

MALTBYS

DEFINING COSTS · MANAGING RISK · DELIVERING RESULTS

THE FULL MEASURE

ISSUE: APRIL 2017

Inside this issue:

- | | |
|-------|----------------------------|
| 1 | Current Project List |
| 2 | Amora Hotel |
| 3-9 | RICS Articles |
| 10-11 | Kaikora Earthquake |
| 12 | Wellington Office move |
| 13-14 | New Faces |
| 15 | Matt Kotsifakis Graduation |
| 16-20 | Social Events |

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Current Project List

Wellington Office

Amora Hotel – remediation and upgrade
Fernridge School
MiPad Hotel, Queenstown
Chilton St James School
Treanz Seater, Queenstown
Dept. of Corrections -National Prison Capacity Expansion
Kiwibank Head Office Fitout and Decommission Old Building
Petrol Stations:
BP Patea
NPD Queenstown, and
NPD Moorhouse
97 Overtoun Terrace with Chapman Sumich Architects
NZDF: -Mobile Weapons Unit; Vehicle Servicing Facility Extension
6 Hurring Place Fit Out
Te Papa:
Art Renewal
National History
Replacement Toilet
National Prison Estate Capacity Expansion
Makara Road Residential Development
Several School upgrades

Queenstown Office

Mill Green, Millbrook
Residence Du Lac
Beachlands Junction
Golden View Lifestyle Village
Gorge Road, Queenstown
Bullendale
Ayrburn Ridge
Blackstone Apartments
Camp Street
Deep Water Basin Shelter
1 Summit Lane

Christchurch Office

Christchurch Schools bundle
Southern Response - Various
Avonhead Primary School
Papanui Primary School
Shirley Primary School
Waltham Primary School
Leinster Road, Christchurch

Auckland Office

HNZC Nikau Street Redevelopment	Royal Oak Social Housing
HNZC Koa/Tahapa Redevelopment	Ellerslie Panmure Highway
HNZC Walters Road Redevelopment	Rototuna High Schools
HNZC Maroa/Tuata Redevelopment	Diocesan Arts Centre
Whangarei Girls/Boys High School	Western Springs College
Te Wharekura o Maniapoto	HNZC Titirangi/Great North Road Redevel-
Northland College	opment
Lava Hotel, Samoa	CPD Batch 14 Schools
Kingsman Development	Takapuna Grammar School
Upper Queen Street Apartments	Aotea Refurbishment
Endeavour School Stage Two	Mt Albert Streetscape
Ministry of Education—DRP Schools	Hobson/Nelson Street Design
Westgate Multipurpose Facility	

Amora Hotel, Wellington

Maltbys is proud to be part of the team involved with the refurbishment of the iconic Amora Hotel, located on Wellington's Waterfront.

After suffering extensive cosmetic damage as a result of the November 2016 earthquake, the decision has been made to close the hotel for 12 months to enable significant refurbishment to be completed without causing disruption to guests.

The total cost of refurbishing the 11 storey 13,600m² hotel is in excess of \$40M+. Maltbys has been involved since January 2017 and is providing full QS services.





Elusive goals

How do we keep the construction industry modern, ethically managed and commercially viable, asks **Charles Mills**?

I am writing this not long after the publication of Mark Farmer's government-sponsored review of the labour model for UK construction (<http://bit.ly/2dlXYoC>). What gloomy reading it makes.

It is more than 20 years since Sir Michael Latham published *Constructing the Team* (<http://bit.ly/2cpKqJT>), whose recommendations for reducing conflict and thereby improving productivity in construction were backed by the government, but we are still chasing these elusive goals.

It is also now nearly four years since the government published its strategy *Construction 2025* (<http://bit.ly/KOS6Xm>), which told us that we needed to be 50% faster and 33% cheaper by the middle of the next decade. I wonder how far we are along that planned trajectory? Judging by the tenor of Farmer's report, subtitled *Modernise or Die*, not very.

Farmer's review focuses on the "recurrent skills pressures" that hamper improvements in productivity, but commercial practices in the industry also come under scrutiny. The way work is procured and the manner in which contracts are administered are roundly criticised. In essence, Farmer concludes that a lack of collaboration between

buyer and supplier is at the heart of our inability to improve.

So as you, the surveying professional, work with both the client and the contractor, I thought it might be constructive to reflect on how you could contribute to a healthier industry by improving collaboration.

Some commentators observe that the supply side of the industry wastes too much time and effort chasing and trying to exploit change after the contract award. Speaking as a client, that is certainly my perspective. Here at Transport for London, we use the NEC form of contract widely, and we are deluged with compensation event notifications from our contractors.

