

MALTBYS

DEFINING COSTS · MANAGING RISK · DELIVERING RESULTS

THE FULL MEASURE

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Current Project List

Wellington Office

Coastlands Takiri Project
Ganges Road Development
Ngaio School
Khandallah Normal School
Bostock Offices - Hastings
Home Street Development
Wellington Zoo - Meet the Locals
Ministry of Education - Various Schools
Taranaki Schools Bundle - Various
Kapiti Performing Arts
Wellington City Council Children's Garden
Wellington Girls College
Thorndon School
Queen Margaret College
Newtown Fire Station

Auckland Office

HNZC Koa/Tahapa Redevelopment
HNZC Walters Road Redevelopment
HNZC Maroa/Tuata Redevelopment
Whangarei Girls High School
Te Wharekura o Maniapoto
Northland College
Lava Hotel, Samoa
Kingsman Development
240-248 Broadway, Newmarket
Upper Queen Street Apartments
Endeavour School Stage Two
Hayman Park Stage One

Autex Factory
Rototuna High Schools
Diocesan Arts Centre
Western Springs College
HNZC Titirangi/Great North Road redevelopment
Animates
CPD Batch 14 Schools
Westgate Multi Purpose Facility
Rutland Street Apartments
Takapuna Grammar School
Foodstuffs Newtown
Aotea Refurbishment

Queenstown Office

Aspiring Enliven Care Centre
Panorama Terrace
Mill Green, Millbrook
Hulbert House
Copthorne Lakefront Hotel
Residence Du Lac
Peak View Heights
Beachlands Junction
Camp Street
St Mathews Place, Queenstown
Q1 Apartments

Christchurch Office

Christchurch Men's Prison
Christchurch Schools bundle
Rawhiti School
Southern Response—Various
Avonhead Primary School
Papanui Primary School
Shirley Primary School
Waltham Primary School

Auckland Cathedral of The Holy Trinity

The Holy Trinity Cathedral Organ

The new organ pipes and casework have now been completed and the installation of the new organ, which will be the largest pipe organ in New Zealand, is underway. Four of Nicholson's organ builders are working on the installation of the Parnell Road side of the organ, which is expected to be completed in December.

St Mary's Organ

Restoration work on St Mary's organ has been continuing in Brisbane. It is expected that the organ will be fully operational again end of 2016. The pipes are due to be painted and gilded as on the original design of George Croft, over 100 years ago.

Bishop Selwyn Chapel

The Bishop Selwyn Chapel is now fully completed. The Chapel cross, which was designed specifically for the space in the Trinity Garden by Christchurch-based sculptor, Neil Dawson. The cross was erected on a 2.7m high pipe in early August. Neil has also designed the liturgical furniture for the Chapel space. The Cathedral car park has now been fully reopened and significant works have been completed in the garden.

The Service of Dedication and Opening of the Bishop Selwyn Chapel was held on Sunday 21st August. The celebration signified the physical completion of the Cathedral. It was held in the Holy Trinity Cathedral Nave, and was followed with an afternoon tea and a tour through the Chapel.



The Dedication Service in the Cathedral Nave.
(Photo: Luci Harrison Photography
www.luci.co.nz)



The Bishop Selwyn Chapel and Garden.
(Photo: Luci Harrison Photography
www.luci.co.nz)



The Chapel Cross and the Bishop Selwyn Chapel Behind.
(Photo: Luci Harrison Photography
www.luci.co.nz)



The Bishop Selwyn Chapel's beautiful gilded gold ceiling.
(Photo: Luci Harrison Photography
www.luci.co.nz)

Diocesan Centre for Performing Arts - Stage One

Maltbys are working with Diocesan School for Girls to develop a new \$36m Centre for the Arts. The first stage of the build includes a new music, dance and drama building. Work began on this stage in December 2015.

This building is now under construction on a site between the Chapel, Senior Common Room building and the Science building. Stage one extends to replace the old tennis courts alongside the Science block.

The second stage, a larger centre, includes a 1000 seat auditorium, foyer and gallery for community use, 25 performance and lecture rooms and rehearsal spaces. Stage two will be built on the site of the existing sports rooms and heritage rose garden. This second stage is expected to be a two-year project and commence in 2018.



