

MALTBYS

DEFINING COSTS · MANAGING RISK · DELIVERING RESULTS

THE FULL MEASURE

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Current Project List

Wellington Office

Kelburn Normal School Redevelopment	Bombay Street Ltd Bonkat Terraces
Kapiti College Performing Arts Centre	Alpha Apartments, Kent Terrace
Aotea College	Department of Corrections Rapid
Thorndon School Redevelopment	Deployment of Prison Accommodation
Khandallah School New Classroom Block	54 Webb Street Apartments
Taranaki Schools Cluster A	Trent Street Townhouses
Taranaki Schools Cluster B	St Mary's College
Brooklyn School Refurbishment and Extension	NPD Sockburn
Churton Park School Redevelopment	NPD Wigram
Houghton Valley School New Double Classroom Works	NPD Harewood
Central North Cost Management Services	Wellington Zoo Chimpanzee Enclosure Upgrade
28 Hanson Street	Wellington Regional Stadium Trust Concourse
Whites Line East Redevelopment	Upgrade
Morere Street Redevelopment	Naumi Hotel
Gear Terrace Redevelopment	18 Oriental Terrace
Champion Street Redevelopment	Sebel Hotel
Te Papa Museum of New Zealand Roof HVAC	

Queenstown Office

The Freshwater Apartments, Queenstown	Arrowfields Subdivision, Arrowtown
Golden View Lifestyle Village, Cromwell	The Heights Subdivision, Wanaka
Bullendale Residential Development, Arthur's Point	Red Cottage Drive Development, Lake Hayes Estate
Residence Du Parc Apartments, Arthur's Point	M-Space Industrial Development, Frankton
Whyte House, Millbrook	Domaine Thomson Winery, Cromwell
Montgomerie House, Millbrook	Marram Trust Apartments, Queenstown
Gibbston Valley Wines Lodge & Spa Development	Forest Lines House & Amenities, Queenstown

Auckland Office

Aotea Centre Refurbishment	Aotea Centre Shared Services Building
Western Springs College Redevelopment	Otara Park Redevelopment
Takapuna Grammar School Redevelopment	Hayman Park Redevelopment
Hotel One, Dominion Road	MOE Central North & East Coast Bundles
Salvation Army Royal Oak Housing Development	NZDF Papakura Regeneration Project
OKLA (Kingsman) Apartments	Westgate Multipurpose Building
Arvida Copper Crest Village, Tauranga	HNZC Various sites
Arvida Cascades Village, Hamilton	46-48 Cryers Road Industrial Park
Papamoa College Stage 3	Golden Sands School Stage 4
Waiheke Island Primary & High Schools	Massey University Wetlands 1
Redevelopment	Massey University Carpark
Bay of Islands College Gymnasium	Westlake Boys' School Language Block
Diocesan School for Girls' Stage 2 Performing Arts	St Kentigern Boys' School Shore Road Campus Stage 1
Centre	Lloyd Elsmore Park Multi-purpose Facility
Dilworth Junior School New Gymnasium	Pakuranga College New Classroom Block
The Northern Club, Bankside Extension	Arvida Mary Doyle Village

Maltbys Wellington's Newest Member



Maltbys Wellington has donated to the Wellington Zoo and received a giraffe made from jandal pollution. The colourful presence of the giraffe gives our office a fun and interesting focal point. We have lovingly dubbed the giraffe 'Maltby' the thought being that it would be nice to have a Maltby in the office again.

Maltby's corner of the office is right next to our portrait of founder Mr. Alfred John Maltby, we hope he would approve of this creative addition to our space.

While there have been many jokes about what might happen when office drinks are introduced to Maltby, our South African colleagues have ensured us that while giraffes seem placid, they can become quite vicious and all attempts to ride Maltby should be avoided.



Maltby's Origin: Ocean Sole



Ocean Sole is a charity foundation who employs people in low-income areas to make pieces of art out of flip flop pollution that washes up on the shores around Kenya.