Across our construction programmes we have been receiving thousands of notifications a year. Claims range from the valid and realistic to the contentious and absurd, and enormous effort is spent by both sides in raising, processing and disputing these notices. In many cases, the processing cost outweighs the value of the change sought.

How much of this behaviour is driven by commercial staff seeking to justify their existence? A more measured approach to change by the contractor's commercial team could significantly improve collaboration.

Competitive tendering is a characteristic feature of the market. How

could it not be? A client must select the 'best' option, but too many buyers fixate on the lowest cost and equate this with 'cheapest' rather than seeking more holistic measures.

This situation contributes to the extraordinarily low margins that have been a feature of the industry for some considerable time. The latest available data suggests that operating margins for the top 200 construction companies were below 2%.

Not only do these drive the contractor to the aggressive and wasteful commercial practices described above, they also hamper the potential for innovation in the industry. Where is the scope for expenditure on research and development if you are only clearing your costs by 2%?

While the contractor and the client occupy these armed camps and glare at each other over their respective ramparts, there is no hope of the industry overcoming its inertia. The surveying profession acts for both protagonists in what is, so unfortunately for the industry, a commercial battle. It is therefore in a prime position to play a pivotal role in the collaboration that construction so desperately needs. ●



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Measure for measure

Susan Hanley outlines the skills you must demonstrate for the competency Quantification and costing of construction works

Measurement for the purpose of costing construction works

is critical to the quantity surveyor's role – yet the lack of measurement skills in the profession continually raises its head. Costing and defining construction works also need to be addressed to ensure you achieve the core competency of Quantification and costing of construction works to Level 3.

Many candidates look at the measurement aspect of this competency and voice concern that they rarely measure or do not produce bills of quantities in their role.

How then can they become competent practitioners?

Measurement is not just about the production of bills of quantities, however, and the competency does not require that you must have prepared such bills. What it does ask in relation to measurement is you can quantify construction works (at Level 2) and that you can do so throughout the various stages of a project, whether producing a feasibility cost, measuring additional works after the contract or agreeing a final account.

For candidates who may not produce bills of quantities in their usual line of work, particularly those in contracting, the measurement and billing of variations in

accordance with a standard method would be sufficient to gain this experience. You also need to understand that what you quantify can vary at different stages of the project, according to the information available to you at that stage.

Measurement forms

Any candidate who does not have measurement experience using a standard form needs to ensure they can readily demonstrate Level 1 knowledge of the various standard forms, in particular the one most relevant to their sector.

You also need to be conscious of the different methods of measurement, in particular the New Rules of Measurement (NRM) 1–3 and the purposes for which each of these is used.

As part of your revision for final assessment, you should think about the following:

- how you would explain the NRM suite of documents
- examples of how NRM differs from the Standard Method of Measurement of Building Works, seventh edition (SMM7), in its measurement of a particular section of works
- the risks you see with a new measurement format
- what you see as the main benefit of NRM2
- what the ultimate concern of NRM3 is.

Costing construction

Looking more specifically at the costing of construction works, you need to demonstrate experience of the different methods available, whether building up rates from first principles or using dayworks or bill rates.

You need to prove that you are a safe pair of hands, and this may be tested at final assessment in relation to the approach you take to costing, according to the specific level being assessed.

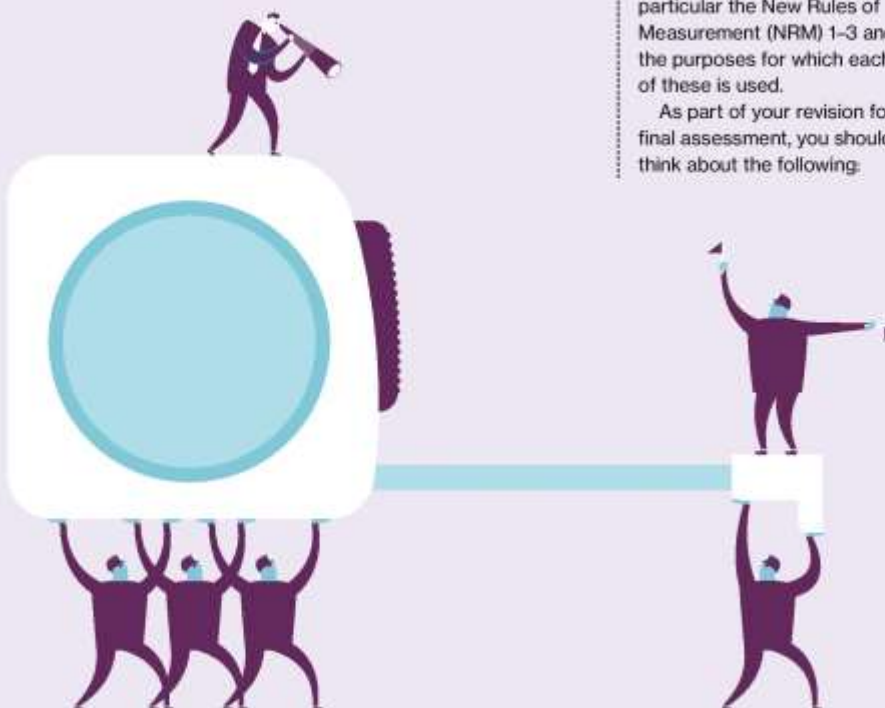
Level 1

You should show knowledge of the various costing stages, what cost data sources are available and how to ensure that data is relevant.

