



John Rowan & Partners
Construction Consultants

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JRP's Sunday Times success

Extensive training and development provision, accessibility of senior management and a strong emphasis on internal communication has earned John Rowan & Partners a place in the third annual Sunday Times Top 100 Small Companies to Work For 2007.

prestigious survey, which is renowned throughout the business community and amongst potential recruits as a strong indicator of the best working environments across the UK.



JRP were the only construction consultancy to feature in the Top 100, which included household names such as Innocent Drinks and Slimming World. The survey, which is backed by the Department of Trade and Industry, was conducted by Best Companies Ltd and revealed JRP's strengths to be in regard to its great work/life balance; 88 per cent rate the flexible working hours and appreciate the support offered by the organisation. 82 per cent say that team members really care for each other and another 83 per cent display real enthusiasm for the company's future.

The Sunday Times 100 Best Small Companies to Work For is open to all organisations with between 50 and 249 employees. Run alongside The Sunday Times Top 100 Companies to Work For, survey results show that employees of SMEs responded with more positive results than their counterparts at larger companies for each of the 66 questions asked, with teamwork and leadership emerging as the most significant strengths of SMEs.

Managing Partner of 10 years Stephen Gee is recognised as running the company on sound moral principles. He comments: "This is truly great news for John Rowan & Partners and we are all delighted with the result. The best part, for me

in particular, is that our positioning is based completely on the opinions of JRP employees. We are proud of the support we offer our staff and it is extremely rewarding to see that staff positively imbue the corporate ethos and rate all

those policies that we have in place to make JRP a great place to work."

JRP's 60 employees filled out a comprehensive questionnaire covering areas such as leadership, personal growth, wellbeing, fair

dealing, how employees feel towards their immediate boss, their colleagues and their company generally, and what they feel about how much their company gives back to the community. Their positive responses earned JRP the 73rd position in the



JRP holds industry waste roundtable

To correspond with the release of their CSR statement and in support of their corporate emphasis on environmental issues JRP recently hosted a roundtable to discuss the problem that is fast becoming endemic to the construction industry: waste.

Responsible for the production of 100 million tonnes of waste; 20 percent of the UK's total amount, the construction industry has a significant responsibility to changing current practices with regards to waste. With landfill sites being closed over at a rate of four per week there has never been a more urgent need to reduce, reuse and recycle and discussion was encouraged around those areas where action could and should be taken to effect long-term change.

Held in the sustainable and picturesque surroundings of 30 St Mary Axe, representatives from a cross section of industry backgrounds considered the ODA's targets for recycling demolition waste and materials, as well as the challenge set by WRAP and the Sustainability Forum to half the amount of construction waste by 2012.

Attendees included Mike Watson, Head of Construction at WRAP, the Chair of the Commission for a Sustainable London 2012, Shaun McCarthy, Matt Nichols, Business Development Director from Wolseley UK, Steven Wheeler, Sustainable Development Manager, NOMS and the Convenor of the Steel Homes Group, Graham Raven. The roundtable was chaired by sustainability expert Adrian Cole, who is Head of Operations at Envirowise, and Contract Journal's Technical Editor James Staggs listened with interest to the discussion.

Representatives were keen to share their industry experiences with regards to waste in terms of procurement, supply, logistics and development and it was made clear that everyone within the construction supply chain has an integral responsibility to tackling waste. Issues raised and the needs that emerged from such included; procurement must be undertaken strictly according to need, logistics – particularly through the use of consolidation centres - are instrumental to minimising waste, supply chain integration is critical in order to effect any change and

sustainability must be incorporated into initial project design stages right through to delivery.

It was also deemed necessary to further raise awareness on waste amongst SME's, a group that makes up 90 percent of the construction sector and amongst whom awareness on the severity of this issue is worryingly low. Half of the value of construction is carried out by smaller companies on lower-budget projects, and it is in this arena then that the potential exists to effect real change. Construction companies also needed to be educated with regards to the practical, sustainable materials available in order to change current modes of practice.

Encompassing all of these issues, it was widely agreed that efforts need to be made to change the current culture of waste. Education on sustainability, collaborative working, inclusive contracts and awareness of practical, sustainable alternative working practices will all need to become commonplace in order to change current perceptions and practices with regards to waste and this is a significant challenge that is yet to be addressed.

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Landmark new developments for JRP

John Rowan & Partners' Development and Regeneration team is set for success as the Employers Agent for two landmark new build schemes being developed in association with Barratt Homes.

The two projects, Great West Quarter, Brentford and New South Quarter, Croydon have a contract value of £24 million and £27 million respectively and see JRP further developing their expert regeneration project portfolio. The Great West Quarter scheme, which includes the redevelopment of the listed Wallis House, will create a new residential and commercial zone on the former GSK building adjacent to the M4/A4 in West London. The project is due for

completion in 2010 and will comprise 425 private and 348 affordable apartments including a 25 storey glass tower, business space, cafes, bars and restaurants, a convenience store, nursery, health and fitness centre, surgery, art gallery, hotel and 8-acre underground car park. 238 housing units will be constructed which will be a mixture of rent and shared ownership properties. A number of the rented units will be three-bed family homes with private external space.

Adam Tucker, Partner, JRP comments: "Both of these schemes will contribute greatly to the regeneration of their surrounding areas and it is great to be involved in two projects of this scale. As Employers Agents we have placed emphasis on the importance of communication through the implementation of mechanisms such as relationship development workshops. Within both developments this has helped to bring the RSL's involved into closer working alignment. Initiatives such as these position JRP as a forward thinking business and will help the projects to run smoothly by ensuring that all parties

involved are working to the same objectives."

