

InSite

October 2023 Issue 20

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JAGUAR
BUILDING SERVICES

AN UPDATE FROM

→ Richard George

Hello all, welcome to our 20th issue of *InSite*. It's almost Christmas and 2023 seems to have gone by in a flash, with all of us at Jaguar as busy as ever.

There have been several new developments made for the benefit of everyone at Jaguar. If you're part of our on-site teams, all Site Managers should have received and responded to the Staff Accommodation Survey. Many thanks to all those who've replied. Paul Roberts goes into further details on **page 14** but we'll be working through the responses to see where we can make improvements to your on-site facilities in collaboration with our clients.

Our Staff Panel convened their first meeting in August and shared some details in this issue for you. This initiative is relatively new for the company, and we encourage all of you to share your suggestions. You can contact the Staff Panel directly via email, and you'll find the contact information on **page 15**. The Staff Panel is designed for all levels of the business, as you are the individuals who keep the company running.

On **page 10**, Steve Jackaman, our Operations Director, provides insights into recent changes in the company's structure. The new formations concentrate workloads together to give clearer guidance and greater cohesion throughout. This should streamline and bring improvements to some of our working practices and clearer support for site teams.

In our regular features, we explore The Point in Paddington as it takes centre stage in Spotlight on a Site. You'll discover some interesting facts about this site that you may not have known. Additionally, our Day in

the Life segment focuses on Jessica Rees, one of our Contract Support Administrators. We also bring you news about recent contract wins and announce our Employee of the Quarter winners, as well as our Technical Question winner. Towards the end of the newsletter, you can see the photographs from the Summer Staff Party.

On a more personal note, the Projects team hosted a fundraising event with our suppliers in support of The Ivy Street Family Centre, ABF - The Soldiers' Charity and food poverty causes. The final figures are likely to be in the region

of £20,000 so it was a great success. I'd like to thank everyone in the business who assisted.

Lastly, please keep Charlotte Methold updated on your activities, whether they are job-related or in your personal life. We always enjoy hearing your stories and including them in our newsletter. ■

Richard George,
Associate Director
and Head of Projects



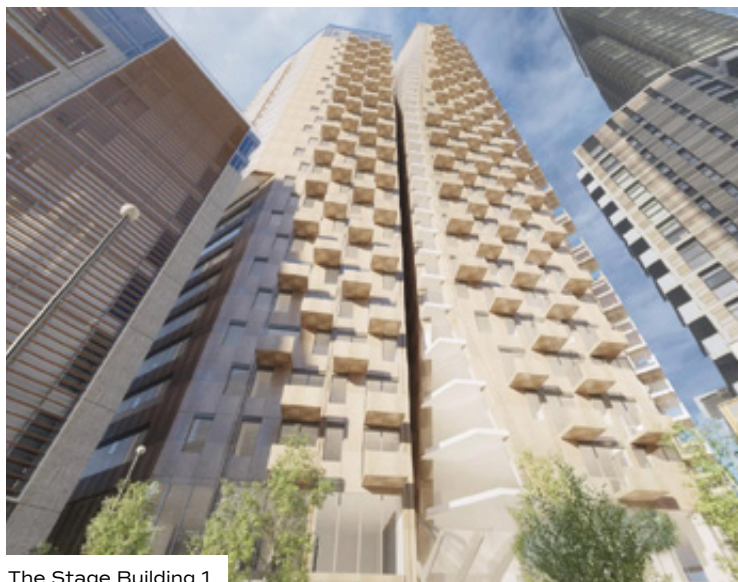
Our new contract wins and losses over the last quarter

We are delighted to share some recent developments within Jaguar, made possible by the dedication of our business development team. Thank you to everyone involved in securing the following sites.

We are pleased to confirm our submission for Landsec's site, **Lucent**, located at 1 Sherwood Street, W1F 7BL has been successful. This newly developed building in Piccadilly Circus had its reopening on 12 October. The site is comprised of 110,000ft² office spaces, featuring an atrium that floods all five floors with natural light. This is a great addition to Jaguar's growing portfolio.

Jaguar has been awarded a new tenant contract at **One Crown Place - Snowflake**. This is a significant tenant contract with a value of more than £100,000. The Operations Coordinator at Snowflake commended one of our Roving Engineers, Chris Heath, for his efforts in getting the site up and running. A great start to the contract, well done Chris.

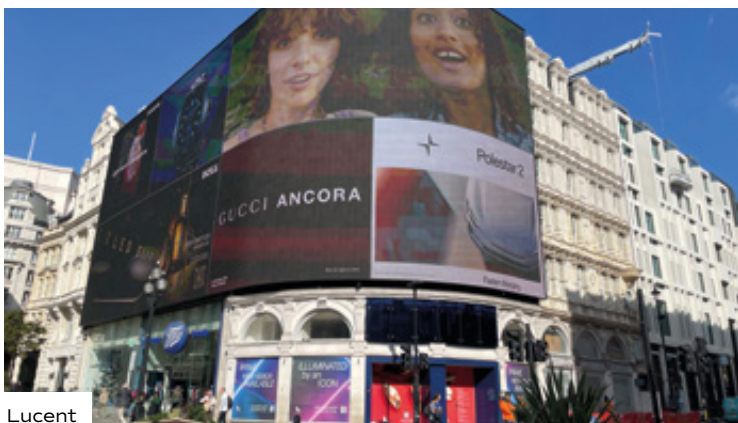
We are happy to share that Rhodium has appointed Jaguar to provide M&E services for **The Stage Building 1**. This mixed-use development comprises offices, apartments, and retail space in central Shoreditch EC2. Thank you to everyone involved in securing this site. ■