Level 2

If you state that you have experience of measuring or costing an element then you should be prepared to discuss it, including cost data sources, breakdown of measurement criteria and so on.

When writing your summary of experience, you need to



remember that this will form the basis of the questions asked at final assessment. The assessors are interested in finding out more about what you have done and why.

Assessors' approach

Assessors will use your summary of experience to identify your skills, and will then approach questioning in the following way.

- Talk me through why you deemed that the most suitable method of costing.
- What items made up the cost of the extra partitioning?
- How did you determine that the quote you received for the cost of additional flooring represented good value for money?
- Why did you decide that dayworks were the most suitable method of costing that variation?
- Why did you use a schedule of activities?

Despite the clear advice in the candidate guide and also in the template for the summary of experience, candidates often fail to give examples that are project-specific.

The following examples make this kind of omission.

- I provide lots of cost information on various projects at various stages of the contract.
- I have measured works at various stages of the project using different methods.

Having provided such answers in their summary, candidates would then at assessment need to start thinking of the best project to support them.

A lack of specific examples can force assessors to ask hypothetical questions, potentially making the process more difficult for the candidate. Such questions can take the following form.

- Tell me about cost information you have provided to support variation costs on

“Measurement for the purpose of costing construction works is critical to the quantity surveyor's role

one of your projects. (You will need to think on your feet about the best project to cite to outline your experience.)

- Tell me about a measurement you have carried out at feasibility stage. (You may not have measured at this stage, however.)

Keep it specific

Project-specific examples in your summary of experience that detail your role and involvement allow assessors to talk through what you have done, as well as how and why.

For instance, you could write: "On the Whitmarsh project, I produced a bill of quantities for the drainage works in accordance with NRM2. This involved taking off quantities from the drawings for all aspects of drainage and inserting these into our billing software package to generate the bill for tendering purposes."

Based on such a remark, assessors may choose to explore the considerable differences between SMM7 and NRM2, such as that the measurement of excavation, beds and surrounds is included in the drain-run length. Questions about the billing software used could also be asked.

It is much easier to respond to a question if you can picture yourself carrying out a particular task on a specific

project and then talking through the stages. Answers that are project-specific are key to a successful interview.

Level 3

At this level, you need to think about advice you have given and more importantly the reasoning behind it, to demonstrate and support various courses of action, whether that advice concerns the measurement, costing options or value of construction works.

It helps if you think about examples with the following questions in mind.

- Why was it the best course of action?
- What other options did you consider?
- In hindsight, could anything have been done differently?

For demonstration purposes, if you are asked to discuss why the Civil Engineering Standard Method of Measurement, third edition, was the most appropriate, then "Because it is what we always use in the office" is not an acceptable answer.

If looking at the settlement of final accounts, you should be willing to discuss any form of negotiated settlement, demonstrating how it was achieved, the process involved, and how it represents a fair settlement or value for money for their client; splitting the difference does not instill confidence in your abilities.

Assessors will prepare questions based on your document, focusing on your summary of experience. These questions are often a starting point, so be aware that your response may lead the assessors to ask further questions based on your answer, along the lines of the following examples.

- Why did you use a schedule of rates on the multistorey office block?

- Why was this the most suitable option? What alternatives were considered?

Assessors are trained to ask open questions, so it is unlikely you will be able to reply with a single-word answer. Questions starting with the following, for instance, require a more developed response.

- Tell me about ...
- Why did you ...?
- What options were considered for ...?

Measured responses

Assessors are experienced professionals who work in your field and are interested in your opinions and views. They will often ask questions in which your opinion is sought, both to assess that you are competent and because they are genuinely interested. Remember that there are no trick questions.

If we ask what you think about the uptake on NRM or why the production of fully measured bills is declining, then we are seeking your opinion based on your experience. We may not necessarily agree, but as long as you can back up your opinion then we will note your views with interest. ●



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Related competencies include:
**Contract practice,
Data management, Design
economics and cost planning,
Quantification and costing of
construction works**

Able and agile

How can innovative planning techniques from the software industry be applied to construction? **Pieter Rautenbach** reflects

The construction industry is notorious for projects going over budget. Regular criticisms include a lack of customer focus, ineffective use of technology, poor contractor relationships and communication.