Flip Flop pollution was collecting in Kiwayu, Kenya, tonnes washing up on the shore and harming marine life and ecosystems. Inspired by the toys children were making out of the pollution, Ocean Sole founder Julie Church encouraged the mothers of these children to collect, cut and wash the discarded flip flops.

From there the colourful animal artworks were sold in Nairobi, Kenya before capturing the attention of WWF Switzerland who ordered 15,000 turtles.

The charity has grown through international acclaim, being sold and displayed worldwide. Ocean Sole work to engage the community as well as saving what could be an environmental disaster.

Maltby came to us from Wellington Zoo who form many relationships with social enterprise organisations such as Ocean Sole. Maltby is a welcome fit to the Wellington office and a colourful reminder to be wary of waste both professionally and personally.



Naumi Hotel



Maltbys Wellington has been contracted to QS the Naumi Hotel project which was [featured](#) on Stuff.co.nz. The CQ Hotel pictured above has been purchased by Singaporean hotel chain Naumi Hotels. They are well-known for their design aesthetic and artistic flair. The Auckland Airport Naumi Hotel (pictured below) has won design awards and has been mentioned in Forbes magazine as one of the best airport hotels in the world.

Renovations will begin in March 2019 and we are expecting the project to be complete at the end of the year. The hotel is situated on Cuba Street and it will be exciting to watch its progress since it is so close to our Wellington office.



Toi Art Gallery Award Win



Maltbys was proud to be recognised as part of the winners of [Colliers Best Team Award](#) at the Wellington Property People Awards in October. We received the award for our open communication and management that led to the project opening as programmed and on budget.

The Toi Art Gallery at Te Papa, has continued to receive acclaim from [designers](#), [architects](#) and the [public](#). With 100,000 visitors in just the first few weeks of the gallery opening, Maltbys is very proud of their work on this exceptional project.



NPD Projects



Photo taken by Matty Grey of BPM

Throughout 2018, Maltbys Wellington has been lucky enough to be part of the team that develops NPD petrol stations throughout New Zealand.

NPD are a petrol distributor that started out in the South Island with a history of humble beginnings. 46 years on and NPD is now an imposing competitor in the petrol distribution industry.

A special mention to Bradley Project Management for facilitating the growing relationship between Maltbys and NPD.

Armistice Day Remembrance

Lest we forget the 100th anniversary of the Armistice, we have included a reworked extract from a speech Nuri Kaya gave at his high school in 2015.



How does a man prepare to die; a lad not much older than myself, facing the bullets of an enemy he does not hate, does not know, nor does he know why, on slopes of scrub, dirt, and stones, in a foreign country he had never seen.

I am the son of Mehmet Kaya who came to New Zealand from his Mediterranean coastal village of Kas in southern Turkey to live as a Turkish New Zealander. Turkish soldiers conscripted from my father's village were mostly fishermen, isolated from the rest of their country by mountains and with their face to the sea. There were no radios, one telephone, and fishing boats were the main means of transport up the coast.

My New Zealand great grandfather, Bob Henderson, was a veteran of World War Two. Bob's father, Andrew Duncan Henderson, my great, great grandfather, was raised in the Mahinapua Hotel, across the river from Hokitika also on the Coast. He worked in the hotel and did farm work and on Friday, 14 August 1914, under a call for a general mobilisation, he travelled with his mates to nearby Greymouth to sign on as part of the 13th North Canterbury and Westland company, Canterbury Battalion, New Zealand Expeditionary Force.

My father's forebears were defending their country and their homes. They could not give in. Our New Zealanders did not choose to go to Gallipoli; they were there under command to carry out a task that had little hope of success from the outset. They proved to be good soldiers, steadfast, innovative, and with a humour matched only by their fellow Australians. They landed on the Gallipoli Peninsula, at the northern edge of Anzac Cove. As a young man with links to Turkey and New Zealand, I feel the loss from both sides.

