

InSite

April 2024 Issue 22

**HOLIDAY BUY
BACK SCHEME
LAUNCHED**
PAGE 12

**UPDATED
MENTAL HEALTH
FIRST AIDERS**
PAGE 19

Beaufort House's magnificent seven

Meet the top team that keeps things running smoothly at an historic site in Aldgate

PAGES 6&7

AN UPDATE FROM

Liza McGuigan

Hello everyone, and welcome to the 22nd edition of *InSite*.

As we move forward into the new quarter, I would like to extend a warm welcome to all the new starters who've joined us, including the 28 individuals from the Landsec Portfolio who have TUPE transferred over to JBS. In this issue, you can learn more about the mobilisation process in the 'Day in the Life' of Luca Cianci, one of our Mobilisation Engineers who is currently mobilising the Zig Zag Building in Victoria, on **pages 4-5**.

The 2024 summer party has been announced and this year it's extra special as we will be celebrating Paul Roberts' 60th birthday. You can find all the information you need on the back page. Please RSVP via the Gateway or events@jbs-ltd.co.uk

In the spirit of enhancing our employee experience, we have recently implemented a new staff benefit which was suggested by the Staff Panel: the Holiday Buy Back scheme. This offers you the flexibility to add to your annual leave entitlement. An email from HR has already been sent out but more information can be found on **page 12**. A new survey has been set up by the Staff Panel to get your opinion on employee activities the company could introduce. Add your ideas into the mix for consideration.

In previous newsletters we shared the financial position of Jaguar. This has been reintroduced and you can see some 2023-4 year-end indicative values at the top of this page. While they're still to be confirmed and audited, these figures not only highlight our stability and growth but also increase transparency. It's beneficial for each of you to know that you're part of a secure and thriving organisation, and these figures serve as a testament to our collective efforts.

In staff news, I want to congratulate three recent retirees

and thank them for their years of loyal service. We wish them all the best in their next adventures. Additionally, 17 team members have been promoted this quarter; it's brilliant to see so much progression. Furthermore, we're proud to recognise seven team members celebrating 10, 15 and 20 years at JBS. Your commitment to Jaguar Building Services is commendable, thank you. One of our engineers performed a truly heroic action on the roof of his building. You can find out more on **page 18**. Lastly, I would also like to congratulate our London Marathon runners, Allan and Andrew. Their fundraising pages are still open for donations.

As promised on National Employee Appreciation Day, this quarter we have doubled our Employee of the Quarter winners and runners-up. They can be found on **page 13**, and as we wrap up this busy quarter, I wanted to take a moment to express my sincere appreciation for your hard work and dedication.

All of our staff contributions are truly

JAGUAR FINANCIALS

JBS stats
31.03.24 v 31.03.23

Turnover: £83M, up from £68M last year

Number of staff:
570 (was 488)

Number of main contracts:
113 (was 108)

Total contracts: 279 (was 274)

valued, and we're grateful to have such a dedicated team. Wishing you all continued success in the upcoming quarter. ■

Liza McGuigan
Finance Director



New wins, → retenders and losses

Tender success for One Curzon Street is a testament to the skills of our team and we've gained and held other major contracts, too

WINS

Following our strategic decision to limit our participation in tendering opportunities early in 2024, the BD team is happy to still report a highly productive and successful quarter.

Importantly, we have been reappointed as the Building Services Maintenance Provider for Colliers at **One Curzon Street**.

As a site previously managed by Jaguar, it is with great enthusiasm that we reintegrate it into our portfolio. Located just off Berkeley Square, One Curzon Street is one of Mayfair's most substantial commercial properties, covering 210,000 ft².

Additionally, the remainder of our Colliers portfolio, including **Berkeley Square House**, has been extended for an additional two years – a reflection of our operational teams' consistent delivery of high customer satisfaction. We extend our heartfelt congratulations to everyone involved and are grateful to Colliers for their renewed trust and support.

It is also our pleasure to announce the two-year extension of our contract at **Citypoint** with Brookfield. This renewal affirms

our enduring commitment and excellence in delivering top-tier building services. Robbie Kitson, Account Director, has expressed his appreciation to Brookfield's management team for their continued partnership with Jaguar at this prestigious site.

Moreover, we have secured a significant volume of new occupier contracts across our portfolio:

Nova 2:

- **Beaufort Commodities** at Level 1
- **HPS Investment Partners (UK) LLP** at Level 4
- **Digital Bridge** at Levels 8 and 9
- **QRT** at Levels 11 to 15, with plans for expansion into an additional four floors.

The Bower: A new contract with Beyond.

72 Welbeck: Cain International.

25 Cannon Street: Dechert and Alantra.

Allen & Overy: Atrato Partners.

45 Pall Mall: Centiva Capital

Lucent: Centerview.

These contracts collectively add more than £300,000 to our turnover. ■

RETENDERS

We have retained contracts for our M&E services across a distinguished portfolio of Savills buildings, including **Warwick Court, 70 Gracechurch Street, and 5 Aldermanbury Square**. Edward Spencer, our Business Unit Head, said: "We are delighted to retain this portfolio for another three-year term, continuing our successful collaboration with Savills."

Additional contract extensions achieved within this quarter include:

- Global Switch: A further three-year term at **Nova**.
- Helix: At **6 Bevis Marks**.
- Rendall & Rittner: At the **Heron**.
- Savills: At **Moor Place, Tower Bridge House** and **Kings Place**.
- CBRE: At **Thames Court** and **The Knightsbridge Estates**.
- MAPP: At **Victoria House, 50 Bank Street, and 15 Fetter Lane**.