The Stage Building 1



One Crown Place
- Snowflake



Lucent

LOST SITES

Unfortunately, we have been unsuccessful in the retender of One Embassy Gardens. We remain confident that the quality of our bid and pricing reflected the M&E requirements on site, and

we would like to wish the client and new service provider all the best for the future.

We regret to confirm that our recent tender submission has not been successful in retaining the

contract for M&E services at Here East. While this news is disappointing, occasional setbacks are inevitable, we will focus on identifying areas for improvement in our future bids. Thanks to the team

at Here East for their efforts to date.

Finally, please be advised that our contract at Minerva House came to a natural end on 30 September 2023 due to closing for refurbishment.

A DAY IN THE LIFE

Jessica Rees

Contracts Support
Administrator



Having heard great things about Jaguar Building Services, Jessica Rees decided to apply. She soon discovered the role exceeded her expectations with the industry offering a wealth of opportunities

HOW DID YOU GET INTO THE BUILDING SERVICES INDUSTRY?

I graduated from university just last year with an English literature degree, eager to focus on a career full of new experiences and interactions. I had already heard great things about Jaguar Building Services through connections in my network, so I was excited to apply. Both the role and the company seemed to be a perfect fit for me, however, my expectations have been exceeded in terms of the broad range of experience I have gained so far and what I have learned from my expert colleagues.

WHAT DOES A TYPICAL DAY LOOK LIKE?

My days are far from routine since I'm constantly on the move, working on various sites. A typical day involves a mix of tasks like handling PPOs, chasing subcontractors, and

carrying out administrative duties. Sometimes I start my day at one site, leave around noon to grab a quick lunch, and then head to another site. My time is split between different locations but week to week I visit the same sites. Today I am at 90 Fetter Lane and 8 St James

“My days are far from routine since I’m constantly on the move, working on various sites”



Square for half days, dedicating one full day to 15 Finsbury, and spending the remaining three days at the Wigmore Neighbourhood.

The upside to my role is the constant change of scenery, the opportunity to meet new people and the chance to explore different parts of London. On the downside, it can be challenging to keep track of multiple sites, each with its unique set of demands and clients. Some clients require regular contact, and I'm committed to being available to all of them.

WHAT ADVICE WOULD YOU GIVE SOMEONE WHO WANTS TO GET INTO THE INDUSTRY?

For those looking to enter this industry, I'd say keep an open mind and don't be afraid to ask questions. There are numerous paths within the building services sector, so take the time to figure out what suits you best. Stick with it, as there are plenty of opportunities for growth. Connect with people in the industry at all levels of experience; you can learn valuable insights from their varied perspectives.

WHAT ARE YOUR PLANS FOR THE FUTURE?

I am focused on getting as much experience out of my current role. Beyond that, I am always looking to challenge myself and work harder. I particularly enjoy being on site with

the engineers, so taking on a leadership role might be on the cards. I'm excited about the potential to oversee people and tackle new challenges.

A big thank you to Jessica and the Building Management team at 90 Fetter Lane for allowing us to visit. ■



“I am always looking to challenge myself and work harder. I particularly enjoy being on site with the engineers, so taking on a leadership role might be on the cards”



FUN FACTS...

What's something no one at work knows about you?

I used to play rugby for several years. Kent County even asked if I wanted to join the team

Do you have a hidden talent?

I can sign the alphabet in sign language

What is your favourite film?

Dazed and Confused

What new skill would you like to learn?

Play the guitar or any other musical instrument

What was the first concert you ever attended?

JLS

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

Elon Musk, I would like to know what he knows

BUILDING OVERVIEW

The Point has been a part of Jaguar's portfolio since 2022, with an impressive 220,000 square footage, 10 floors and an events space on the roof. Construction was completed in 2002, solidifying The Point's status as a bustling hub of activity. On its ground floor there's a café, and it offers first-class amenities, including an in-house gym. The building earns its name from its distinct resemblance to the bow of a ship. This unique design creates an impressive atrium that bathes all floors in natural light.

SPOTLIGHT ON A SITE

→ The Point

Site Manager Jason Buckley and Electrical Technician Ian Bailey start their days early, with Jason being the first on site. His mornings are filled with plant checks and BMS inspections. He then makes his way around the tenant floors, responding to emails, and attending regular meetings about ongoing projects.

