

*Delegate Pack*

# **Building for tomorrow: Safer homes, greener heat, stronger skills**

APSE National Building and Housing Seminar 2026



5 and 6 March 2026  
Hilton, Glasgow

With thanks to our sponsor



# Attendees

Authority / Organisation	Name	Job Title
APSE	Mo Baines	Chief Executive
APSE	Owen Baker	Business Support Apprentice
APSE	Vickie Hacking	Principal Advisor
APSE	Laura McNab	Finance and Business Support Officer
APSE	Louise Meville	Principal Advisor
APSE Associate	Colin McInnes	APSE Associate
Bristol City Council	Daron Campho	Joinery Shop Manager
Bristol City Council	Riley Tucker	Joiner
Brodies LLP	Amy Anderson	
Brodies LLP	Fiona McLeod	Partner and Solicitor Advocate
Dundee City Council	Keith Chalmers	M&E Contracts Manager
Dundee City Council	Scott Hill	Operations Manager
Dundee City Council	Guy Prestwood	Plumber
Dundee City Council	Scott Reynolds	Plumbing Coordinator
East Ayrshire Council	Ewan Henderson	Plumber
East Ayrshire Council	Alison Kennedy	Housing Operations Team Manager
East Ayrshire Council	Kevin Mitchell	Apprentice Development Officer
East Ayrshire Council	Iain Tomb	Joiner
East Dunbartonshire Council	Jim Graham	Team Leader Asset Management
East Dunbartonshire Council	Julie Lambie	Early Career Development Lead
East Dunbartonshire Council	Madilyn Wilson	Architectural Technician
East Lothian Council	Susanne Anderson	Team Leader Business Organisation
East Lothian Council	Taylor Garman	Workforce Performance and Systems Officer
East Lothian Council	Alex Kelly	Electrician
East Renfrewshire Council	Andrew Buchanan	Housing Services Manager
East Renfrewshire Council	Lisa Burrett	Housing Services Manager

East Renfrewshire Council	Calum Millar	
East Renfrewshire Council	Paul Slevin	Energy Strategy and Compliance Officer
Enterprise Ireland	Breda Doherty	Senior Market Advisor
Falkirk Council	Ross McGregor	Senior Property Coordinator
Falkirk Council	Kevin Mullen	Senior Property Coordinator
Fife Council	Cllr Brian Goodall	Councillor
Fife Council	Cllr Judy Hamilton	Councillor and APSE Scotland Chair
Fife Council	Abbey Bell	Trainee Quantity Surveyor
Fife Council	Gerry Doherty	Team Manager
Fife Council	Dougie Downie	Team Manager
Fife Council	Hayden Gordon	Roofer Slater & Tiler
Fife Council	Erena Grubb	Operations Facilitator
Fife Council	Kieran Lynch	Electrician
Fife Council	Leon MacKenzie	Plumber
Fife Council	Barry Neill	Head of Environment and Building Services
Fife Council	Greg Reekie	Trainee Quantity Surveyor
Fife Council	Aaron Richardson	Workshop Based Joiner
Fife Council	Jennifer Teoh	Operations Facilitator
Fife Council	Stacy Young	Lead Surveyor
Highland Council	Isla MacMillan	Climate Change and Energy
Highland Council	Sheila Blazquez	Principal Repairs Officer
Highland Council	Lee Marchi	Housing Investment Officer
Highland Council	Jonathan Main	
Melrose Scott Consulting	Elaine Melrose	Director
Moray Council	Caroline Petyt	Contracts Manager
Moray Council	Mike Rollo	Service Manager – Building Services
Moray Council	Kayla Stuart	Joiner
Moray Council	Robbie Williams	Acting Contracts Coordinator

