

InSite

January 2024 Issue 21

Meet the team at Google DeepMind

Find out more about the team behind
the building at King's Cross

PAGES 8&9

ROUND-UP
OF LATEST
BUSINESS WINS

PAGES 4-5

FANTASY
FOOTBALL
LEADERBOARD

PAGE 11



JAGUAR
BUILDING SERVICES

AN UPDATE FROM

→ Louise Davies

I would like to take this opportunity to wish everyone a happy new year! I hope you all enjoyed your Christmas and new year celebrations. From the Christmas party photos on pages 18-19, it looked as though everyone had a fabulous time at Jaguar's Christmas party, held at Puttshack on 15 December.

We start 2024 on a very positive note as we announce several new contracts. These new contract wins feature properties from the Landsec and Pembroke Portfolios. I am aware of the hard work and determination that went into obtaining these contracts and I would like to express my appreciation to all those involved. I look forward to welcoming the new employees that these contracts will bring to Jaguar.

Continuing on a positive note, I wanted to say congratulations to those deserving employees who have received promotions in the past three months. Details on these successful promotions are on **page 17**.

In this 21st issue of *InSite*, we will be hearing from Richard George, Associate Director and Head of Projects, and his team once again as they provide a feature on two projects at Moor House and Rathbone Square.

This quarter we also bring you our regular features, including Employee of the Quarter nominations and winners along with the Health and Safety Champion and the Technical Question winner. Well done to all those employees who have won and been nominated.

On a personal note, the Health and Safety article provides a look back at the health and safety statistics of 2023. In addition, we reflect on the 2023 SHEQ strategy and provide details of the strategy we have set for 2024. See **pages 12-13**.

I would like to thank the health and safety team, in particular Adam Johnson Charge, Garry McMeechan

and Saffri Michell for their hard work and dedication to visit each site in 2023. This has been the first year the H&S team was able to successfully visit each site – well done team.

In my own personal reflection on 2023, this marked my five-year work anniversary at Jaguar Building Services. I can honestly say it has been an absolute pleasure to work with everyone at Jaguar during this time. The SHEQ team and I have made some great improvements over the past few years and there are still many more improvements to be made. I value each relationship I have built, and I am eager to continue to work with you throughout the years to come.

Lastly, please continue to keep Charlotte Methold updated on your activities. Have you set yourselves new year resolutions? Are you planning on running a marathon or taking on a charity challenge? Whether they are job-related or in your personal life, we always enjoy hearing about your achievements and including them in our newsletter. ■

Louise Davies

Associate Director, SHEQ Manager



Staff panel update

Welcome to the staff panel page where we'll update you on our exchanges with the JBS management team, sharing your views and ideas on things we can do better



The original panel Chairperson has departed JBS so, for now, Darrin Walker is at the fore – we'll inform you of any other changes shortly. You can contact the panel via staffpanel@jbs-ltd.co.uk and we'd love to hear from you, especially if you're interested in joining us!

We had our second panel meeting in November. We talked about the content from the last meeting including continuing to develop ideas from the 2023 JBS staff survey, improving communications with all staff, transfer procedures and social events.

There were also some questions/suggestions that staff members had sent to us. These were regarding some site procedures concerning the company log books and use of radios. We've had responses from the Directors, and we'll be giving detailed feedback to the people who contacted us. There were also some queries about the Vitality scheme that we asked for more clarity on – more on that below.

Our gang have suggested events like Boom Battle Bar, Bounce, F1 Arcade, darts, Toca Social, go-karting, football, and Electric Shuffle. Please let us know if you have other ideas and whether you'd be willing to contribute to take part in additional smaller get-togethers.

We hope you'll like some of these suggestions but we'd love to know yours too. Also, what prevents you from coming to the staff events, is it something that we can

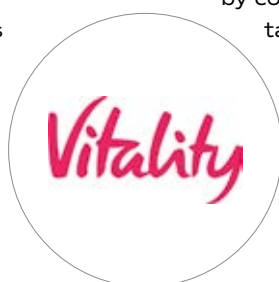
change? The management have said they'll start getting quotes based on our ideas so who knows what we'll be doing in 2024!

Now about Vitality; we asked if it was necessary and if could staff opt out. The question of necessity is a really personal one, nobody needs private healthcare when they're well, but if something should happen to you then you'll probably be glad you have it.