Stage One now under construction.
(Photo: MPM Projects)



Stage Two architectural rendering.
(Photo: Upton Architects)

Five Schools Redevelopment, Wellington

Maltbys Wellington are providing full QS Services for a group of five Schools in the Wellington area that are part of the Government's \$90m school redevelopment project. The schools Maltbys are providing services for are all currently in the design stages and include:

- Khandallah School - \$6m project that includes a new nine classroom block. Completion expected 2018.
- Kelburn Normal - \$8.5m project that includes the demolition of existing teaching spaces and the development of a new building. Construction due to commence late 2016.
- Thorndon School - \$9m project that includes the development of a new teaching, admin and library block. Due to commence construction late 2016, with completion due mid 2018.
- Ngaio School - \$3.4m project to upgrade the existing school buildings including the development of five new classrooms. Construction due to commence late 2016.
- Aotea College - \$24m project that includes a redevelopment of two thirds of the existing teaching spaces, and the development of four new blocks to house maths, science and technology classrooms. Construction due to commence in 2017.



Prefab classrooms to be removed to make way for new construction at Newtown Normal.
(Photo: Fairfax NZ)

Coastlands Mall, Wellington

Maltbys Wellington are providing full project and bank QS Services for the Coastlands Mall extension, Takiri Building.

The Takiri Building is the first of several planned expansions to the original mall, which have come to fruition based on expectations of growth from the construction of the nearby Kapiti Expressway.

This first stage consists of a 400m², two storey building. The building includes retail units, cafes and offices. It is planned to be built on the site of the carpark opposite the Kapiti Coast District Council Building.



Takiri Building Development architectural rendering.
(Photo: Stuff.co.nz)

A copy of an article titled 'Should we be afraid of change?' written by Ben Tooley in the April / May edition of the RICS Construction Journal.

Should we be afraid of change?

Seeing change positively is a matter of getting the timing right, writes **Ben Tooley**

I'm sure we have all listened to our parents or grandparents tell us that change is a bad thing and we should stick to what we know. No doubt we have nodded without really giving the comment a second thought.

But what is change? It can be as simple as buying a different newspaper or sandwich, or as complex as altering the way an organisation uses its premises or requesting a revised layout for a building nearing completion. Change will always happen; what is important is how we react to it. Do you perceive change as a good thing?

Innovation is a critical part of our industry. Suppliers are constantly striving to improve their products, to make them more environmentally friendly and keep ahead of their competition. Controlling costs remains a critical factor on every project, but this needs to be balanced with maximising development potential and therefore value. We must be careful that concerns about costs do not stifle innovation and product development.

As well as suppliers, contractors are also looking to find ways of improving construction programmes, health and safety, and logistics. All of these are key considerations when selecting contractors, ones in which we almost automatically expect improvements. This is change we accept: it is measured, and we practically insist on it. We feel very little fear when a contractor declares that an improved delivery technique will shave weeks off a programme.

Architects and engineers often debate new technologies, but few clients are willing to be seen

as pioneers. There are seldom prizes for being the first to adopt new products because of the risk that they will not perform to the correct specification. Professional indemnity insurers are equally keen to avoid this. These burdens have a tendency to steer design solutions down well-trodden paths and away from change. But how much does this attitude stifle progress?

'Traditional' solutions are being challenged, and we should support such an approach. As Building Regulations and environmental targets are tightened, there is little option but to investigate new technologies. Our role is to plot the right path between being pioneers and conservatives. We're unlikely to buy technology that remains static, and we look favourably on those who help projects by finding ways to improve efficiency. We should bear in mind that the adoption of these changes only encourages innovation and drives subcontractors and suppliers to find further ways to improve.

Finding the right moment

It is usually the timing of change that causes the greatest problem. Change is more easily accommodated in the early stages of a project, when decisions are being made before construction starts. Once works begin, however, any change is usually deemed to be disruptive.

We have all debated the need to make a change while construction works are in progress. On larger projects, design fashions may change during construction, incoming tenants may demand amendments, or a new requirement develops. We all know we should not instruct changes during this period, but we often have little choice: make the change or potentially constrain the client's options for a building. The implications of making the change are inevitably increased cost and time, yet in the longer term the building will probably be more valuable. Does this make change bad?

Once the dust has settled and we reflect on a project, how many of the changes made during construction – even those made towards the end – do we really think were poor decisions? Very few, I would suggest. We probably just wish we could have made them earlier, preferably during the design stage.

The reality is that measured change is required. We may not all like it, and our tolerance levels are different at different times, but in the main we should see change as positive. Perhaps older generations are more cautious and may avoid change, having already witnessed significant advances in their lifetimes.