Rapid advances in technology have affected many industries, including construction. It is important for organisations to be able to adapt quickly: projects often fail due to ineffective risk management or poor communication when changes do occur, an issue that is exacerbated by poor planning.

Being agile

Agile methodology was developed in the software industry to deal with a rapidly evolving business environment. It is designed as an alternative to traditional project management and focuses on iterative, incremental development so teams can respond effectively to change.

In the agile approach, a project is broken down into small, fixed timeframes known as sprints or iterations, and an integrated team is responsible for each of these. They follow the principles of the "Agile Manifesto" of 2001, drafted by software practitioners:

- individuals and interactions are more important than process and tools
- working software is more important than comprehensive documentation
- customer collaboration is more important than contract negotiation
- responding to change is more important than following a plan.

Being agile encourages teams to test concepts before moving on to the next phase and use feedback rather than relying on predetermined assumptions.

Agile or traditional?

Rather than having a top-down system where team members are told what to do by the project manager, agile principles enable those responsible for the work to decide which work to carry out.

Table 1

Differences between agile and traditional project management

	Agile	Traditional project management
Scope	Not fixed; most important tasks are completed first according to user stories	Generally fixed scope divided into a work breakdown structure and work packages
Planning	Detailed plan delivered on an as needed basis, and tasks continuously prioritised to create value. Resource responsible for completing the task decides what work will be carried out	Detailed plan developed upfront, with a focus on adhering to this. Resource responsible for completing work is told what to do by manager
Goals	Providing value to customer	Meeting contractual obligations
Design theory	Design is optimised to create value	Work is carried out to meet the objectives of the design and specifications
Customer input and feedback	Customer input and decision making required throughout project and feedback is continuous during each iteration	Customer input required early in project; customer feedback generally given at the end of the project
Quality control	Quality control is completed for every activity as the activity itself is completed	Quality inspection is conducted at the end of the project
Organisational culture and management	Collaborative team where all stakeholders have input. Continuous improvement is part of the ongoing process	Command and control with strict hierarchy. Lessons learnt are implemented in the next phase or project
Contract theory	A shared risk, shared reward contract is implemented to encourage aligned outcomes	The contractor is generally motivated by contract milestones and meeting specifications within a certain timeframe and for a fixed fee

The key features of traditional project management are as follows:

- scope is defined before work starts
- payment is linked to fulfilling this in a predefined time period
- change is viewed as a risk and therefore discouraged, though some changes are inevitable.

The agile project management framework instead allows the scope to be refined constantly to provide the most value. The client, consultants and contractors work together with common goals that take this into account. The differences

between agile and traditional project management are shown in [Table 1](#); similarities are shown in [Table 2](#).

Construction projects often fail to meet customers' expectations because project teams are unable to communicate properly or deal with change effectively. The software industry has successfully responded to similar issues by focusing on providing value for the customer.

Customer behaviour

Customer input is key to ensuring that the project team focuses on value-generating tasks, and the manifesto recommends

Table 2

Similarities between agile and traditional project management

	Agile	Traditional project management
Weekly plan	Sprint/iteration	Weekly work plan
Presentation of work completed	Customer showcase	Site inspection
Review of work completed	Sprint retrospective	Weekly review
Graphical report of work completed	Agile burndown chart	S-curve reports

that this collaboration be preferred to contract negotiation. It is therefore important for the contract strategy to allow both parties to communicate freely without jeopardising their respective commercial positions, as opposed to traditional command and control relationships. This requires trust to be developed over time. To encourage iterative learning, individuals must be able to talk openly about mistakes without fear of retribution.

Contract preparation

Software companies have found that fixed-price contracts are not a good match for agile principles, as projects working under such principles must embrace change; clauses that enable the customer to terminate the contract easily have also been used to entice customers in the software industry to try more agile strategies. These measures may only be applicable to construction projects on a case-by-case basis, however.

In construction, shared risk and reward contracts are becoming more prevalent. Several standard forms of shared risk and reward agreements already exist. It is important that shared risk contracts provide value for the client and allow the contractor or design team to make a fair profit, as it is for all stakeholders to be given adequate governance of their risk.

In the detail

When agile principles are applied, the detailed sequence of activities is not decided in advance. Traditional project management tends to focus on developing a detailed plan upfront, assigning the tasks to the team – “push planning” – and following the plan as closely as possible, with a recovery plan developed when the project is delayed. The problem with maintaining a detailed plan upfront, though, is that sometimes

changes occur quicker than the detailed recovery plan is able to take into account.