[It was] reported that the fire was so heavy it was impossible to bring the troops out. Andrew Duncan Henderson was among the casualties that day, receiving shrapnel wounds. He was taken by hospital ship to Alexandria before being repatriated home from Cairo. Andrew Duncan arrived back in Hokitika, married, had 9 children, and never left Hokitika again. Rarely did he ever mention the great adventure and the experience of the Dardanelles.

As a young boy I was taken by my father and New Zealand grandfather to the Atatürk Memorial, high on the southern coast of Wellington, looking out to Cook Strait. The bright red flag of Turkey flew side by side with the New Zealand flag, usually in a stiff breeze. We placed poppies alongside the wreaths from the New Zealand Government and the Turkish Embassy in tribute to those who had died. Mustafa Kemal who was bestowed the title of Atatürk, the father of modern Turkey, wrote words of reconciliation to the mothers in an Anzac Day speech some 20 years after the Anzac Cove landing... "Those heroes that shed their blood and lost their lives...you are now lying in the soil of a friendly country. Therefore rest in peace.... you, the mothers, who sent their sons from faraway countries, wipe away your tears. Your sons are now lying in our bosom and are in peace. After having lost their lives on this land, they have become our sons as well..."

New Zealand and Turkey have created a friendship that is as sound as the Kiwi spirit of mateship. It is a friendship that will continue to flourish as Australasian and Turkish scholars translate our shared moment in history and grow our understanding of each other.

Lest we forget.

- Nuri Kaya

Photo: Atatürk Memorial, Wellington



A copy of an article titled 'Delayed reaction' written by Shy Jackson in the June/July edition of RICS Construction Journal continued.

LEGAL

RICS CONSTRUCTION
JOURNAL

Delayed reaction

Shy Jackson reviews recent cases that concerned losses due to delay on construction projects

A

ssessing extensions of time (EoTs) is a common part of managing construction projects, and every contract has provisions detailing how to carry this out. Yet although this has been the situation for decades, issues still come up before the courts – as a couple of recent cases demonstrate.

Common concurrency

The first of these issues is concurrency, which is common when assessing EoTs. Standard forms of construction contract do not deal with concurrency, but bespoke amendments sometimes try to address it and avoid uncertainty.

That was the case in *Northern Midland Building Ltd v Cyden Homes Limited* [2017] EWHC 2414 (TCC), where the words “any delay caused by a Relevant Event which is concurrent with another delay for which the Contractor is responsible shall not be taken into account” were added to clause 2.25 of the JCT Design and Build 2005 form of contract.

In this case, the project suffered from many delays but, in response to an application for an EoT, the employer relied on the amended clause to say that due to concurrency the contractor was only entitled to a very limited extension. In court, the contractor argued that this clause should be interpreted narrowly in its favour because it went against the prevention principle and was therefore

unacceptable. In brief, the prevention principle arises when something for which the employer is responsible occurs that prevents the contractor from completing the works by the contractual completion date.

The court rejected that argument, finding that the prevention principle was irrelevant and that the only issue was the interpretation of the contract. It went on to hold that the words were crystal clear and that there was no rule of law preventing parties from agreeing how concurrency should be addressed. On that basis, the employer was entitled to rely on this amendment when assessing the contractor's entitlement to an EoT.

Dating delay

How the contract should be interpreted was also the subject of the Court of Appeal's decision in *Carillion Construction Limited v Emcor Engineering Services Limited* [2017] EWCA Civ 65, which concerned a claim by a main contractor against a subcontractor and losses due to delay. The issue was whether an EoT is added contiguously to the contractual completion date or sits above the overall period of delay, depending on when the specific event delayed the works – which makes a difference, because the level of losses will usually vary according to the period during which the delay occurs. This may again seem like a common issue, but it appears the question has never come before the courts before.

In the High Court, it was held that an EoT is added to the contractual completion date and does not get added at a later time

during the delay period, when it actually has an impact on progress. The Court of Appeal upheld this finding on the basis that it reflected the meaning of clause 11.3 dealing with EoT in the DOM/2 1981 edition form of subcontract.