Warwick Court



70 Gracechurch Street



5 Aldermanbury Square

CONTRACT LOSSES

Despite our best efforts and robust proposals that met all specified quality and pricing criteria, we were unable to secure the retenders for the **Exchequer Court** and **One Tower Bridge** contracts. These outcomes, although disappointing, are reminders of the competitive nature of our industry. Occasionally, customers seek change, which is part of business dynamics. While we cannot always win every bid, we extend our best wishes to the new service providers at each of these locations.

A DAY IN THE LIFE

Luca Cianci

Mobilisation Engineer



Communication is crucial when it comes to letting all parties know how a project is progressing, says Mobilisation Engineer Luca Cianci

Have you ever wondered what a day in the life of a Mobilisation Engineer looks like? We sat down with Luca Cianci, one of our Mobilisation Engineers, to get an inside look at his role and responsibilities here at Jaguar Building Services.

Luca joined Jaguar in 2022 but he has been in the building engineering industry for more than 20 years, starting his career as an Electrical Engineer and working his way up to Contracts Manager.

WHAT DOES A TYPICAL DAY LOOK LIKE FOR YOU AS A MOBILISATION ENGINEER?

A lot of the time, my tasks depend on my location and the contract I'm working on. When I'm on site, I verify a building's assets, simultaneously compiling a precise asset list and preparing the site for the contract to begin smoothly. When I'm at Head Office, I prepare various aspects such as site set-up, H&S, subcontractors and logbooks to get the contract up and running. My main responsibility is to ensure that new contracts are successfully onboarded according to client specifications, facilitating a smooth transition to the operations team. Currently, I'm working on the Landsec portfolio, mobilising the Zig Zag building. In my year and a half here at Jaguar, this is the 11th building I have mobilised.

WHAT CHALLENGES DO YOU TYPICALLY ENCOUNTER DURING THE MOBILISATION OF A BUILDING?

With many buildings I work on, gaining access to certain areas of the building is a recurring issue which, at times can be a challenge. Also gaining the required O&Ms and historical site information can be difficult but, with patience, I am generally able to obtain what I need.





FUN FACTS...

If you could have dinner with any historical figure, who would it be?
Michael Knight
from *Knight Rider*.

What's your go-to karaoke song?
With or Without You by U2.

If you were a superhero, what would your superpower be?
The power to end injustice.

What's the weirdest food you've ever eaten?
Marmite, "you love it or you hate it".

What's the last movie you watched that's a must-see?
The Shawshank Redemption.

If you could time travel, would you go to the past or the future?
To the future.

“It is very important to be meticulous and pay close attention to detail”

One challenge I have experienced was when I first joined JBS. Obtaining a clear demarcation of assets between landlord and tenant systems was particularly difficult. Communication plays a crucial role in mobilisation, so I ensure communication and cooperation are achieved through regular emails, phone calls and meetings to keep everyone up to date with progress.

Other challenges involve working on multiple sites simultaneously, landlord and tenant alike, and meeting deadlines.

IN YOUR OPINION, WHAT QUALITIES OR SKILLS ARE ESSENTIAL FOR SUCCESS AS A MOBILISATION ENGINEER?

I would say you need to have a combination of qualities. It is crucial to have solid technical knowledge and the ability to explain technical details clearly, avoiding excessive jargon since some individuals you collaborate with may not be familiar with technical terms. Additionally,

a high degree of personal discipline and strong organisational skills are necessary for effectively managing project timelines, resources and priorities amid complex project demands and changing circumstances.

CAN YOU SHARE ANY TIPS OR BEST PRACTICES FOR ASPIRING MOBILISATION ENGINEERS WHO ARE LOOKING TO EXCEL IN THIS FIELD?

It is very important to be meticulous and pay close attention to detail. In the building engineering industry, it's also crucial to stay updated with the latest regulations and maintain a keen interest in personal development for new technology and innovations.

An attractive aspect of the job is the wide variety of tasks that are undertaken, whether doing contract preparations at head office one day to being on site setting up the workspace another day. ■



SPOTLIGHT ON A SITE

Beaufort House

Jaguar secured the hard services contract at Beaufort House in November 2018. The team of seven who maintain the 12-storey building is made up of Peter Bryant, Site Manager, Paul Snell, Senior Electrical Technician, James Kennedy and Michael Raftery, the Site Service Engineers, Orville Fraser, General Maintenance

GENERAL BUILDING INFO

Square footage: 500,000ft²

Number of floors: 13

Size of team: Seven

Staff coverage: Landlord contract

Shift patterns: 08:00-17:00, plus one early 06:30-15:30

Areas you manage: Entire building

Chillers: Four ammonia

Boilers: 18 Modumax

Cooling towers:

Four evaporative condensers

Generator details:

Two landlord generators

Assistant, Ram Singh, Apprentice Electrician and Rickel Ricketts, Contracts Support.

In the bustling heart of Aldgate stands Beaufort House, a prominent building in the area that blends history with modernity. The site was once home to the P&O shipping company before it was demolished in the 1980s and repurposed into the building it is today. With a total square footage of half a million, Beaufort House was once one of the largest buildings (by square footage) in London. On the third floor, a mini golf course is also open to anyone who works in the building.

The team are a very genuine and welcoming bunch who know the site inside out. From managing contractors to responding to tenant queries, their days are as diverse as the building itself. Dealing with landlord and JBS contractors is a major part of their day and they have to ensure that all

planned maintenance tasks are carried out efficiently and within budget. Maintaining logbooks and conducting inspections are also crucial aspects of their role.