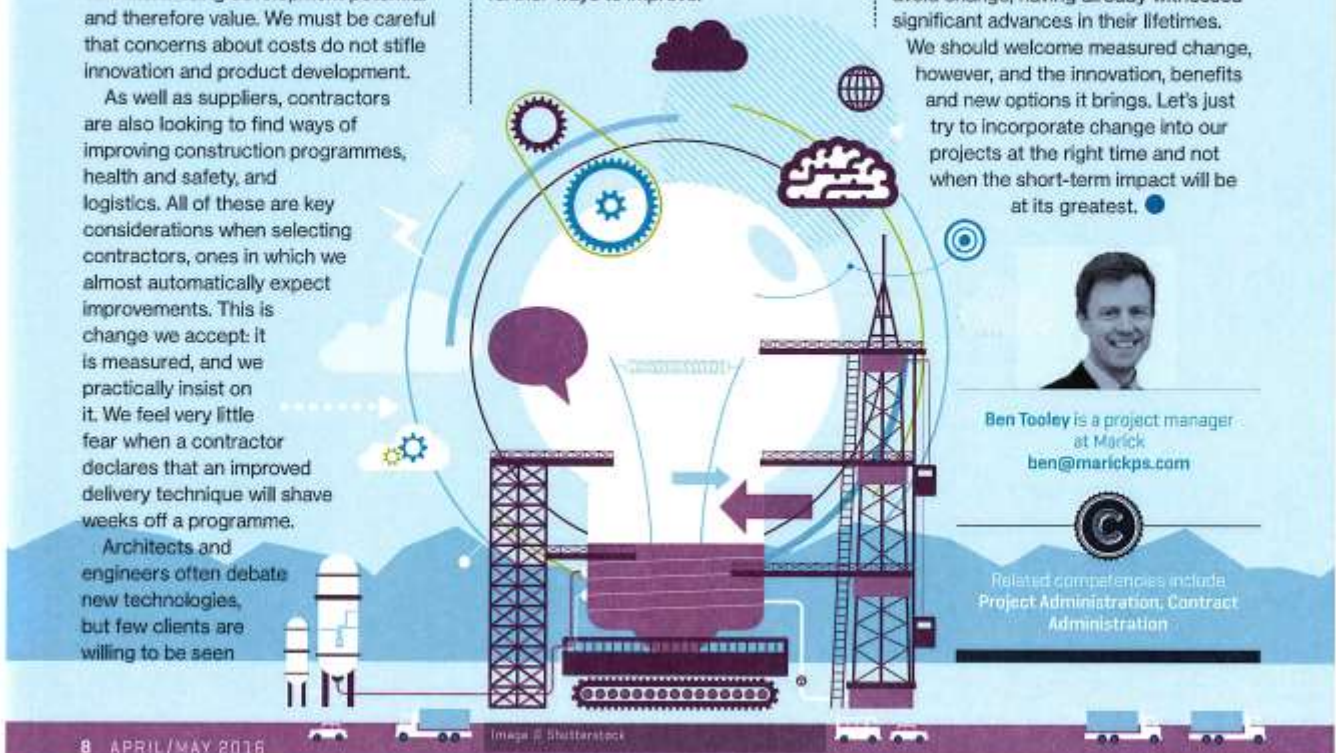
We should welcome measured change, however, and the innovation, benefits and new options it brings. Let's just try to incorporate change into our projects at the right time and not when the short-term impact will be at its greatest.



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Related competencies include
Project Administration, Contract
Administration



A copy of an article titled 'A tool to change the world?' written by Peter Duignan in the April / May edition of the RICS Construction Journal.

RICS CONSTRUCTION
JOURNAL

CHANGE MANAGEMENT

Peter Duignan explains how surveyors have a major role in change management to safeguard the future of our planet

A tool to change the world?



Change management can be a dry subject when discussed in an academic way. But it comes alive when applied to the real issues confronting countries, businesses and professional organisations.

Archimedes said: "Give me a lever long enough and a fulcrum on which to place it and I will move the world." The principles of change management provide us with a powerful tool to do so.

Change management in fact owes its existence to grief studies; a correlation was identified between change and grieving, particularly when employees had lost their jobs. Early research in change management also showed dissatisfaction with failures resulting from changes that were seen as being top-down.

One early model of change management was Lewin's unfreeze-change-refreeze theory. This looks at how to destabilise organisational inertia by unlocking existing behaviours, and then moving to a new level of performance that adjusts the attitudes, beliefs and structures that shape behaviour, the 'change' part of the model. 'Refreezing' then involves reinforcing new

behaviours to maintain higher levels of performance.

Change management pioneer John Kotter detailed an eight-step process to achieve successful change.

1. Create a sense of urgency.
2. Build a guiding coalition.
3. Devise a strategic vision and initiatives.
4. Enlist a volunteer army.
5. Enable action by removing any barriers.
6. Generate short-term wins.
7. Sustain acceleration.
8. Institute change.

Urgency and readiness

The recent COP21 Climate Change Conference in Paris produced a historic agreement, signed by 195 nations, "to combat climate change and unleash actions and investment towards a low-carbon, resilient and sustainable future". While thinking about how to frame this article, I was struck by how the outcomes from COP21 could be implemented on a global scale.