One of the major initiatives the Jaguar Projects team is carrying out is the ASHP installation valued at £1 million, which consists of modifying the current centralised heating plant strategy from a fossil fuel-based system (gas boilers) to an all-electric air source heat pump system. This is part of a wider ongoing

**“Always take
in what your
managers say,
it goes a long
way. Adapt and
overcome”**



decarbonisation strategy adopted by the client. The team are also involved in the discussions regarding the fit-out of the fifth and sixth floors for new tenants, ensuring everything runs smoothly and the building is in top shape.

Most importantly, Jason and Ian's work involves proactively assisting tenants – offering guidance whenever needed. Their expertise is backed by several decades of multi-skilled engineering experience.

Jason's journey into the industry began with a temporary position at an agency, eventually leading to a job in Strand. Over the course of 27 years, he transitioned from a handyman role with a tiling company to working in Mechanical and

Jason and Ian's expertise is backed by several decades of engineering experience





Ian and Jason regularly undertake vital plant checks and BMS inspections

Electrical services. Since 2016, he has been a valuable member of the Jaguar team. Jason's advice for newcomers in the industry is: "Always take in what your managers say, it goes a long way. Adapt and overcome."

Ian's career started at the age of 19. He began by attending college and then worked his way up within the industry, gaining experience along the way. His advice is straightforward: "If you love it, stick with it."

We would like to thank Jason, Ian and the Building Management team for allowing us to take time out of their busy schedule to showcase their building. ■



FUN FACTS...

Jason and Ian

Favourite film?

Jason: *The Good, The Bad and The Ugly* – "I have visited the film set!"

Ian: *In Pursuit of Happyness*

What new skill would you like to learn?

Jason: Computer Coding

Ian: Design Engineering

First concert you ever attended?

Jason: Genesis at nine years old

Ian: Sting in Jamaica

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

Jason: Bobby Moore, West Ham player

Ian: The client because he manages people well and is a really good role model with his manner.

BUILDING FACTS

The plot that The Point was built on was once a wasteland and used as docks for barges while the surrounding canals played a crucial role in transporting coal and wood to Birmingham and other surrounding cities.

Projects Update

WIND TUNNEL TEMPERATURE CONTROL AND PAINT ROOM HVAC - FT TECHNOLOGIES

Building name: FT Technologies, Sunbury

Client: FT Technologies

Project duration: Seven months

Project description: Jaguar Projects was instructed to undertake the full programming, design, installation, testing and commissioning of the plant equipment and control systems necessary for the wind tunnel and spray booth processes to operate effectively. This included the associated construction work for the plant area and extraction chimney.

PROJECT SUMMARY

Jaguar Projects was tasked with the above-mentioned project to enable the client to install and commission equipment for:

- The application of a super-hydrophobic coating on the sensor products by means of a robotically operated spray booth.
- The calibration of the sensor products by means of a precision, robotically-operated wind tunnel.

The project consisted of two parts:

- Installation of air handling plant for the paint room areas to include a

heat pump for the heating/cooling requirements, specialised fume extraction equipment for the paint room areas along with all necessary controls to operate the system along with emergency protocols built into the system. Due to the nature of the paint, additional safety measures and equipment were required to allow the fumes to be extracted, filtered, and dispersed at high level.

- Installation of 4No chillers and chilled water system including 4No heat exchangers, 5000-litre buffer vessel along

Rear area prior to the works beginning



Air handling unit installation



Chiller installation



Pipework and control installations



Rear area
post works



with associated pumps and pipework. Sections of the pipework were also contained within 2No frames that also contained water heaters allowing for a higher degree of temperature control within the wind tunnels.

The external area allocated for the equipment was soft grass and required a large concrete plinth to be constructed to house the equipment as part of the project.

Additional wall penetration was required to house the pipework, duct work and cabling into the building. The systems were commissioned in collaboration with the client. This was necessary because precise flow and temperature control were essential for this installation, which differed from typical set-ups. The unique nature of the equipment was being tested within wind tunnels. ■

LIAM BAMBRIDGE: NEW PROJECTS MANAGER

We are delighted to welcome, Liam Bambridge, who has joined Jaguar as the latest addition to our Projects Team.

Liam has worked in both the public and private sector within several industries including banking, commercial, retail and technology.

Associate Director and Head of Projects, Richard George, commented: "Welcome to the Projects Team Liam, we are delighted to have you onboard."

Liam said: "Jaguar appealed to me

for a number of reasons, with its approach to project delivery and the team culture being the leading drivers.

"Everyone within Jaguar has been so welcoming from day one and has really helped me feel a part of the team. I am looking forward to the fantastic opportunities ahead and continuing to work with a great team of people!"

Welcome to the team Liam, and we wish him the best of luck in his new position.





Head Office restructure

Operations Director Steve Jackaman explains some recent changes

We are extremely pleased to announce the reinstatement of two central Head Office functions, **Contracts Support and Mobilisation and Contracts Admin.**

Formally known as the CAFM Department, the Contracts Support Department will be led by **Georgia Crosthwaite**, our new Contracts Support Manager. Georgia will continue to be supported by three Contract Support Supervisors – **Danielle Richards, Ruby Crosthwaite** and **Dagmara Michnik** – who will be

joining us shortly at Head Office from 55 Baker Street.