When asked about the challenges of the building, Peter Bryant, Site Manager, said: "About 70% of the building is currently vacant, requiring us to upkeep the additional floors as companies move out. Previously, tenants would have been responsible for maintaining their respective floors. A particularly challenging area of the building is the reception as it is several storeys high, so changing light bulbs can be an ordeal."

The engineers in the team entered the industry via different paths.

Peter stumbled into maintenance two decades ago when his wife's uncle alerted him to an opening at Beaufort House, setting him on a path he never anticipated.

James entered the industry 15 years ago through Peter's referral.



Michael's journey was more methodical, starting with college and then an apprenticeship at Beaufort House.

Paul followed his father's footsteps into electrical engineering while Orville found fulfilment in fixing things, driving him towards his career.

Rickel took a leap of faith in 2015, entering the industry blindly through a family friend's connection.

Ram is nearing the end of his apprenticeship with JBS, ready to take on the industry. Each person's story reflects their unique entry point and motivations within the maintenance and engineering field.

It was a pleasure to meet the team at Beaufort House who clearly work very hard to keep the building maintained to the very highest of standards. ■



Beaufort House team



FUN FACTS...

Do you have a hidden talent?

- Peter:** I used to tie my laces with one hand.
- James:** I can move my ears without touching them
- Michael:** Maths whizz
- Paul:** Impressions of actors
- Rickel:** I write and perform music and coach American football
- Orville:** Swimming
- Ram:** Boxing

Last series you watched?

- Peter:** *Renegade Nell*
- James:** *The Fall*
- Michael:** *Only Murders in the Building*
- Paul:** *The Gentleman*
- Rickel:** *Testament: The Story of Moses*
- Orville:** *The Gentlemen*
- Ram:** *Vikings*

What new skill would you like to learn?

- Peter:** Carpentry
- James:** Learn a new language
- Michael:** Learn a new language
- Paul:** Further any technical knowledge
- Rickel:** Electrical or plumbing
- Orville:** Air Conditioning
- Ram:** Learn a new language

What was the first concert you ever attended?

- Peter:** Megadeth
- James:** REM
- Michael:** Eastern Electric
- Paul:** Micky Flanagan
- Rickel:** T.I.
- Orville:** Beres Hammond
- Ram:** Elecentor

If you could trade places with someone for a day, who would it be and why?

- Peter:** My dad
- James:** Bill Gates
- Michael:** Lando Norris
- Paul:** Elon Musk
- Rickel:** Paul Roberts
- Orville:** Rishi Sunak – to help people
- Ram:** Michael in the team

Staff Panel update



The Staff Panel have some exciting updates and announcements to share regarding recent developments and future plans within the company.

Firstly, we are pleased to inform you that the senior management have implemented the Holiday Buy Back Scheme, as suggested by the Staff Panel. We're delighted that the panel were able to help with getting this over the line. Let us know if there are any other initiatives you'd like to see!

Following an email requesting feedback on the SmartSpending app, we have received many positive responses. These include savings on airport parking, 10% cashback on airport lounges and other discounts such as £4.50 off cinema tickets. One savvy customer has saved £800 so it's well worth a look. More promo material will be appearing on site notice boards soon to make sure you don't miss out.

During our recent meeting, we agreed that sharing the company's financial performance with all staff

would be beneficial. You can find a financial snapshot on page two.

A staff member contacted us about accessing HR forms that used to be on the company intranet. We spoke to Phil Gater and he advised that many are already on The Gateway, in the HR Hub document section. There are also plans to get them all into the self-service section of the SelectHR system soon.

In our next meeting, we will be discussing company-wide activities.

A colleague told us staff were

disappointed that netball was not arranged last year. We referred this to the Directors, who said "nothing was intentionally 'cut' but these events have generally been staff requests JBS have supported, rather than organised by management. An element of volunteering usually goes into these, so if you bring an idea, with costings, and have the time and willingness to organise it, we'll consider it".

If you have an idea you think would bring teams together and you're willing to volunteer to arrange it, please head to the Gateway to answer a quick survey and have your say!

We are still looking for new Panel members and if you're interested in joining or would like to be an observer at a meeting, please get in touch. All feedback is appreciated and please contact us at staffpanel@jbs-ltd.co.uk 🟩

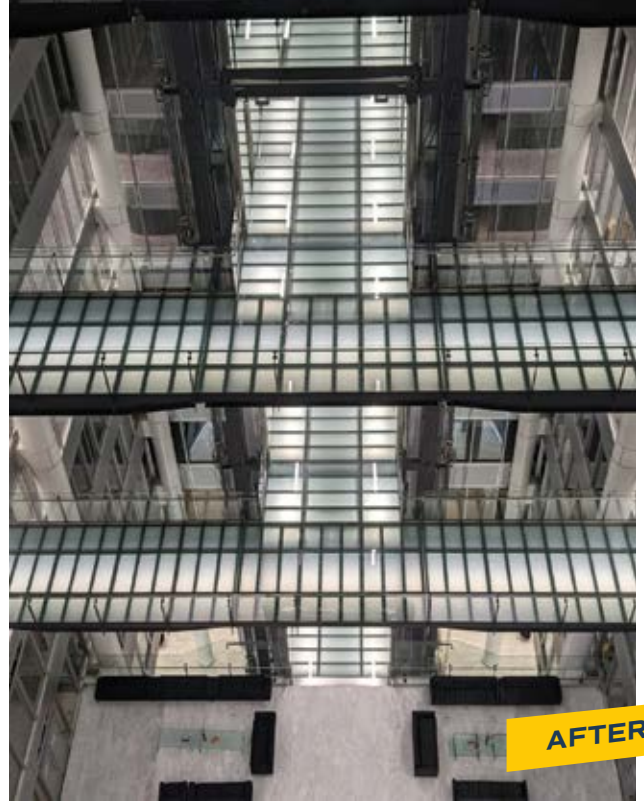
It was unanimously agreed that sharing the financial performance of the company with all staff would be beneficial