In addition, it was held that this principle was consistent with an earlier decision on a similar but different issue in *Balfour Beatty v Chestermount* [1993] 62 BLR 1. The Court of Appeal recognised that this could lead to anomalies, with liability for delay not reflecting the actual period of culpable delay; but it also observed that the practice of awarding EoT contiguously has worked satisfactorily. The anomalies that could arise, especially where multiple subcontractors cause delay, were not sufficient to warrant replacing the natural meaning of the words used in clause 11.3.

Contractual clarity

These decisions are based on a specific amendment and the wording of the forms of contract used, but they do provide more general guidance on the approach to be taken in such situations.

Regarding the NEC form of contract, ECC Practice Note 1 *Assessing delays due to compensation events* was published in October 2017, and deals with issues such as what happens when the accepted programme is out of date and how to assess several compensation events that happen over a short period of time. However, it does not address concurrency, which perhaps reflects the fact that while the term is often used it can be less easy to identify how it operates in practice and what actually constitutes it.

The second edition of the Society of Construction Law's *Delay and Disruption Protocol* was also published in 2017 and provides further guidance. Ultimately, however, each case must be considered on the facts and the applicable contractual provisions. ●



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Related competencies include
Contract administration, Contract practice

A copy of an article titled 'Cladding cover' written by Matt Farman in the June/July edition of RICS Construction Journal.

RICS CONSTRUCTION
JOURNAL

INSURANCE

Cladding cover

Matt Farman assesses the possible fallout from the Grenfell Tower fire for professional indemnity insurance

The then Department for Communities and Local Government initiated the Building Safety Programme in July 2017, to identify buildings that posed a fire safety risk. Under the programme, testing was conducted by the Building Research Establishment to establish whether aluminium composite material (ACM) cladding samples from high-rise residential buildings meet the limited combustibility requirements of the Building Regulations guidance.

The results were damning: 266 of the 278 buildings screened in England failed the tests. Concerns are not restricted to residential blocks either, and hospitals, schools and shopping centres are expected to come under future scrutiny.

The cost of fire safety improvement works on residential blocks will run into millions, with leaseholders of the Citiscape block in Croydon facing a bill of between £750,000 and £1m to remove non-compliant cladding (<http://bit.ly/2B68s8v>). The government has said it will not fund improvement works, so it is possible that local authorities will look to insurers to bear some of the cost.

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Concerns are not restricted to residential blocks, and hospitals, schools and shopping centres are expected to come under future scrutiny

Cladding exposure

Most professional indemnity insurance (PII) providers have reviewed their books to establish what exposure they have to cladding or other materials that pose a fire safety risk. At the time of writing, some have received notifications of potential claims in relation to Grenfell Tower and other buildings of concern. The number of such claims is only likely to increase over time.

If a client asks you to comment on the cladding specified or used on buildings and whether it complies with the government guidelines, current Building Regulations or standards, you should revisit your designs or specifications to identify any issues. Based on the results of that process, you can make an informed decision on whether it is something that could give rise to a claim. If you believe it could, then you should notify insurers immediately in accordance with the relevant provisions of your PII policy.

Not all notifications will be accepted by insurers in the first instance, as each has to be considered on its individual merits and in accordance with the PII policy notification provisions. If an insurer feels that a matter does not amount to a circumstance,

you have at least put a marker down and the issue can be revisited if there is any subsequent development.

PII renewal

At renewal, insurers are asking additional cladding-related questions of firms involved in the design, construction, refurbishment and management of buildings, and the responses given may affect the terms you receive. Insurers will typically ask for information going back 12 years, so you should pull out any relevant files well in advance of your renewal date.

The fallout from the Grenfell Tower fire may affect the full spectrum of property, engineering and construction firms, from architects to property managers. Various parties could have contributed to the situation, so when claims do arise they may affect multiple PII providers.

The insurance profession is understandably concerned. While feedback from most insurers to date suggests that they are not looking to withdraw from the market immediately or change cover mid-term for existing clients involved in designing, installing or specifying cladding, they will expect detailed information on this work at renewal.

At the time of writing, we have seen few cases where the existing insurer has declined to provide renewal terms, but this may change if the number of notifications relating to cladding and fire safety increases.

