

Top Article this week

Issue 171

MyDevelopment



MyDevelopment Launch

Today sees the launch of the new corporate Learning and Development framework, MyDevelopment, in the UK and Ireland. This represents a major milestone in the evolution of Learning and Development within Scott Wilson, as we act on the feedback obtained through the Employee Survey and move to a more consistent and joined-up employee development experience.

16/05/2008

[Full Article](#)

This Week's Headlines

Company News

Earthquake in China

We have received the following information from Simon Davies, Divisional CEO for China/Hong Kong regarding any involvement of our staff in the recent earthquake.

“ As far as we can ascertain all of Scott Wilson's staff are OK following the devastating earthquake in Sichuan Province.

Peter Chan, Xiao Lu, Xu Jin were all in Chongqing for the first board meeting of our new jv (CQSW). Two other members of staff were also there for marketing purposes. Our JV partner has also reported that they think their staff are all OK.

I will of course be in touch if we hear anything untoward but for the time being I believe we can be thankful and think and pray for all those who have been very much less fortunate.”

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In response to what you told us through the Employee Survey MyDevelopment aims to achieve a number of key objectives:

- Make it easier for you to find information regarding existing Learning and Development activities
- Improve the consistency of employee development throughout Scott Wilson – through a clear and inclusive development framework
- Build on current activities with new offerings; to pursue a ‘ best-in-class’ development offering within Scott Wilson

The MyDevelopment Framework



What' s the same?

- Significant investment for learning and development throughout Scott Wilson, reinforcing the importance of development to our continued organisational success
- The ethos of self-led development, owned by you with support from line management and Human Resources
- On-the-job development as a priority, in order to achieve ' effective development' (NB. 86% of you reported learning through on-the-job experiences)
- Striking the balance between your development aspirations and business needs, ensuring a win-win situation

What' s new?

- A range of new features and processes, to be communicated in detail over the coming weeks, including:
 - Online tools for Career Development, Induction and Personal Development
 - A core Employee Development Curricula
 - A core Management Development Curricula
 - Discount arrangements with leading engineering training companies
 - A formalised approach to Talent Management throughout the organisation
 - A ' newly' formed UK Learning and Development team, to champion MyDevelopment and provide you with specialist assistance, as required

You can access MyDevelopment now through Unite: <http://unite/default.aspx?page=393>

[Kieron Galloway](#), UK Learning and Development Manager

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As you are aware, the new Scott Wilson leave year commenced on 1st May 2008. For employees in the UK and ROI the SW Leave System is now available to use to request and track your leave, and for your line managers to authorise your requests.

Please click on the following link to access the SW Leave System:

[SW Leave System](#) (Works only inside the UK network)

1. For those employees who have not logged into the system before please enter your personnel number in the Username field and leave the password field blank.
2. Your line managers/leave authorisers have been sent an email with further detail regarding the leave system and how to use it.
3. If you have any queries about the use of the system then please log these in the helpdesk via the link which is given below:

<http://solar-ba/sw/webconnector/> (Works only inside the UK network)

4. If you have any queries about your leave entitlement then please contact your local HR representative.
5. Managers should log into the Leave System and check /update their team's entitlements for the year.

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Information/Library News

For a listing of documents added to the Construction Information Service on IHS in the last two weeks please [click here](#)

For more information please contact [Sue Silcocks](#), Information Officer Chesterfield

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Linguists List

I am currently updating the list of linguists within the company. If you would like to be included on the list please let me know. The update takes place once a year and is a voluntary service.

I will need your name, location and fluency in the language. The closing date for receipt of this information is 13th June. You can find the list on Unite under Directory. [Click here.](#)

Contact [Angela Lowle](#), Basingstoke

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Projects & Disciplines

Chesterfield Environmental Scientist Helps Out Sheffield University Students

Over the last five years Jayne Walker of the Chesterfield Environment team has been invited by Dr John Cripps of the Geotechnical Engineering Group, University of Sheffield, to run a field trip for 3rd year Environmental Impact Assessment students to Limb Brook, Ecclesall Woods, south west Sheffield.

So what's so special about the Limb Brook you may ask, which warrants a field trip?