The Mobilisation and Contract Admin Department will be led by **Gary Scofield**, our new Senior Mobilisation Manager, supported by **Rachel Thomas**, our new Mobilisation and Contracts Admin Supervisor.

We believe the functions provided to the business by these departments can be improved under central management, and we also expect to see improvements in the consistency of our Mobilisation, Contracts Admin

and Contract Support procedures with the reforming of these two teams.

Going forward, we will be exploring the possibility of extending the scope of services offered by these departments and developing those already provided. In doing so, we are hoping to create both learning opportunities and career development paths for our staff working in these teams.

For example, Contract Support Administrators (formally Roving Administrators) will be offered the opportunity to develop their skills beyond the conventional CMMS data input role they currently provide, and Mobilisation Managers and Engineers may look to support our Business Development team with provisional labour-loading charts and pricing documents when we are bidding for new opportunities.

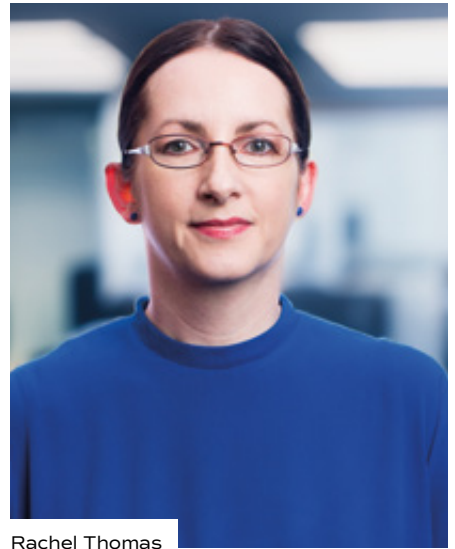
“We are hoping to create both learning opportunities and career development paths for our staff working in these teams”



Georgia Crosthwaite



Gary Scofield



Rachel Thomas

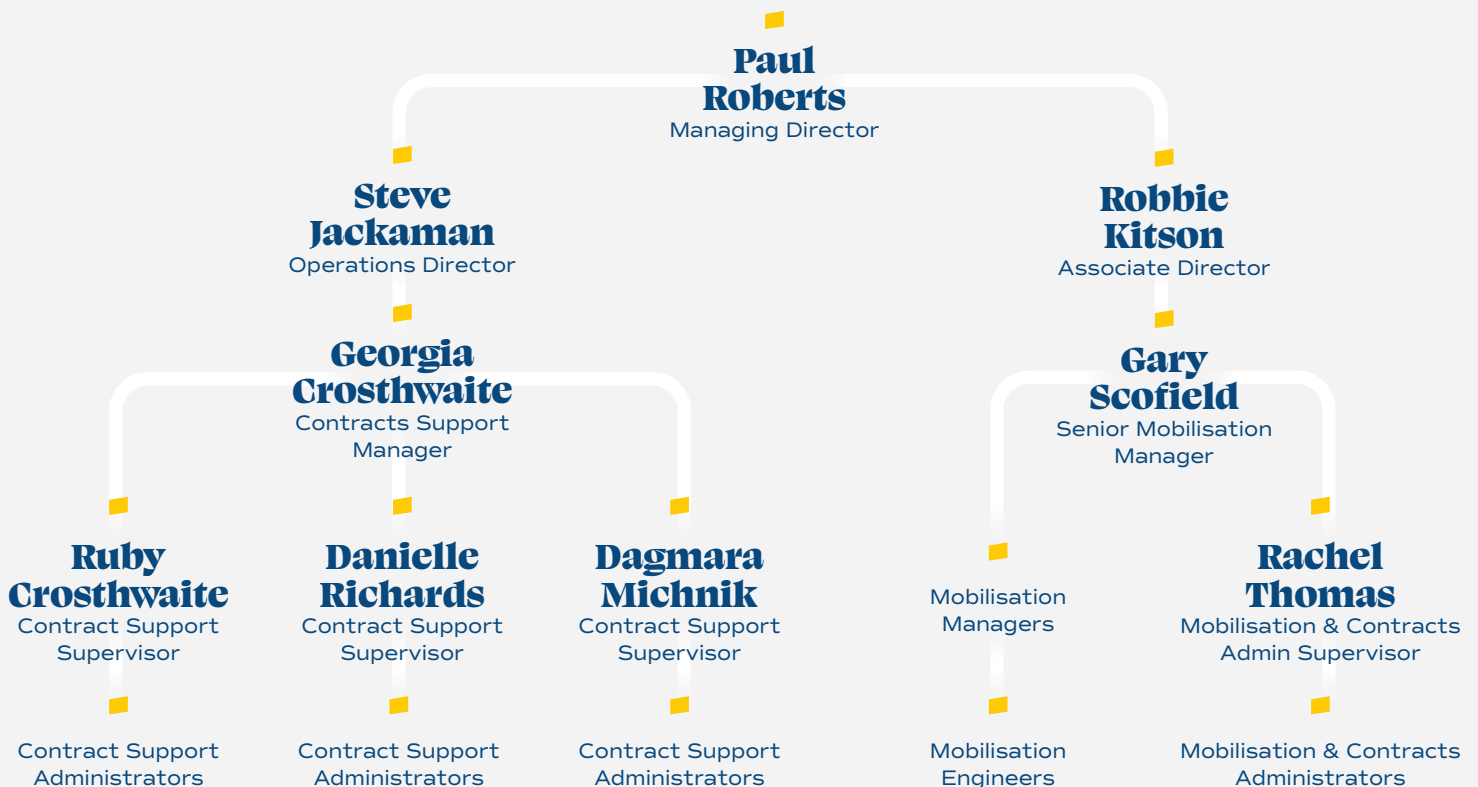
“We wish Georgia, Gary, and Rachel all the very best in their new roles”



