

# HJCONNECTS

a newsletter from Hargreaves Jones

## Welcome



### Peter Hargreaves

Managing Director

For the first time in a very long time - since 2008 to be precise - I am not considering our company's future prospects against a backdrop of recession laden gloom in a construction sector that has suffered its worst recession since the 1920s.

### Update from the MD

Indeed prospects are on the up with all our major clients; although it's still a hard world out there with a prolonged recession making the market extremely competitive and markedly leaner for companies engaged in the sectors that require capital infrastructure investment, whether it be Pharma, FCMG, Oil & Gas, Electricity distribution, Nuclear or traditional build Commercial and Residential - sectors in which Hargreaves Jones are all presently engaged in commissions, most of which are long term.

Hargreaves Jones and all the staff who have worked and joined through this very tough last six years should be especially proud of our achievement in expanding the business at an average rate of 38% per year since the business was founded in January 2006. Although we have recently lost a few valued members of staff we remain committed to our policy of graduate recruitment and development with two graduates already engaged to begin work with us in the summer, whilst we continue the search to find a further excellent character to meet our graduate recruitment target for this year.

Our commitment to graduate employment will always be one of the cornerstones of our business and whatever the economic climate we will always strive to maintain our yearly intake of that most valuable commodity; staff with a hunger to learn, and an ambition to deliver a great service and desire to make their way in the incredibly complex and interesting corporate world in which we specialise.

We also continue to augment the business with exceptional personnel who deploy and develop their skills and experience day to day and who provide essential guidance and leadership to our graduates which enables Hargreaves Jones to deliver the exceptional value and quality of service which we are incredibly proud to provide

to our clients. We have had an offer accepted from a Quantity Surveyor who should start in the next couple of months and are actively searching for additional senior staff for roles in Scotland and the South of England.

Good work can always be found with strong clients when you have the resources to deliver an excellent service and therefore our continued emphasis must be on providing that excellent service and constantly seeking and enlisting great people that meet the Hargreaves Jones criteria of smart, honest and capable staff who enjoy hard work and the company of like-minded individuals focused on a long term future.

On the results front we are on target to increase turnover and profitability for the year with an excellent first quarter under our belts and we are looking to consolidate this through the second quarter to the half year at the end of May. Only time will tell but the signs are there that we could well have another excellent year with the order book looking very healthy and opportunities on the rise.

Finally, I would like us all to focus on ensuring we are enjoying the work rather than just doing the work. We spend more time sleeping and working than any other activity and as much as we all like a good night's sleep, it's usually a blank in the memory the next day. That means work is the single biggest activity we undertake in our lives and it's a real waste if we don't make that extra effort to go about it with a mind-set that ensures we enjoy it. This might all sound a little fanciful but the best people at their jobs are nearly always the ones who enjoy what they do - so make sure that's you!



## Let us introduce you to

### Barry Donald

Consultant

Barry joined Hargreaves Jones in 2012 after successfully completing an honours degree in quantity surveying at Glasgow Caledonian University. He also holds a BSc in Information Management Systems and has previously held a management role within the IT industry, and has played professional football in his native Scotland.

#### **What is your Position at Hargreaves Jones (and why did you decide to join)?**

Quantity Surveyor - Glynn Jones advertised for the position through the University, and I was immediately impressed with the company and its plans for the future, especially in terms of my own development.

#### **What project are you currently working on?**

I'm working as a cost consultant on behalf of the Employer (who is one of the major national utility companies involved in the generation, transmission, distribution and supply of Electricity and Gas) on the installation of a high voltage overhead power distribution network in Scotland.

#### **What is the best thing about your job/role?**

To me, 'every day is a school day'. I love going to work and continually strive to learn and improve. I am fortunate to work with experienced and inspiring professionals, who always seem to have the time to assist and help me achieve this.

#### **What do you find the most challenging?**

I joined my current project two years into the schedule so it was a challenge to quickly understand the culture of Employer and the Main Contractor and understanding the project specific processes. Managing to integrate myself into an already established project team and adding value to the project felt hugely rewarding.

#### **How has your career developed at HJ?**

My first 6 months was spent at one of the three site section offices for the project under the guidance of a Senior Quantity Surveyor. This quickly gave me a good understanding of the importance and requirements of the day to day administrative functions of my role, I'm now in the main project office with the Contract Manager, Project Manager and Planner and much more heavily involved in the wider issues to help successfully manage the project beyond QS/Commercial including Quality Management, Risk Management, Planning etc, I've been given greater responsibility and have recently self-studied and passed a PRINCE 2 qualification to assist this transition.

#### **How were you supported through this?**

The structure at Hargreaves Jones means that you work directly with the Senior Management of the company and in my case the actual Directors who continually offer assistance and advice. They help you deliver the highest possible level of service on a daily basis. This level of experience and professionalism is inspiring and the work ethic and values of the company are transmitted from the top down.

