

MALTBYS

DEFINING COSTS · MANAGING RISK · DELIVERING RESULTS

THE FULL MEASURE

ISSUE: AUGUST 2015

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Current Project List

Wellington Office

Ministry of Culture - National Museum
Wellington Zoo - Meet the Locals
Ministry of Primary Industries - Fit out
New Plymouth Boys and Girls High
CERA- Various
Southern Response - Various
Ministry of Education - Various Schools
MAS EQ Reinstatement
Taranaki Schools Bundle - Various
Clyde Quay Public Spaces
Wainuiomata Shopping Centre
Masterton School
Thorndon School
Wellington Girls College - Gym Strengthening
The Red House Café, Te Horo

Auckland Office

Rototuna High Schools
Hamilton Girls School
Nga Taiatea Wharekura
Diocesan Arts Centre
Western Springs College
Pridelands - Auckland Zoo
Tarawera High School
Endeavour Primary School
Murupara Area School
Holy Trinity Cathedral
Waiuku Area Schools
Kelston Deaf Education Centre
Birkenhead Mainstreet Upgrade
93-95 Anzac Avenue
CPD Batch 14 Schools
Reliving, Waiheke
Aotea Centre Renewals
Westgate Multi Purpose Facility
St Columbia Church EQ Strengthening
Rutland Street Apartments
Takapuna Grammar School

Queenstown Office

The Landing
Skyline Marine Parade
Hulbert House
Pure Investments
Marina Terrace
Pinnacle Place House
Cophthorne Lakefront Hotel
Summerfields Estates Subdivision
Residence Du Lac
Threepwood Homestead
Marnier House
Fjord Chalets

Christchurch Office

Christchurch Men's Prison
Christchurch Schools bundle
Rawhiti School
Southern Response—Various

Auckland Cathedral of The Holy Trinity



The Cathedral before the bridge was removed.



The Cathedral after the removal of the bridge.

Cathedral Seismic Strengthening and Bridge Removal

The seismic strengthening and bridge removal works are now complete, revealing the full splendour of the cathedral.

St Mary's Link and St Mary's Court

The new doors have been cut into Holy Trinity to allow improved access from St Mary's, and the bell-shaped canopy covering this area will be installed shortly. This bronze canopy will be suspended from an arm extending from Holy Trinity, and secured with seismic restraints. Building consent has been gained for light poles in the St Mary's Court area, allowing landscaping work in this area to commence.

The Bishop Selwyn Chapel

The Bishop Selwyn Chapel is now 50 weeks into its 69-week build time, but much of the work is going unseen – hidden under its bubble of shrinkwrap. Although not visible from the outside, there is much progress happening under this plastic cover. The Chapel roof structure is now entirely in place, and the work to install the ceiling pods has just started. Each of the pods, which measure roughly 2m x 1m, have been manufactured individually, and are fitted in place to ensure the final ceiling has a smooth and graceful sweep. Once in place, these pods will then have strips of plywood measuring 300mm x 2m attached, to give a tiled effect. Once complete, the ceiling will be coated with a fire-retardant paint, then a specified finishing coat, before receiving the final gilding treatment.