BEFORE



AFTER



Projects Update

ST BOTOLPH BUILDING - LED REPLACEMENT

Building name: St Botolph Building

Client: CBRE

Project description: Jaguar Projects was instructed to undertake the full programming, design, installation, testing and commissioning to complete the replacement of the LED lighting to the atrium area. The atrium is comprised of glass lift lobbies to all floors, four of which open out on to glass bridges traversing the atrium at levels six, eight, 10 and 12.

Project duration: Three months

Jaguar Projects was tasked with replacing the LED lighting throughout the expansive atrium area while the building remained fully occupied. The challenge was to maintain building operations with no impact to the tenants, therefore careful planning and excellent communication with stakeholders was key to ensuring minimal disruption to the building tenants.

Lighting within all areas is provided by suspended lighting 'boats', which house the running gear and fluorescent lamps that project light

upwards onto the frosted glass floor above. The lift lobby boats also include a fluorescent downlighter above each elevator.

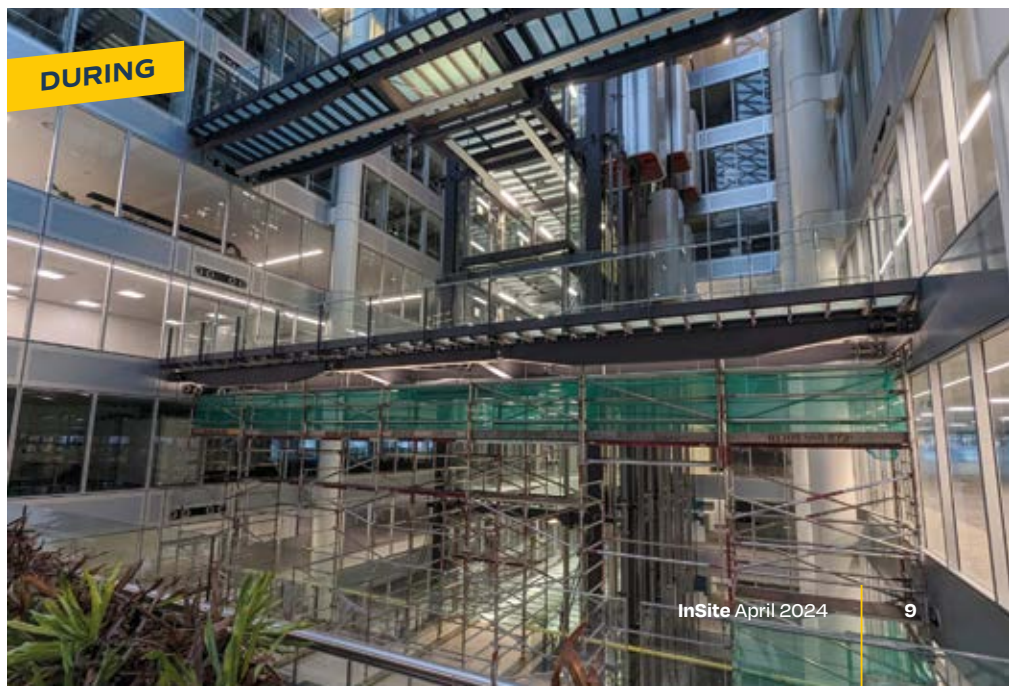
The boats lighting each of the bridges are suspended two storeys above the bridge below, meaning a scaffold access tower was required per bridge to provide access. A full design of each of the bridges was carried out and, across four

weekends of evenings and day shifts, the replacement of the lighting with a retrofitted LED system within these suspended boats was completed.

Upon completion of the installation, the system was fully commissioned on to the building Simmtronic system.

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

DURING



Health & Safety Update



WORK SAFETY IS THE HIGHEST PRIORITY

We are proud to be supporting the first No Falls Week, which is being organised by the No Falls Foundation. The No Falls Foundation is a UK-based charity for the work at height sector.

Taking place between 13th and 17th May 2024, No Falls Week's mission is simple yet crucial; to raise awareness about the importance of safe working at

height, prevent falls and ensure everyone that works at height comes down safely. It is estimated that more than one million businesses and 10 million workers carry out work involving some form of working at height every year. No Falls Week will provide the opportunity for organisations across all sectors to place a focus on work at height safety.



- 40 people lost their lives due to a fall from height in 2022/2023
 - 30% of all workplace deaths were due to falls from height.
- Keep a look out for our social media posts, email banners and campaign emails. ■

TEAM NEWS

LAUREN ENJOYS EXAM SUCCESS

Congratulations to our Senior Administrator Lauren Jackaman on passing her NEBOSH exam.

Lauren has completed her studies and in March she received her results. Well done, Lauren!



BABY TWINS JOY FOR GARRY AND WIFE EMMA

Congratulations are also in store for Garry McHeath and his wife Emma who have welcomed twins! Arabella and Roman were born on 31st March. Mum and babies are doing well. Garry is in his element and in his words, "they are melting my heart". Garry is off enjoying paternity leave and will be returning in May.