I am also in the company RICS chartered programme and I meet regularly with Eric Allan (Supervisor) and Glynn Jones (Counsellor) to ensure that I am fulfilling the competences to become a chartered quantity surveyor. This includes meetings and presentations which are chaired by Senior Management as part of RICS APC requirements, with regular feedback and advice provided to assist with our professional development.

#### **How would you describe the culture at HJ?**

'Employees come first'. The well being of the staff is number one and this is continually reinforced through the Senior leadership of the company. I believe that many large organisations have probably spent many millions trying to replicate the culture we have at Hargreaves Jones and I truly believe I am a valued member of the team.

#### **When you're not in the office where can you be found?**

At my boxing gym. When I finished playing professional football about 4 years ago in Scotland I took up boxing to keep myself fit. I did not realize at the time how much of a passion I would have for it. Boxing gets a bad press at times, but our boxing gym does a lot of great work in the community, and believe me you've never trained till you've trained in a boxing gym. Football was a walk in the park compared to it.

#### **If you could have lunch with any three people who would they be and why?**

That's easy. With my three girls. Lauren, my partner, and my two angels, Alex, and Elle-Jai, my two daughters. They really mean the world to me.

## Understanding Risk and the NEC3 ECC

On 23rd April 2014 the Hargreaves Jones Scotland team met in Inverness for the second in the current series of their in-house CPD training workshops.

The workshop was led by Senior Consultant Matthew Britcliffe on the subject of risk and the NEC3 Engineering and Construction Contract. The workshop highlighted and explained a number of key points, including:

- how NEC can support effective project risk management;
- how the ECC allocates risk; and
- the relationship between the Risk Register required by the ECC contract and a project risk register that may be used by the team

The attendees engaged actively for the duration of the workshop, discussing:

- the difference between (1) an individual responsible for carrying out an action to mitigate a risk and (2) a risk owner
- if an individual who accepted responsibility for an action arising from a Risk Reduction meeting subsequently failed to carry out the action it could be deemed a breach of contract;
- if the NEC3 required the Project Manager or Contractor to give 2-weeks notice for an instructed Risk Reduction Meeting.

The workshop lasted for 2 hours and counts towards Formal CPD Activity as defined by the RICS.

Risk and Contract Management are core services provided by Hargreaves Jones' range of experienced professional personnel. We undertake commissions across the whole of the United Kingdom and most overseas locations. For further information, why not contact Stephanie Brown in the first instance.

After the workshop, the team went for dinner in 'Little Italy' in Inverness, where a member of the staff kindly took this photo.



The HJ Scotland Team at 'Little Italy' in Inverness, 23 April 2014: (Left to right): Charles Hewitt, Arif Ahmed, Matthew Britcliffe, Barry Donald, Paul Jones, Eric Allan, Tom Corbett, Nick Winter



## SGN goes Turbo!

Socia Gas Networks (SGN) is reaping the rewards of its new facility at St Marys Cray, Orpington. The role of the existing facility at St Mary's was to reduce the pressure of natural gas which is received at high pressure from the SGN Transmission Network to levels suitable for onward distribution to their consumers. The objective of the new facility was to harness the potential energy that is normally lost through the necessary pressure reducing process to generate electricity via a new Turbo Expander and CHP plant installation and use it to power SGN's offices and other key infrastructure.

Hargreaves Jones provided both commercial and cost administrative support throughout the design, construction and commissioning stages of the Project which commenced in 2010 and was fully commissioned by spring 2013.

The turbo expander and CHP unit now provide a peak power generation in excess of 6 MW via a 4.6 MWe two-stage expander generator and a 2.0 MWe CHP Unit with Electricity exported at 11.0 kV to the local Electrical Distribution Network.

## Hargreaves Jones brings Top Drawer Innovation to Major Utility Company

**Charles Hewitt (Director) has recently had an innovation idea accepted for further review by the Innovation Panel of a major utility company.**

He drew upon his experience in the Fast Moving Consumer Goods industry in recognising that a great deal of time can be lost by minor stoppages such as not having the correct tool in place at the correct time. Charles put forward a simple idea for a desk drawer foam insert moulded to take a limited and standard set of office equipment. Aided by Paul Jones (Quantity Surveyor), the 'Desk Tidy' was developed and researched to provide a business case that could save the company at least £50,000.

As a reward for achieving acceptance of the idea for further development, Charles received shopping gift vouchers in the sum of £25. and kindly donated these to Paul's fund raising cricket day 'Cricket for Christies' as a raffle prize.



## Round up Glynn Jones

As we continue to provide a first class service to our clients, our reputation grows creating more opportunities for new commissions leading to organic growth upon which the Hargreaves Jones business model is based. To take on more commissions and in turn accelerate growth, we need to recruit more first class commercial people like yourselves to join us and become part of our team. It makes sense for us all to actively participate in recruiting new people into the business so we can maximise opportunities that arise from all of our hard work and effort.

In recognition of how important bringing in more people is, a small finders fee will be offered to each Hargreaves Jones employee who's referral leads to the person they have referred joining Hargreaves Jones as a salaried employee.