The lower stretches of the Limb Brook flows through Ecclesall Woods, which has a recorded history going back 700 years, and is the largest ancient woodland in South Yorkshire. Ancient woodlands are those that have been present for at least 400 years (before woodland-planting became widespread), and are the richest in wildlife and wild plants. In addition Ecclesall Woods are designated as a Local Nature Reserve, supporting several species and habitats of high priority within the UK Biodiversity Action Plan. The Limb Brook is important for brown trout with white-clawed crayfish and water voles being recorded in the past.

The woods are also very important for their archaeology, including hundreds of charcoal pits (which provided fuel for the early iron industry in Sheffield), and "Q-pits" – big circular depressions, which produced fuel for lead smelting. Field systems dating back to Roman times or earlier have also been recorded. Overall, the woodland is of regional importance for heritage.



Limb Brook is subject to impacts from past mining activity. The mine water discharges were subject to a scoping and feasibility report, undertaken by Scott Wilson in 2002 on behalf of the Coal Authority (CA) to look at ways in which the minewater could be intercepted and treated. The treatment scheme recommended by Scott Wilson will benefit the aquatic fauna and flora, although construction impacts on limited access, land availability and the ancient woodland will need to be considered. The CA have programmed the construction scheme between 2015-2020.

On February 14th a party of 14 students and Dr. Cláudio José Ferreira, (currently holding a Research post with Environmental and Applied Geology Section, Geological Institute, Sao Paulo, Brazil) visited the woodland and looked at the issues relating to the treatment of the mine water. We undertook water quality analysis above and below the mine water discharge and carried out visual assessments of the impact of the ochreous deposits within the Limb Brook. A number of lively discussions took place as to whether such a scheme should be undertaken as the cost and potential impacts upon the woodland may outweigh the benefits. Consideration was also given to the problems of construction, type of treatment scheme (based upon the water quality analysis results) and post construction maintenance of a treatment scheme.

A good afternoon was had by all and in true fieldtrip style it rained!! Since undertaking the fieldtrip I have remained in contact with a number of the students and have organised placements for two students to undertake their EIA projects through Scott Wilson, with one student joining Scott Wilson for a summer placement.

[Jayne Walker](#), Environmental Specialist, Chesterfield

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Thames Tideway Tunnel

Thames Water has commissioned Scott Wilson for both the town planning and Environmental Impact Assessment contracts for the proposed Thames Tideway Tunnel. This is a major award for both the planning and environment teams with agreed fees of over £1 million, split between the two disciplines.



The Tunnel is Thames Water's proposed solution to address the environmental impact of intermittent discharges of storm sewage from the combined sewer overflows (CSOs) that currently discharge into the Thames Tideway (part of the London sewage system designed by Sir Joseph Bazalgette prior to the 19th century).

The Tunnel will be 32km in length and up to 80m deep and intercept connections from 35 CSOs along the Tidal Thames. It will run from Hammersmith in the west to Beckton in the east, and will require 5 main shaft sites.

Not only will the scheme represent a significant challenge in engineering terms for Thames Water, but will give rise to a wide range of planning and environmental issues for the Scott Wilson team, caused not least by the fact that the construction will be taking place in central London. The scheme passes through 13 different local planning authorities (potentially needing separate planning applications to each authority!) and inevitably has potential for complicated construction related issues.

Scott Wilson will be preparing planning applications and an Environmental Statement for submission in Spring 2011, and will also be undertaking the stakeholder engagement work to support these.



For further information on the project please contact Sheena McCallum (Cambridge/London) who is project manager for town planning or Alan Lewis (Basingstoke) who is project manager for the EIA. Whilst the project is not confidential please bear in mind that fairly limited information has been put into the public domain to date, and we would therefore ask that any queries be passed to Sheena or Alan.

Contacts: [Sheena McCallum](#) (Planning) or [Alan Lewis](#) (Environment).

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The following article is repeated as one of the photographs was omitted in error from Issue 170.

Scott Wilson at Leeds Castle, Kent

The 24th of April saw Scott Wilson representatives from the Ashford and Sidcup offices, along with colleagues from the PEL team in London and the Water team in Basingstoke, come together for a client based event.