Future projects

If you are asked to carry out fire risk assessments on high-rise buildings, this should be disclosed to your insurers, irrespective of whether you are undertaking the work yourselves or engaging a specialist consultant.

For any ongoing or future projects involving cladding, you must carefully consider your approach, putting in place additional protocols where you deem necessary. You should also ensure your scope of duties and responsibilities are explicit, and that your client understands them. Where possible, limit your liability under contract and ensure that you and your team are aware of the ongoing implications of any changes to either good practice or regulation made in response to the Grenfell Tower fire.

The recent *Independent Review of Building Regulations and Fire Safety: Interim report* (<http://bit.ly/2oC4umd>), commissioned by the government, concluded that there need to be sweeping changes across the entire construction industry and a universal shift in culture.

The final report will include targeted work to be done in partnership with the sector. What future claims may arise in relation to fire safety and the use of ACM cladding remain uncertain, but if you have any concerns you should discuss them with your insurance broker at the earliest opportunity. ●



Matt Farman is a director at Howden Professional Indemnity
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Related competencies include
Conduct rules, ethics and professional practice

Hi,

My name is Nuri and I have been a part of the Wellington team for a few months now. The office environment here in Wellington is awesome with the transition from student into the workforce being smooth and effortless.

I am currently just finishing off my second year at Weltec to gain my diploma in Quantity Surveying while I am also organising my path of study to gain the Bachelor in Construction- Quantity Surveying through either Massey University or Otago Polytechnic.

Outside of work, I enjoy playing rugby and just generally keeping fit by partaking in any physical activity I can. I also enjoy playing piano and listening to music.

The team here in Wellington is a very hard working, dedicated team who look to provide the best learning environment they can for me, pushing me out of my comfort zone a lot of the time. I look forward to my future at this company!



Nuri Kaya
Cadet Quantity Surveyor
Wellington

Kia ora, I'm Laura, the new administrator for the Wellington office. I'm originally from the South Island and made Wellington my home almost three years ago. I love exploring the city and have become a thorough navigator of the wind since it really tests my aversion to trousers.

I graduated from Victoria University with a degree in Ancient History. However, with New Zealand not really having enough history to be ancient, I decided to move into the administration field. I spent a year at Family Planning before coming to Maltbys and I hope to continue to improve my skills here.

Outside the office, I indulge my fondness for most everything nerdy. I am a D&D enthusiast (half-orc barbarian if you're wondering), theatre critic and board game collector. I love K-pop, anime, RPG video games and watching UFC.

I am thoroughly enjoying my time at Maltbys, and admire the commitment to delivering results the office has. As *The Full Measure* is part of my position, I look forward to compiling these newsletters in the future.



Laura Ferguson
Office Administrator/
PA to David Morriss
Wellington

Kia ora Maltbys, I'm Wayne Muuren joining your dynamic team from South Africa. I have been here for a little over a month now and I'm loving Wellington so far, when the weather plays along that is. My partner Minette and my son Cade are flying over in December to join me on this amazing journey we have ahead of us.

I graduated with a BTech in Quantity Surveying and have approximately 7 year's experience in the Quantity Surveying industry in South Africa, working for both PQS firms and for one of South Africa's major construction companies based on Medupi Power Station, which is one of the world's largest coal fired power stations.

Myself and my family are great lovers of the outdoors and we can't wait to explore all the natural beauties that New Zealand has to offer. Some of my favourite past times include Mountain Biking, playing Golf, traveling and good food. I am extremely excited to start my new career with you at Maltbys and I am looking forward to getting to know everyone soon.



Wayne Murren
Quantity Surveyor
Wellington

Kia Ora, my name is Willem Theunissen. My wife and I are new to New Zealand. This proves to be a very exciting chapter in our lives as we're in a new country. I have joined a reputable Cost Management team here at Maltbys and our baby boy is due to be born soon. I come from a commercial and retail property development background in South Africa also having played the role of Development Coordinator and Project Manager which is very handy in the Quantity Surveying world. I have found the construction industry in New Zealand to be not too different to what I'm used to with the construction contracts generally used, also drawing a lot of similarities.