If you don't want it, then absolutely you can opt out just by contacting hadmin@jbs-ltd.co.uk to say please take it away. It's still part of your employment contract so you can add it back in if you want to too, but be warned: if you leave and then rejoin the scheme the moratorium period will restart. The moratorium clause is that in your first two years of the policy, you're not covered for any conditions that were pre-existing in the previous five years.

Also please do consider that any individual who has regular dental check-ups and wears spectacles will usually be better off on the scheme than not; the annual recoupable dentist and optician costs will cover the tax they incur. All the Ts and Cs are available on the Vitality website and also on our Rewards Gateway, so do check them out before you opt out.

Please contact the panel if you have any questions/ideas/concerns that you want us to voice for you, or if you'd like to join the panel, or perhaps visit us at our next meeting date – just let us know. ■



“We talked about the content from the last meeting including continuing to develop ideas from the 2023 JBS staff survey, improving communications with all staff, transfer procedures and social events”



New wins, retenders and losses

We're thrilled to announce a spectacular start to 2024, marked by a series of significant contract wins in the last quarter

LANDSEC PORTFOLIO

Our achievements extend beyond the retention of our Nova Portfolio. We have successfully added new building services, fabric and energy performance (BSFEP) contracts for the following prestigious sites:

- **80-100 Victoria Street**
- **123 Victoria Street**
- **62 Bishopsgate**
- **16 Palace Street**
- **Zigzag Building and Estate**
- **Cardinal Estate.**

These additions not only expand our service portfolio but also reinforce our commitment to delivering top tier building solutions.



80-100 Victoria Street



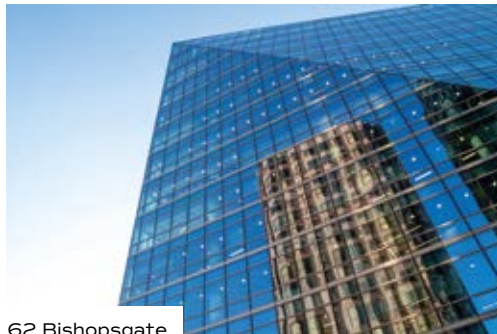
Zigzag Building and Estate



123 Victoria Street



Cardinal Estate



62 Bishopsgate



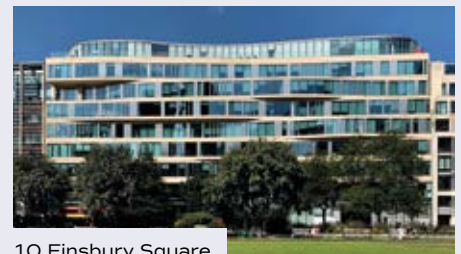
16 Palace Street



25 Cannon Street



1 Grafton Street



10 Finsbury Square

PEMBROKE PORTFOLIO

Building on this momentum, our proposals for the Pembroke London Portfolio, under the management of Knight Frank, were successful. This

contract, starting on February 1, encompasses three buildings, collectively offering more than 300,000ft² of versatile commercial

office, retail and residential space:

- **25 Cannon Street**
- **10 Finsbury Square**
- **1 Grafton Street.**



One New Ludgate

SAVILLS

We're proud to announce that we've secured a three-year, fully comprehensive contract for **One New Ludgate**, a distinguished property just a stone's throw from the iconic St Paul's Cathedral. This contract covers 183,305 ft² of office and retail accommodation, multi-let to several occupiers, showcasing our capability in managing diverse property portfolios.

BREVAN HOWARD

Following a competitive tender process, our team was awarded the M&E maintenance contract at **82 Baker Street**, W1U 6TE for Brevan Howard, a leading global alternative investment management platform specialising in global macro and digital assets. This contract underlines our proficiency in serving high-profile clients in the financial sector.

CBRE

We have also secured the M&E services contract for **The Fold** in Kensington Village. This revitalised former warehouse now provides a sprawling 90,000ft² of commercial office space, designed with a range of measures to improve sustainability and reduce energy consumption.

The Fold



82 Baker Street

Blue Fin Building



RETENDERS

We are thrilled to continue our relationship with the **Blue Fin Building** on Southwark Street, having successfully resecured the M&E maintenance contract for another three years. This renewal is a testament to the trust and satisfaction our clients have in our staff and services.