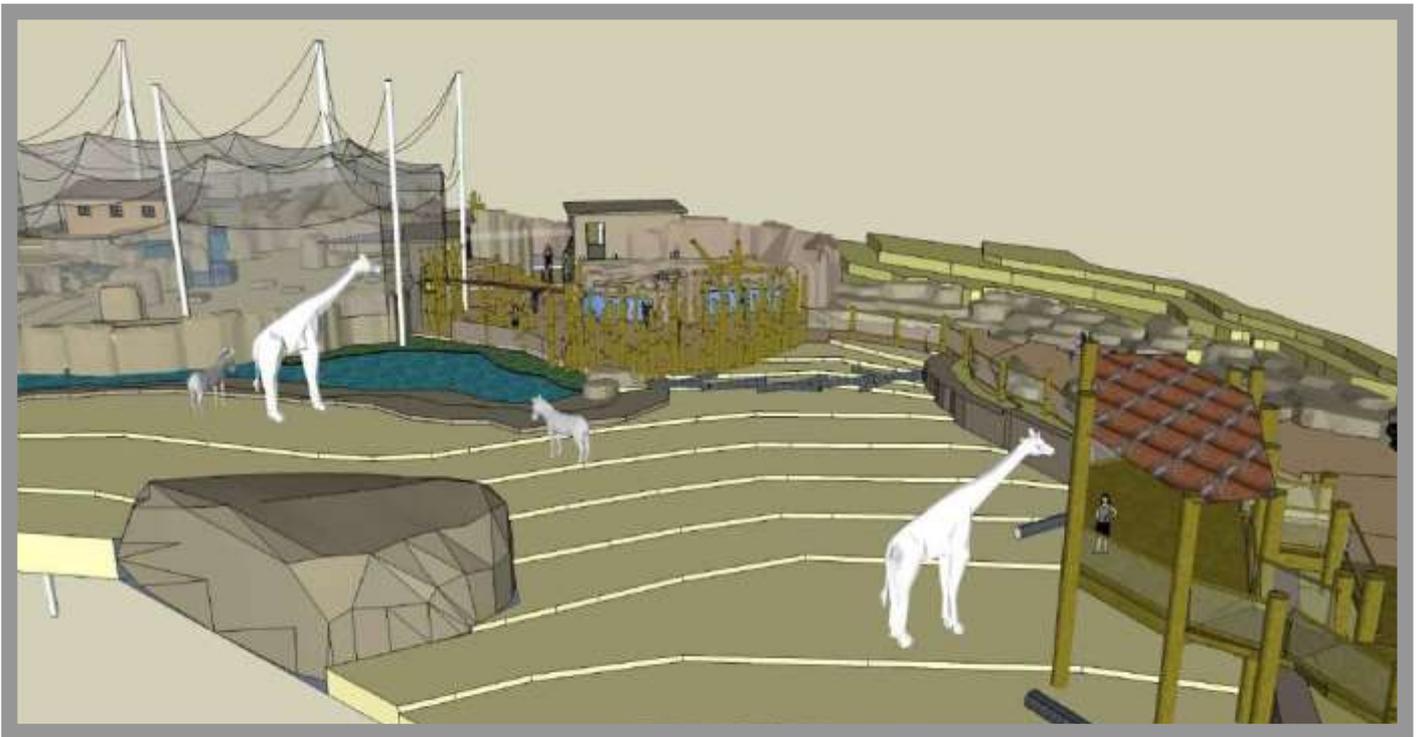


Work progresses on the Chapel as the roof is laid.

The mechanical works, including the air-conditioning unit and sliding door mechanisms, have been installed in the ceiling space, and hatches are in place to ensure these will be accessible for maintenance in the future. The steel frames for the Chapel windows and doors are presently being installed, and the glass for the doors and the windows are travelling to the site by ship from Singapore.

Greg King, Aspec's Site Manager, reports that the high nature of the detailing and architectural input on the Chapel makes this an exciting project to be involved in. "My team are motivated by seeing the vision of Fearon Hay architects unfolding as the work progresses"

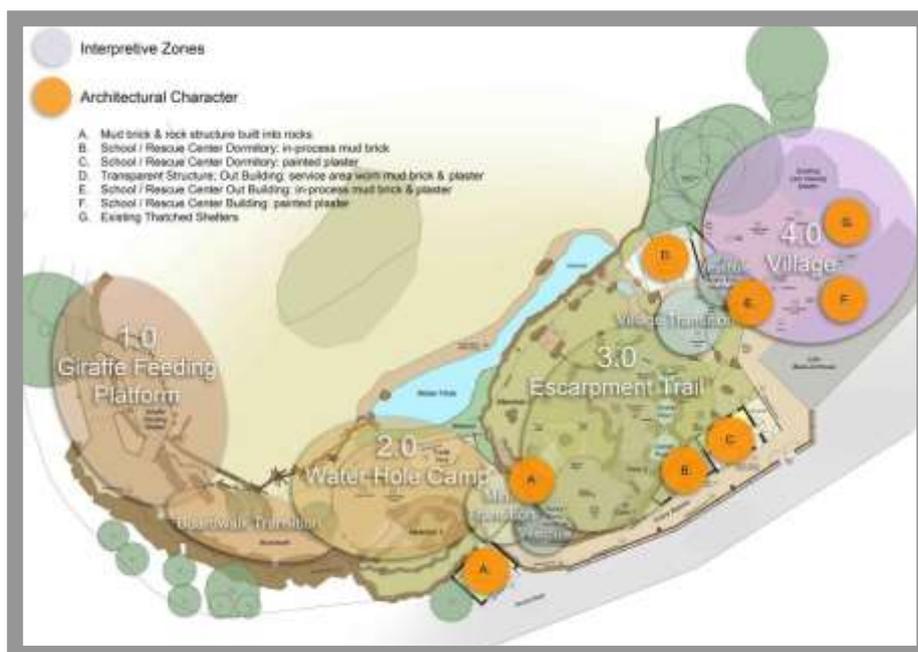
Pridelands Escarpment, Auckland Zoo



Pridelands Escarpment - Overall view looking South

Maltbys proud history and association with Zoo work is continued with the new Pridelands Escarpment development at Auckland Zoo which is due for completion in early 2016. This \$7m development is a continuation of the original Pridelands development which was completed in 1997 to provide an African adventure within the zoo.