We have settled in rural Auckland which has been amazing, the commute to work can get tricky to navigate with the infamous Auckland traffic but it's all worth it in the end. My wife and I enjoy the outdoors and are very excited about what the future holds for us in New Zealand and at Maltbys.



Willem Theunissen
Quantity Surveyor
Auckland

SOCIAL EVENTS

1. Auckland Mid Winter Team Building
2. NZIQS Wellington Go-Karting Competition
3. Maltbys Ski Trip to Ruapehu
4. NZIQS 40th Anniversary
5. Maltbys Auckland Loud Shirt Day
6. Maltbys Team Training Ride
7. Lake Taupo Cycle Challenge
8. NZIQS Christmas Party

Auckland Mid Winter Team Building

This year we went to Hampton Downs for Go-Kart racing. Lots of fun and everyone bettered their times on the second round. Some very strong challengers, but the fastest lap time in round 1 went to Phillip McCamish and in round 2 Matt Reid which made Matt the fastest overall. Great driving Matt. It was agreed that this was the best go-karting location that we had been to.



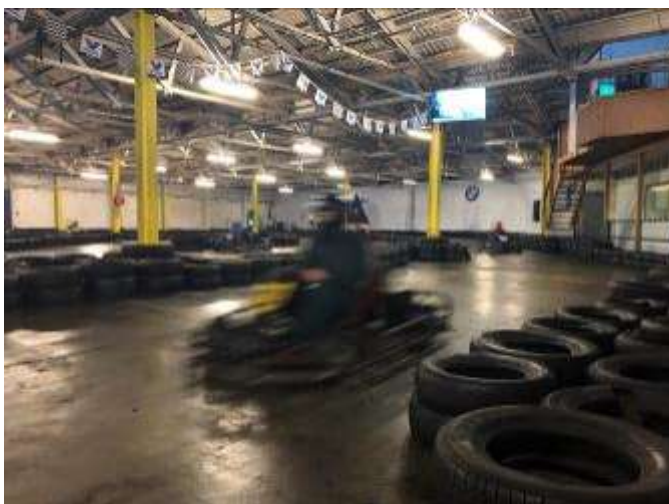
NZIQS Go-Karting Competition



The NZIQS Go-Karting challenge is one of the most anticipated of the year. 2018 was no exception and Maltbys gathered a team to compete. Though we had a last minute scramble for team numbers due to workload, the Super Maltby Brothers went ready to have some fun. Through inevitable pile-ups and attempts at the hotly contested Fastest Lap Award, our team came in a very respectable 3rd place. Well done all!



The Super Maltby Brothers from left: Geoff Hayr, Daniel Benton (whom we appropriated from Cequent Projects), Matt Kotsifakis and Wayne Muuren.



High action shot of one of our team members hitting the track hard.

Maltbys Ski Trip



Maltbys put together a wonderful trip for all three of the offices from Auckland, Wellington and Queenstown to have a good time and get to know each other. These pages contain a collage of our time at Ruapehu and activities that includes scrumptious food, bike riding and sight seeing.



This mountain air provided some spectacular views of snow and lush greenery. The evening socialising, consisting of pool, a few drinks and a lot of laughter. The cold winter temperature was no match for our warm spirits.



Maltbys Ski Trip



Fluorescent colourings from helmets, jackets and rock climbing walls was contrasted throughout the ski trip against the more monochromatic colour palettes of the glow-worm caves and forest tracks.



The weather was cold and gray for the entirety of the trip to Ruapehu, however, the last day was a spectacular sunny one with the mountain showcased brilliantly against the blue sky.



NZIQS 40th Anniversary

Maltbys Wellington and Auckland offices represented at the NZIQS 40th Anniversary with our Wellington office even making it into the NZIQS E-bulletin.