ASHDOWN PHILLIPS

Our winning streak continued with the acquisition of the hard services contract at **The Bower - The Tower and Warehouse**. Located in the vibrant heart of East London, opposite Old Street Station, these buildings offer a cumulative 293,000ft² of office space, augmented by leisure and retail amenities.



The Bower - Warehouse

The Bower - Tower



CONTRACT LOSSES

Regrettably, we didn't succeed in the retender for **The Bailey**. We remain confident that the quality of our bid and pricing reflected the M&E requirements on site, and we extend our best wishes to the client and the new service provider. Similarly, our tenure at **8 St James Square** concluded due to unforeseen circumstances. These experiences, while challenging, have further honed our competitive edge and commitment to excellence.

A DAY IN THE LIFE

Yass Houssain

Electrical Technician at Nova 2

An ability to solve problems makes Yass a real asset to Jaguar and he has some good advice for anyone who wants to get involved in the building services industry

Nova 2 is a recent addition to Jaguar's portfolio, having been acquired in 2023. The newest building to join the growing Nova portfolio is located behind Victoria Palace Theatre and directly above the ticket hall of Victoria tube station. Behind the scenes, ensuring that the new building is fully operational, is Yass Houssain, Electrical Technician, who has been with Jaguar since May 2021. We had a chat with Yass who provided us with his take on a typical day on site.

Yassine started at Jaguar as an Improver, based at a different building in the Nova portfolio. He starts his day promptly at 7am. The first order of business involves a thorough review of the building's systems, assessing any overnight developments and planning the day's tasks. Yass's role is to ensure that Nova 2 remains functional, well-lit, warm, ventilated and, above

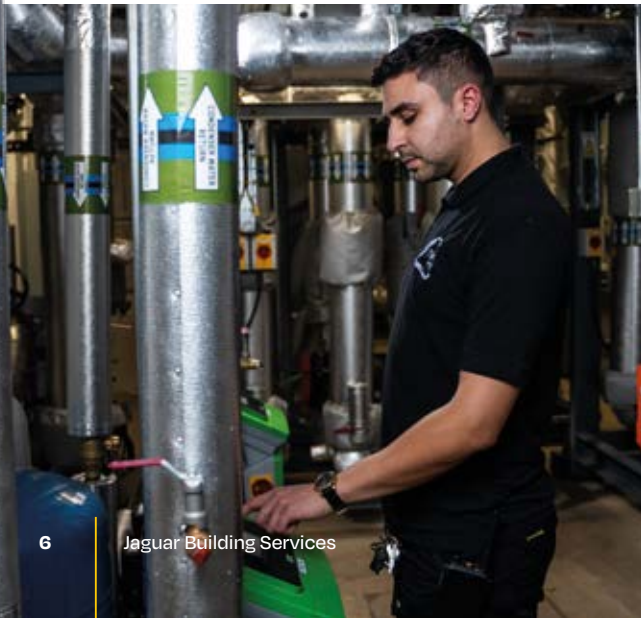
“I enjoy getting to the bottom of an issue that baffles you at first but then you figure out, as it is always rewarding”

all, safe. Armed with a toolbox in hand, he begins the day with routine inspections and preventive maintenance checks.

Yass is also responsible for keeping an eye on potential issues before they escalate, maintaining the building's optimal performance.

WHAT DO YOU ENJOY MOST ABOUT YOUR JOB?

I enjoy getting to the bottom of an issue that baffles you at first but then you figure out, as it is always rewarding. New buildings are renowned for having teething issues but thankfully we've had fewer issues than expected. So far it has been interesting, we have been getting to know where everything is so we can react quickly when the building is busier. Some of the floors are still waiting for tenants to move in, so it is a good opportunity to get to know the building well. I always enjoy seeing the site team at the other Nova buildings. The energy centre is in





FUN FACTS...

Top five books

Fevre Dream
by George R R Martin
A Knight of the Seven Kingdoms
by George R R Martin
IT by Stephen King
Life on Air
by David Attenborough
A Storm of Swords by George R R Martin

Something no one knows about you

I love avocado bath bombs.

Favourite film

In Bruges is fantastic. Definitely worth a watch!

First concert you ever attended

My dad took me to see Cartoons in Kingston when I was six.

Favourite holiday destinations

Wild camping in Dartmoor National Park, countryside B&B retreats and anything involving nature, being outdoors and away from people for a change.

the basement which connects to the other three buildings – The Nova Building, Nova North and Nova South – so I bump into the team from time to time.