It remains vitally important we do not lose the benefits we achieved when we first placed these resources directly into the Business Units back in 2018. To this end, we will be ensuring each department has adequate labour in place to continue to support the operations of each Business Unit, but with the added advantage of being able to redirect resources across the units when one is busier than the other.

We wish Georgia, Gary, and Rachel all the very best in their new roles and we hopefully look forward to you all benefitting from the reinstatement of these Departments as we move towards 2024 and beyond.

If you have any questions relating to the reformation of these two functions, then please feel free to drop the new managers an email and I'm sure they'll be pleased to provide you with further information. ■



Employee survey update

Since conducting the company-wide survey earlier this year, we've been analysing your responses and working to address the points you've raised. Here, we've laid out some of the issues that were highlighted and questions posed. While there's certainly more to do, we wanted to give you an update on progress so far, so, in each instance, we've provided our explanations or details of the actions we've taken since the survey.

“Staff feedback is very important to us because we want this to be a good business in which people feel valued”

Paul Roberts,
Managing Director
with Liza McGuigan,
Finance Director

→ INTERNAL VACANCIES

ISSUES RAISED:

1. Lack of transparency of roles available
2. Updates on referrals
3. Referral Policy.

RESPONSE

1. **Transparency of roles available**
– All live roles within the business are available on the Jaguar website careers page (www.jbs-ltd.co.uk) or directly at www.jbs-ltd.pinpointhq.com. Also, we've introduced a weekly all-staff email from the recruitment team that provides a link to the careers page and gives guidance on how to apply.

2. Updates on referrals – Feedback suggested that our current process was unclear and referees were left in the dark. Going forward, they'll receive email confirmation as soon as their candidate accepts our job offer. A second email detailing the fee due and when to expect it in their pay will be sent when that candidate successfully passes their probation.

3. Referral Policy – We also had several queries about the visibility of the rules and process for referrals. We've created and circulated a new Referral Policy. This can be found under 'Employee Referral Scheme' in the benefits section of The Gateway or on SelectHR within the Policies section. Referrals can be sent either directly to the recruitment team at recruitment@jbs-ltd.co.uk or uploaded via the careers page mentioned above.

→ PRIVATE MEDICAL INSURANCE

ISSUES RAISED:

Consideration of other healthcare providers.

RESPONSE:

Every two or three years, our employee benefits administrators undertake a comprehensive comparison of different healthcare providers, considering customer satisfaction scores, alternate providers offering, cost to the business and the wider package content. To date, Vitality has continued to beat other service providers in this regard.

Additionally, the optional health and wellbeing sections of the Vitality scheme, and cash-back for some optical, dental and audio costs, set this provider apart from most of their competitors, and many staff members fully engage with these activities and benefit from the perks and discounts offered by the system.

However, we do recommend that, as with all insurances, staff should familiarise themselves with the policy before making any claim. The full terms and conditions are available via the Vitality website or on The Gateway. It is worth re-stating that a moratorium period, which excludes pre-existing conditions for a specified timeframe, is applicable to the policy.

We welcome further feedback on the Vitality scheme that may influence our renewal decisions. You can share opinions directly with the JBS HR team or should you wish to remain anonymous then feedback in confidence to our advisors eb@PKgroup.com



→ STAFF FEEDBACK

ISSUES RAISED:

How to air staff views.

RESPONSE:

We launched a Jaguar Staff Panel earlier this year to provide a neutral ground for all staff to convey ideas, grumbles or queries in an anonymous way. Full details were contained in the July edition of *InSite*. The panel is in its infancy, but we really hope it will be a valuable resource and a useful conduit for both staff and management. You can contact them via staffpanel@jbs-ltd.co.uk if you have something to share (or wish to join them).

While we hope that line managers are providing suitable support to staff members, there are several alternative ways to contact other areas of the business. The website provides links for HR and the Health & Safety teams and our group of Mental Health First Aiders. There's also an anonymous messaging option via <https://forms.office.com/e/X66cArarAD>



→ FINANCIAL

ISSUES RAISED:

1. Salaries
2. Cost of living crisis.

RESPONSE:

1. Salaries – Given the timing of the survey, ahead of April salary reviews, it was not surprising that salaries and the cost of living crisis featured heavily in your responses. In April, we reacted by implementing an eight per cent pay increase across the business.

2. Cost of living crisis – We appreciate that this has affected all staff so we've sought other ways which might assist by introducing some financial tools to help. These have included:

- Promoting the staff interest-free loan scheme on The

Gateway. This is something Jaguar has always provided but perhaps didn't shout about enough. Full details of this benefit and how to apply can now be found in the benefits section of The Gateway.