Under agile principles, the project team discusses, develops and refines the short- and medium-term plans on a continuous basis. This avoids the need to develop a detailed plan beforehand or recovery plans when events deviate from those predicted.

“Pull planning” is adopted under agile principles, as opposed to traditional “push planning”. The person responsible for completing the activity should choose the work to be done and be accountable for finishing it. The detailed planning tends to occur on an as-needed basis closer to the time when the activity is about to start, and the inevitable changes that occur on projects are accepted. The person responsible for completing the tasks determines the resources and time required to do so.

Constructive agility

The uptake of agile or other short-term collaborative planning techniques in the construction industry has been slow, but is gaining traction. Agile approaches are not yet well understood in construction, and there may be a training cost for adopting them.

Application of agile principles in construction is more difficult than in the software industry due to the nature of the workforce, too – a result of the short-term contractors and large number of parties with different interests that tend to be involved.

Existing forms of contract and the difficulty of establishing trust between different parties in construction will need to be addressed before collaborative agile or similar principles can be successfully implemented.

There are instances in the construction industry where short-term collaborative techniques have been successfully

implemented. One such is the “last planner” system – a collaborative, commitment-based planning device that was derived from lean methodology in the 1980s – and major improvements have been achieved on projects that adopt this.

Agile and lean are not the same but have themes that overlap, such as:

- providing early value for customers
- using self-organising teams
- removing unnecessary steps
- completing work in iterations
- developing work in response to evolving requirements.

There are cases where collaborative short-term planning has reduced construction durations, increased customer satisfaction and improved project success rates. The lean construction movement has shown that collaborative, self-organising and empowered teams that focus on providing customer value can be effective in construction, and that there is also great potential still for agile techniques.

While some existing processes in construction align with agile principles, significant changes will be needed at an organisational level to implement them effectively. The hierarchical structures to which the industry has become accustomed must be adapted to allow a more self-organising, integrated team approach. Parties working for different organisations will need to communicate openly and honestly for agile principles to be successfully implemented.

Existing construction contracts have been developed to avoid risk, but these too will need to change so as to align with the expectations of all team members. Shared risk and reward contracts appear to be better suited to the agile way of thinking. Conversely, the fragmented nature of existing construction practice and the potential cost of learning are barriers to implementation.

Despite these hurdles, there is great potential for the methodology to have a positive impact in construction and overcome significant issues in terms of time and budget management. ●

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Related competencies include
Programming and planning

Routes to success

Mark Loveland outlines the skills you have to demonstrate for the Procurement and tendering competency

Procurement and tendering is a core Level 3 competency on both the Quantity Surveying and Project Management APC pathways. Project structure, risk allocation, contractual relationships and the role of tender processes in establishing a contract price are all covered.

As a candidate, you will be expected to understand the various procurement routes available on a construction project, and how the tender process works.

Many candidates struggle to demonstrate the breadth of experience required. In this article, therefore, we look at what is expected at each competency level, how you should prepare your summary of experience, what further reading you should do and the background knowledge you need to have.

Please be aware that procurement and tendering are two separate processes that will be dealt with individually in the assessment.

For procurement, the assessors will be expecting you to demonstrate awareness of all the main routes. These include:

- traditional procurement
- design and build
- management forms
- partnering
- serial and term contracts.

For tendering, we would expect you to demonstrate awareness of different processes, such as:

- **single-stage tendering:** in which multiple contractors tender through one single tender process
- **two-stage tendering:** where a first stage is introduced to identify a preferred contractor(s)
- **negotiated tendering:** where the contract is negotiated with a preferred contractor or contractors.

Experience summary

For Level 1, you should be aiming to show the assessors how you have obtained and consolidated your understanding of all aspects of the competency. A common error is that candidates state their understanding of a topic without providing any evidence to support it.

Assessors will be expecting to see references to courses and seminars you have attended, as well as to wider reading around the subject. You should relate your Level

“

A common error is that candidates state their understanding of a topic but provide no evidence in support

1 competency to your CPD record as much as possible, and you should not be afraid to make cross-references between the two.

At Level 2, the assessors will be looking for examples that demonstrate your practical experience of undertaking procurement and tendering tasks. Try to identify particular projects in your text, and be specific regarding the role and work undertaken.

You should aim for two or three project examples to demonstrate your competence. Make sure the examples you give relate to tasks you have undertaken, rather than those on which you have just assisted.

Assessors may focus on topics such as:

- the production of a procurement report
- tasks undertaken under different procurement routes
- compiling a tender list
- the pre-qualification of contractors
- the management of the tender process
- tender opening procedures
- analysis and evaluation of tenders
- how to deal with errors and qualifications
- tender reports.