HOW DID YOU GET INTO THE BUILDING SERVICES INDUSTRY?

It was by accident. I was helping a friend's dad out at a high-end refurbishment job a few years ago and then at the end of the project, their M&E contractor offered me a position with their newly acquired maintenance contract with WeWork. While I have been with Jaguar, I have been studying part-time over the last two years to become a fully qualified electrician. I finished within a week of this building opening, so it was perfect timing.



WHAT ADVICE WOULD YOU GIVE TO YOUR YOUNGER SELF OR ANYONE WHO WANTS TO GET INTO THE BUILDING SERVICES INDUSTRY?

Get stuck in, be inquisitive, be proactive and don't hesitate to ask questions or look things up. ■

SPOTLIGHT ON A SITE

→ Google DeepMind

Jaguar secured the hard services contract at Google DeepMind in June 2023. This was a notable win and we inherited a fantastic team located at King's Cross. We spoke to them to understand their daily activities and gain insight into the buildings they oversee...

Over the past five years, King's Cross has experienced substantial redevelopment, transforming into a prominent business and cultural hub. This area now encompasses a blend of residential, commercial and recreational spaces with Regents Canal running through the middle. Google DeepMind, a unit within Google, operates here as an artificial intelligence (AI) research lab, known for its advancements in AI system development. The site is made up of three separate buildings, including R7, S2 and X1, with a total square footage of approximately 400,000ft².

The engineering team at Google DeepMind consists of six engineers, two fabric technicians and two administrators. Leading the team are Darren Bryant, Contracts Manager, and Toby Turner, Site Supervisor. The rest of the team is made up of Electrical, Mechanical and Fabric Technicians: Dwayne Allen, Phillip Ward, Christopher Ballard, David Barnett, Steven Fowler, Giuseppe Calabrese, Iain McDougall, John Mosquera-Giraldo and Contract Administrator Yin Lam.

Each engineer found their way to the building industry differently. Toby has spent most of his career self-employed and worked as a contractor for Google until he was hired on a permanent basis.

John started in the soft services industry. He was then trained by an M&E company and now thrives as one of the two Facilities Assistants.

Due to high-security procedures at the building, all guests and subcontractors must be escorted by the engineers, which keeps the team well occupied. However, the perks significantly outweigh the challenges here; the engineers get to enjoy the amenities and facilities that Google DeepMind provides, such as a selection of food and drinks including very large pastries!

Each floor has at least one terrace, with a shared 6,000ft² roof terrace on the ninth floor. In the core of the building is a seven-metre atrium that vertically links the floors together with a web of staircases. In the basement the team are welcome to use the 'cycle spa' if they choose to cycle in to work. More than 260 bike spaces are available with top-of-the-line changing rooms and showers.

Thank you to Google DeepMind and the engineering team for their involvement in this article. ■



GENERAL BUILDING INFO

Square footage:

400,000ft²

Number of floors: 8

Size of team: 10

Shift patterns: 4 on, 4 off

Areas you manage: R7, S2

and X1 buildings

Chillers: 2

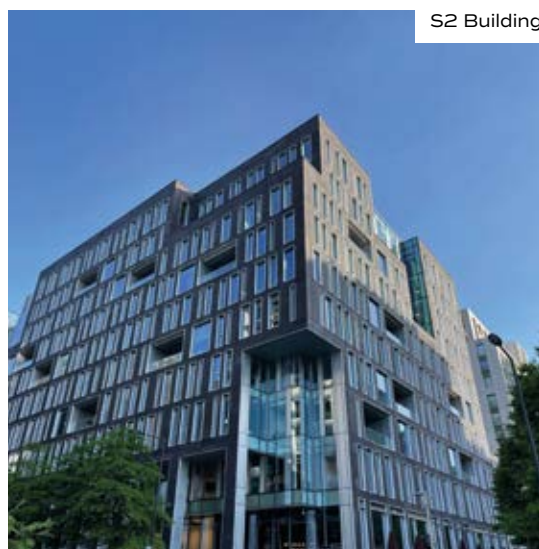
Right: R7 Building



The DeepMind team



Inside the R7 building



S2 Building



X1 Building



Darren, John and Toby



FUN FACTS...

Do you have a hidden talent?