- Introducing the EarlyPay app for those who don't need a large loan but could do with a hand from time to time. The app gives employees access to some of their accrued real time earnings at the touch of a button, without having to notify us. It's intended as an aid for short term credit needs. Full details and criteria for access to the app are in the benefits section of The Gateway.

- Do also remember that PK Group are available to all JBS staff without charge if you want advice on debt management (and other financial products) as well as JBS policies.

→ COMMUNICATION

Some frustrations were expressed across several topics that all seemed to stem simply from a lack of clear communication.

ISSUES RAISED:

1. Management training/knowledge/inductions
2. Focalpoint training
3. Policies for personnel
4. Announcing contract losses.

RESPONSE TO DATE:

1. Management training/knowledge/inductions – Following on from comments regarding management support and training, we are reinstating the JBS Managers Days that we started pre-Covid. This is a two-day induction at Head Office where managers meet with every department and get a complete overview of the business and procedures.

Also, following their new starter inductions and Focalpoint training, all new managers and administrators now have an induction with our Commercial Manager, Chris Armstrong.

From a personnel management



perspective, we now hold our HR Management sessions which cover everything from grievances to managing sickness, with every manager automatically enrolled on the next available courses.

2. Focalpoint/IT training – We wrote to all site/account managers to offer further Focalpoint training to the managers, site administrators and any 2ICs who would benefit from the full training session or a refresher. Amy Marchant has been out visiting sites and holding supplementary training sessions at Head Office. These are ongoing so to book in with Amy please email her at amarchant@jbs-ltd.co.uk

We also wrote to all site managers regarding other software training requirements and to offer support with Microsoft Office suite products. If you've responded to request a training session, we'll be in touch with you when next available.

3. Policies for personnel – All of our policies can be found on SelectHR in the Policies section.

4. Announcing contract losses – We listened to your frustrations regarding lack of communication around contract losses, so these are now included within the Business

“If you participated in the survey then please accept my thanks, if you didn't, I urge you to do so next time because your feedback really does count!”

updates in *InSite*. You may have seen the first announcement in our July edition.

→ UNIFORM

ISSUES RAISED

Better quality uniform.

Amy Marchant



RESPONSE:

Uniform had been high on the agenda for a while, but we've struggled to find a supplier that offered the quality and style we were looking for and was willing to engage with us in a direct supply agreement due to

the size of our workforce. Prior to the survey, we entered into a partnership with Helly Hansen but had run into supply chain problems. This has heavily delayed the rollout process.

Unfortunately, this has continued, and is ongoing, but we are now more than 50% delivered. Feedback from staff who have received the new kit is overwhelmingly positive. For those

of you who are still waiting, we can only apologise.

Helly Hansen admitted that we have been a test case for them in terms of this type of direct uniform supply because our sites have lots of variations and different branding due to our own clients' input. It has certainly been a learning curve, but we hope you'll agree that the final uniform is far superior to our previous offering and worth the wait (once you have it).



→ SITE FACILITIES

Some of you let us know about things you would like us to improve at your place of work.

ISSUES RAISED:

1. Wi-Fi
2. IT equipment
3. Space available.

RESPONSE TO DATE:

The survey demonstrated that there were a multitude of differing issues that actually required more investigation. We launched a secondary Site Welfare and Accommodation Survey to get a better understanding of the issues on each site and where we can help. This has been sent to all site management.

Staff feedback is very important to us because we want this to be a good business in which people feel valued. If you participated in the survey then please accept my thanks, if you didn't, I urge you to do so next time because your feedback really does count! ■

Paul Roberts,
Managing Director



The new Jaguar uniform



GET IN TOUCH!

If you have hobbies you'd like to showcase, send them to our staff panel or Charlotte Methold. We're always interested in you as a person outside work. Contact us at staffpanel@jbs-ltd.co.uk

Hear from the Staff Panel

Welcome to the first employee panel page! This is where we'll update you on recent exchanges with the JBS management team – hopefully, we can help to inform and convey information.

When the panel was formed, Nathan Maximin was assigned Chairperson, Darrin Walker took the role of Assistant Chair and Victoria Volovik agreed to act as group administrator. At our first meeting, Alex MacDonald took over as the administrator, other roles remain unchanged. You can contact the panel via staffpanel@jbs-ltd.co.uk

THE PANEL'S FIRST MEETING

We had our first meeting at the start of August and the JBS all-staff survey was obviously still fresh in our minds, so it seemed like a good place to kick off our discussion.

The anonymous nature of the survey meant that there were limits to what we could have access to, but we could see that lots of people were interested in **training** of various sorts, **progression** within the company, and **feedback** from management, so we asked JBS for more information on company plans in those areas.

TRAINING AND SUPPORT

Focalpoint training (or re-training) has been offered company-wide. You will need to speak to your Site Manager or Amy Marchant in accounts to get added to a session. The accounts team has also offered email and general IT assistance, again speak to your Site Manager or Amy.

