

Annual Report and Accounts



2025/26

2025

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Reflecting on a year of change

It's fair to say that 2025 was a significant year in the association's history as we celebrated our 125th anniversary. We held several events to mark this important milestone, culminating in our Grand Ball in Glasgow in November. It was a proud moment to reflect on the strength, resilience and achievements of SELECT over more than a century, and to celebrate the people and businesses who continue to shape the association.

While it was important to recognise this landmark anniversary, we remain firmly focused on the issues that matter most to our Members. Over the past year, a considerable amount of work has been undertaken in response to Amendment 4 to BS 7671, AKA the Wiring Regulations. This has been a major priority for the association and reflects our commitment to support Members and thereby ensure the highest standards of safety and professionalism across the industry.

Our Technical Services team has played a vital role in this work, updating training and certification materials to ensure we provide clear and practical guidance for Members. Information on Amendment 4 also features prominently in our 2026 Toolbox Talks, which are being delivered across 13 locations throughout Scotland, ensuring accessibility and engagement for Members nationwide.

Alongside this technical focus, the past year has seen continued progress in Member support, training and industry engagement. Skills and supporting the future workforce have also been a key focus during the year. We have worked closely with BSE Skills to undertake a comprehensive review of the electrical installation apprenticeship framework and the relevant National Occupational Standards. SELECT has also continued to play an active role in promoting apprenticeships, supporting and participating in Scottish Apprenticeship Week and reinforcing the vital role apprentices play in sustaining and strengthening our sector.

During the year, we have expanded the range of training delivered through e-learning, providing greater flexibility and accessibility for businesses and individuals. We have also broadened our training offer to reflect the evolving nature of electrical installation work, including areas associated with wider building services such as heating, lighting and ventilation. In addition, we have established delivery arrangements for SELECT's new Scottish Vocational Qualification, further strengthening our role as a provider of high-quality, industry-relevant training and qualifications.

We have already seen significant changes to the SELECT Management Team in 2026, with our Director of Technical Services Bob Cairney and Finance Director and Association Secretary John McGhee both retiring. I will also be stepping down as Managing Director this summer, with my successor Sharon Miller already in place and officially taking over after the SELECT AGM on 4 June.

In closing, I would like to thank our Members, Office Bearers, Board and staff for their support and commitment during my time at The Walled Garden. I am sure that my successor will ensure SELECT remains a strong, relevant and forward-looking association for the years ahead.

Alan Wilson

Managing Director, SELECT
2019-2026





Support for the issues that matter

Sharon Miller
Managing Director, SELECT
4 June 2026 onwards



As I formally take up my post as Managing Director of SELECT, I want to first pay tribute to my predecessor, Alan Wilson.

Alan's management and leadership during his tenure have been remarkable and will be a hard act to follow. He has firmly established SELECT as Scotland's largest construction trade association and forged strong bonds with government and across the construction sector, lobbying hard for Members' interests.

During COVID-19 he ensured our Members were supported with all the guidance they needed and SELECT was at the centre of plans to get us through the pandemic and support recovery on the other side.

Alan has also been a strong advocate for apprenticeships and has overseen continuous improvement in our membership services.

In addition, he created and chaired the Construction Industry Collective Voice (CICV), which we believe was a world first. As you'll know, this unique collective of 45+ trade bodies clearly and effectively articulated our shared issues to government and public bodies and ensured contractors' voices were heard at the highest level.

Of course, Alan's devotion to the SELECT regulation campaign is also unsurpassed, and he has developed and grown our

Wall of Support while significantly raising the profile of protection of title with politicians from every party.

Alan's knowledge and intellect are respected across the sector and he has worked tirelessly for the association since 2016, supported by his wonderful wife Anne. On behalf of the whole SELECT team we wish him the long and happy retirement he thoroughly deserves.

Looking ahead

In addition to his external work, Alan has overseen significant changes to the Management Team at SELECT which are now coming to fruition and it is a privilege to have been asked to lead such a talented team on behalf of our 1,200+ Members.

In the coming year our focus will be on progressing the issues that matter to you – protection of title, making apprenticeships work for employers and candidates and Amendment 4 training to name just a few.