Following Kotter's yardstick, we are already on the road to a solution. We have the first

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Change management goes hand in hand with the struggle for a sustainable planet

elements in place – urgency and a readiness to change. We may even have the bones of a guiding coalition.

In 2006, Kotter co-wrote *Our Iceberg is Melting*, a book about penguins battling to change as their home melted that expressed his thoughts on the fear of change, and how to motivate people to face the future and take action. It shows the way that change management goes hand in hand with the struggle for a sustainable planet.

While politicians were ecstatic about reaching agreement at the Paris summit, environmental campaigners, academics and sceptics were less impressed by the goals, but accepted that they represented a positive first step. The US Secretary of State John Kerry said the agreement was not perfect but praised it as a "critical step forwards".

Yet while all parties had agreed that there was an urgent need for change, this came with a caveat from many: it was going to have to come from the bottom up if this giant change management programme was going to be successful.

With surveyors involved in every aspect of moulding our environment – from financial analysis and construction to mining and agriculture – our fate is inextricably linked with this huge undertaking.

The COP21 targets will trigger change on a scale that

surveyors cannot ignore. But how should we manage change in our profession to respond to the greatest crisis faced by humankind?

Vision and communication

We now have a worldwide constituency waiting for action, and it is incumbent on all major players to articulate a vision and communicate it to that constituency.

The RICS' greatest strength is that its international multi-disciplinary membership is involved in all aspects of the built environment. We are therefore major players in the changes needed to safeguard our future.





“We have to be visionary leaders

at every stage of the project lifecycle, that an environmentally friendly approach will pay dividends for our clients and for the earth itself. Our general practice and quantity surveyors will perhaps place emphasis on lifecycle costs. Our project management and building surveyors will rise to the challenge of implementing environmentally friendly construction methods and influencing the manufacture of low-carbon building materials. Our facilities management surveyors will seek to run buildings with minimal carbon footprints.

We pride ourselves on our communication and engagement with all parties in the built environment sector. Having adopted a vision, then, it will be necessary to communicate it so that our members, clients and government are in no doubt about our resolve.

Empowerment and short-term wins

A well-articulated vision can inspire and empower our members, who must become environmental champions. Training will play a key part in achieving this.

This training must include analysis as well as the practical aspects of surveying. As planning regulations increasingly focus on sustainability, so critical analysis of all projects and the environmental benefits they yield will be necessary if they are to be allowed to proceed. CPD will ensure that our members keep up to date with best practice and reinforce the message that sustainability is at the centre of our profession.

We have to be visionary leaders if we are to perform this role. We must persuade our members of their crucial part in providing a solution; the environment must be at the forefront of all our actions. We must also persuade our clients that environmental awareness and action make good sense.

It is difficult to argue against eliminating waste, reducing energy bills and protecting property from flooding and other environmental catastrophes. But we must also persuade the government that its built environment policies should be consistent with the objectives, recommendations and targets that emerged from COP21.

RICS' multi-disciplinary membership must prove,

While there is little we can do to remedy past mistakes, we can enable short-term wins with our future actions. For example, state-of-the-art building services combined with rigorous insulation standards and low-carbon building materials can result in impressive performances. We must challenge our clients to adopt these approaches while developing the tools to demonstrate to them that such measures make sense in all areas, including cost.

Recycling is another important component of environmental policies that can offer considerable short-term gains. Recycling facilities can be provided in buildings, while buildings themselves – that is, all the materials used in their construction – should ultimately be recyclable. Landfill will soon become hugely expensive so it is important to prepare alternatives to this method of disposal.

Consolidating and generating further change

Once these easy gains have been made, the real work will begin. Whatever changes we can generate from now on will be dwarfed by the challenges that the existing built environment poses.

The COP21 target is very exacting: limiting global warming to an increase of less than 2°C at an estimated cost of US\$16.5tr. The goal is effectively to eliminate carbon emissions in the second half of this century.

Retrofitting our buildings for better environmental performance will require skills from across the surveying disciplines and beyond. How will we persuade people to upgrade their homes, which are responsible for an enormous amount of carbon emissions? How will we stop the use of fossil fuels to heat old housing stock?

It is likely that incentives will be required to generate

this type of bottom-up change. What form will these take? What carrots and sticks will they use? Will the oil-fired boiler go the way of the filament lamp?

Our historic building stock will present particular problems if people are to continue to use it. Will it be possible to retain regulatory exemptions for our listed buildings, for instance?

There will also be a significant impact on our agricultural sector, with attention focusing on the emissions generated by animal husbandry, while in land management increased afforestation will help reduce the carbon in our atmosphere. All of these issues fall in the remit of chartered surveyors.