HR have been working with Rob Clayton and the H&S team to create training plans for all sites. In the first instance, they'll be concentrating on H&S-related courses to meet site contract requirements. We are told that full completion of the training matrix is a long-term aim and if staff have any particular training hopes, they should make them known to their Site Manager and their

Account Manager. They've also recommended speaking to Site and Account Managers when you want to apply for advancements (got to be in it to win it!). There isn't a formal review system in place currently but the management stated that it should be clear that Account Managers are available for us to talk to, as and when, and that head office has an open door policy for anyone who wants to seek further feedback.

IMPROVING ENGAGEMENT

Aside from those topics, we were asked how we could improve our engagement with this publication. One suggestion was the new Jaguar Fantasy Football League (you're welcome – an update can be found on page 17). We've also suggested a quiz or puzzles page and also an Engineers' Interest page (remember show and tell?) where hobbies, etc could be shared – let us have your stories or suggestions for the pages and the panel! Finally, keep an eye on your emails as we will be sharing meeting minutes with you all. ■



An InSite into our Community OnSite

Jaguar staff have been very active this quarter. We've had several employees taking part in charity events who have raised a total of £8,500

VICTORY FOR JAGUAR TEAM

Congratulations to our Jaguar football players for their victory against Invictus Recruitment, winning 4-2. Well done to the team and their coach **Roger Starling** for an excellent performance. We look forward to seeing you win the next game.



The Jaguar team won 4-2 against Invictus Recruitment

Charlie, right, took on the cycling challenge for charity



CHARLIE'S BIKE RIDE FOR CYSTIC FIBROSIS

In September, **Charlie Ford** from Allen & Overy took part in the London to Brighton Cycle Ride in aid of the Cystic Fibrosis Trust. She was able to raise more than £1,200. Charlie said: "It was so hot, and I hadn't ridden a bike for eight years until that day. So, it took seven-and-a-half hours for me to finish, my chain came off and I had another chain disaster right near the end but I was able to finish." If you would like to donate visit bit.ly/jbs_lideweisimmons

Allan will run to raise money for the Macmillan Cancer charity



MARATHON EFFORT FOR GOOD CAUSE

Allan Taylor will be running in next year's London Marathon in aid of Macmillan Cancer as it is a cause that's very close to his heart. If you would like to donate, visit Allan's LinkedIn (bit.ly/jbs_allantaylor). We wish you the very best Allan!

PARK SLEEP RAISES £500

On a very chilly evening in October, **Peter Jefferies** spent the night sleeping in a park to raise awareness of homelessness. He was able to raise an impressive £500 for the charity Streets of London. If you would like to donate, please head to his JustGiving page (bit.ly/jbs_peterjefferies)



Peter slept in the park to raise awareness of homelessness

JBS FANTASY FOOTBALL LEAGUE UPDATE - AS OF 6 OCTOBER

As we complete game week seven in the premier league season, the Jaguar fantasy football league is starting to form some shape!

There are a whopping 56 teams in the Jaguar league and currently sitting in first place is Ramone Dougall with 458 points, followed closely by David Knight with 449 points.

It's pretty tight at the top though, as there's only 20 points in it between first and 10th

place. Don't forget to keep on top of your teams and players, as there are a number of injuries

to some key players like Ben Chilwell and Pervis Estupinan that could impact your position in the table. There's a prize of £100 for the winner at stake, so it's all to play for!

There's a long season to go so be bold in your captain choices as it might just pay off!

Lauren Jackaman



RANK	TEAM & MANAGER	GW	TOT
1	RAMOSEZ XI - Ramone Dougall	77	458
2	KNIGHT RIDERS - David Knights	56	449
3	ICANSEYYOURARSENAL - Iain McDougall	56	448
4	MOUNT RASHMORE - Mark Williams	51	447
5	MISH MASH UTD - Gary Armstrong	57	443
6	EZE COME EZE GO - Joe Kilduff	53	443
7	MARCUS N'YAAASSHFORD - Lauren Jackaman	46	442
8	ELEVEN HAG - Charlie Herd	63	441
9	RUBBER DIGNE RAPIDS - Casey Butler	49	439
10	KANETOBAYERN - James Mullins	57	434

SKYDIVE GIVES BOOST TO DOG RESCUE

Rory Byrne, from Lloyds of London, participated in a group charity skydive to support the 14th Anniversary of South East Dog Rescue. Rory has been spending his weekends walking the dogs at SEDR for a long time. If you would like to donate, visit bit.ly/jbs_sedr14



PROUD OF OUR 5K RUNNERS

Well done to everyone at Jaguar who took part in the JLL 5k run! We are very proud to say that Jaguar placed third and were also crowned the Property 5k Most Improved Team Champions! Congratulations to our very own **Graeme McSorley** who won the Over 40s Master's Category - a fantastic achievement. Well done, Graeme.



Jaguar team were crowned most improved team champions

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 some great entries that deserve recognition. Thank you for continuing to recognise each other, and well done to our winner and runners up this time around.

