely that these stolen catalytic converters will continue to find their way into to the arms of an illegal, cash-paying operator who cares little about their origin.

What happens when catalytic converters are recycled?

Catalytic converters typically have four basic layers: the outer steel casing, an inner steel 'can', a support mat made from refractory ceramic fibre and the monolith, which contains the PGMs. When a catalytic converter is recycled, the outer layers are removed, and the metal recycled. The 'de-canned' honeycomb structure of the monolith is then milled to a powder that can then be processed to recover the precious metals.

BMRA Board

President: Susie Burrage, Recycled Products Ltd

Large companies (over 1million tonnes or £100m turnover)

- Mark Vaughan, ELG Haniel Metals Ltd
- Andrew Brady, European Metal Recycling Ltd
- John Norton, S. Norton & Co
- Steve Broomhead, Recycling Lives Ltd
- Paul Wright, Sims Metal Management Ltd
- Donald Ward, Ward Recycling

Medium companies (40,000-1m tonnes or turnover £10-100m)

- James Nicholls, C F Booth
- Dave Weston, John Lawrie Group
- Sandra Robertson, Robertson Metals Recycling Ltd
- Adrian Dodds, Sackers Ltd
- Sue Howell, Wye Valley Metals

Small companies (under 40,000 tonnes and £10m turnover)

- Nigel O'Gorman, F J Church
- Graham Davy, Intelligent Lifecycle Solutions Ltd
- Anthony Brewster, Metal Interests Ltd
- Shane Mellor, Mellor Metals Ltd
- Alan Waugh, William Waugh Ltd.