Toby: Fitness
John: Singing salsa music
Yin: Licking my elbow

Last series you watched?

Darren: *The Tourist*
Toby: *Ozark*
John: *Reacher*
Yin: *Succession*

What new skill would you like to learn?

Darren: Learn Spanish
Toby: Learn Portuguese
John: Learn to fly a plane
Yin: Learn to knit

What was your first concert?

Darren: Bestival, Isle of Wight
Toby: Prince
John: Grupo Niche, Colombia
Yin: All Points East

COMPLETED PROJECT

ARCHWAY LIGHTING – RATHBONE SQUARE

Building name: Rathbone Square, London
Client: CBRE

Project description: Archway lighting enhancement

Project duration: Four months

Jaguar Projects was tasked with the design, supply, installation, testing and commissioning for extending the existing archway luminaires at Rathbone Square.

The archway lighting is a signature feature of the scheme. Two jade glazed ceramic passageways at the northern corners of the square enhance the lighting in an inviting way that will encourage people to explore and enjoy the square any time of the day or evening. The brass gates on both were designed by Scottish artist Robert Orchardson.

Works included the installation of new tuneable white LED dali luminaires to the pedestrian archways, complete with dimmable ballasts and compatible with the Prolojik control system.

Each individual archway fitting was protected by an opaque Perspex cover, and was manufactured by Osram and finished with an internal recessed diffuser profile.

4 No. Gobo projectors were mounted at the gateway of each passageway entrance with the Rathbone Square Logo in colour.

The project was completed successfully, on time and within budget over a period of four months.



Projects Update



JAGUAR AWARDED OUR BIGGEST PROJECT TO DATE

Jaguar Projects is proud to announce that, after an intense tender process, we have been selected as the M&E contractor for the Moor House Central Plant Replacement Project. This is a major milestone for our Projects team as this is the largest project secured at £11.5 million.

This is a testament to the dedication, expertise and commitment of our Projects team and supply partners. This project will be led by Mark Gerrard, who has years of experience and an exceptional

track record in managing complex M&E projects.

Richard George, Associate Director and Head of Projects, said: "This success wouldn't have been possible without the collective support and hard work put in by everyone involved. A heartfelt thank you goes out to each member of our team for their invaluable help and assistance in securing this monumental project."

Congratulations to everyone involved! We will continue to share further updates as the project develops. ■

Fantasy Football

Take time out to test your brain with our puzzles... and check how your Fantasy Football team is getting on!

UPDATE AS OF 19 JANUARY 2024

We've now surpassed the midway point of the of the Premier League season, with game week 22 quickly approaching!

Since the last update, there's been plenty of movements within our league as previous leader **Ramone Dougall** falls all the way to 21st. First place **Mark Williams** (1234 points) is starting to pull away at the top, with second place **Lauren Jackaman** (1216 points) 18 points away from him.

The gap between first and 10th widens there's now a huge 91 points between them.

Gravity is up to fifth place and, pardon the pun, it looks like nothing can hold them down at the moment.

Mo Salah is this season's top scorer so far with 156 points. Don't forget to keep on top of your

Rank	Team and manager	GW	TOT
1 ●	Mount Rashmore Mark Williams	25	1234
2 ●	Marcus N'yaasshford Lauren Jackaman	35	1216
3 ●	iCanSeeYourArsenal Iain McDougall	33	1213
4 ●	Mish Mash Utd Gary Armstrong	25	1203
5 ▲	Gravity Gravity Iwere	37	1187
6 ▼	Flying Without Ings Adam Johnson-Charge	17	1178
7 ●	Renford Rejects Stuart Dorrer	28	1168
8 ●	Brokeback Mountain Adam Nguyen	19	1154
9 ▲	Rubber Digne Rapids Casey Butler	31	1151
10 ▲	COYH!! Stuart Cross	27	1143

teams, as there are a number of players off on international duty at the Africa Cup of Nations and Asian Cup tournaments. There's a prize of £100 for the winner at stake, so it's worth checking on your teams!