Congratulations to this quarter's winner, **Sam Kent** from 6 Bevis Marks. Sam was nominated by Gary Armstrong after he was called into work on a Friday night to repair a leak. He was able to isolate the leak and then spent the remaining night, Saturday and Sunday cleaning up the leak and restoring the site to make sure it was ready for Monday. Thanks to his hard work, the leak caused very minimal damage. Fantastic work, Sam!

The first Employee of the Quarter runner-up was nominated by his Business Unit Head, Roger Starling. Well done to **Salih Huseyin** at The Stage. Since joining the business in June as Site Supervisor, Sal has shown great leadership with the team under difficult circumstances.

This has garnered very positive feedback from the client and respect from all departments at The Stage. Sal has been flexible and adaptable to a number of changing parts of the estate as it emerges from construction. He has afforded his client a positive attitude throughout and has worked above and beyond the expectations of a first role supervisor. Congratulations, Sal.

The second Employee of the Quarter runner-up is **Pierre Amani** from Sancroft, who was nominated by his Account Manager, Fred Graham. There was a flood and Pierre attended

NOMINEES

- Chris Heath, Roving Engineer
- Martin Sparkes from Allen & Overy
- Ben Gallenhawk from The Bailey
- Steve Broughton from 33 Cavendish Square
- Ian Bailey from The Point
- The whole Lloyds of London Team



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 January 2024 for your vote to be counted.

site and worked tirelessly until 3am. The following day it appeared that another call out was needed for later that day and indeed the next day. Pierre phoned in at midday and asked if he could help in any way, despite a long commute to London. Pierre really went the extra mile, and the client was delighted with his response and overall attitude. Great work, Pierre! 🟡

“We have had some great entries that deserve recognition”



Sam Kent



Salih Huseyin



Pierre Amani



PROMOTIONS



Simão Terra

Congratulations to Simão Terra who has recently been promoted to Electrical Shift Technician at Berkley Square House, since completing his City and Guilds course in Electrical Installation. This is a fantastic achievement and we look forward to seeing the progress you make.



Steve Broughton

Steve Broughton from 33 Cavendish Square has been promoted to Site Manager. With numerous years of dedicated service at Jaguar, this promotion reflects Steve's hard work. We wish you the best in your new role.

TECHNICAL QUESTION WINNER

We received a huge number of answers to July's technical question and well done to everyone who answered correctly. Here's a reminder of the question:

What are the five steps to conducting a risk assessment?

The answer was:

1. Identify hazards,
2. Assess the risks,
3. Control the risks,
4. Record your findings,
5. Review the controls.

Well done to **Gabor Szentes** at Blue Fin Building for submitting the correct answer! A voucher is on its way to you via The Gateway.

OCTOBER'S TECHNICAL QUESTION IS:

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'.

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

Preventing falls from height

Falls from height remain the most common cause of fatalities in the workplace. There were 40 deaths resulting from falling from height in 2022/23, which accounted for 30% of all workplace fatalities.

When works at height are due to take place, the hierarchy of protective measures should be considered:

- Prevent the fall.
- Minimise the distance and consequences (i.e., injuries) of the fall.
- Minimise the consequences resulting from the fall.
- Appropriate work at height equipment should be used (e.g. ladder/mobile elevated work platform).

It is vital that all JBS staff refer to the JBS risk assessments, procedures, and training courses when they carry out work at height tasks. ■

CASE STUDY

During a H&S audit and inspection on a JBS site, it was identified that there was no edge protection around one of the water tanks.

Due to the layout of the tank and the location of the ladders, an engineer would have to climb freely onto the top of the

tank – there were no measures in place to prevent a fall from occurring.

It was recommended by the H&S team that edge protection was installed around the perimeter of the tank to reduce the risk of falling from height. The tank can now be accessed safely.

→ If you think a member of your team deserves next quarter's Health & Safety Champion, contact Louise Davies, Associate Director and SHEQ Manager at ldavies@jbs-ltd.co.uk

INTRODUCING NEW H&S ADVISOR SAFFRI MITCHELL

We are pleased to welcome our new Health and Safety Advisor, Saffri Mitchell.

Saffri has been a Mechanical Engineer within the building services industry for six years, working his way up to Site Supervisor. He has his Level 3 City and Guilds Diploma in Heating Ventilation and Air Conditioning and only this year, passed his NEBOSH general certificate. Welcome to the team, Saffri.



FUN FACTS...

Saffri Mitchell

What's your favourite film?

Training Day with Denzel Washington

What do you enjoy doing in your spare time? I like to cook for my friends and family

What's your favourite food? Thai cuisine

What football team do you support?
I support the best – Arsenal

Favourite member of the H&S team?
My favourite member of the team is Matilda

Who's your celebrity crush?
Holly Willoughby

An interesting fact about you? I like to produce music

Party time!

Thank you to everyone who attended this year's summer party at Pitcher and Piano in August.

It was wonderful to see everyone in person, the atmosphere was great and we were able to meet some brand-new Jaguar members – and celebrate with some familiar faces! ■









PLEASE JOIN US FOR

Jaguar's Christmas Party at Puttshack

Friday 15th December | 5.30pm
Puttshack | 1 Poultry, London EC2R 8EJ
RSVP via the Gateway



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