One portion of Pridelands is being modified to provide new homes for the Zoo's meerkats, a free-flight aviary for African birds and a waterhole for the existing savanna, all set within the ambiance of a campsite and hide, set at the base of a rocky escarpment. The meerkat exhibits will retain their playful interaction through providing kids tunnels and lookouts within the exhibits, and the walk through to the new aviary will allow an even closer and more intimate interaction with the giraffe's on the savanna. The exhibit involves substantial new and artificial rockwork formations, together with several water features.



Pridelands Escarpment - Overall Plan

Anzac Avenue Apartments

A former backpackers hostel at 93-95 Anzac Avenue, Auckland is nearing completion of a redevelopment into a total of 30 one or two bedroom apartments for rent.

The redevelopment has involved significant earthquake strengthening via new concrete shear walls rising through the building, together with substantial concrete repair works to the existing columns and beams which were found to be in need of repair once they were exposed after the initial demolition works were completed. The concrete repairs have involved breaking out the concrete to expose the reinforcing steel as directed by the Structural Engineer and then undergoing a repair regime involving treating the exposed rebar followed by making good with specialist grout. These repairs have run in parallel with the fitout of the apartment floors 1-5, plus the addition of a new floor (level 6) and roof. The ground floor will likely remain as a café/restaurant tenancy, and the basement now houses apartment storage lockers and scooter/bike parking.

The new apartments are being completed to a New York loft style theme with high exposed concrete ceilings and exposed areas of original brick infill walls. The works are due for completion in early October 2015, and Maltbys are undertaking both a cost management role for the developer as well as a lenders certifier for the bank.

Concrete Repair.



The façade has been completed and work now continues inside.



Seismic strengthening continues.

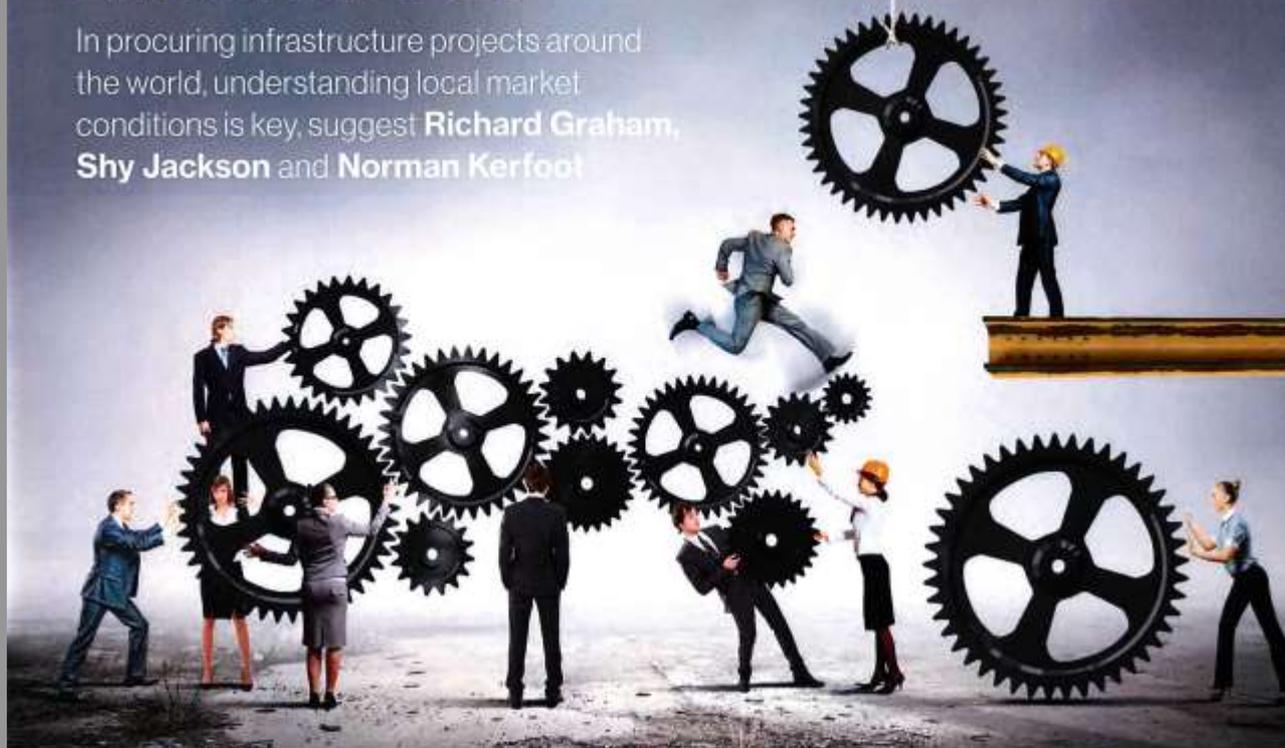
A copy of an article written by Richard Graham, Shy Jackson, and Norman Kerfoot in the Feb/March edition of RICS Construction Journal.