We will continue to lobby both the UK and Scottish Governments on the big issues facing our sector, such as the skills shortage, procurement and prompt payment.

We will also represent your interests on terms and conditions and collective bargaining through our work with the Scottish Joint Industry Board (SJIB) and will work on your behalf to shape and develop apprenticeships with the Scottish Electrical Charitable Training Trust (SECTT).

We are living in troubled times and geopolitical events are impacting businesses across the globe. In a world where the only constant is change, SELECT gives you continuity and support to run and grow your business, ensuring quality and compliance across our sector.



Going the extra mile to help our Members

My second year as SELECT President was even busier than the first as we celebrated the 125th anniversary of the world's first electrotechnical trade body.

Looking back on an eventful 12 months, I feel proud to have been in office at such a momentous time, both for the association and for the wider industry.

After the trials and tribulations of COVID-19, I think it's fair to say that we were all hoping things would calm down and we could enjoy a period of stability for the next few years. Fat chance!

The ongoing upheaval in the Middle East and across the Atlantic continues to impact the construction industry and bring uncertainty on an almost daily basis, with fluctuating fuel costs and rising material prices just a couple of issues which continue to affect Members

However, just like during the pandemic years, it's gratifying to know that, whatever the world throws at us, the team at SELECT is working extremely hard on behalf of each and every electrotechnical contractor in Scotland.

Here are just a couple of ways in which I've personally seen your association going the extra mile and representing your interests over the past 12 months. They might not always



Mike cuts the cake at the SELECT 125th Anniversary Grand Ball in November 2025

be obvious, but rest assured they're happening every day behind the scenes...

Rallying for regulation

The issue of rogue tradespeople passing themselves off as qualified electricians doesn't appear to be going away – but progress towards a solution **IS** happening.

As you'll know, last year's anniversary revealed that the association has been campaigning for protection of title for more than 100 years, and in recent months SELECT has stepped up the crusade even further.

Our Wall of Support continues to grow, with another 13 MSPs adding their names during a two-day event at the Scottish Parliament in March, including former First Ministers Nicola Sturgeon

and Humza Yousaf. Frustratingly, many of these politicians are no longer in office, which is why the association is already working closely with the new cohort of MSPs elected in May.

The high level of cross-party backing for regulation is already extremely encouraging and everyone at SELECT will now be doubling their efforts to build on the momentum achieved.

The groundswell of support shows that our politicians agree with the need for protection of title, so it is up to us **ALL** to finally make it happen.

Fighting for funding

One issue seems to have dominated the many events and Member meetings that I've attended this year – apprentice wages.



“As I prepare to hand over to my successor at the SELECT AGM in June, I can look back with genuine fondness and pride at my two years in office”

Training the talent of tomorrow is a vital part of our industry, yet it seems that an increasing number of Members are unhappy with how much it now costs them.

SELECT has been in regular dialogue with the Low Pay Commission (LPC) over the past six months, outlining the serious challenges that wage rises cause for Scotland’s electricians.

The result of this lobbying was a Scottish Government review of Modern Apprenticeship funding in April to consider changes and maintain high levels of employer engagement.

In addition, the LPC agreed to take on board contractors’ views via a recent consultation, which will help inform any wage rises for 2027.

As well as this battle, SELECT has also been fighting an ongoing skirmish on a second front for a number of years – namely an end to the archaic practice of retentions.

Once again, the association’s determination and dogged efforts paid off, with a UK Government consultation that now proposes to outlaw retentions completely. Such actions as these show the real



power of a proactive and passionate trade association listening to its Members and working on their behalf.

Time will tell if we get the long-term results that are needed on both these issues, but we’ll continue the conversation with the powers-that-be in the meantime.

Facing the future

As I prepare to hand over to my successor at the SELECT AGM in June, I can look back with genuine fondness and pride at my two years in office.

It’s testament to the hard work behind the scenes that we continue to be respected and listened to in the corridors of power and I know that our new MD Sharon Miller will take up the baton passed to her by Alan Wilson, who departs with our thanks later this year.

Finally, I’d like to thank every Member who I’ve met during my time in office. I know I shouldn’t be surprised, but their generosity of spirit, positive mindset and can-do attitude has reinforced my long-held belief that we work in a truly special industry.