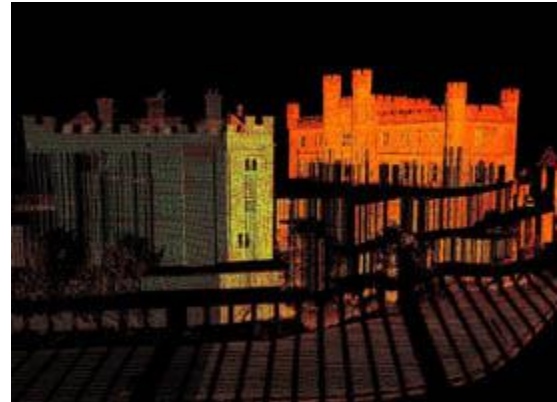


Developers and government agencies alike met the South East based Scott Wilson employees during a night of wine and canapés whilst overlooking the breathtaking Leeds Castle. The evening provided a wonderful opportunity for networking amongst current and potential clients with the development of the South East region being the talking point throughout most of the evening.

Among the companies represented were Barratt Homes, English Partnerships, Carbon Free Group, London and Quadrant, Port of London Authority and Provian Construction.

The Ashford based Spatial Solutions team treated the guests to an ongoing demonstration of their TLS Scanner equipment, which created a fully dimensioned 3D model of the castle from the terrace of the venue. The demonstration proved to be a big hit with all those in attendance and provided an additional talking point during the night. A rolling slideshow of South East based projects (of which there were quite a few!) also added to the evening.

For more information please contact [Katie Cooper](#), Ashford. Should you require information on the scanning capabilities of Spatial Solutions, please contact [Eddie Bennett](#), Ashford.



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People

To all SW personnel who work with the FIDIC contracts, **Gordon Bathgate** of the Glasgow office in the Scotland and Ireland Division has been re-listed on the FDIC President' s List of Adjudicators. Gordon was on the President' s Inaugural List and is available to advise on all those niggling problems you could well do without. No, not those problems, contractual problems!

He is also qualified to conduct arbitrations, conciliations, and to sit on Dispute Resolution Boards whether FIDIC, ICE or NEC styles of contract.

All that' s required is the job number and stop-watch.

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Congratulations to **Prasanthi Mirihagalla** on attaining a Construction Site Manager' s Safety Certificate earlier this year.

Prasanthi works for Basingstoke, Ports Division and is currently seconded to 'Interserve Project Services Ltd.' (IPSL) for six months from January to July 2008 and working on the project 'Gatwick II Immigration Removal Centre' which is part of his site experience to sit for Chartered Professional Review. He has successfully completed the five day SMSTS course conducted by IPSL at their Birmingham office (Project Services Head Office).

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Congratulations to **Adam Newman** (Swindon office) on passing his Introductory examination with the Association for Project Management.

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Jobs

- **Health & Safety Consultant** to be placed in our Chelmsford Office. Grade 2.3/3.1 Vacancy Reference Number UKS1001/08
- **Sustainability Advisor** to be placed in our Basingstoke Office. Grade 3.1/3.2 Vacancy Reference Number UKS1002/08
- **Senior Building Services Engineer** to be placed in our London Office. Grade 3.1/3.2 Vacancy Reference Number UKS1005/08
- **Senior Building Surveyor x 2** to be placed in our London and Basingstoke Office. Grade 3.1/3.2 Vacancy Reference Number UKS1006/08
- **Assistant Building Services Engineer** to be placed in our London Office. Grade 2.1/2.3 Vacancy Reference Number UKS1004/08
- **Building Services Engineer** to be placed in our Papworth Office. Grade 3.1 Vacancy Reference Number UKS1003/08
- **National Industrial Symbiosis Programme – Practitioner** to be placed in our London Office. Grade 3.1 Vacancy Reference Number UKS1007/08
- **Office Administrator – Guildford.** Ref: ID/GUI-JS/OA

The Power team is in need of skilled professionals in their increasingly busy sector:

- **Principal Mechanical Engineer** – Bristol. Ref: ID/BRI-GC/PRINM
 - **Principal Electrical Engineer** – Bristol. Ref: ID/BRI-GC/PRINE
-

Our tunnelling team requires the following candidate, a person with some experience in the field but ultimately with an interest in developing their skills within the tunnelling sector:

- **Civil/Structural Engineer** – Birmingham. Ref: ID/BIR-MR/SE
-

To apply for any of the above positions, please go to <http://careers.scottwilson.com/unite> or select the 'Jobs' option from the Menu Bar available on any page of Unite.