For Level 3, you will need to provide examples of where you have given advice to a client or project team. Again, you should choose two or three good examples, referring to the project and the specific advice given.

Candidates regularly struggle at Level 3 when the examples they present are too simplistic. At Level 3, you need to understand what not to do in practice, as well as advising what should be done.

Try to avoid examples that cannot be supported with a full explanation. Statements such as "I advised the client to adopt a two-stage procurement route" will need

“

You should be able to explain your thought process and what options or solutions were considered – and which were discounted – before arriving at the advice you gave

a follow-up discussion of why this particular course was chosen in this instance.

You will do well to elaborate in your explanations, as in the following example: "At the central London office project, I recommended that the client adopt a two-stage approach. Having reviewed both single-stage and two-stage approaches, I identified that the potential to start on site earlier using the latter route would be better overall.

"Although using a single-stage approach may have resulted in a more competitive tender, I understood from discussions with the client that an earlier finish was more important than the risk of a higher price."

Giving advice at Level 2 is only possible if you have the full breadth of understanding required at Level 1 to explore all options and appreciate what constitutes good or bad advice in a given situation.

Question time

At the final assessment, you will be asked to use your summary of experience as the basis for your answers to most questions. It is essential that you have listed a range of project-specific examples. In short, the better the examples you provide, the more specific to your experience the questions will be.

Level 1 questions require you to demonstrate that you have attained the fundamental knowledge for the competency. For

procurement, expect to be asked about how the various routes work in practice. This would include:

- contractual relationships
- roles and responsibilities of the parties to the contract
- variance between time, cost and quality aspects
- risk allocation.

You should be able to explain the tendering process from start to finish, including:

- the key documentation and how this varies from one route to another
- how each of the tendering tasks would be undertaken
- your role
- how to analyse tenders and deal with errors.

Questioning at Level 2 will focus more on the examples you have given in your summary of experience, and the assessors will be looking for you to be able to explain what you did and why.

You need to prove that you understand what is required to undertake tasks correctly. Your responses should relate to specific project examples and show you have followed best practice.

When questioning moves up to Level 3, again, provide examples of having given advice on procurement and tendering. Assessors will be looking to understand why you provided the advice you did and how you arrived at your conclusions. This may include topics such as advice given regarding selection

of a procurement route or contractor choice for a tender.

You should be able to explain your thought process and what options or solutions were considered – and which were discounted – before arriving at the advice you gave, building on the examples given in your summary of experience.

In demonstrating how you have achieved the different levels of the competency, you must also refer to any relevant guidance and best practice documents.

You should have consulted the pathway guide and Black Book if you have not already done so; the latter is a suite of guidance notes that define good technical standards for quantity surveyors and construction professionals, and is essential for those working towards the APC.

Parting thoughts

You should make sure you have a balance of experience between procurement and tendering for Level 1; refer to specific project examples at Levels 2 and 3; and also be able to explain your thought process at Level 3, including what was discounted before arriving at the advice given. Neither should you forget to read the relevant guidance notes and Black Book in relation to the competency. ●



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Related competencies include
Procurement and tendering

Kaikora Earthquake—Wellington Office

November last saw the closure of part of Tory Street due to the Kaikora earthquake - affecting Wellington and causing damage to the Courtney Carpark deeming the area unsafe.

Access to the offices/buildings were by appointed times only so we could pick up essentials and have IT set up to enable staff to work from home. From then once weekly meetings were arranged at Joe's Garage to catch up with each other and business matters.

Eventually no access to Tory Street was allowed and businesses closed until further notice.

There was an urgency to find a temporary office for Maltbys Wellington and in early December we moved to office space around the corner in Wakefield Street. We were welcomed and we appreciated the facilities provided.



Despite the difficult circumstances, business went on as usual and all went very smoothly due to David Morriss' excellent organisational skills and great teamwork. We were very grateful too for Anne's assistance (Auckland office).

Vehicles remaining in the Courtney carpark were unable to be retrieved, this included Maltbys company car. Eventually the cars were hauled out.

At first glance Maltbys car looks unscathed, just dusty, however the back of the vehicle is crushed in.



Kaikora Earthquake—Wellington Office



Mid-February we were pleased to be back in our own office, however, there was still plenty to be done on the demolition of the carpark, with a large amount of rubble yet to be cleared. The only impact for us being noise and dust and still only pedestrian access – restrictive for any deliveries.

In due course Tory Street was re-opened to vehicles and new ground level car park established.



Wellington City Council sent out invitations for Tory Street Party and ReCut event to celebrate the reopening of the neighbourhood. The Reading team donated half the carpark.