Mike Stark
President, SELECT

Vital campaign will continue

As you’ll know, during my time in office I’ve been keen to promote the fantastic work carried out by Prostate Scotland.

Nearly half of all men in Scotland will be affected by prostate disease at some stage of their life and one in 10 is likely to develop prostate cancer itself.

Over the past two years, we’ve featured Members with prostate cancer in the pages of *cabletalk* to

help raise awareness, and I hope this will continue.

It’s essential for men to check their health, so please scan the QR code or go to prostatescotland.org.uk to find out more.

It could save your life or someone close to you.



YEAR IN PICTURES



MAY 2025

▲ SELECT welcomes its continental counterparts to Edinburgh as the association hosts a three-day conference for around 30 members of EuropeOn and GCP Europe.



JUNE 2025

▲ A team of Members finishes runners-up in the EIC five-a-side tournament in Edinburgh.

Year in review



SEPTEMBER 2025

▲ More than 50 senior decision-makers from across the construction industry gather at the V&A Dundee for our fourth Professionals' Day.



OCTOBER 2025

▲ Callan White of Member firm HF Electrical Ltd is crowned SJIIB Apprentice of the Year.



DECEMBER 2025

◀ Ellis Stevenson of Member firm Campbell & McHardy Ltd becomes the first female winner of the UK-wide SkillELECTRIC competition.



DECEMBER 2025

▲ The association rounds off a landmark year at Edinburgh's Balmoral hotel in December for the Past Presidents' Lunch, sponsored by Wylex.





JUNE 2025

▲ To mark our 125th anniversary, Branch Officers sport their medals of office at the SELECT AGM.



JULY 2025

▲ Terry Stewart of Member firm MIE Electrical hits a hole-in-one at the President's Cup, sponsored by Luceco Group.



NOVEMBER 2025

▲ The association celebrates in style as 300 guests gather at Glasgow's Marriott Hotel for our 125th Anniversary Grand Ball, sponsored by Scolmore Group.



DECEMBER 2025

▲ Sharon Miller is announced as Managing Director Designate.



MARCH 2026

▲ Former First Minister Nicola Sturgeon is among 13 MSPs who add their names to our Wall of Support to show their backing for regulation.

MARCH 2026

▼ Bob Cairney and John McGhee retire from SELECT after a combined 75 years. Jenny Petrie becomes the association's first female Secretary, with Robert McGoogan taking over as Director of Technical Services.



APRIL 2026

▲ SELECT's Technical team issues a comprehensive guide to changes contained in Amendment 4 to BS 7671.

Central Board Members

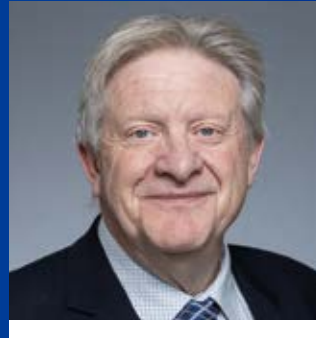
PRESIDENTIAL TEAM



MIKE STARK
President



DARREN CROCKETT
Vice President



ALISTAIR GRANT
Immediate Past President



DAVID HARRIS
Depute Vice President

MANAGEMENT TEAM



ALAN WILSON
Managing Director



SHARON MILLER
Managing Director¹



JOHN MCGHEE
Director of Finance and
Association Secretary²



JENNY PETRIE
Director of Finance and
Association Secretary³



CATHERINE GILLON
Director of Employment
Affairs & Operations



BOB CAIRNEY
Director of
Technical Services⁴



ROBERT MCGOOGAN
Director of
Technical Services⁵



IAIN MASON
Director of Membership,
Events & Communications

¹ From 4 June 2026 / ² Until 27 March 2026 / ³ From 30 March 2026 / ⁴ Until 27 March 2026 / ⁵ From 30 March 2026