Trying to change the world is clearly a much larger undertaking than restructuring companies and organisations. As both COP21 and change management gurus point out, change must be delivered from the bottom up: the role of the RICS must be to lead its members and inspire and facilitate that change.

The urgency for change has been identified and world leaders have set goals and targets. So what are we waiting for? It is time for chartered surveyors to look at how they can adapt to the new reality in their daily practices. Change management is a powerful tool to help us succeed. ●



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Related competencies include Sustainability and Construction Technology and Environmental Services

A copy of an article titled 'Expecting the unexpected' written by Andrew Byrne and Emma-Kate Ryan in the June/July edition of the RICS Construction Journal.

Expecting the unexpected

Andrew Byrne and **Emma-Kate Ryan** advise quantity surveyors and project managers on how to implement an effective change management system

The construction and operation of infrastructure is affected by many things – from the volatile global economy and multi-jurisdictional operations to joint venture projects and the size and scope of contracts. Managing change in a structured and controlled manner is therefore essential.

Change is mentioned regularly in boardroom discussions

and is an everyday concern for quantity surveyors. They are increasingly challenged to ensure their contractual change management practices mitigate project risks and avoid extra complexity. Diligent practices can improve collaboration and help achieve the increasingly rigorous targets that are set in programme business cases.

The number of interfaces between parties that are required to manage large-scale infrastructure projects can run into many thousands, so every error may potentially cause a financial or logistical nightmare. Enhanced cooperation is therefore crucial.

Poor management of change can lead to decreased productivity from contractors, sub-contractors and the client, which inevitably leads to programme delays. It may also cause contractual relationships to fail, and affect related parties.

One symptom of poor change management can be an overly optimistic culture, where the key players cannot foresee the future impact of changes. If an overly optimistic culture is allowed to prevail in the project team, warning signs that things are not going to plan may be ignored.

Managing change

The industry recognised the need for a comprehensive contract that managed change effectively; the result was contracts such as PPC 2000 and the NEC3/ECC suite of contracts, which advocate more formal collaborative working. The Institution of Civil Engineers publication *Managing Change* suggests that the steps to manage change are to identify, to assess and to manage. The NEC3/ECC contractual mechanism for change is the 'compensation event', and this article will refer to change in that context.

Identifying the change

Changes can stem from anything, such as an error or omission in the contract documents to abnormal weather conditions – but determining the validity of the compensation event is crucial. A helpful way to do this is by using the four-point test from *Managing Change*, as follows.

The compensation event is valid if:

1. the event does not arise from a fault of the contractor
2. the event has happened, or is expected to happen
3. the event affects defined cost, key dates or completion
4. the event is one of the compensation events that is stated in the contract.

If these four criteria are satisfied, then the change can be identified as valid. The contractor can then submit quotations for this event.

Assessing the change

The change owner should check the contract to determine how changes should be processed. A collaborative approach requires organisations to report changes early and work together to reduce any negative impact on a project. This includes providing all evidence to support the change, enabling its fair and proper assessment.

Most changes in infrastructure stem from the use of lump-sum price contracts, and will affect time and materials. While the change is being assessed, the contractor should, if possible, be given permission by the change owner to proceed with the works. A fixed price for change-related works can be agreed once sufficient information on its scope and impact is available. A standard process is then generally followed to check material quotes and invoices so as to ensure they align with the quantities claim. These should adhere to any agreed rates in the contract: either day rates or pro-rata rates forming the original contract sum.

A change control register should categorise and manage incoming changes, and record open or closed events. Changes should always be assigned to an owner and classified according to the potential impact on the project. This allows the change owner to review and escalate issues early, and avoid creating a culture where such issues are allowed to develop.

Implementing the change

In the case of NEC contracts, a compensation event is implemented when one of the following occurs:

- the project manager notifies their acceptance of a quotation
- the project manager notifies the contractor of their own assessment
- a contractor's quotation is treated as having been accepted by the project manager (if after two weeks the project manager has not responded to the compensation event notification from the contractor).

Implementing the change includes considering the effect on the programme. Submission of a new programme incorporating the change is required to demonstrate any of the concurrent and consequential effects that it will have on other elements.

Going further

Change management is intrinsically linked to project governance, which ensures that additional instructions contributing to change are made with the proper project authority, usually reserved solely for the project manager. If senior management realises that changes being processed indicate problems, they can put those changes on pause. A change will always have a change owner, but it should be associated with or escalated to a senior manager who can review its potential impact. Where the escalation contact has been agreed by the sponsor, it should be included as a key decision point in the governance of a project.

Practical advice

Using an incident-based system

Rather than managing specific changes, quantity surveyors on complex infrastructure projects should use an incident-based system for managing change. This is where the initial change is split into several elements, with each element affecting several components of a works package. For example, a change to a railway station specification may affect several stations along the line.