Here you can search for current opportunities and apply online. Where practicable, all vacancies will be advertised internally and publicised here for a period of 2 weeks. Applications from suitably qualified internal applicants are encouraged. If you wish to obtain further information about a position before applying, please contact the hiring manager (details shown on the vacancy description).

When formally applying for a vacancy, please ensure you inform your existing line manager.

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Social and Community



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The Volunteers Have Landed....

On last Sunday the first set of volunteers arrived in Inhambane airport (a small runway with a single room terminal building), they were greeted by palm trees and blazing sunshine. They had one evening to relax and get their bearings, and the next morning they were on site at the crack of dawn to begin construction of the school.



The opening week has involved laying foundations; both for the school and with the community. The school, located in a small village called Phembane, is run by a director named Juliao and some part-time teachers. Lessons currently take place in three grass huts next to the site, and the building they are constructing will deliver a dramatic improvement to their facilities.

The volunteers have been working alongside a team of skilled builders, picking up useful skills as well as learning some important Portuguese phrases including ' pass the bucket' , ' more cement' , and ' will you marry me?'

The days on site have been physically demanding, beginning at 7am every day and finishing at 4.30 – just in time for sunset. They' re working five and a half days a week, with a half day on Saturday. In many ways the first week has been tough, with everybody adjusting to the climate, the local food and the physical work itself.

So far their main tasks have been excavation and mixing concrete (all by hand), and helping to build a grass hut for storage of materials. They have also begun laying block work and steel for the reinforced concrete columns, and built a football pitch while waiting for a delivery of materials.



Meeting the children has been an incredible experience. They are very well behaved, full of life, and always interested in what the volunteers are up to. They love high fives and shaking hands, and laugh at efforts to communicate in Portuguese and Bitonga (the local tribal language).

The volunteer' s diet consists of eating lots of rice (important for energy levels) and fish of every variety. The breakfast is prepared on site by a jolly man called Fernando who wears a Santa hat, and lunch is cooked by three local ladies (authentic African grub which has included chickens feet!)

On their first full day off most volunteers went snorkelling. They saw dolphins, a manta ray, devil rays and a whale shark (the largest fish in the sea!) Although a mere tiddler at 5 metres in length, they described swimming alongside this creature as ' breathtaking' .

More news next week! In the meantime, for further weekly updates on their daily adventures check out our blog at – <http://www.tofoschool.blogspot.com/>

The Schools Team

Mark Eisenegger and Tom Horne (and Mike Pidgeon, who is in Mozambique building a school)

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Getting Down and Dirty....for Charity!!



At the beginning of April, 4 brave (unlucky) volunteers from the Swansea office embarked on a challenge..to complete ' The Muddiest Assault Course in the World' all in the name of charity.

The Dirty Day Out was organised to raise money for Macmillan Cancer Support – an excellent charity that provides invaluable

support for millions of people affected by this tragic illness.



The intrepid team – ‘ 3 Men and A Little Lady’ – braved the inclement weather to join various other companies at the event on the Sunday morning.

After a few warm up games and a quick prep talk (very necessary to get the enthusiasm levels up!) we were off and there was no turning back!

The course consisted of 1.5km of uneven, cold, wet and muddy terrain, littered with various obstacles such as the Wobbly Bridge, 6ft Wall, Monkey Bars, Tree Top Walk and the infamous Swamp.



After about two hours and varying degrees of success at each obstacle, we finally made it to the end – covered head to toe in mud, cold and wet but very pleased with ourselves.

Altogether we managed to raise a great sum of £212 which we proudly presented to Macmillan. This money will now go towards funding 6 new Macmillan Health



Professionals in the Swansea area and helping over 2000 people from Swansea, Neath and Port Talbot who are diagnosed with cancer each year.

[Katharine Piper, Swansea](#)

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London to Brighton Charity Cycle Ride

Colleagues, I shall be taking part in the London to Brighton charity cycle ride, raising sponsorship on behalf of the British Heart Foundation. The ride takes place on 15 June and is 54 miles in length.

If you would like to sponsor me, I would very much appreciate your contributions. It could either be per mile or as a lump sum. Please reply to gareth.hearn@scottwilson.com

Many thanks.

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Bouldering World Cup Round 2

Success - I now have world-ranking points placing me 54th in the rolling 12 month ranking and 27th in the 2008 World Cup after Round 2.