Branch Officers

INVERNESS & NORTH OF SCOTLAND



Mike Campbell

Chair



Alistair Grant

Vice Chair⁴

ABERDEEN & NORTH EAST OF SCOTLAND



Stewart Anderson

Chair



Eric Rae

Vice Chair

TAYSIDE



Keith Smith

Vice Chair



Grant Stewart

Vice Chair⁶

GLASGOW & WEST OF SCOTLAND



Sean Harkin

Chair



Alan Watt

Vice Chair

AYRSHIRE



Charles Dobbie

Chair



Jim Cooper

Vice Chair

EDINBURGH & SOUTH EAST OF SCOTLAND



Graeme Anderson

Chair



Paul Erasmuson

Vice Chair³

LANARKSHIRE



John Chambers

Chair



Craig McGowan

Vice Chair⁵

DUMFRIES & GALLOWAY



Gordon Paterson

Chair¹



John Wilson

Vice Chair²

1 At the Branch AGM in March 2026, Greg Hutchings was elected Branch Chair
 2 At the Branch AGM in March 2026, Matt Burton was elected Branch Vice Chair
 3 At the Branch AGM in March 2026, Alasdair Noble was elected Branch Vice Chair
 4 At the Branch AGM in March 2026, Peter Young was elected Branch Vice Chair
 5 At the Branch AGM in March 2026, Scott Lamb was elected Branch Vice Chair
 6 At the Branch AGM in March 2026, John McLean was elected Branch Vice Chair

SELECT Representation

FINANCE & OPERATIONS COMMITTEE

Mike Stark, President
Darren Crockett, Vice President
Alistair Grant, Immediate Past President
David Harris, Depute Vice President
Alasdair Noble
Eric Rae

Donald W Orr
Alick J Smith, Observer
Alan Wilson, Managing Director
Sharon Miller, Managing Director
John McGhee, Director of Finance and Association Secretary

Jenny Petrie, Director of Finance and Association Secretary
Catherine Gillon, Director of Employment Affairs & Operations
Iain Mason, Director of Membership, Events & Communications

Bob Cairney, Director of Technical Services
Robert McGoogan, Director of Technical Services

NB: The Finance & Operations Committee replaced the Management Committee and Finance Sub-Committee, which were amalgamated in June 2025

ELECTROTECHNICAL COMMITTEE

Kevin Griffin, Convener
Chris Allen
David Allan
Kevin Blackley
Paul Erasmuson
Craig McGowan
David Harris
Dariusz Lis
Gary Meechan
Alasdair Noble
Eric Rae
Mark Smith
Alick J Smith
David Smith

John Chambers
Frank Rodgers
Sean Harkin
Robert Aitken
Paul Sayer, BEAMA
Steven Devine, BEAMA
Daniel Henderson, BSD
Michael Barton-Maynard, BSD
John Puck, BSG
Curtis Jones, ECA
Roger Lovegrove, ECA
Gary Parker, ECA
Richard Harvey, ESF

David Powell, ESF
Stephen Mason, HSE
Mark Coles, IET
Calum Mansell, IET
Eddie Arrowsmith, NICEIC
William Marr, NHS Scotland
Gary Elder, SBSH
Russell Watson, SBSH
David Henderson, SECTT
Barrie McKay, SECTT
Ian Hancock, SPEN
Jamie McDonald, SPEN
Ray Costello, SPEN
Alan Wilson

Sharon Miller
Bob Cairney
Robert McGoogan
Keith Hagan, Technical Adviser and JPELB/64 Representative¹
Stuart McKelvie, Training & Development Adviser and JPELC/64 Representative
Mark McLaughlin, Technical Adviser and JPELD/64 Representative

¹ Retired 31 December 2025

EMPLOYMENT AFFAIRS COMMITTEE

Alick J Smith, Convener
Donald W Orr
Kevin Griffin
Eric Rae
John Noble
Teresa Cannon

John Ferguson
Brian Boyd
Andrew Hutchins, ECA, Observer
Catherine Watt, ECA, Observer

Alan Wilson
Sharon Miller
Catherine Gillon

MAJOR CONTRACTORS' FORUM

Alick J Smith, Convener
Top 20 SELECT Members by turnover
Alan Wilson
Sharon Miller
Yvonne Wilson, Specifier & Client Relations Manager

REGISTRATION BOARD

Stan Johnston, Convener
Kevin Griffin
Alick Smith
Eric Rae
David Harris

John Chambers
Alasdair Noble
Matthew Burton
Scott White
Alistair Grant

Steven Devine, BEAMA
Luke Osborne, Electrical Safety First
Vaughan Turner, Scottish Engineering