FACTS ABOUT ROSPA



1953: IOSH born out of RoSPA membership

The industrial safety officers section of the Society became an independent body called the Institution of Industrial Safety Officers, now known better as IOSH.



1981: Compulsory seatbelts law

RoSPA's president, Lord Nugent secured compulsory wearing of seatbelts with a late amendment to a Transport Bill. The law is estimated to have saved 60,000 lives to date.



RoSPA's Respect the Water campaign reached more than 50 million people in the UK.



Her late Majesty Queen Elizabeth II was a Royal Patron for 70 years.

HEALTH AND SAFETY TEAM WIN GOLD

The Health and Safety Team are pleased to announce that we have been awarded a RoSPA Gold Medal for 2023. The team have received gold awards for the past five years but this is the first time they have achieved a gold medal. In May, the Health and Safety Team will be attending an awards ceremony to collect the prize.

RoSPA is a not-for-profit organisation that has worked for more than 100 years to help people recognise and reduce their risk of accidents at home, on the road, at work and at leisure. Their goal is to enable everyone to live their lives to the full, safely.

Every year in the UK alone 16,000 people die from accidental causes – the equivalent of the killing of the occupants of a double decker bus every single work day.

The RoSPA Health and Safety Awards involve a detailed application that we submit each year and substantial information, detail and evidence is required for this return. The awards are

internationally renowned and recognise organisations, teams and projects across all sectors for their unwavering commitment to protecting lives.

The awards set the benchmark on achievement in safety and excellence. British safety standards have saved more than 125,000 lives over the past 50 years.

The awards were launched in 1956 and receive around 1,700 entries per year. Submissions are judged by an experienced team of independent health and safety professionals, including specialist consultants and

experienced senior practitioners. By earning a RoSPA Award, organisations not only receive recognition for their accomplishments but also become part of a legacy that values dedication to high safety standards and the wellbeing of individuals, and signifies a commitment to safety.

Keep an eye out for some photos from the awards ceremony and well done all! ■



Introducing JBS's → new Holiday Buy Back scheme

In case you missed it, our HR department recently announced a new initiative aimed at providing you with even more flexibility and control over your annual leave. Following insightful suggestions from the JBS Staff Panel, we have introduced the innovative Holiday Buy Back scheme, allowing all staff members to purchase up to an extra five days of annual leave per year.

The Holiday Buy Back scheme has been designed with your needs in mind, offering you the opportunity to tailor your time off to suit your personal and professional commitments better.

Philip Gater, Head of HR, said: "The purpose of the scheme is to provide JBS staff with additional flexibility in respect of planned time off work."

Here's a breakdown of how the scheme works and what you need to know.

HOW DOES IT WORK?

- The purchasing scheme runs annually from 1st January to 30th September, with the extra leave bookable until 31st December.
- You can purchase additional leave directly through HR, with automatic payroll deductions managed by our Accounts department upon approval. Download the request form from The Gateway or SelectHR, complete and submit it to hradmin@jbs-ltd.co.uk
- Purchased leave not utilised by the end of the year will be refunded to you. Leave purchased through the scheme is subject to approval by your line manager at the time of booking on SelectHR and must align with the operational needs of the business.

KEY RULES AND REGULATIONS:

- The maximum number of days available for purchase is capped at five days per annum, with prorated options available for part-time staff.

- Only whole days can be purchased and multiple applications are permitted, but the total combined days should not exceed five. Leave purchased cannot be carried over to the following year.
 - The availability of the scheme is subject to the company's discretion and terms may be amended or the scheme withdrawn at any time. For more detailed information, including the scheme rules and request form, please refer to SelectHR and The Gateway.
- Should you have any questions or require further assistance, please don't hesitate to reach out to a member of the HR team. We're here to support you every step of the

way. We're excited to see how this new scheme positively impacts your work-life balance and enhances your experience as part of JBS. ■



HOW TO APPLY

01

Fill in Request Form - this can be found on Gateway or Select HR

02

Send form to HRAdmin@jbs-ltd.co.uk for approval

03

Days added to SelectHR - Deduction applied to payroll

04

Request AL - Subject to line manager approval



EMPLOYEE OF THE QUARTER

Our people are winners

It's always a pleasure to read the nominations received through Jaguar's Employee of the Quarter scheme. Over the past three months, we have had a record number of entries that all deserve recognition. Thank you for continuing to recognise each other, and well done to our winners and runners-up this time around. As promised in Paul Roberts' Employee Appreciation Day email, we have doubled the number of winners and runners-up.

WINNERS

Congratulations to our first winner, **Ian Taylor** from Lloyd's of London. During the festive season at Chatham, the electronic door lock system failed. With replacement parts unavailable until after New Year, the client turned to Ian for help. He quickly improvised a temporary fix using shoot bolts and padlocks, securing the building late into the evening. Ian's initiative and resourcefulness spared the client the need for 24/7 security staffing until a permanent repair could be made.

Our second winner is one of our apprentices, **Gareth Nicholass**, who was nominated by Senior Mobilisation Manager, Gary Scofield. Gary said: "Gareth has been instrumental with the assistance of the mobilisation process at the Pembroke Portfolio. From day one, assisting me with the tool delivery throughout the process of updating the log books and assisting with the asset verification, he has been a great help." Gareth's efforts were also noticed by all the Portfolio Building Managers at Knight Frank. Well done, Gareth!