Upcoming meetings and events

Board meeting: 10 December

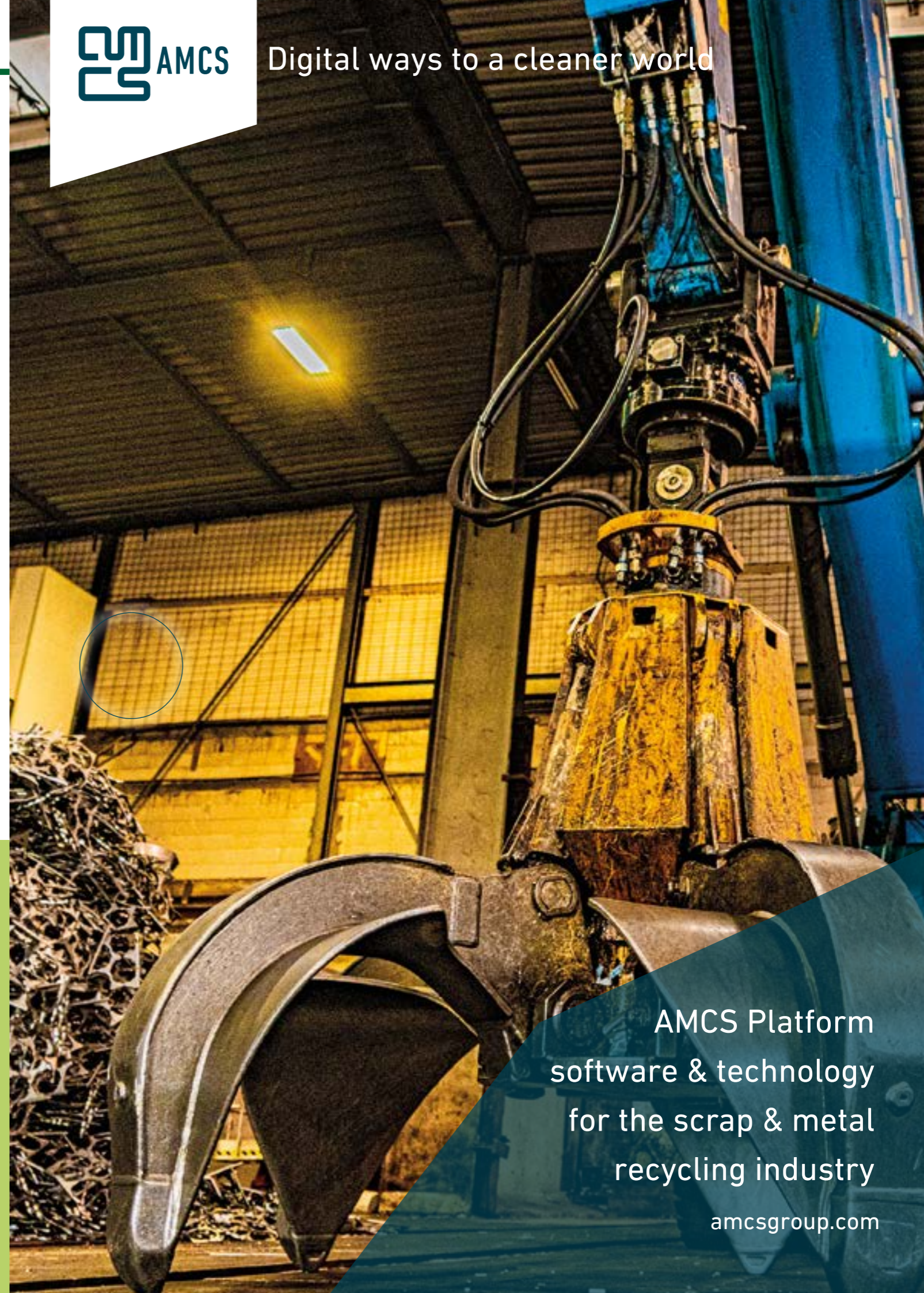
Annual Dinner 2019: 22 November

AGM/Golf Day & Summer Dinner: June 2020

The Board's activities are supported by five committees that typically meet four times a year:

- Membership and Communications Committee
- Legislative Policy Group
- Legislative Policy Group (Scotland)
- Legislative Policy Group (Wales)
- Health, Safety and Training Committee.

If you are interested in joining a committee, please contact BMRA. Please note that there are restrictions on membership for the Board and some Committees.



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Life on the Yard

Mark Perry of Crow Metals likes to show off! Here is his Life on the Yard.

Name: Mark Perry

Job Title: Yard Supervisor

Time spent in recycling: Too long! I have worked for two companies, Remet & Crow Metals, for over 30+ years.

What does your job involve?

Supervising the yard and making sure everyone knows what job they are doing. Driving heavy machinery when loading containers and ensuring the yard runs as smoothly as possible. Making sure all PPE is worn at all times and health & safety rules are abided by. I also make sure that all the lads are happy.

What is the hardest part of your job?

Reaching all the daily targets set by Joe and Bill Wakefield!

What three things help you to do your job better?

- The boys I work with - they are a great bunch of lads!
- The quality of the machinery that Crow provides.
- Communication between the office and the yard.

What are you most proud of in your career?

How far I have come since joining Crow and the position I now hold within the company.



What is the best advice you have ever received?

Work hard, play hard!

Quick Fire Round:

Out on the town or a night in front of the TV? Out on the town - who could pass up the opportunity for a drink!

Coffee or tea? Coffee - all day long!

Winter or Summer? Summer

Marmite - Love/Hate? Marmite - Hate

Invisibility or Flying? Flying because I like to show off!

Supporting women in the workplace

Metals recycling is a highly skilled industry that relies heavily on Science, Technology, Engineering and Maths (STEM). BMRA has partnered with Women in Science and Engineering (WISE), to provide members with resources to help them increase the participation, contribution and success of women in the industry. As part of your BMRA membership, you can access online materials that can support your business.

Should you wish to access the material please contact Kate via email kate@recyclemetals.org

Other useful resources include WISE webinars and member events. WISE is also seeking to build the pipeline of Women in STEM. *My Skills My Life* is aimed at girls 11-19 to inspire them to continue their STEM studies. WISE is actively looking for role models so speak with Kate about how you could get involved.

If you have any inspiring stories from your employees related to the success of women in STEM, you can share them with the BMRA and we will pass onto WISE.

A representative of WISE will be at the Annual Dinner networking event should you wish to learn more and discuss with them how you can get involved.

Don't forget to keep in touch on Social media!