RICS CONSTRUCTION
JOURNAL

SUPPLY CHAIN
MANAGEMENT

Reconciling differences

In procuring infrastructure projects around the world, understanding local market conditions is key, suggest **Richard Graham, Shy Jackson** and **Norman Kerfoot**



Suppliers operating in a single jurisdiction often assume that the procurement norms they are used to apply universally. They are often surprised when they attempt to operate in another market and discover that different rules apply.

In reality, there are common themes that apply everywhere, such as cost pressures and the desire to achieve a good outcome. Conversely, even within the same jurisdiction there will often be different procurement methods, and they will have different results depending on the specific circumstances of each project as well as external factors such as the strength of the economy.

In looking at how supply chains operate both in the UK and internationally, while it is not possible to identify a universal solution to ensuring these work efficiently and perform well, there are a number of common themes that are worth considering in greater detail.

What is success?

Anyone studying comparative procurement methods must first face the question as to whether this is in fact possible. Whether a project is successful and, for example, has delivered good value for money will not be easily quantifiable.

Indeed, even defining what constitutes a successful project based on delivery on-time and on-budget becomes dependent on how the two are managed. The London 2012 Olympic Games were hailed as a public success and while the timing was fixed, the approved budget certainly changed over the project's life. The vision statement was defined more widely as: "To deliver the Olympic Park and all the venues on time, within agreed budget and to specification, minimising the call on public funds and providing a sustainable legacy." In their book, *Programme procurement in construction: learning from London 2012*, John Mead and Stephen Gruneberg discuss how this vision was developed into a

successful delivery strategy, and package procurement that addressed suppliers' needs within a competitive process.

Once it is accepted that time and budget are not sufficient or reliable criteria, one must look at other issues such as the benefit of long-term arrangements, the growth of local communities, skills transfer and better health and safety records. Suppliers need to be able to demonstrate delivery of all such criteria within their bids.

Looking at more specific issues, it is necessary to appreciate that different countries and cultures have their own procurement models and customs. Further, full transparency of the procurement process and award decision-making remains rare, which makes comparative assessment more difficult.

Differences are driven by the extent to which the local market is truly open to wider suppliers; whether procurement adopts pure competition or is governed by local knowledge and contacts. The

final award decision may change the recommended solution. This is often down to the preferences of the ultimate decision maker.

Barriers govern whether procurers adopt a competitive or relationship-led approach, and may include:

- **local relationships:** governing a supplier's ability to access these relationships and invest in a local network
- **captive suppliers and technology:** the extent of a level playing field that exists between bidders. Some might have exclusive access to preferred technology or be part of a supply chain favoured in client bidding terms
- **ability of supplier to meet client terms:** cost of compliance e.g. safety
- **transparency:** methods of advertising may favour an incumbent bidder
- **pricing method and other commercial terms:** can all bidders understand and comply with basis of tender?
- **legal:** interpretation of local requirements
- **transaction costs in doing business:** local agencies, offices establishment
- **language and culture:** understanding local ways of doing business
- **specific commercial terms:** such as significant public liability insurance that disadvantage SMEs
- **credit terms:** national export bids that potentially favour one party or skew the award criteria
- **relationships:** previous experience of the parties with each other.

Nonetheless, it is widely accepted that better procurement leads to better outcomes. Regularly updated Building Cost Information Service tender price studies, for example, suggest that competitive tenders achieve savings of approximately 10%. And HM Treasury highlights the savings that can be achieved from applying collaborative approaches (<http://bit.ly/1xo3JZu>).

The interesting question, however, is whether it is possible to quantify the benefit of investing in collaborative models based on relational contracts. It seems generally accepted that, at least in the short term, such models require more investment. Whether the benefit is gained remains difficult to assess. The UK is not unique in looking at whether collaborative contracting can make a difference (<http://bit.ly/1xUoaNL>). What is true is that collaborative contracts are more able to accommodate change and continue to deliver than more conventional forms of contracts. This is because in a traditional contract change tends to be

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In jurisdictions where legal processes are expensive and slow, parties have to place more reliance on their relationships

seen as an adversarial process, while in a collaborative contract it is a common problem to be solved for the benefit of all parties.

Views from abroad

Within the EU one expects to find greater commonality of procurement rules driving homogeneity, with the ultimate aim being an open market without barriers. However, national differences do exist that limit the extent of markets and the ability of suppliers to genuinely access those markets. The variety of international contractors that can be found in London working on projects such as Crossrail has no equivalent in other EU jurisdictions, where language and local regulation make entry more difficult. In general, suppliers still need to exercise choice and caution when moving into other nations' markets.