Once completed, the New South Quarter development will provide a total of 792 new homes, a series of business start-up units, a new nursery school and a doctors surgery. It will also involve the regeneration of a disused brownfield site. JRP will be overseeing the provision of 246 of the housing units planned, which will be a mixture of rent and shared ownership properties.

Sustainability is at the heart of the New South Quarter scheme. The development itself is being constructed to

Eco-Homes Very Good standard and a district heating system is being employed. The scheme will also consist of 10 percent renewable energy. With regards to the wider area, section 106 payments have been put aside to pump-prime a bid for lottery funding to regenerate the local Wandle park and plans are in place to improve links from the development to the park. Efforts will also be made to de-culvert the River Wandle and restore it to its former glory.

Real Work

Elaine Jones
Quantity Surveyor



How did you get where you are today?

A strange twist of fate. I was previously the director of an engineering company that fell on hard times during the last recession and I joined JRP as a temporary, part-time data entry clerk in 1997. Luckily, they spotted my potential and gave me lots more challenging tasks and a full time position. The JRP training policy encourages staff to develop their careers, and it seemed a natural progression to train to become a quantity surveyor. I am very proud to say that, as a result of JRP's support and encouragement, I expect to graduate from Kingston University with a BSc (Hons) in Quantity Surveying Consultancy during summer 2007.

What are your responsibilities?

I'm currently working as project QS on various ALMO decent homes projects, responsible for cost management and making sure both the client and the contractor get a fair deal.

Describe, briefly, your typical day.

That's one of the things I enjoy about this job – there's no such thing as a typical day.

What's the high point of the typical week?

It's great to get that feeling that you've been able to make a difference somehow, and watch projects moving towards completion.

What about your job keeps you awake at night?

Very little; I rarely have problems sleeping.

How do you feel on a Sunday night?

Refreshed and ready to face another week.

Who in your field do you most admire?

The innovators that work tirelessly to develop and put to use 'greener', more sustainable products and methods of working. The environmental challenge that we all face is not going away and it is inspiring to see individuals taking real action to limit the damage likely to be faced by future generations.

How do you stay motivated?

It's mostly thanks to my work colleagues – they're such an enthusiastic bunch of people!

If you could change just one thing about your job, what would it be?

Why change it? I've finally worked out what I want to be when I grow up!



Current environmental statistics make for uncomfortable reading; the construction industry is responsible for 20% of the UK's waste, which equates to 90 million tonnes. Worryingly, however, there remains a serious lack of engagement in environmental issues amongst SMEs – and these make up 90% of the construction sector.

JRP goes green

There are real benefits to be had by caring for the environment – particularly in regard to new business. Clients and customers are now demanding that organisations be sustainable in their operations, which can often necessitate a change in the way they are managed and operated – in short, many companies need to start rethinking the way they do business if they want to win new clients.

Education will be the first step in effecting this change; efforts

must be made to ensure that all members of the construction supply chain understand the impact that their actions can have on the environment in order to encourage a more sustainable approach to construction. Recycling is key to this end; individual company targets must be set and adhered to, both internally and on-site, and sustainability should be encouraged throughout the supply chain.

It is important to share environmental best practice in

order to encourage take-up – both within and between those organisations striving to make an environmental impact – since a proven record of success is sure to prompt others to follow your lead.

At John Rowan & Partners, we have taken the initiative to implement an environmental policy group that meets once a month to discuss internal and external approaches to sustainability. For me, this kind of approach is not just the right thing to do; it is also

good for business. It ensures that a commitment to the environment becomes an integral part of our company's ethos as opposed to merely a paper promise.

Small steps such as these can lead to big results when it comes to the environment and with this in mind there can and should be no escaping 'going green.'

Preparing for a season of success

Thanks to subsidised sports club memberships JRP's football team is fit and raring to go in the annual Hays Construction Property Cup. JRP has been drawn against Gardiner and Theobald, Nelson Bakewell and the Shop Agents Society in the initial group stage and supporters and players alike will be hoping to see JRP place in the top two to guarantee them a place in the last 16 knockout stage!

Festive fun was the name of the game at JRP's Christmas Party! As is tradition all staff were invited with their partners to a hotel in Gerrards Cross for dinner and dancing into the small hours. The annual JRP Oscars were awarded at the event and various members of staff were presented with fun awards over the course of the evening. The charity competition was won by

Bhina Sarma the wife of Associate Partner, Athma, of the Retail team who chose Childline as the recipient charity for the £750 generously raised by staff at the event.

Staff will be looking forward to the next big JRP staff event, to be held on the 13th April when all will be going ten-pin bowling followed by a Greek meal.

JRP website gets a makeover

John Rowan & Partners has recently launched its updated website to correspond with the company's positioning in the Sunday Times 100 Best Small Companies to Work For survey.

The redesign is the last stage in creating consistency across JRP's corporate communications, reflecting the new house-style that was introduced in JRP's corporate brochure last year.

Stephen Gee, Managing Partner comments: "Alongside the corporate brochure, our website is the most important mechanism of external communication, particularly to potential clients and recruits and it is critical that it complements our wider portfolio of marketing materials. This redesign has meant the site is now easy to navigate and visitors will have

access to all JRP's corporate and project news."

The website has links to all recent press releases as well as copies of the JRP newsletter. It also provides details on the company's specialist business areas, clients and current projects. Interested parties will be able to request a copy of JRP's corporate brochure or get in touch with the company directly through the 'contact us' page.



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