There's a long season to go, so be bold in your captain choices! 🟡

PUZZLES

SPOT THE DIFFERENCE



SUDOKU

5				8	1		4	
		1	5		3	8		2
	4	3			6			1
9		4	6	3			1	
	8			2	9	5		4
2			7			4	9	
3		5	4		2	1		
	6		3	1				5

Health & Safety Update

HEALTH AND SAFETY STRATEGY

In January 2023, we communicated the health and safety strategy for the year. We identified our key areas of focus as:

- Confined spaces training for all Site Managers
- Roll out of electronic H&S logbooks via Apprise
- Fire Safety Review in line with the new Fire Safety (England) Regulations 2022
- Continue to improve communication and consultation on health and safety matters.

CONFINED SPACES TRAINING

I am pleased to announce that we have now successfully trained 105 Site Managers, Account Managers and Business Unit Heads with confined spaces training. We have successfully built a JBS confined spaces register that is reflective of all JBS sites and the classified confined spaces. We will continue to hold monthly Management of Confined Spaces Training courses. If you are interested in attending this training, please contact the H&S team.

APPRISE HEALTH AND SAFETY PHASES

In 2023, we had an idea to create an electronic version of our H&S records folder that could be managed on Apprise. The development of this system started and, once we saw the opportunity to advance the health and safety offering, we began working on three phases of development. The three phases include a health and safety frequency task schedule, accident, incident and near miss reporting and along with an

AUDITS AND INSPECTIONS

In 2023 we conducted more than 97 site audits and inspections. The average audit and inspection score is 79%.

On average, we raised 11 actions per site visited. The top five most raised actions include:

- Slip, trip and fall hazards
- Missing/incomplete DSE assessments
- Head height hazards
- Housekeeping
- Missing/incomplete site-specific induction information.

NUMBER OF ITEMS IDENTIFIED:

62

SLIP, TRIP AND FALL HAZARDS

43

MISSING OR INCOMPLETE DSE RECORDS

42

HEAD HEIGHT HAZARDS

40

MISSING OR INCOMPLETE SITE-SPECIFIC INFORMATION DOCUMENTS

34

HOUSEKEEPING ISSUES





BSI 45001 SUCCESS & HEALTH AND SAFETY CHAMPIONS

A big thank you to the excellent site team at 15 Finsbury Circus!

In November 2023 we had our six-monthly visit from BSI for our 45001 Health and Safety audit. During the two-day audit, we visited the Site Team at 15 Finsbury Circus. With thanks to Bradley Digby and the excellent site team, the audit went without issue and we received zero non conformities.

The auditor commented that “the site is well managed with clean, tidy plantrooms where all hazards are clearly highlighted”. He found that “on site records were all in order and they were easy to find”.

Well done to Bradley and his team. To thank you for your hard work and efforts, Louise has selected them as this quarter’s Health and Safety Champions. Bradley, Wayne and Danilo will each receive a £50 voucher via the Gateway.

ACCIDENTS, INCIDENTS AND NEAR MISSES

We have seen a positive increase in the number of accidents, incidents and near misses being reported. We are pleased to see that employees are engaging with the health and safety team to report adverse health and safety events. By reporting data on adverse events, we can continue to make important changes, improvements and learn lessons.



32

ACCIDENTS
REPORTED



17

INCIDENTS
REPORTED



20

NEAR MISSES
REPORTED

“This is our commitment to you, to continue achieving high SHEQ standards”

online permit to work system. These three phases are very close to being deployed and rolled out to site teams in early 2024, so please look out for exciting developments!

FIRE SAFETY REVIEW

Our fire safety review in line with

the new Fire Safety (England) Regulations 2022 is ongoing. We have already begun to make changes to documents such as our fire door inspection forms, processes and procedures. We will continue to communicate upcoming changes and improvements to all employees.

OUR STRATEGY FOR 2024:

In 2024, we will continue to ensure the health, safety and welfare of employees, contractors and others by undertaking continual improvement of SHEQ documentation and safe working practices.

We will deliver the duties placed upon us by health and safety law and government mandates.

In addition to the above, our key areas of focus will be:

- Deployment and roll out of the H&S phases of Apprise in early 2024
- Continuous improvement in the collection and trend analysis of health and safety data
- Continuous development of fire safety documentation, processes and procedures
- Work at height reviews and improvements to work at height safe systems of work
- PAT document review.

This is our commitment to you, to continue achieving high SHEQ standards.