Three team members entered the La Reunion World Cup. La Reunion Island is a French, active volcanic, tropical island in the Indian Ocean. We had 2½ days to recover from the long journey before competing. This gave us a chance to go on a relaxing sight seeing tour of the island. Beautiful beaches, warm sea, coral reefs and stunning steep, green ravines accessed by crazy roads with constant hairpin bends (we'd never have got them approved for construction in the UK!)

We all qualified for the semi-final. I qualified 12th but finished 19th after the semi-final. Unfortunately a shoulder injury reared its head during warm up for the semi-final and I was unable to perform to my best. Also, the tropical heat was beginning to get the better of me. My teammates faired better coming 10th (men) and 13th (women).

[Diane Merrick, Chesterfield](#)
<http://www.dianemerrick.blogspot.com/>



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Buy and Sell

For Sale:



Pushchair system - Silver Cross 3D Complete Pram System - Jet Sport

Nearly brand new, used a few times since January 2008

Features:

- 3D pram system offering a full lie flat position with a soft liner allowing baby & mum to have eye-to-eye contact
- Can be converted to a stylish forward facing pushchair for a toddler
- Suitable from birth
- Soft wrap baby harness
- Removable gate style bumper bar
- Includes snug foot muff with cosy fleece lining
- Includes change bag with adjustable shoulder strap, removable insulated bottle pocket and wipe clean pocket
- Hood converts to a summer canopy
- Spacious basket
- Compact telescopic fold
- Washable pram liner, apron and mattress
- Rain cover
- Handle height: 100 to 104cm
- Folded: 102 x 40cm
- Weight: 10.3 kg

£220 o.n.o (worth £300 brand new)

Contact Steve Wilson on 01623 676685, 07794971842 or email me on <mailto:steve.wilson@amscott7.com?subject=Pushchair%20System>

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Available

Holiday villa in Eastern Algarve, Portugal.

2 Bedroom villa with private garden, patio and roof terrace. Sleeps four comfortably but can take six. Scott Wilson employees will be offered reduced rates.

[Click here for full details](#)

Contact [David Lightbody](#), Godalming

[top](#)



Holiday apartment in Turkey

3 Bedroom, 2 bathroom, fully air conditioned, 2 level luxury apartment, 15 minutes from the famous Olu Deniz. Discount for Scott Wilson employees.

[Click here for further details](#) or [click here for the website](#)

Contact [Andrew Savill](#), Basingstoke

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Holiday accommodation

For those who wish to get away from it all, or who simply can't face the hassle of cheap flights, newly released to the market are 5 holiday cottages with stunning views of the Peak District.

Located above the historic mining village of Bonsall, close to Matlock, Chestnut Farm, offers peace, tranquillity, good clean air and nearby walking and cycling - underwritten by full central/underfloor heating and access to the trappings of modern life.

Colleague discounts available.

For further information visit <http://www.chestnutfarm.co.uk/> - and feel free to encourage your friends to do likewise!

[Mike Nutting](#), Nottingham

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For Sale

Sofa Suite (3+1+1 Seater), superb condition, like new.



Price: £180 (o.n.o.)

To be collected from South Cheam, Epsom in Surrey

Contact: [Swallow Sui](#), mobile: 07967206441

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For Sale

2005 Citroen C2 VTS 1.6i 16V



Click for larger images.

Manual, 26,000 miles, 3 door, Silver, Hatchback, 1 lady owner + Citroen demo, Full Citroen Service History, MOT until May 2009, Taxed until April 2009, Air conditioning, ABS, Alloy wheels, Traction control, Airbags, Steering wheel audio remote control, Adjustable seats, Adjustable steering column/wheel, Electric mirrors, Electric windows, Remote central locking, Alarm and immobiliser

£6,000 O.N.O.

Please contact [Michelle Wood](#), Basingstoke

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Wanted

Would buy second hand laptop in good working order.

Please contact me on 07925524625 or 02077985043 (London)

[Angel Bobes, London](#)

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Articles for Interchange

Articles should be submitted by close of business on Monday to <mailto:Interchange@scottwilson.com&subject=%20New%20Interchange%20Article> Any articles received after this deadline will be held over until the following week' s issue.

Articles must be no longer than 300 words and all pictures should be in JPEG or similar format (not embedded in a document). The contact, e-mail, and job title of the contributor should be submitted with each article.

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