I trust you will fully engage in this process and look forward to you all playing an active role in the growth and expansion of Hargreaves Jones and if you have any queries do not hesitate to contact any Director, who would be happy to hear from you.

## Take the Hargreaves Jones Challenge - Discuss Clause 31.2 Accepted Programme

**NEC3 is probably the contract of choice for major construction and engineering projects in the UK.**

Its rise to fame over other contract forms has been impressive. It was almost revolutionary to include a clause dedicated to the management of the programme. Out of nine core clauses, it has a core clause of its own, clause 3 Time. My challenge to our team is to research the success of this clause and in particular the regular maintenance under the contract of an Accepted Programme. My fear is, whilst this clause is eminently simple in its wording, maintaining an Accepted Programme becomes too difficult to do because the Project Manager will always find a reason for not accepting it.

Discuss - I look forward to your comments and findings and more importantly the learning points we can get from this.

# London Residential Project Nears Completion

Construction work is nearing completion on a residential scheme at 130 - 132 New Kings Road situated approximately 0.5 miles North of the River Thames in the London Borough of Hammersmith and Fulham.

The project is a high quality development in one of the most prestigious residential areas in London and provides 9 apartments which are being offered for sale on the open market.

Works have seen the demolition of a small industrial unit to the rear of the site and the construction of a large new build extension. To the front the existing 'Building of Merit' has been completely stripped out and reconstructed including a new mansard roof.

Particular challenges have included an extremely restricted site which has significant issues with materials deliveries, delays and disruption caused by protracted party wall agreements and extensive and unforeseen additional works in the basement area including construction of a new retaining wall.

Hargreaves Jones have provided professional cost management services to the client, Martins Properties. This has included early cost advice for scheme appraisal, tendering and procurement of the construction works including contractor selection and full post contract cost management and reporting.

One area where Hargreaves Jones provided particular 'added value' was in the contractor selection. The client's initial list of preferred contractors were all South East based and we suggested adding contractors from other regions of the UK to the tender process to provide some additional competition. As a result a contractor who we recommended and who are based in Wigan was selected to carry out the works and whilst this was a leap of faith by the client it proved the making of the project. The client has been so pleased with their approach and delivery that they are now using them on other projects in central London.

Hargreaves Jones Director, David Litherland, was the key client contact and has had 'hands on' responsibility for the successful delivery of this project.



## Boothstown football club knock cancer for six

**Well Done to the players at Boothstown Football Club who swapped their boots for cricket bats and took to the pitch to host a fun packed charity afternoon at Swinton Moorside Cricket Club on Sunday 4th May 2014**

The team which contains three quantity surveyors from Hargreaves Jones (Paul Jones, Richard Jones and Richard Dunn) took part in the Cricket for Christies event in aid of The Christie, which is a charity close to the team's heart.

This was the second annual 'Cricket 4 Christies' Day following the success of the previous year's event with Hargreaves Jones sponsoring the Man of the Match Award for the day.

Thankfully the notorious Manchester weather remained dry and all who attended the day had a thoroughly enjoyable time. Organisor Paul Jones said 'The target for the day was to break the four figure mark with the final amount raised totaling £3,100.

This exceeded all of our expectations and we are extremely grateful to everyone who has supported this fantastic charity allowing them to continue with their invaluable work.'

## Social Events

Congratulations to Richard Jones, Paul Jones and Ronan Donaghey who ran the Edinburgh half marathon on 25th May 2014. Richard and Paul ran the 13.2 miles as part of a 6 man strong SSE team competing in the event whilst Ronan would do anything for a free goody bag.

Hargreaves Jones are now seeking recruits to conquer this or similar event next year for a deserving cause....

**The Gauntlet has been laid down !!!**



## Hargreaves Jones in the Energy sector

**SSE is the second largest energy generation business in the UK, supplying electricity and gas to over 10 million homes across one third of the UK's total land area. SSE supplies electricity from coal and gas as well as from renewable sources, such as wind and hydro, and has the greatest diversity in electricity-generating fuels and the largest renewable portfolio in the UK.**

Renewable energy generation in Scotland is increasing. However, this generating potential is mostly in isolated, periphery areas, meaning that changes in the energy infrastructure are needed to allow electricity produced by these developments to enter the national grid and reach areas where power is required.

To help exploit this renewable potential, the Beaulay-Denny Project, a 200km upgraded 400kV line, capable of carrying much more electricity is in progress. The project is a significant upgrade to the national grid and a vital part of the UK meeting its target of producing 15% of its energy from renewable sources by 2020. Hargreaves Jones is supporting SSE by providing commercial services and contractual solutions to help successfully deliver the project.

Rigorous planning and a community-centric focus is at the heart of the approach to this landmark project. The project faces numerous challenges, from varying weather conditions and often inhospitable terrain and topography, to a huge volume of environmental constraints dealing with fauna, flora, archaeology, and Sites of Special Scientific Interest.

### Key Facts:

**200km Upgraded 400kV line**

**227km Temporary access roads**

**815 Old towers being demolished and recycled**

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