If you have any areas of improvement, feedback or ideas please feel free to contact the health and safety team who will be happy to discuss these with you. Your feedback is valuable to assist us in continuously improving the service we provide. ■

An InSite into our Community OnSite

SUCCESSFUL CRANE LIFT AT 15 FINSBURY CIRCUS

We're thrilled to share the recent successful crane lift at 15 Finsbury Circus. A big well done to **Bradley Digby**, Jaguar's Site Manager at 15 Finsbury Circus, for his outstanding contribution!



The crane lift was a great team effort



The jumpers were for a good cause

CHRISTMAS JUMPER DAY

This Christmas we celebrated Christmas Jumper Day to raise money for the Save The Children charity. We were able to raise a total of £160.

The winner was Elliott Taylor with his light-up jumper. His prize was to donate £100 to a charity of his choice and he chose Ivy Street.

Steve Jackaman particularly liked Gary Wilkinson's jumper!



Gary Wilkinson

LONG SERVICE RECOGNITION

This month, **Peter Jefferies** celebrated 20 years at Jaguar. Peter's dedication is remarkable, as he has consistently demonstrated unwavering commitment, passion and expertise throughout his two-decade journey with the company. Thank you, Peter, for your hard work.

In December, **Martin Harvey** celebrated 10 years at Jaguar. Martin started with us at 5 Aldermanbury Square and now works as a Mobilisation Engineer at Head Office. Congratulations, Martin!



Peter Jefferies



Martin Harvey



Our volunteers helped make the party a success

IVY STREET CHRISTMAS PARTY

The week before Christmas, several Jaguar members volunteered to help at the annual **Ivy Street Christmas party**. This year, Account Manager **Allan Taylor** was Santa!

Angela Large, Executive Director at the Ivy Street Family Centre said: "Thank you to the wonderful team that came to help with the Christmas party. Jaguar has supported us so brilliantly for so many years, and it was great to meet more of the team. They were brilliant as usual!"

Thank you to our volunteers Ruby, Sonia, Francesca, Paul, Andrea and Allan for spreading some Christmas spirit!



Allan Taylor and Paul Stevens

SUPPORTING LOCAL FOOD BANK DURING CHRISTMAS

This year, we wanted to contribute to the local community by donating groceries to a local food bank in Southwark: Pecan. Thank you to everyone who donated, we were able to fill three large boxes of food that went straight to the charity. Thank you to everyone who supported this initiative.



Catherine Waite and Emma Ralley

EMPLOYEE OF THE QUARTER

→ Our people are winners

Once again, we have had some fantastic nominations over the last three months for Employee of the Quarter. It is great to see people being recognised for the hard work that they put in, so please keep nominating! If you think a colleague deserves to be recognised, please nominate them for the next quarter through the Gateway.

Congratulations to **Chris Rolfe** from 25 Copthall Avenue for winning the latest Employee of the Quarter. Chris was nominated by his Business Unit Head, Ed Spencer. The client at 25 Copthall Avenue said: "It has been remarkable to see so much progress in the last year. Chris is very knowledgeable and proactive and has a real knack for problem-solving and the ability to think outside the box. The relationship between Chris and Building Management is fantastic and we are so grateful to have him." Well done, Chris!

Our first runner-up is **Ruby Crosthwaite**, Contract Support Supervisor, due to her glowing feedback from Paul Amphlett, Site Manager at Belgrave House. He said: "Ruby consistently goes above and beyond when it comes to assisting site. As a Contract Support Supervisor, her hands-on approach is greatly appreciated. Both her time and people management are spot on when dealing with issues. When there

are problems that cannot be resolved, the right people are keen to help her, which is a credit to Ruby. She is a true asset to Jaguar, knowing when to step in and when to step back allowing growth among her juniors and peers." Fantastic work, Ruby.

Reda Alhoussaini from Hill House is also a runner-up. There is a significant tenant refurbishment under way at Hill House which is extremely demanding. Reda has been accommodating and not only dealt with the expectations from the fit-out, but also managed the communications and dealt with subcontractor specialists and roving support engineers. Reda has only been with Jaguar since April and didn't come from a building services background, but he has proven to be an asset in a short space of time. Congratulations, Reda!

Another runner-up is **Darren Love** from St Botolph's, who has been recognised for his diligent efforts to keep the site's services and performance moving forward. The client said: "A lot of the work Darren



Vote for your next Employee of the Quarter

Voting has now reopened!