RUNNERS-UP

Our first runner-up is Contract Support Administrator, **Ryley Taylor**. Ryley was nominated by her managers, Georgia Crosthwaite and Danielle Richards, for consistently demonstrating a proactive approach and a commendable attitude since joining Jaguar in July 2023. She exceeds expectations and receives continuous positive feedback from Account Managers and Site Managers.

Congratulations to **Sara Molinari** and **Jack Abramowitz** at Kings Place for achieving runners-up places this quarter. Both Sara and Jack have gone above what was required of them to help their Account Manager manage the tenant contracts at Kings Place while the tenant supervisor position was vacant. Well done both.

Aidan Tkaczyk from Paternoster Square was nominated by his Account Manager. Since Aidan joined, he has been very keen to learn and very helpful to the team on site. He has gone above and beyond to complete helpdesk jobs and ad hoc requests (including outstanding historic jobs before he joined) and overall the client is very impressed with his work ethic and enthusiasm to be a part of the team.

Well done to **Nic Burnes** who is based at a new JBS site, One New Ludgate. Nic has been nominated for his positive attitude and teamwork. A glass door broke on site and Nic got stuck in, helped make the door safe and helped tidy up. The client said: "Nic is a valuable asset to One New Ludgate as he is always willing to assist with a positive attitude." Great work, Nic!

From Victoria House, congratulations to **Paul Murphy** and **Tom Harrison**. Their client commended both their work over the past couple of weeks due to issues with the AC throughout the building. They have had to move quickly, to fit everything around their usual work and tenant AC issues, which has been challenging. Amazing work! Well done Paul and Tom. 🟩

NOMINEES

- **Tiberiu Burzo** - Wigmore Neighbourhood
- **Estelle Hamilton** - Head Office
- **Sydney Mason** - 1 Westferry Circus
- **Howard Draper** - Hylo
- **Tilly May** - Head Office
- **Charlie Thompson** - Sancroft
- **Catherine Waite** - Head Office



Ian Taylor



Ryley Taylor



Sara Molinari and Jack Abramowitz



Nic Burnes



Tom Harrison (left) and Paul Murphy (right)



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 5th July 2024 for your vote to be counted.

→ Promotions

We're pleased to announce 17 promotions in the last quarter. Half of these promotions are from the Victoria area, reflecting the significant growth of the Landsec portfolio.

Jay Nel steps into the role of Senior Account Manager, bringing with him a wealth of experience and expertise.

James Kirkpatrick has been promoted to Site Based Account Manager and **Jamie Boss** has risen to the position of Account Manager at Nova, Victoria. Well done Jay, James and Jamie.

Luke Beard and **Neil House** have both been promoted to Technical Services Managers at Nova, Victoria, and **Liam Mooney** takes on the role of Site Supervisor at Nova 2. Congratulations Luke, Neil and Liam.

Marta Mrowiec has been promoted to Administration Manager for the Landsec Portfolio and **Alex Payne** steps into the new role of Site Supervisor at 62 Buckingham Gate. Congratulations to Marta and Alex on your well earned promotions!

At Head Office, **Amy Marchant** has been promoted to Purchase Ledger Manager and **Dean Cook** has been promoted to Support Engineer Supervisor. Great work Amy and Dean.

Well done to **Christopher McGrath** on his promotion to Tenant Supervisor at Kings Place. From Paternoster Lodge & Estate, **Aidan Tkaczyk** has been promoted to Site Supervisor. **Abdelmajid Charkaoui-Harti** has been promoted to Site Manager at One Knightsbridge Green and **Zinedine Anderson** is now an Electrical Engineer at Wigmore Neighbourhood. Well done to Christopher, Aidan, Abdelmajid and Zinedine.

Renatas Buinckas has received a promotion at One Angel Court to Shift Electrical Technician. **Johnson Le** has been promoted to the position of Site Supervisor based at The Stage Residential and from The Knightsbridge Estate, **Joseph Bond** has been promoted to Mechanical Technician. Great work, Renatas, Johnson and Joseph. ■



Jay Nel



James Kirkpatrick



Jamie Boss



Luke Beard



Neil House



Liam Mooney



Marta Mrowiec



Alex Payne

It is great to see so much development within the business. Good luck to everyone in their new roles!



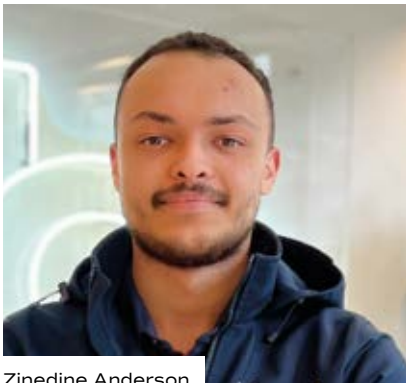
Amy Marchant



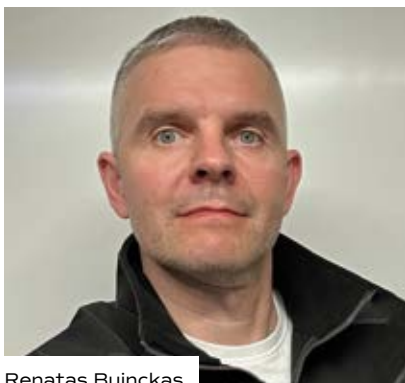
Dean Cook



Abdelmajid Charkaoui-Harti



Zinedine Anderson



Renatas Buinckas



Johnson Le

TECHNICAL QUESTION WINNER

We had almost 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, January's technical question was:

What is the primary component used to correct power factor?