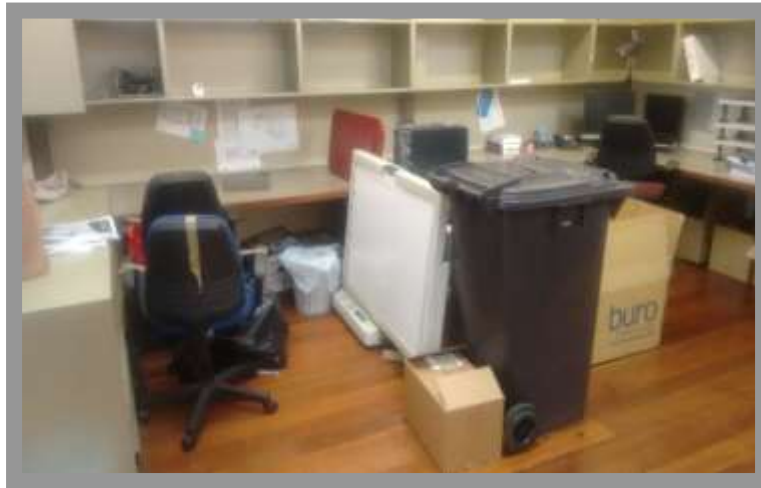
The event took place Friday, 28 April from 4.00pm to 10.00pm. There were refreshments for sale from local venues, and on-street music, dancing, entertainment, and other activities were provided. Most of the Maltbys staff attended and all-in-all a good turnout of people.

Wellington Office Move

Maltbys Wellington are moving to new premises at the end of July to 3 Swan Lane, Te Aro, Wellington – a little more central and a great location for business and recently re-strengthened to 80% NBS earthquake rating. And most importantly above arguably two of the best restaurants in Wellington being Floriditas and Noble Rot.

As the date is fast approaching, we are in the process of clearing and packing paperwork/items, hence a part of the office is looking a little untidy.

The new offices are going to be completely paperless???



Also, removal of the Maltbys signage was done last week:



We are all looking forward to being in our new premises.
The next addition we will show you our new offices.

New Faces



Dexter Loh

Hi there, I'm Dexter Loh and I've been with Maltby's for under a year. I started out as an intern for 3 months and have been employed as a Junior over the last 6 months.

I have just completed my studies in the last few months and coming up in September [2017] I'll be a Diploma Graduate majoring in Quantity Surveying with Unitec.

It's a pleasure to be working for a reputable firm in a great environment, surrounded by highly experienced and patient Seniors. I hope to learn and better myself with Maltbys and work towards being great QS.

In my own time, I love leisure - going on road trips and I'm an amateur photographer as a hobby.



Matthew Reid

Hi, I'm Matt Reid and I have recently joined Maltbys after relocating from the UK.

After graduating as a QS in the UK I worked for a global Oil & Gas Services company for over 4.5 years, being involved in many commercial aspects of major brownfield upgrades in the North Sea gaining a wide range of experience. I look forward to applying my knowledge and experience gained from other business sectors & geography's to the Maltbys portfolio.

Since coming to NZ I have been perusing the outdoor lifestyle at every opportunity and soaking up the world famous culture.



Sean O'Brien

Hi, my name is Seán and I have recently started working at Maltbys. I relocated in mid February from the beautiful county of Kerry in Ireland, a place that some of you might recognise from the final scene from Star Wars: The Force Awakens. On my journey to New Zealand I was sure to visit a few countries on the way resulting in me landing in Auckland at the beginning of April.

In Ireland I studied in Cork where I completed my degree in Quantity Surveying. Shortly after graduation I was employed by a small PQS firm for ten months but due to family circumstances I had to vacate the position and run the family construction/insulation business. After a year and a half of helping the family business grow and at the same time gaining valuable experience and knowledge of the construction industry I am ready again to test myself as a quantity surveyor.

When I am not working I enjoy a vast amount of outdoors activities from playing soccer and Gaelic football to hiking and canyoning. My favourite past time would have to be travelling, I love exploring new places, meeting new people and trying new cuisine. Four weeks into my new role at Maltbys and I already feel at home here due to the warming welcome I received from my new colleagues upon entering the office. I look forward to the many years I have ahead of me here working at Maltbys and meeting you all in the not too distant future.



Jaques Taljaard

Hi, I'm Jaques Taljaard and I recently joined the team at Maltbys in Wellington. My wife and I have relocated from South Africa in the beginning of May this year and it has nearly been a month since we touched down in New Zealand. We are very excited to be here and have been loving every minute of it.

I completed my degree in Quantity Surveying in SA during which time I gained experience working for both contracting and consulting firms and have been working in a PQS office since I completed my degree for the past three and a half years. Outside of the office, I really enjoy the outdoors, whether its camping, fishing, hiking or scuba diving...I enjoy it all!