Outside the EU, wider approaches to procurement are expected. Relational-based contracts are favoured in Japan and other jurisdictions in Asia where conflict is to be avoided and there is a greater emphasis on relationships. In Singapore, a Court of Appeal decision in *HSBC Institutional Trust Services (Singapore) Ltd v Toshin Development Singapore Pte Ltd* [2012] SGCA 48 hinged on good faith clauses, which the court suggested was fairly common practice for Asian businesses to include in their commercial contracts.

Views expressed by Phillip J McConaughay (<http://bit.ly/1ti7rY2>) were endorsed to the effect that such clauses capture the essence of contractual obligations in Asia, although not shared in western understanding. Such clauses embody and express the supposition that the written contract is tentative rather than final, a source of guidance rather than determinative, and subordinate to other values such as preserving the relationship, avoiding disputes and reciprocating accommodations that may control far

more than the written contract itself. The USA tends, in contrast, to adopt a more contractual-based, 'logical' approach, at least on the surface.

The majority of jurisdictions are likely to adopt a combination of both approaches. Paradoxically, one could argue that in the UK the existence of a fast and cost-effective dispute resolution in the form of statutory adjudication encourages a more contractual approach. In contrast, in jurisdictions where legal processes are expensive and slow, parties have to place more reliance on their relationships.

The nature of adjudication is such that it can still encourage parties to resolve issues through collaboration. Indeed, adjudication can be used collaboratively to resolve disputes where there is a genuine need for a decision by a third party. In an international context, the FIDIC form provides for dispute adjudication boards to fulfil the same function, but there are issues around effective enforcement that do not exist in the UK.

Reasons for caution

Factors such as high bidding transaction costs, tying up key bidder resources and general bid risk limit chance of success, where the bidding and delivery premiums, 'the cost of doing business', may be considered too high. So what are the reasons for this?

True transparency of opportunity and risk are not readily available, especially in the Middle East, but also in the USA and Europe, where preferred local and national contractors are seen as front runners or, as a minimum, prerequisite partners for joint venture bids. The publication of local content procurement rules often serves merely to legitimise the ultimate selection.

In many parts of the Middle East, it is a part of the government's published strategy to develop and protect indigenous skills. Elsewhere, it is still the safest strategy to include a local company, even if they are not seen as central to delivery of the work scope.

The transparency issue lies in the knowledge of the forthcoming bid requirement. In the Middle East, the awareness is high. Qatar's water and roads ministry Ashghal posts requests for tenders and awards on an electronic 'score' board in its lobby. Similar mechanisms exist in the USA for Defense Department bids.

In the UK, the definition of the bid requirement will often give clues as to

whom the client wishes to award the work, which an overseas bidder would not readily pick up. The recent emphasis on behavioural criteria can present an even greater challenge to international parties less familiar with the current UK thinking on collaboration.

In addition, the published requirement may subtly differ from the preferred requirement, typically only available from one or two companies. It is not unknown for the preferred contractor not to win the competition.

A key factor is the use of incentives in the supply chain as a way of achieving better performance. It is significant that the concept of target costs, which is now well established in the UK, is still rare internationally, where incentives tend to be more simplistic e.g. a bonus for early completion rather than the more sophisticated pain/gain mechanism in the NEC contract.

For the supply chain, however, the challenge is to transfer the benefit of such incentives down the line. The structure and rationale for an economic incentive under a main contract can be very different from that under a supply agreement. The use of incentives throughout the supply chain appears to

be one area that has not been sufficiently explored. More recently, however, the inclusion and incentivisation of the local supply chains is becoming a key consideration in the awarding of work in many markets.

Conclusions

It is not possible to identify a universal procurement model that is the secret to effective and successful supply chains. Unsurprisingly local knowledge is a key ingredient for both the bid/no bid decision.

There is, however, widespread support for the proposal that relational contracts and collaborative behaviours produce better results overall. For example, the UK government has recently published guidance in support of two-stage open book, and supply chain collaboration during bids as advantageous to all parties within a complex bidding process (<http://bit.ly/1tdPwbt>). Its involvement reflects the fact that collaboration requires a genuine commitment from clients, and not another burden to put on the supply chain with no clear benefit.

Suppliers should consider how the local market context contrasts with their own established norms. The general

themes of trust and collaboration are recognised as being preferable to the more traditional and adversarial models. The challenge remains the creation of an effective economic incentive structure throughout the supply chain that will encourage and support collaborative behaviour as suppliers seek to establish appropriate commercial relationships within different jurisdictions, and select the most effective bidder strategies to adopt locally. ●

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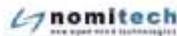


Related competencies include **Procurement and tendering**

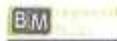
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RICS BIM Conference 2015

12 February 2015, London

Returning for the fourth year, this conference will offer clear guidance from experts on how BIM is used on projects, in various sectors, and the experiences of the practices on their journey of implementing BIM.