Nominate your Employee of the Quarter via The Gateway: Gateway - Reward and Recognition. Please submit all nominations by 5 April 2024 for your vote to be counted.

does is behind the scenes but he has a direct effect on how the building operates and the environment we work in. His work ethic, experience, knowledge and willingness to go the extra mile doesn't go unnoticed and is very much appreciated." Keep up the good work, Darren. ■

NOMINATIONS

Terence Reading and Jack Abramowitz from Kings Place
Macy Jordan, Bradley Brookes, Toby Smithers and Andrea Harris from Lloyd's of London
Paul Stevens and Jade Stevens from Head Office
The whole team from Deepmind

"She is a true asset to Jaguar, knowing when to step in and when to step back, allowing growth among her juniors and peers"



Chris Rolfe



Ruby Crosthwaite



Reda Alhoussaini



Darren Love

PROMOTIONS



Stuart Cross



Paul O'Neill



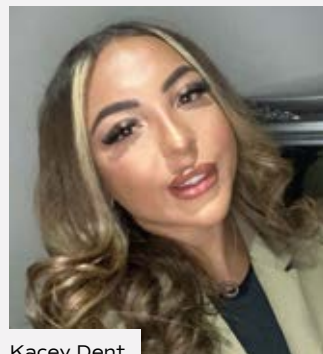
George Mathers



Paul Robinson



Aisling Miller



Kacey Dent



Poppy Redpath



Dagmara Michnik

We're happy to announce there have been several promotions over Christmas and new year.

To support the expanding responsibilities in the business, a new position, Assistant Account Manager, has been established. Congratulations to **Stuart Cross**, **Chris Rolfe** (pictured opposite), and **Paul O'Neill**, all of whom have been promoted to this new role.

George Mathers has completed

his apprenticeship and has been promoted to Electrical Technician. **Paul Robinson** has been promoted to Site Supervisor, based at Premier Place. Great work George and Paul!

At Rabobank, **Leroy Corbin** has been promoted to Site Supervisor, and **Sylwester Banaszczyk**, from the Wigmore Neighbourhood has been promoted to the position of Site Manager. Congratulations Leroy and Sylwester. **Aisling Miller** has been

promoted to Renewals Manager, due to her tireless work ethic. **Dagmara Michnik** has been promoted to Contracts Support Supervisor. Both **Kacey Dent** and **Poppy Redpath** have been promoted to Contracts Support Administrators at Head Office – best of luck to everyone in your new roles.

It's fantastic to see such positive movement in the business. Congratulations to everyone who has been promoted over the last quarter.

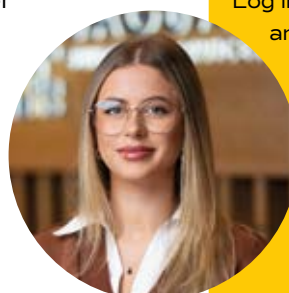
TECHNICAL QUESTION WINNER

We had more than 40 entries for this quarter's technical question. Thank you to everyone who entered and well done to everyone who answered correctly.

As a reminder, October's technical question was:

What Regulation within the Electricity at Work Regulations 1989 states that 'No person shall be engaged in any work activity on or so near any live conductor (other than one suitably covered with insulating material so as to prevent danger) that danger may arise'? **Answer:** Regulation 14

Well done to **Francesca Jordan (right)** for submitting the correct answer! A voucher is on its way to you via The Gateway.



JANUARY'S TECHNICAL QUESTION IS:

What is the primary component used to correct power factor?

Log in to The Gateway and send us your answer by 5 April 2024 to be in with a chance of winning. All correct entries are submitted into a prize draw and the winner is picked at random. Anyone can enter, just answer the question and submit – even if you are not an engineer!

Christmas party!

TIME FOR OUR TEAM TO CELEBRATE

We held our annual Christmas get-together at Puttshack at Bank this year. It was great to see so many faces - including many new members of our team. A fantastic end to 2023! 🍷





2023 Highlights



38

PROMOTIONS



£78m

TURNOVER



530

EMPLOYEES



120

SITES MAINTAINED AND
27 MILLION FT² OF REAL
ESTATE IN CENTRAL LONDON



£8.3m

WORTH OF NEW BUILDING
CONTRACTS



30+

MORE THAN 30 PROJECTS
SECURED, VALUED AT
£17.5 MILLION



3,000

COURSES WERE COMPLETED



£80k

DONATED TO CHARITY



100+

VOLUNTEERING HOURS



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