Morgan Hunt	Fiona Fraser	Maintenance Trades Senior Business Manager
Morgan Hunt	Gillies MacDonald	Board Director
Morgan Hunt	Jaymilee McKenna	
Morgan Hunt	Kirsty Stoddart	Senior Business Manager
NASC	Phil Goddard	
NASC	Lloyd McKenzie	Business Development Manager
North Ayrshire Council	Jason Allan	Joiner
North Ayrshire Council	Billy Borthwick	Senior Manager – Building Services
North Ayrshire Council	Gary Cairney	Operational Supervisor
North Ayrshire Council	Stephen Connor	Team Manager (Housing, Customer engagement and Support)
North Ayrshire Council	Dylan McCintosh	
North Ayrshire Council	Paul Newall	Senior Officer – Building Services
Renfrewshire Council	Cllr Michelle Campbell	Councillor
Renfrewshire Council	Nicky Boyd	
Renfrewshire Council	Ryan Chalmers	Senior Facilities Manager
Renfrewshire Council	Fiona Dove	
Renfrewshire Council	Andrew Gaffney	Repairs Assistant
Renfrewshire Council	Ryan Grisbey	Electrician
Renfrewshire Council	Craig Lightbody	Technical Supervisor
Renfrewshire Council	Ross MacKinnon	
Renfrewshire Council	Lewis McGee	Joiner
Renfrewshire Council	Aileen McGuire	Housing Maintenance Manager
Renfrewshire Council	Jennifer Murdoch	Housing Regeneration Manager
Renfrewshire Council	Tracy Murphy	Senior Economic Development Officer
Renfrewshire Council	James O'Brien	
Renfrewshire Council	Elaine Scott	Strategic Facilities Manager
Renfrewshire Council	John Shaw	Elected Manager/ Convener

Renfrewshire Council	Karen Sillars	Housing Asset and Investment Manager
Renfrewshire Council	Ryan Smith	Painter
Renfrewshire Council	Jason Wright	
Salvis Group	Alan Barber	Director
Scottish Housing Regulator	Helen Shaw	Director of Regulation
Skills Development Scotland	Elaine Ellis	Skills Planning Manager
South Ayrshire Council	William Andrew	Service Lead – Property Maintenance
South Ayrshire Council	Aiden Ingram	Plumber
South Ayrshire Council	Gayle Given	Systems Officer
South Ayrshire Council	Angela Gribbin	Lead Officer
South Ayrshire Council	David Hailey	Lead Officer
South Ayrshire Council	Heather Michael	Systems Officer
South Ayrshire Council	Angela Swan	Administrative Officer
Stirling Council	Rebecca Mason	Joiner
Stirling Council	Alexa Scrivener	Team Leader
Stirling Council	Donna Campbell	Senior Officer – Technical Service
West Lothian Council	Cllr George Paul	Councillor
West Lothian Council	Fay Greens	Electrician
West Lothian Council	Katrina Jackson	Organisational Development Officer
West Lothian Council	Kaden Kelly	Plumber
West Lothian Council	Adrian Kubacki	Painter
West Lothian Council	Stuart Smith	Team Leader
West Lothian Council	Robert Stuart	Team Leader
West Lothian Council	Grant Taylor	Building Services Manager
Wigan Council	Cameron Aket	Plasterer
Wigan Council	Glyn Devlin	Multiskilled Tradesperson/ Mentor
Wigan Council	Kieran Devlin	Operations Manager
Wigan Council	Tom Rigby	Works Delivery Team Manager

09:00 - 10:00 Registration

10:00 – 11:15 *Session 1: The importance of sustainable housing and skills*

### **Decarbonising heat locally: People, places and progress**

- LHEES – strategic heat planning at scale
- Improving the public estate
- Supporting homes and communities

**Speaker: Isla MacMillan, Climate Change and Energy, Highland Council**

### **Decarbonising blocks of flats**

- Fabric considerations
- Centralised energy centres
- Shared rooftop PVs

**Speakers: Alan Barber, Director, Salvis Group, and Nonso Obuekwe, Sustainability Consultant, Salvis Group**

### **Construction sector new entrant recruitment challenge and impact on heat decarbonisation**

- Heat decarb and workforce impact
- New entrant recruitment challenge
- Opportunities and activity