Find out what is expected of you when implementing BIM, dealing with challenges and overcoming barriers, as well as meeting your client's demands. Hear lessons learnt from implementing BIM in practice and how BIM supports the operation of an asset in practice and management of big data.

Find out more:

rics.org/bimconference

A copy of an article written by Andy Green in the April/May 2015 edition of the RICS Construction journal.

RICS CONSTRUCTION
JOURNAL

LIFE CYCLE COSTING

Applying the New Rules of Measurement (NRM3) during key stages of a project can bring major reductions in whole life costs, explains **Andy Green**

Unlocking the 2025 vision

The ground-breaking *New rules of measurement for building maintenance* (NRM3) became effective from 1 January. The volume is timely because the UK government's *Construction 2025* strategy has challenged the industry to find a way of reducing the total whole life costs by up to 33%. This means all public sector project teams must now get a grip of how to do life cycle costing.

Following extensive collaboration with BCIS, the Chartered Institution of Building Services Engineers (CIBSE) and the Building & Engineering Services Association (B&ES) have agreed to adopt the NRM3 expanded cost structure, backing the 2025 vision. This means that the NRM3 elemental cost structure is now fully aligned with industry standard planned preventative maintenance task schedules (the SFG20 specifications), and the economic reference life expectancy data structure published by CIBSE Guide M and the BCIS cost analysis.

This alignment standardises cost estimating, cost planning and cost reporting and can unlock the robust benchmarking of total capital construction costs and renewals, operations and the maintenance costs. This effectively bridges the capital and revenue divide and will also enable building information modelling (BIM) life cycle costs.

Together with NRM1 and 2, NRM3 provides a basis for economic and financial whole life cycle cost management. This will have huge benefits for UK construction and the maintenance industry, because it will enable all stakeholders to compare costs on a like-for-like basis throughout the key stages of the building's life cycle (inception, feasibility, design, construct, handover and in use, to end of life).

Efficiency agenda

Construction 2025 focuses on procurement, based on greater cost



certainty and transparency to minimise whole life costs. Its BIM strategy requires whole life cost information to be supplied at stages during the project life cycle. Clear rules and methods are therefore pivotal in both the public and private sectors (see [figure 1](#)).

Comparative cost analysis and benchmarking are also key pillars of the government's efficiency and reform group agenda, making a cross-industry

common cost data structure and NRM fundamental to success (see [figure 2](#)). RICS is mapping the classification for the emerging free online government digital tool relating to the Digital Plan of Work/ Construction Classification, project to NRM1 and 3 (led by Innovate UK). This should allow even more seamless use of cost planning and whole life cost data.

To realise the full benefits, the quantity surveying profession needs help to

unlock life cycle costing in biteable sections; i.e. at each stage of the process. The NRM suite provides the methodology and measurement rules for cost estimating, cost planning, cost reporting/analysis, thereby standardising the cost data structure and levels for key applications:

Application 1: Feasibility

- To inform the shortlisting of suitable schemes, based on whole life costs.
- Using gross internal floor area functional unit costs (e.g. cost per workplace/ per bed space/ per pupil) and elemental cost information where applicable, to improve whole life cost (WLC) certainty.

Application 2: Options appraisals

- Comparing a base case (i.e. do nothing) with alternative scenarios.
- Comparing options using elemental or amplified WLC cost estimates and benchmarks (e.g. inform the selection of the specification of a boiler/heating system; cladding etc).

Application 3: Sustainable solutions (also include stages 4 and 5)

- Optimising design detailing, procurement, construction of sustainable development solutions, using unit rates for elemental cost planning, procurement, cost reporting and BIM for projects, BIM4FM life cycle cost in use (pre/post handover and in use).

Application 6: Handover to operate and maintain

- The NRM3 cost data structure and classification coding now provides the means for standardising the 'handover to operation and maintenance', and for setting up asset registers and undertaking asset condition surveys, for maintain and renewal plans.