Once the core change is logged, the varying impacts of the sub-changes should be assessed. For example, a change may be given one overall title, but pricing the costs for each station will be affected by different designs. Works driven by larger changes may also be contracted to different suppliers under different terms.

Separating sub-changes allows the quantity surveyor to monitor their impact, such as delays to the project, while ensuring that all costs are assessed. It also allows the client to gain a better understanding of the time, cost or quality impact of proposed changes before instructing a contractor to proceed with any changes to the scope of their work.

Timescales for agreeing change

The project manager has a short time frame of two weeks to respond to a compensation event. Maintaining a register of incident-based change allows the quantity surveyor to adhere to timescales on agreeing a change, just as they would with contractor payments; it is another tool to ensure good cash flow and productivity among sub-contractors.

Record-keeping

Keeping detailed records up to date is crucial to ensure the quantity surveyor receives a full breakdown of the change and that any associated outstanding documents are promptly received. A full record of change assessments should also be kept, which is particularly important when managing complex changes because the quantity surveyor may make multiple assessments as more information is provided.

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A change will always incur cost, so assessing, monitoring and managing it effectively is vital

Public sector account audits

Record-keeping will include final accounts. Most public sector contracts contain clauses that mean the accounts of clients, contractors and sub-contractors are subject to audit. This is especially prudent with infrastructure projects because of the large amounts of public funding and the high risk of change driven by inherent project complexity. A change will inevitably incur a cost – if not directly related to the change, such as through fees – so assessing, monitoring and managing a change effectively is essential.

Conclusion

The impact of poor change management can be vast. There is clearly still scope for major public-sector contracts to fail, so we must implement the basics diligently and consistently; although contracts may define practices, these may not be implemented as thoroughly as required. Key players should impose a control structure and be aware of any warning signs. A simple method of managing and escalating change, linked with configuration management, is crucial to ensure contract management practices avoid the pitfalls that lead to failures on public-sector contracts. They will also allow clients to trust quantity surveyors to deliver projects under budgetary and time constraints.

While the above commentary covers the fundamentals of change management, the key message is that the parameters through which change is monitored, managed and valued should not vary – regardless of the size of the project. The most important aspect of change management is sticking to the basic principles, as these apply no matter what the value of the change or project. ●



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Related competencies include
Contract practice, Project administration, Project audit, Project financial control and reporting

A copy of an article titled 'Assessing online' written by Kirsty Gould in the June / July edition of the RICS Construction Journal.

Assessing online

The RICS is revamping its online APC process to offer candidates more support, to enable easier access for counsellors and to expedite submission, says **Kirsty Gould**

We constantly review our process for assessments to ensure their objectivity and rigour is maintained, any potential confusion over routes to membership is avoided, and they are globally consistent. Based on RICS' most recent analysis, our assessments continue to evolve so that they are fit for purpose.

Our research has revealed some areas in the assessment methodology where processes could be improved, however, together with opportunities to increase rigour and consistency. The evolution of the membership assessments plan has been defined to ensure that RICS assessment procedures remain reputable, cutting-edge and relevant around the world.

The plan is based on seven pillars of work. One of these is for us to provide greater candidate support, and the project team want to share how we are doing this.

Currently, the assessment process for the majority of candidates is manual, with limited support and connection for candidates or counsellors throughout the process. It also includes around 6,000 candidates who are no longer engaged, and have stopped working towards their assessment; lack of support has been identified as a reason for this by both candidates and employers. Our stakeholders have said they need the process to be simpler, clearer and available online.

Online pilot test

We introduced an online application for enrolment in the UK last July, as a pilot test. More than 3,000 people had used this facility by the end of October, with 1,400 progressing to become fully enrolled candidates or student members. As this functionality is integrated into the RICS systems, we can now see those who part-completed the application, allowing us to contact them on an individual basis to help and support them through the process.

The assessment environment is not simply about having a system or an online presence, but improving the entire experience. Success will lead to:

- personalised candidate communication
- improved stakeholder satisfaction
- greater understanding of candidates' experience throughout the process
- increased global performance
- reduction in administrative tasks, with greater resources invested in engagement and support
- increased data security
- increased quality and reduced duplication of content for candidates.

Counsellors

As part of the online facility there will be a dedicated area for counsellors, with a dashboard offering full tracking and audit of their candidates' progress. Counsellors receive notifications when a candidate has added experience against their competencies or submitted their case study for sign-off. Counsellors can also send messages regarding key dates and material, as well as 121 templates for meetings and virtual training for their role.