Answer: **Capacitor**

TECHNICAL QUESTION

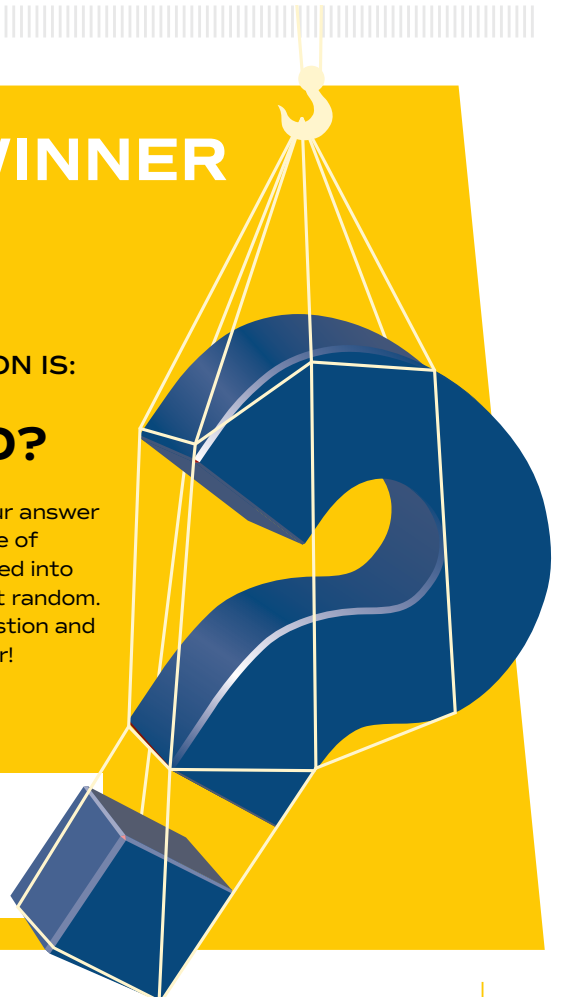
APRIL'S TECHNICAL QUESTION IS:

What is an MFSD?

Log in to The Gateway and send us your answer by 5th July 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!



Well done to **Leon Huggett**, Support Engineer, for submitting the correct answer! A voucher is on its way to you via The Gateway.





Dean Cook



Rob Clayton

Over the last quarter, seven members of Jaguar have hit significant milestones at the company.

In February, **Paul Ansell** and **David Church**, both from CityPoint, celebrated 10 years at Jaguar, while **Nasir Mirza**, based at Mid-City Point, marked 15 years of service. We extend our gratitude to Paul, David, and Nasir for their dedicated years of service.

March brought more anniversaries as **Dean Cook**, who has recently been promoted to Support Engineer Supervisor, also reached his 15-year mark at Jaguar. We appreciate your hard work, Dean. **Rob Clayton**, our Technical Assessor, **George Spence** at 150 Cheapside, and **Geoff Savage**, based at CME, all celebrated 10 years with Jaguar in March. Congratulations to all!

An InSite into our Community OnSite

WISHING SIMON GOUGH, CHRIS ARMSTRONG AND MICHAEL GIBBINS A HAPPY RETIREMENT

After a decade of dedicated service, Kings Place is bidding farewell to **Simon Gough**, who has retired from his role. Throughout his time with us, he has been a valued member of the team, contributing significantly to the site.

As Simon begins this new chapter of his life, we express our heartfelt appreciation for his years of service. Thank you, Simon, and we wish you all the best during your retirement.

Seven years after he joined Jaguar, we bid farewell to **Chris Armstrong**, our Commercial Manager who has been instrumental in driving the company's commercial success.

His strategic insights and customer-focused approach have significantly contributed to Jaguar's growth and market presence. Chris led with

professionalism and integrity, earning the respect and admiration of his colleagues.

Jaguar extends its heartfelt appreciation to Chris for his contributions and wishes him a fulfilling retirement. Congratulations, Chris, and best wishes for the future.

Nova Tenants bids farewell to **Michael Gibbins**, our dedicated Site Supervisor, as he embarks on a well-deserved retirement following three years of service.

As Michael enters this new chapter of his life, we extend our sincere thanks to him for his contributions to Nova Tenants.

His leadership and hard work have made a lasting impact, and he will be missed by everyone he worked with.

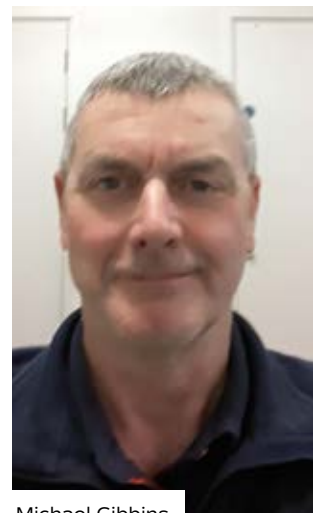
Congratulations, Michael, on your retirement and we wish you all the best in the years ahead.



Simon Gough



Chris Armstrong



Michael Gibbins



EXTERNAL H&S AUDIT AT 2 KINGDOM STREET RECEIVES 100%

Congratulations to all of the team at 2 Kingdom Street on their outstanding external H&S audit score of 100%!

The client at 2 Kingdom Street expressed his gratitude, saying: "This isn't the work of an individual, but of a whole a team, and it enabled us to set the standard in British Land for others to aspire to." Every aspect was inspected, from plant rooms to statutory maintenance, to ensure the relevant paperwork was up to date and in place. The site has no actions whatsoever!

Well done to the 2 Kingdom Street team!

GREAT EFFORT AT MARATHON

Congratulations to Allan Taylor and Andrew Rowlands for running in this year's London Marathon!