Application 7: In use phases – to end of life or end of interest

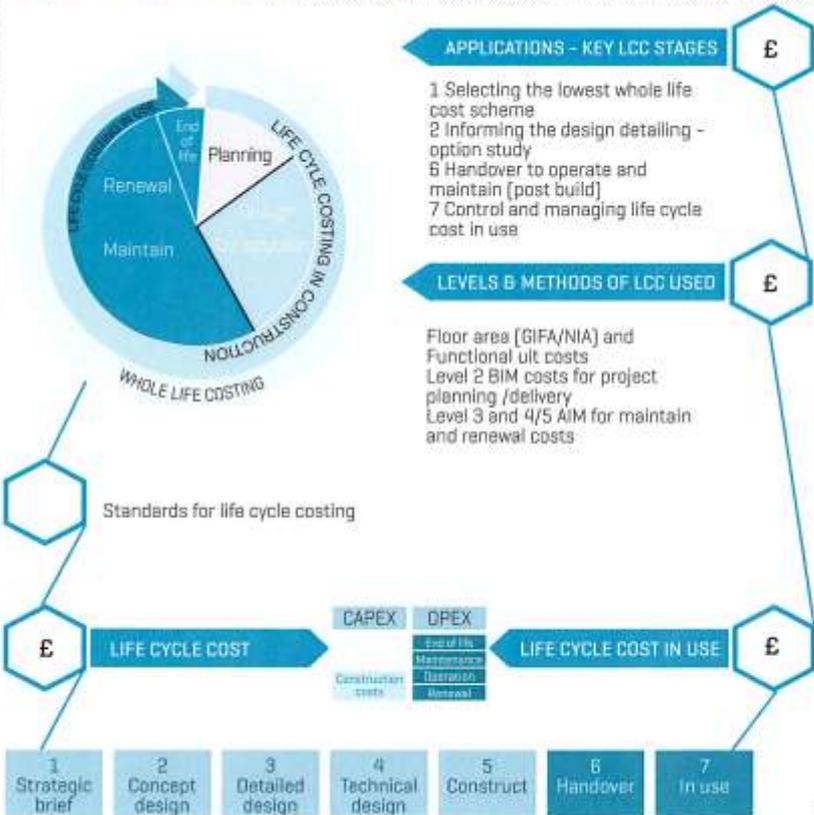
- Adopting and embedding NRM3 into the project and in use phases will provide the means to 'bridge the capital and revenue divide', and unlock inter operable cost data from the life cycle in use, to use for inputting into projects and BIM cost modelling.

So NRM3 can have a massive impact on how buildings are designed, constructed,

Figure 1: Key levers



Figure 2: Optimising





Heathrow has driven whole life value thinking into its asset renewal programme

procured and handed over to be operated and maintained. This includes the setting and defending of budgets, and the prioritising of programmes of maintenance and renewal works over the short, medium and long term (25 years+).

By taking a proactive lead, RICS/BCIS, B&ES and CIBSE aim collectively to help the construction industry to simplify and standardise the application of life cycle cost in practice – specifically for each application.

As more and more evidence of the benefits of WLC costing become available, this will help to overcome the historical barriers to life cycle costing (i.e. lack of standards, robust data, knowhow).

Unlocking the benefits

In response to *Construction 2025 Strategy*, by unlocking how to life cycle cost, NRM3 will realise:

- better informed decision making (at each of the key stage gates)
- efficiencies and life cycle cost savings
- stimulating customers to procure and manage better solutions
- improving the whole life performance of buildings
- evidence of whole life performance, risk and cost benefits
- robust cost analysis and benchmarks + BIM cost data drops.

PFI/PPP projects are design, build, operate and maintain and/or finance contracts and are procured based on lowest life cycle costs and risks that fulfil the contractual and performance requirements. However, the traditional construction market is still struggling to get to grips with life cycle costing, despite now having new operational standards (i.e. NRM suite, PAS 1192 part 1,

2, 3 and 4; BS 8544 and ISO 55001 asset management). Many see it as a 'black art' and quantity surveyors leave it to the so called specialists.

One key learning point from the world of PFI was the development of WLC templates for the assessment of projects (developed for schools, defence and other sectors). This provided effective control and transparency on how to present cost information in order to inform better decision making and compare benefits, risks and uncertainty associated with whole life costs at key decision points (i.e. project stage gates).

Learning from the PFI market and from the more recent BIM initiatives, it is clear that the industry urgently needs standardised approaches to predicting, assessing and reporting whole life costings. To help tool QS practitioners and cost managers, RICS/BCIS and B&ES/CIBSE are currently developing life cycle cost templates for each of the key applications 1, 2, 3, 6 and 7.

Client champions

Network Rail has mandated that whole life costing is undertaken on all projects from 1 April 2014. To make this happen in practice, they developed a manual setting out how to apply whole life and life cycle costing at each stage of the process, along with guidance task charts.

Various case studies provide the evidence of how whole life cycle costing is making a real difference.

Heathrow airport has driven whole life value thinking into its Q6 asset renewal programme. This has resulted, according to Steve Chambers, Director of Engineering and Asset Management, in great creative and lateral thinking, and

consideration of business requirements.

"Clearly, Heathrow has taken the challenge very constructively. I am impressed with the extent to which the team worked closely with the engineering and asset managers in the business units to develop and hone the options to ensure it was focused in the right areas. All this and a potential saving of 10% to 20% identified against budget, provides confidence that we can meet the capital challenge we face with this kind of thinking."