**Speaker: Elaine Ellis, Skills Planning Manager – Construction and Net Zero, Skills Development Scotland**

### **A word from our conference sponsor – Morgan Hunt**

**Speaker: Gillies MacDonald, Board Director, Morgan Hunt**

*--- Audience question and answer session ---*

11.15 – 11.45 Tea, Coffee & Networking Opportunity

11:45 – 13:00 *Session 2 – Social housing: regulation and standards*

### **Managing assets, maintaining quality: Ensuring high-performing housing stock**

- Keeping tenants' homes warm, safe and dry
- How can landlords assure themselves and their tenants about this?
- Areas of regulatory focus

**Speaker: Helen Shaw, Director of Regulation, Scottish Housing Regulator**

### **Awaab's Law: Compliance, risk and responsibility in social housing**

- Differentiating risks
- Triage, records and vulnerable tenants
- Legal and compliance implications

**Speaker: Fiona McLeod, Partner & Solicitor Advocate and Amy Anderson, Senior Associate, Brodies LLP**

### **Working from height: are you compliant?**

- What are the corporate challenges?
- Legislation and compliance
- Risk mitigation and best practice

**Speaker: Lloyd McKenzie, Business Development Manager, NASC**

*--- Audience question and answer session ---*

13:00 – 14:00 Lunch & Exhibition viewing

14:00 – 14:45 ***Session 3: VOIDS: navigating challenges***

This will be an interactive session on VOIDS, providing the opportunity for colleagues to share experiences

**Speaker: Group Discussion Chaired by Colin McInnes, APSE Associate**

14:45 – 15:15 Tea, coffee exhibition viewing

15:15 – 16:30 ***Session 4: Local authority best practice case studies***

### **Embedding a multiskilled workforce into our building services**

- Flexible multiskilled teams
- Improved customer experience
- A future-ready workforce

**Speaker: William Andrew, Service Lead – Property Maintenance, South Ayrshire Council**

### **East Ayrshire's trauma informed culture of care**

- The big picture - understanding the complexities of homelessness
- The importance of training - building stronger working relationships within housing services
- Benefits and key take aways

**Speaker: Alison Kennedy, Housing Options Team Manager, East Ayrshire Council**

### **Renfrewshire's housing-led regeneration and renewal programme**

- Putting people and place at the heart of our decision making
- Not just the fabric but the surrounding environment as a whole
- A lasting legacy for sustainable change and transformed communities

**Speaker: Jennifer Murdoch, Housing Regeneration Manager, Renfrewshire Council**

*--- Audience question and answer session ---*

7pm – 7.30pm ***Annual dinner welcome reception***

7.30pm ***Annual dinner and Apprentice of the year awards***

**Day two – Friday 6 March 2026**

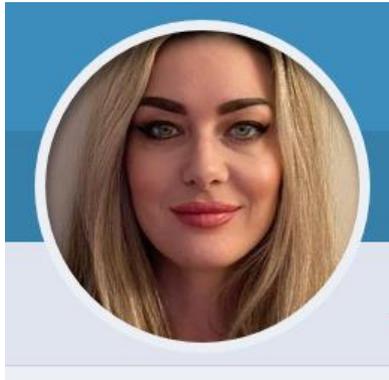
9.30 – 11.30     ***Session 5: Building & Housing Clinic and Officers Process Mapping***

**Topics will include:-**

- Compliance including asbestos
- Continued discussions on the new ARC indicators

**Chaired by: Colin McInnes, APSE Associate**

# Speakers



**Alison Kennedy, Housing Options Team Manager at East Ayrshire Council**

I am the Housing Options Team Manager at East Ayrshire Council, with extensive experience in multi-agency homelessness prevention across health, social care, community justice and the voluntary sector. I am committed to challenging stigma and discrimination faced by people experiencing homelessness. I believe homelessness can only be ended through a whole systems approach that addresses structural drivers such as poverty, trauma, inequality and housing shortages, alongside individual circumstances, and by building authentic, caring relationships grounded in lived experience.