Colin Mackay
Alan Wilson
Sharon Miller
Bob Cairney
Robert McGoogan

TRAINING AND SKILLS DEVELOPMENT COMMITTEE

Darren Crockett, Convener
Kevin Griffin
John Noble
Eric Rae
Donald W Orr
Alick J Smith
David W H Smith

Stewart Anderson
Catherine Gillon
Bob Cairney
Robert McGoogan
Jenny Cryans, Training Manager
Andrew Eldred, ECA

John Renwick, ESP
Carolynn Mason, NET & TESP
Elaine Ellis, SDS
Fiona Harper, SECTT
Barrie McKay, SECTT
Peter Primrose, SQA

Lesley Anne Thomson, SQA
Tam Kirby, Unite the Union
Alan Wilson
Sharon Miller
Yvonne Wilson



External Representation

BEAMA WIRING REGULATIONS PANEL

Bob Cairney
Robert McGoogan

BSE SKILLS LIMITED

Alan Wilson
Sharon Miller
Yvonne Wilson

CICV

Alan Wilson
Sharon Miller
Bob Cairney
Robert McGoogan
Catherine Gillon
Yvonne Wilson

CROSS-PARTY GROUP ON CONSTRUCTION

Alan Wilson
Sharon Miller
Yvonne Wilson, Secretary

CROSS-PARTY GROUP ON ACCIDENT PREVENTION AND SAFETY AWARENESS

Bob Cairney
Robert McGoogan

CSCS ALLIANCE

Catherine Gillon

CONSTRUCTION LEADERSHIP FORUM

Alan Wilson

CONSTRUCTION ACCORD WORKING GROUP – PROCUREMENT AND SUPPLY CHAIN MANAGEMENT

Alan Wilson

CONSTRUCTION ACCORD WORKING GROUP – CONSTRUCTION QUALITY

Alan Wilson

CONSTRUCTION ACCORD WORKING GROUP – SKILLS & WORKFORCE

Yvonne Wilson

CONSTRUCTION ACCORD WORKING GROUP – MODERN METHODS OF CONSTRUCTION

Bob Cairney

CONSTRUCTION ACCORD WORKING GROUP – NET ZERO

Bob Cairney

CONSTRUCTION ACCORD WORKING GROUP – DIGITAL

Yvonne Wilson

CONSTRUCTION ACCORD WORKING GROUP – DATA AND INSIGHTS

Yvonne Wilson

ECA BUSINESS POLICY AND PRACTICE COMMITTEE

Yvonne Wilson

ECA LABOUR RELATIONS COMMITTEE

Alick J Smith
Catherine Gillon

ECA MAJOR CONTRACTORS' FORUM

Alan Wilson

ECA TECHNICAL COMMITTEE & WORKING GROUPS

Bob Cairney
Robert McGoogan

ECS STEERING COMMITTEE

Catherine Gillon

EETF

Alick J Smith
Kevin Griffin
Darren Crockett
Alan Wilson
Sharon Miller
John McGhee
Jenny Petrie

ELECTRICAL INSTALLATION SAFETY FORUM

Bob Cairney
Robert McGoogan

ELECTRICAL SAFETY FIRST WIRING REGULATIONS ADVISORY GROUP

Bob Cairney
Bruce Findlay
Robert McGoogan

EUROPEON

Mike Stark
Alan Wilson
Sharon Miller
Bob Cairney
Robert McGoogan

FIRE AND SECURITY ASSOCIATION STANDING COMMITTEE

Donald W Orr
Kevin Griffin
Bob Cairney
Robert McGoogan

EAS MANAGEMENT COMMITTEE

Bob Cairney
Robert McGoogan

BSI/IET TECHNICAL COMMITTEES

JPEL/64 – Bob Cairney,
Robert McGoogan
Sub Committee A – Bob
Cairney, Bruce Findlay
Sub Committee B –
Keith Hagan, Robert
McGoogan
Sub Committee C –
Stuart McKelvie
Sub Committee D –
Mark McLaughlin