Many other clients who have adopted the NRM suite are realising the benefits of life cycle costing in use, during project early design stages and also post construction in use phases (on existing buildings). NRM provides:

- **consistency:** enables key decisions to compare costs on a like-for-like basis
- **greater confidence and cost certainty:** throughout the life cycle period set
- **transparency and control:** over what, where and when money is spent
- **bridging the capital/ revenue divide:** unlocking life cycle cost analysis and benchmark data
- **target:** efficiency and cost savings, as well as future investment and prioritisation of the capital, maintenance and renewal programmes of work.

As the body of tangible evidence continues to grow, more and more clients will demand that whole life cycle costing is undertaken on their projects. This presents the QS profession with a golden opportunity to realise more for the same or less, through thinking whole life. ●

More information

> Future editions will provide worked examples to demonstrate how clients and project teams have put whole life cycle costing into practice

Andy Green is Technical Author of NRM3, Vice Chairman of BBES Technical Standards Committee and a Director at Faithful + Gould
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Further +info



Related competencies include **Commercial management of construction, Sustainability**

Dwell Housing Trust Project Completion

Today our Director Alison Cadman met with David Morriss from Maltbys Ltd. David has been the quantity surveyor for our Vennell St project. Today Alison and David worked on the final drawdown for payment of the final invoices for the project. We are thrilled to have reached this milestone. It's been great working with Maltbys and we thank them and David for their work and support. Local Wellington businesses like this make such a difference to our work.



NZIQS June Conference

With a number of Maltbys representatives at this year's NZIQS gathering at the Claudelands Conference and Exhibition Centre in Hamilton, we were well represented from both our Auckland and Wellington offices.

The keynote speakers included Sir Ray Avery whose ability to entertain the gathering of Qs with the anecdotes from his life's journey and his willingness to put his hand to anything showed a remarkable success story. **One of the other key speakers was Robyn Pearce**, also known globally as 'The Time Queen', who turned out to be none other than our very own Gary Townsend's neighbour. Gary was also very excited following Robyn's time management and tidy desk seminar with the hope that we would all be putting it into practice Monday morning.

The Quadrant pub next door to our Novotel accommodation became a private venue for the NZIQS Pub Quiz night with a great Guinness pie and pint to accompany the evening. Sadly even with the likes of our esteemed team members Fiona Doherty (Ryder's Canberra Director), Peter Clack (AIQS VP/North Project's Director), Robyn Pearce 'The Time Queen' and NZIQS's very own Alana Cuthbert didn't quite help us to get that top spot. A great night was had by all at our table and we held our own being the last to leave – thanks for a great night team!

Other highlights were the trips to the Avanti Velodrome for cycling excellence which is a great achievement for NZ and constructed within minute tolerances compared to its international counterparts. A great success for constructor Livingstone Building and CBM Team Architect's design team.



The crowning glory of the conference was the private guided trip for our conference VIPs to Hobbiton and our closing evening dinner at the Green Dragon Inn sampling the local ales. Luckily there were no raging orcs and goblins so we could eat and be merry without fear. Well done NZIQS on a great conference and we will be looking forward to further events!



Old Faces



Matt Dacombe-Bird's last day at Maltbys was 19th June. He is now in the UK for travel and new adventures. There was a "going away" party at Maltbys Wellington office on 5th in his honour, to celebrate his four years at Maltbys and thank him for all his hard work and effort over that time. Catering was a delicious buffet of food from Joe's Garage. Matt's family and close friends attended, as well as friends from Octa and other associated companies; a good turnout of about 25 people. We've seen Matt develop into a fine young man and we shall miss his personable and friendly presence in the office. We trust he will do well in his career.



Our leaving gift for Matt:

As thanks for all of your hard work and dedication
Katie, Richard, Geoff, Bernard and Dave



Who: Matt Dacombe-Bird

What: **RWC Quarter Final, 1x Category C Ticket**

When: Sunday, October 18, 2015

Where: Millennium Stadium Cardiff

SOCIAL EVENTS

Auckland Mid Winter
Dinner

Loud Shirt Day 2015

Auckland Mid Winter Dinner

The Auckland office's mid winter dinner was held this year at Sachie's Kitchen in Parnell. The chef cooked the three dishes for us first so we could see how it was done. Then we split into three teams and each had to try and replicate the meal which consisted of a green thai curry, pandan chicken, and papaya salad.

The blue team were coming first in the rankings until a 100 point bonus challenge was thrown into the mix! We had to pick up small objects with chopsticks and transfer them from one bowl to another, this proved too hard for the blue and green teams and so the orange team were victorious!



Loud Shirt Day 2015

Maltbys Auckland office are proud to be part of Loud Shirt Day to raise money for the deaf and hearing impaired children of New Zealand.

The Hearing House is based in Auckland and provides services to families in the northern region, and the Southern Cochlear Implant Program is based in Christchurch, providing services to families in the southern region.



Arthur

Huw

Tom

Jason

Gary

Phil

Beth

Phil

Alex