The team at Wellington are an amazing group of people and always willing to lend a helping hand which has made settling in an absolute breeze. My wife who has recently started working at Naylor Love was also received with open arms. We are both very excited to be here and I look forward to the road that lies ahead and meeting you in the near future.



Braam van der Walt

Hi, my name is Braam.

I have recently started working for Maltbys at the Wellington office. I came to your wonderful country in the beginning of July and was welcomed by a lovely cold front that has given me some of the coldest days I have ever experienced. Apart from that I have had the chance to explore Wellington a little and fell in love with the city from the get go. I am looking forward to exploring the rest of New Zealand in the coming months.

I come from a city called Pretoria in South Africa where I was a Quantity Surveyor for a large construction company. My most recent project was the 4th largest coal firing power station in the world, called Medupi. Back home I kept myself busy with socializing with family and friends, watching sports, playing golf and mountain biking.

I have been graciously welcomed at the Wellington office and I am looking forward to meeting the rest of the Maltbys team and working together in the future.

Matt Kotsifakis—Graduation

In April Matt had Graduated from Massey University Albany with a Bachelor of Construction majoring in Quantity Surveying.



Matt with his Mum

Along with Matts many skills he enjoys motor sport and the photos below are of Matt racing at Manfield last April.



SOCIAL EVENTS

- | | |
|---|-----------------------------|
| 1 | Arthur Gabriel Fishing Trip |
| 2 | Bake Off |
| 3 | Dilworth Golf day |
| 4 | Chilton Golf Tournament |
| 5 | Ross's farewell lunch |

Arthur Gabriel Fishing Trip

The Arthur Gabriel Fishing trip was held once again by Maltbys Auckland Office down on the Auckland harbour. It was a great sunny day, and many fish were caught. Everyone had a fun time on the harbour with lots of food and laughs.

The trophy for the largest fish was won by Beth Taggart (again!)



Maltbys Bake Off!



Maltbys Auckland Office held their annual bake off once again, where everyone participated in creating a wonderful baked treat.

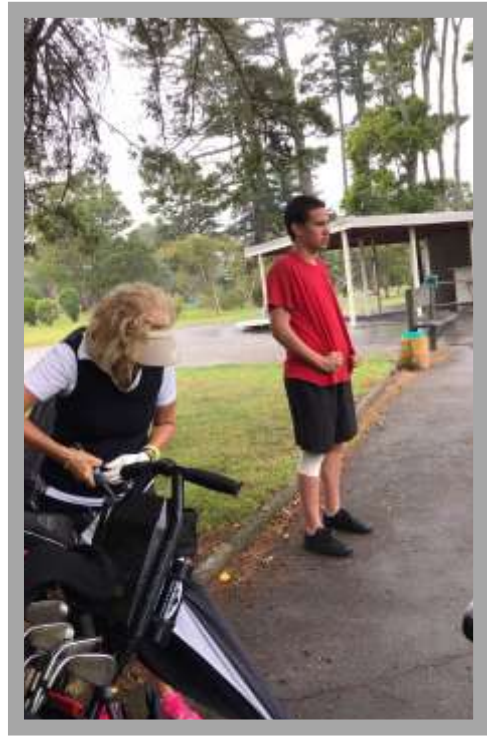
We had a wonderful range of both sweet and savoury goods, including brownies, afghans, betty browns, various cakes, as well as savoury pinwheels!

The winner of this year's bake off was Anne Fletcher with her delectable carrot cake!



Dilworth Golf Day

This year Maltbys was invited to participate in a golfing tournament held by Dilworth High School. Anne, Huw and Dean represented Maltbys, and successfully won a voucher for a suit, shirt, and tie from Barkers. The voucher was gifted to Maltbys' caddy for the day, Nathan Su'A as thanks for the support he provided throughout the tournament.



Chilton Golf Tournament 2017

11.00 am Tuesday 28th March 2017

Chilton Saint James is one of our independent School clients and Geoff played in the Armstrong Downes team for the 6th annual Chilton Saint James Golf Tournament that was again held at the Royal Wellington Golf Club. The Club's majestic setting is the perfect venue for this very special day in the Chilton calendar.

The championship course is a demanding test for golfers of all standards, but the Ambrose format allows players of all ability to mix and play together. As only one score is recorded per hole, Ambrose promotes teamwork, fun and fast play.

Geoff was in the winning Armstrong Downes Team – well done Geoff.

A great day was had by all.



Ross leaves the Auckland Office

As farewell to Ross, the Auckland Office headed out to Vulcan lane for lunch and some drinks. Everyone had a great time eating burgers and drinking beers.

We wish Ross all the best at the Queenstown Office!