JIB EMPLOYEE RELATIONS COMMITTEE

Catherine Gillon

NATIONAL JOINT COUNCIL FOR THE ENGINEERING CONSTRUCTION INDUSTRY

Catherine Gillon

NET BOARD

Alick J Smith, NET Director
Alan Wilson, NET Director
Sharon Miller

SEC INSURANCE LIMITED

Mike Stark
Darren Crockett
Alistair Grant
Alan Wilson
Sharon Miller
John McGhee
Jenny Petrie

SECTT BOARD OF TRUSTEES

John Noble
Donald W Orr
Alan Wilson

SJIB NATIONAL BOARD

Jock Simpson, Chair
Alick J Smith, Lead,
Convener of the EA
Committee
John Noble
Eric Rae
Donald W Orr
Brian Boyd
Alan Wilson, Director
of the SJIB
Catherine Gillon,
Secretary of the SJIB

SJIB GRADING COMMITTEE

John Noble
Catherine Gillon,
Secretary of the SJIB

SJIB TRUSTEE

Alick J Smith

THE ELECTROTECHNICAL SKILLS PARTNERSHIP (TESP)

Alan Wilson

Key Figures

Consolidated income statement for the year ended 31 December 2025

| | 2025 | 2024 |
|--|--------------------|-------------|
| | £ | £ |
| Income from membership: | | |
| Subscriptions and application fees | 1,546,122 | 1,534,836 |
| Training and development levies | 190,913 | 119,569 |
| | 1,737,035 | 1,654,405 |
| Sales of products and services | 647,893 | 701,599 |
| Cost of sales | (170,144) | (247,029) |
| | 477,749 | 454,570 |
| Transfer from insurance general business technical account | 591,874 | 554,260 |
| Other income | 508,663 | 495,869 |
| Committee expenses and other direct costs | (353,859) | (261,555) |
| Administrative expenses | (3,313,396) | (3,275,456) |
| Operating loss | (351,934) | (377,907) |
| Property and investment income | 248,814 | 247,494 |
| Loss for year before taxation | (103,120) | (130,413) |
| Taxation (charge) / credit | - | - |
| Loss for year after taxation | (103,120) | (130,413) |

Results are attributable to continuing operations.

Consolidated statement of other comprehensive income for the year ended 31 December 2025

| | 2025 | 2024 |
|--|------------------|-----------|
| | £ | £ |
| Other comprehensive income | | |
| Loss for the year | (103,120) | (130,413) |
| Net realised gain / (loss) on investment | - | 14,814 |
| Total comprehensive (loss) / surplus for the year | (103,120) | (115,599) |

Consolidated balance sheet as at 31 December 2025



| | 2025 | 2024 |
|--|------------------|-----------|
| | £ | £ |
| Fixed assets | 2,725,822 | 2,822,756 |
| Investments | – | – |
| Current assets | | |
| Stocks | 9,485 | 13,305 |
| Debtors | 565,814 | 585,861 |
| Deferred taxation | – | – |
| Short-term investment | 1,095,963 | 1,058,185 |
| Cash at bank and in hand | 4,548,362 | 4,616,203 |
| | 6,219,624 | 6,273,554 |
| Creditors: Amounts falling due within one year | (944,170) | (992,586) |
| Net current assets | 5,275,454 | 5,280,968 |
| Total assets less current liabilities | 8,001,276 | 8,103,724 |
| Technical provisions and provisions for liabilities and charges | | |
| Provisions for outstanding claims | (12,257) | (11,585) |
| Deferred tax | – | – |
| Net assets | 7,989,019 | 8,092,139 |
| Reserves | | |
| General reserve: | | |
| Balance as at 1 January | 7,815,393 | 7,920,695 |
| (Loss) for the year after taxation | (103,120) | (130,413) |
| Transfer from specific reserves | 10,297 | 10,297 |
| Other recognised gains and losses | – | – |
| Balance as at 31 December | 7,722,570 | 7,815,393 |
| Specific reserves | 266,449 | 276,746 |
| | 7,989,019 | 8,092,139 |

The financial statements were approved by the Central Board and are signed on their behalf by

President

M Stark

Managing Director

A Wilson

May 2026

SELECT is the trade association for the electrical contracting industry in Scotland. Founded in 1900 as The Electrical Contractors' Association of Scotland, it became the first trade association in the world to serve the electrical industry.



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Midlothian EH26 0SB
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