Allan finished in five hours 25 minutes and has so far raised £2,800 for Macmillan Cancer Support. You can donate to Allan's Just Giving page at www.justgiving.com/fundraising/allan-taylor13 Afterwards Allan said: "That was hard, harder than I thought it could possibly be. But I got over the line and I'm happy with that!"

Andrew finished in seven hours and offered this advice: "Please put the necessary training and preparation into it before you attempt the race." Andrew is fundraising for New Life Nyambene Trust. Donations can be made at gofund.me/e6b3def0 and find out more at www.youtube.com/@andrewtheencouragerae8458



Allan Taylor



Andrew Rowlands

JBS HELPS SPREAD EASTER CHEER AT ST MARY'S HOSPITAL

In collaboration with our client at 55 Baker Street, London & Regional, we held a heart-warming Easter egg collection for the young patients at St Mary's Hospital. Together, we collected 179 Easter eggs for COSMIC!

Thank you to everyone who contributed to making Easter a little brighter for the children at St Mary's Hospital. Your generosity and kindness truly made a difference.



MENTAL HEALTH AWARENESS WEEK

Trigger warning - suicide

The week commencing 13th May marks Mental Health Awareness Week. At Jaguar, we have a total of 14 Mental Health First Aiders within our organisation who come from diverse backgrounds and have various roles across the business.

In the hustle and bustle of our daily lives, moments of crisis can emerge unexpectedly, calling upon our deepest reserves of strength and understanding.

Such a moment unfolded recently at The Point, where Ian Bailey, one of our Electrical Technicians, demonstrated remarkable courage and compassion that undoubtedly saved a life when he talked a woman down from the roof of the building.

We can all agree that Ian's actions were heroic. In the aftermath of such a harrowing experience, Ian is doing okay. He has been receiving



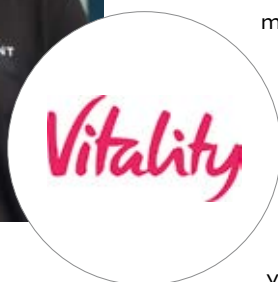
Ian Bailey

support from his colleagues and management. Incidences such as this are truly rare, but this is a poignant reminder to prioritise your mental health and wellbeing.

Ian said: "As we go through our daily lives, just a simple hello or hi can make a big difference in someone's life."

NEW TO VITALITY - IMPROVED ACCESS TO MENTAL HEALTH TALKING THERAPIES

You can now access talking therapy, such as counselling or cognitive behavioural therapy. Certain mental health conditions may be excluded from your plan - if you have had the condition in the past, for example. Therapy is available for any condition, as long as you use a provider in Vitality's network. Updated terms and conditions for 2024 can be found on the Gateway and Vitality.



Fantasy Football

Update as of 15 April 2024

We're in the latter stages of the Premier League season, with game week 34 just around the corner!

There's been quite a bit of movement over the last 12 game weeks and **Iain McDougall** has started to run away out in front, leading the way by a whopping 65 points (2077 points in total).

Previously the gap between first and 10th was 90 points and now we're at a huge 210 point difference.

Paul Stevens has finally decided to display some football knowledge, now sitting firmly in 10th spot on the leaderboard.

Adam Nguyen taking a risk by holding on to differential Garnacho has appeared to have paid off - he

Rank	Team and manager	GW	TOT
1 ●	iCanSeeYourArsenal Iain McDougall	91	2077
2 ▲	Gravity Gravity Iwere	86	2012
3 ▼	Brokeback Mountain Adam Nguyen	75	2003
4 ●	Flying Without Ings Adam Johnson-Charge	64	1983
5 ▲	Mount Rashmore Mark Williams	67	1976
6 ●	Marcus N'yaasshford Lauren Jackaman	65	1952
7 ●	Renford Rejects Stuart Dorrer	71	1933
8 ●	COYH!! Stuart Cross	75	1922
9 ●	Paqueta Crisps Ross Carter	75	1916
10 ▲	S.T.E.V.O Paul Stevens	91	1867



has now pushed himself into the top three!

Arsenal assets (Saliba, White and Gabriel) could help see you out through the final weeks as they are currently the highest scoring defenders this season.

Both Cole Palmer and Ollie Watkins are this season's top FPL

points scorers with 208 points so far. If you haven't already, don't forget to play your chips - Wildcard, Triple Captain, Bench Boost and Free Hits.

There are a few double game weeks coming up and using a chip could maximise your points and boost you right up the leaderboard.

There's not long to go so be bold in your captain choices!

Jaguar's Mental Health First Aiders...

We all encounter challenges with our mental health occasionally. Mental Health First Aiders in the workplace serve as a contact for employees seeking additional support. These First Aiders are trained to offer assistance with various concerns, such as stress, depression and other mental health issue.



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↑ **Ray Perrin**
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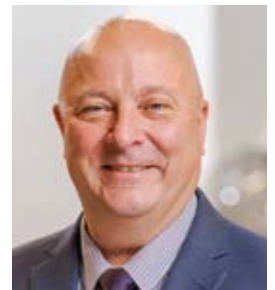
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YOU ARE INVITED TO

Paul Roberts' 60th Birthday

Where?

PICCOLINO

11 Exchange Sq, Broadgate
London EC21 2BR

When?

THURSDAY 18TH JULY

from 5.30pm

RSVP

events@jbs-ltd.co.uk



6 Gracechurch Street,
London EC3V 0AT
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Email: enquiries@jbs-ltd.co.uk



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