The assessment environment is designed to cover the enrolment and progress of candidates and combine the various elements of the submission and information that are required for them to apply for final assessment. Only when all the key elements are complete – including mandatory competencies, technical competencies, ethics module, ethics test, case study, relevant education and employment history – and signed off by the counsellor will the option to apply for final assessment become available. The candidate's work will then be merged into a pdf, pulling together their profile and submission documentation ready for assessment.

Assessors will also have an area where they can provide details of their availability, the pathways in which they can assess, and access to the latest marksheets and guidance notes. They will also be able to download the candidate assessment submissions if they wish.

Global roll-out

It is expected that the online assessment process will be available globally in August and become mandatory for all new candidates. Transitional arrangements will be introduced for those candidates already working on their APCs.

In the meantime the project will include all new candidates from the RICS School of the Built Environment in India, all current and new candidates from the North America and Caribbean region and between 100 and 200 UK candidates, which will cover students on a mixture of pathways and assessment types and at different stages.

The simple step of moving assessments online increases the security of the candidate's information and documents, streamlines the process, obviates the need to post hard copies to all assessors and saves on the assessment panel's paperwork. ●

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RLB Property Industry Awards

Gary, Phil Molineux, Phil McCamish, and Dave went along to the Rider Levett Bucknall Property Industry Awards black tie gala dinner at Vector Arena in June.

The annual gala dinner is a celebration of excellence in property development. The awards are judged on economic and financial factors, project vision and innovation, design and construction, owner and user satisfaction, and sustainability and efficiency of operation.

The Supreme Award went to NZME Central in Auckland CBD. It was developed by Mansons TCLM and is home to NZME Central Headquarters, Meredith Connell, Maersk Shipping and Pernod Ricard.

The Remarkables Ski Field Base Build in Queenstown won Best in Category for the Holmes Consulting Group Tourism and Leisure Property Award. Maltbys Queenstown provided Quantity Surveying Services for this project.

About 1500 property professionals from around New Zealand attended the RLB Property Industry Awards.



NZME building, Auckland CBD
(Photo: ArchitectureNow)



Dave Howells, Phil McCamish, Gary Townsend, Phil Molineux
(Photo: Maltbys Ltd)

In memory of Ronald Potts

In memory of Ronald Potts (1935-2016), who passed away earlier this year. Ronald was a former Director of Maltbys in Wellington. His funeral was well attended.



Ronald Potts

David Morris' New Home

Recently the Wellington office went up to Hunterville in the Rangitikei (about a 2-hour drive north of Wellington) one Friday afternoon to celebrate David's new home he's built there.

Nestled in lovely countryside and right by the river, it's in a beautiful setting.

David had cooked a delicious meal and we had fun relaxing in his pleasant country home – warmed by the wood-burner fire and nice wine. Great too that David can accommodate people or family to stay, so the guys stayed overnight.

Breakfast was eaten on the deck in the morning before heading home.



New Faces

Dean Pooley

Hi, my name is Dean and I recently started working at Maltbys. I relocated from South Africa at the beginning of August and have spent the past few weeks exploring New Zealand's North Island and getting to know the culture a bit better – by this, I mean I've eaten a few kiwi's and started supporting the All Blacks.

In South Africa I lived in Port Elizabeth where I completed my degree in Quantity Surveying and worked in a PQS office for two and a half years. When I wasn't working, I was surfing, travelling or brewing the odd batch of beer.

It has been amazing to experience first-hand how friendly and hospitable everyone in New Zealand is. In my first week at Maltbys I was welcomed with open arms into the office. I look forward to my time here and I look forward to working with all of you in the future.



Old Faces

David Howells

Dave joined us in June 2014 after emigrating to New Zealand from the UK with his family. He quickly became part of the Maltbys family and now he is, unfortunately, on his way back to the UK.

All the best for your move back home, we will all miss you!



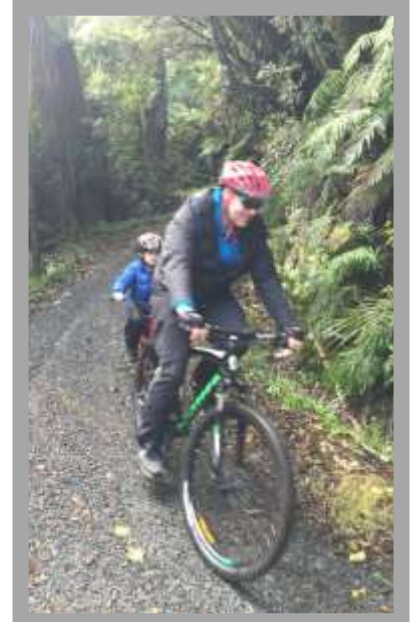
SOCIAL EVENTS

- 16 Maltbys Snow Trip
- 17 Auckland Office Mid-Winter Function
- 18 Wellington Office Mid-Winter Function

Maltbys Snow Trip



This year for the annual ski trip all Maltbys Offices met at Ohakune for a weekend in the snow. The bad weather on Saturday meant that the mountain was closed, but we didn't let that put us off. We filled our days with mountain biking, thermal walks, rock climbing, and a soak in the hot pools.