**Amy Henderson, Senior Associate, Brodies LLP**

Amy represents corporate and individual clients facing investigation or prosecution for health and safety and other regulatory matters, including Fatal Accident Inquiries. She provides incident-management support after serious incidents and offers compliance advice to help clients navigate complex regulatory regimes. Amy regularly works with housing providers to ensure compliance with key health and safety requirements, in particular Amy has significant expertise in advising housing providers in the preparation for the introduction of Awaabs Law.



**Elaine Ellis, Skills Planning Manager Construction & Net Zero**

Elaine Ellis, a Skills Planning Manager based in Edinburgh, working within Regions and Enabling Sectors. I lead and support strategic skills planning across Construction and the Built Environment, collaborating closely with partners to align labour market insight with economic and workforce needs. My work focuses on evidence-based planning, stakeholder engagement, and translating complex data into practical insight that supports inclusive growth and informed decision making across Scotland



**Jennifer Murdoch, Housing Regeneration Manager, Renfrewshire Council**

Jennifer Murdoch is the Housing Regeneration Manager for Renfrewshire Council, leading major programmes that revitalise communities and improve the quality, sustainability, and affordability of local Council and mixed tenure homes. With a strong commitment to place-based regeneration, Jennifer works closely with tenants, residents, partners, and stakeholders to deliver projects that support long term social and economic growth and encourage more connected communities. Known for her collaborative approach and strategic insight, Jennifer plays a key role in shaping Renfrewshire's housing future, driving positive change for people and neighbourhoods.



**Helen Shaw, Director of Regulation, The Scottish Housing Regulator**

Helen leads the Regulation Group within the Scottish Housing Regulator which is responsible for monitoring, assessing and reporting on the performance of social landlords and the financial health and governance of Registered Social Landlords. Helen leads the team responsible for the regulation of local authorities' housing and homelessness functions and for the regulation of Registered Social Landlords.



**Fiona McLeod, Partner, Brodies LLP**

Fiona has significant experience working in the housing sector and is an accredited expert in Housing and Residential Tenancy law. She is a solicitor advocate with higher rights of audience in the civil supreme courts and regularly appears in courts across Scotland in all areas of civil litigation. She regularly advises on legislation, statutory interpretation and the powers and duties of housing providers and public bodies.



### **Colin McInnes, APSE Associate**

Since commencing employment as an apprentice electrician in Local Government over 29 years ago, I have utilised every opportunity and shown a high level of commitment in developing the skills, experience and knowledge required to manage successfully at a senior level. The direction I have taken has allowed me to acquire the expertise required to provide a unique balance of Efficiency, Financial Accountability, Customer Focus and Quality of Service required to deliver a successful business.

Appointments previously held and experience gained in the various senior roles has equipped me with strong business leadership, financial and management skills, appreciation of political sensitivities and experience of corporate working. It has also assisted me in expanding my understanding of all other dimensions of working in various business environments. This in conjunction with hands on experience in operational roles has increased my depth, breadth of knowledge and experience which I believe are essential in successfully carrying out any project management, interim management appointments or consultancy works associated with the various services within the public or private sector both at a strategic or operational level.



### **Alan Barber, Co-Founder, Salvis**

Alan is a co-founder of Salvis and leads energy management services, including net zero strategies, energy audits, feasibility studies, decarbonisation plans, data analysis and securing funding. He has over 20 years of experience working in the public and private sectors, where he was responsible for estate-wide energy and water management and identifying financial savings that could be made through energy efficiency projects, power generation and effective management of corporate energy and water contracts. Alan works closely with clients to reduce carbon emissions and operational costs while improving the occupants' environmental conditions.

Alan holds a degree in Sustainable Design and Environmental Management and is a Chartered Energy Manager, Committee Member and Full Member of the Energy Institute. In his spare time, Alan likes going on adventures with his family and attending gigs.