40th Anniversary Celebrations

NZIQS



Wellington

50 Wellington members joined the NZIQS Council for a 40th celebration that of course had cake. Past President and Life Member Phillippa Goodman-Jones joined us from Christchurch, and Zach Pronk from the Otago Board dropped in on his drive home from holidays. John Granville, former XD came along to catch up with many friends. Past President John Hale was also there, along with Keith Sanders, one of our small group of members who have been with the NZIQS for over 60 years.



Maltby's Wellington: David Morriss, Jaques Taljaard, Joseph Cranshaw, Braam van der Walt

NZIQS 40th Anniversary

Maltbys Auckland also attended the NZIQS 40th Anniversary festivities, partaking in a quiz night run by the organisation.

Auckland

The 40th Anniversary Auckland Pub Quiz was a roaring success! At the end, it was a very close run.

The top 5 teams were:

At number 5. Team knight with 57 points

At number 4. We Excel with 72 points

At number 3. The Deconstructors with 76 points

At number 2. Focal with 81 points

And the winning teamThe Old Timers with 82 points



The Maltbys Auckland team may not have won the quiz night, but they sure illustrated how to have a good time!

Auckland Office Loud Shirt Day



The Auckland Office decided to partake in Loud Shirt Day this September. Loud Shirt Day charity event which is the annual appeal for The Hearing House and the Southern Cochlear Implant Paediatric Programme. The donations raised are given to help deaf children receive cochlear implants or hearing aids. The services for both charities are free and the assistance they bring deaf children is fabulous and desperately needed. The campaign raised over \$38,000 this year and the Maltbys Auckland staff were happy to help be loud and proud in supporting this cause.

Maltbys Team Training Ride



Some of our sporty team at Maltbys Wellington and Auckland offices will be taking part in the Lake Taupo Cycle Challenge 2018. With our newly arrived team cycle shirts, a few of the Wellington participants comprised of Jaques, Braam, Wayne, Matt and Dave decided to go on a team training ride.

While it wasn't without its pitfalls (see bottom left picture), the ride was a success and they have declared themselves fit and ready for the cycle race on Saturday 24th of November. We wish them good luck, clear skies and not-too-sore thighs.

You can see how they fared in the race on the next page.



Lake Taupo Cycle Challenge



Unfortunately, the weather decided to forgo our good wishes and the day was overcast and raining for the Lake Taupo Cycle Challenge.

Our brave cyclists powered through anyway and achieved good times even with the hindrance of the wet weather.

2018 Lake Taupo Cycle Challenge

40 kms Quarter Lake Challenge: Those who cycled this far were David Morriss, Anne Fletcher, Matt Kotsifakis, Braam van der Welt and Nuri Kaya.

80kms Half Lake Challenge: Participants were Jaques Taljaard and Wayne Muuren. Wayne even achieved this on a mountain bike rather than a road one.

Full 160kms Whole Lake Challenge: This feat was achieved by Geoff Hayr and Seán O'Brien.



Geoff's two boys, Cooper and Henry, completed the 5km Heart Kids ride. Henry was stoked to win a new bike as a spot prize to avoid a hand-me-down from big brother.

Lake Taupo Cycle Challenge continued



A great photo captures four of the Maltbys team (from left: David Morriss, Nuri Kaya, Braam van der Walt and Matt Kotsifakis) as they circle their portion of the lake.

Photo on the right shows Anne Fletcher finding a spot of sun after the rain passed, a big smile commemorating her 40km cycle race achievement.

After the race had finished, the team retired to Dave's Waitetoko house for good food and better company. Resting sore muscles and recovering from the wet weather, the team shared their remaining time in Taupo chatting about the race and keeping warm. However, this did not stave off the series of headcolds that descended upon the office the following week.



NZIQS Christmas Party



The weather in Wellington has been swinging between frightful and delightful this Christmas season. Luckily, the day of the NZIQS Christmas party stayed dry for the Maltbys Wellington crew to attend in high spirits.



What you can look forward to in the next issue of The Full Measure:

- More information about upcoming projects
- Christmas Parties
- Summer Holiday updates

We look forward to seeing you then!