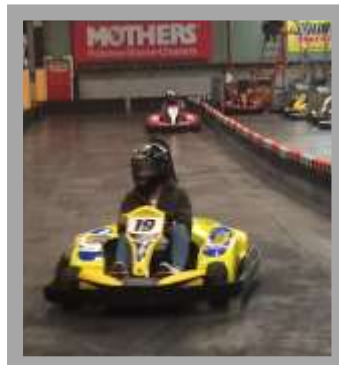
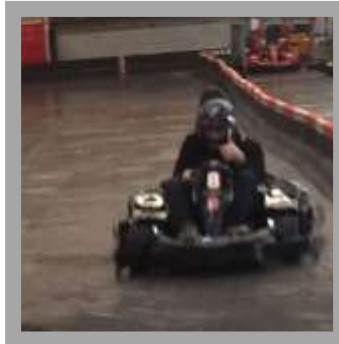


Auckland Office Mid-Winter Function

The Auckland Office went to Formula E Indoor Raceway for our Mid-Winter Function this year. Formula E has Italian designed electric karts which are a whole lot faster than the usual diesel powered ones. The day started out with a five lap warm up then there were three, ten lap heats. After a short break to swap over to fully charged carts we had a fifteen lap final.

Phill McCamish (Avgass) came first with a score of 1484, Phil Molineux (PhilDM) came second with a score of 1348, Alex Boyle (Speed Demon Boyle) came third with 1343.

We then drove back to the City to have refreshments at Fort Street Union. The food was delicious and we had a good catch up over a drink or two!



Wellington Office Mid-Winter Function

The Wellington office went to Boomrock Lodge for their Mid-Winter Work Function, shared with a team from Hawkins Construction.

What a great setting - perched on a cliff 750ft above the Tasman sea, surrounded by 3000 acres of farmland and superb views of the South Island – and blessed with a beautiful sunny day.

Everything was laid on for us – starting with being picked up at our office. We were greeted on arrival with a glass of Champagne, then went out on to the veranda and lawn to admire the view.

They have a variety of challenges and experiences – our day included two, which we tried before lunch. Firstly, after expert tuition we were armed with a Beretta shotgun and experienced the thrill of shooting clay birds over the Cook Strait. Some seemed to have the expertise more than others!

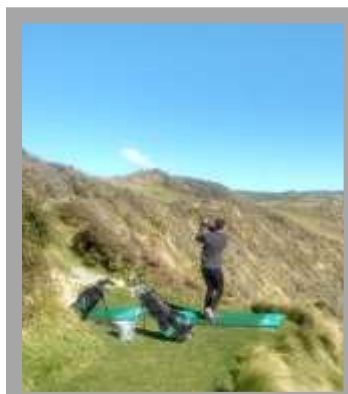
This was then followed with Extreme Golf - the most extreme golf holes in the Southern Hemisphere built by the New Zealand Army. Three golf holes are set into the 250m cliff face and there were prizes for a hole-in-one:

1st hole at 80m, \$1,000 Boomrock Voucher
2nd hole at 180m, \$2,000 Boomrock Voucher
3rd hole at 300m, \$75,000 Boomrock Voucher

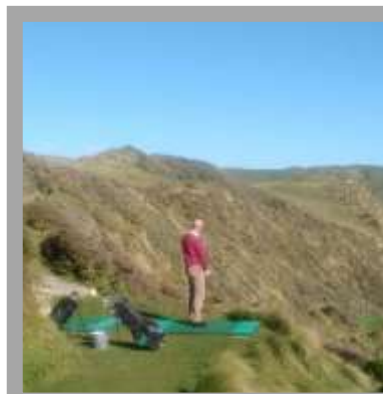
No prize winners for us – though some may have come close?!

We also relaxed around the Lodge with a game of petanque and horseshoe throwing. Lunch was delicious and a good catch up with everyone.

All in all, a fun day.



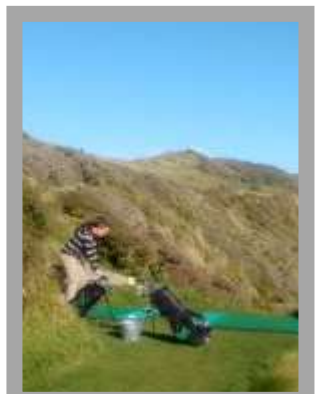
Matt Kotsifakis



Richard Van Looy



Geoff Hayr



Bernard Chapman