### **Nonso Obuekwe, Sustainability Consultant, Salvis**

Nonso is a dedicated Sustainability Consultant at Salvis with a strong foundation in mechanical engineering and sustainable buildings. He holds a degree in Mechanical Engineering from Covenant University, Nigeria, and a master's in Sustainable Energy Technologies from the University of Southampton, graduating with distinction. Nonso has contributed to numerous high-impact projects focused on energy efficiency and decarbonisation strategies, helping clients achieve net zero goals and secure funding. Proficient in software tools like PV\*SOL and various data analysis platforms, he delivers data-driven solutions that optimise energy efficiency.

Before Salvis, Nonso worked as a Project Engineer in Nigeria's oil and gas sector, where he successfully managed complex projects under challenging conditions. Beyond work, he is committed to community engagement and continuous learning, mentoring students, and participating in sustainability initiatives. In his free time, Nonso enjoys cycling, kayaking, and bird watching, although he is still learning to identify different species.



### **Isla MacMillan, Programme Manager, The Highland Council**

Isla is a Programme Manager within Highland Council's Climate Change and Energy Team. Focusing on domestic heat and energy efficiency initiatives across the region for both private and Council owned homes. Leading externally funded projects which improve energy performance, reduce carbon and alleviate fuel poverty. Developing fundable models for domestic retrofit which is aligned with the Council's LHEES and working closely with colleagues and partners across the region to develop and deliver place-based projects.

### **Lloyd McKenzie, Regional Business Development Manager – NASC North, National Access and Scaffolding Confederation**

With 20 years in the scaffolding and access industry, I've worked my way through a wide range of roles — from yard operative and Advanced CISRS scaffolder, to Scaffolding Manager, Technical Authority, and Subject Matter Expert.

My career has taken me across multiple sectors, including:

- Housebuilding
- Local authority maintenance
- Industrial and commercial projects
- The energy sector

I've also had the opportunity to operate internationally, with experience in Holland, the Canary Isles, Brazil, and Denmark. Today, my focus is on raising awareness around scaffolding compliance and safety standards. I work closely with organisations that procure scaffolding services, helping them make informed decisions and ensuring they appoint contractors who prioritise safety, professionalism, and industry best practice.

### **William Andrew, Service Lead, South Ayrshire Council**

I started my career with a plumbing apprenticeship in 1977 with Lawrence Construction Ltd in Glasgow and then moved to Clydebank District Council in 1981 which became West Dunbartonshire Council in 1996. I worked as an advanced Plumber for 19 years when in 2000 I moved into the office as a chargehand working in the void repairs section, in 2003 I became the Multi Trade Supervisor in the same unit.

In 2005 I became Manager of Operations based in the Dumbarton area of the business looking after all aspects of repairs and capital work. I got an opportunity in 2012 to move to South Ayrshire Council as Property Services Manager which I found a great opportunity to make a difference to the service delivery, my current post is Service Lead, and I look after all aspects of repairs in both Housing and Public Buildings along with many Capital projects.

# Thank you to our overall conference sponsor and exhibitor

Morgan Hunt is an award-winning UK-based recruitment agency with over 30 years of experience providing high-quality staffing solutions across the public, private, and not-for-profit sectors.

Founded on a passion for helping people and organisations succeed, we've built a strong reputation for our dedicated, consultative approach to recruitment. We focus on truly understanding the needs of both our clients and candidates, specialising in placing talented professionals into roles across a wide range of sectors, including education, property & construction, social care & health, technology, housing, professional services, government, finance, and charity.

Our commitment to diversity and inclusion, alongside our focus on CSR, ensures we make a genuine impact within the communities we serve. As a smaller agency, we're able to offer a personalised service that larger firms often struggle to match, while still having the capability to deliver on large-scale projects for some of the UK's most prominent organisations.

Our core values — respect, determination, teamwork, integrity, understanding, and fun — are at the heart of everything we do. These values shape our internal culture and guide how we build long-term relationships with clients and candidates. Our success is built on the belief that our people are our greatest asset, and we invest in their development and wellbeing to ensure they're equipped to deliver exceptional service.

With a focus on honesty, collaboration, and a deep understanding of the sectors we serve, we continue to inspire working lives and help shape the future of recruitment in the UK.



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