



JSM Newsletter January 2020

Foreword by JSM's Managing Director	2
Company news	2-4
Health and safety news	5-6
Environmental news	7-8
A Day in the Life	9
Senior management interview	10-11
Communication project profile	12-13
Community news	14-15
JSM in pictures	16

Welcome to the newsletter.

Happy New Year and welcome to the first newsletter of 2020. I trust you all had an enjoyable festive season. I had a very pleasant break, spending time with my family and loved ones.

2019 was a progressive year at JSM. I am pleased to see our operational depot at River Road, Barking is now fully functional. There were some minor teething issues as expected at the beginning of the year however we overcame them, and the depot is up and running and has been serving the needs of the company ever since. I hope JSM has many successful years here.

I would like to thank the staff based at River Road for your patience and support whilst we got ourselves adjusted. You were a great help.

I am confident in our order book for 2020, it is looking strong for both the comms and power division.

While the business continues to grow in staff numbers and with the sizes of our projects, it is important we do not become complacent and lose sight of our main goal and purpose of delivering exceptional quality services to our clients and partners.

In closing thank you for the hard work everyone has put into the past 12 months and I look forward to working with you all in 2020.

Stuart Wiltshire

Managing Director



Company news

JSM wins a Gold RoSPA Award for the fourth year in a row



For the fourth year in a row JSM Group has been awarded with the prestigious Gold Award at the 2019 RoSPA Health & Safety Awards.

The RoSPA Awards is an annual scheme run by the Royal Society

for the Prevention of Accidents (RoSPA) that recognises achievement in health and safety management systems, including practices such as leadership and workforce involvement.

JSM would like to thank every member of staff, direct and sub-contractor, for their hard work and commitment in ensuring Health & Safety remains a top priority

at JSM. Our aim is to get every member of staff home safely at the end of the working day.

We would especially like to thank the SHEQ department for the tremendous effort that was put into collating and submitting the several pieces of evidence required during the RoSPA application process.

JSM becomes the first EUSR training provider

JSM have been approved as the first UK EUSR training provider to deliver their own in-house JSM SHEQ Induction and EUSR SHEA Core combined course. This new programme has been designed by Energy and Utility Skills and JSM Group to teach the industry's basic Safety, Health & Environmental awareness for all persons who require access to operational sites,

both permanent and temporary, including all levels of Operatives, Supervisors and Management.

This programme will be available for delegates across the company from January 2020 for direct staff and subcontractors. The JSM/EUSR card will be valid for three years.

Well done to Steve Taylor, JSM

Training Manager, and Chris Woodward, consultant from Delta Power Management, for their hard work and commitment in helping us achieve this recognition.



JSM wins Gold at Considerate Contractor Street Works Scheme Awards.

JSM won the Highly Commended Gold Award at the 2019 Considerate Contractor Street Works Scheme Awards.

This award has been granted to JSM by the City of London and it is based on our overall performance on projects carried out in the City of London over the past 12 months.

The Gold Award recognises that JSM have consistently exceeded the high requirements set by the Considerate Contractor Scheme's Code of Good Practice with JSM exhibiting an "excellent final quarter" that, in particular, was aided by our "dedication and commitment to the Scheme".

We are honoured by this recognition as it demonstrates the pride JSM takes in their work, the awareness of the needs of the local

public and the potential impact our works have on the surrounding environment and community.

By working alongside the Considerate Contractor Scheme, JSM aims to raise their general standards of work and to ensure the condition and safety of City streets and pavements are maintained for the benefit of everyone living, working or just travelling through the Square Mile.



JSM passes BSI audits

JSM has passed their BSI audits with no non-conformances for the following accreditations; ISO 9001 (Quality), 14001 (Environment), 27001 (Information Security) and 45001 (Health and Safety). Over the course of eight days, JSM were audited by a selection of BSI auditors who visited the Potters Bar Head Office and the London Operational Depot in Barking.

Mick Barrett, SHEQ and HR Director, said "I would personally like to thank all those involved and who have worked so hard to ensure that we remain compliant for all four standards, along with those individuals who interacted with the auditors during the course of the audit process. Well done everyone and thank you."



Human bones found on site



In September while carrying out routine trial holes for JSM's Project Circle for a telecommunications client, we made the shocking discovery of human remains at the junction of St Mary Axe and Leadenhall Street outside St Andrew Undershaft Church,

After uncovering these remains JSM immediately contacted the relevant authorities; the City of London council, the City of Police department and a representative from the nearby church, St Andrew.

An investigation was carried out and the City of London police confirmed to JSM that no criminal activity had taken place and notified the team that the bones were in fact historic and possibly from a disused graveyard. After the City of London conducted all their checks, they handed the matter back to JSM.

JSM Site Supervisor James McShane met with the church to discuss the next stages in the handling of these remains. JSM was given permission to continue with their works. Nevertheless, the church requested the team handle the remains with dignity and respect.

St Andrew Undershaft Church's Operations Manager Jason Barrington said, "Thank you for handling the discovery of historic bones properly" and "many thanks for your help in this matter".



Overhead Line caught fire on Malmesbury to Tetbury Project



During the summer months JSM's Faults and Services team were called out to an emergency job at Malmesbury. A dual circuit electrical fault occurred on the Malmesbury – Tetbury 1 & 2 circuits which affected approximately 3,000 of our client's customers in the region. On arrival the Faults and Services

team, led by Project Manager Jack Whitlock, saw that both overhead termination poles were on fire with heavy visible oil loss at the base of the structures. The Emergency Fire Services were called out to site to put out the flames, which took the firefighters 4 hours. Jack says "Fires can sometimes occur when a tree falls on the power line, however in this scenario, the overhead termination pole was in the middle of an open field. Initially we didn't know why the circuit caught fire at this position. After an investigation we found that circuit 1 first caught alight, and the fire spread over to the circuit 2 pole, causing both circuits to go down". The Project Manager said that there was a slim chance the fire may spread to nearby infrastructure due to its position in the open field, nonetheless, it was vital the fire was dealt with ASAP.

Once the fire was under control the civils and hydraulic team immediately mobilised on site to install a partial circuit overlay which included new pole terminations and tails.

The site team incorporated the JSM Environmental Advisor to aid in containing the oil loss at the base of the H-pole which was a priority. To minimise the amount of oil that was lost the hydraulic team maintained positive pressure in the cables and installed a hydraulic restriction.

In addition to installing the new pole terminations and tails, we also removed the existing damaged/burnt termination poles, installed a cable overlay consisting of 6no. single core XLPe cables and installed 2no. Oil to XLPe cable transition joints.

This operation commenced as an emergency job, however it was completed under the Fluid Filled Cable Framework agreed by JSM and the client.

JSM worked closely with the client around the clock to ensure the circuits were re-energised as quickly as possible which took only 24 hours which is an incredible feat.

Health and safety news

Fraudulent Training Documents and ID cards



Construction scheme card fraud is rife all over the industry and JSM takes this issue incredibly serious. JSM does not want this fraudulent practice to affect the business.

Operatives not having valid training documentation can result in serious consequences for the operative and JSM if left unmanaged.

Where an operative does not have the valid training credentials for the work they are undertaking it leaves individuals susceptible to the risk of harm. If an operative has a serious or fatal accident on a JSM site and it was found that the company had failed to check the legitimacy of their training credentials, JSM would be held accountable. In recent

years there have been examples of individuals and companies being prosecuted for working with fraudulent training credentials.

It is imperative that all Line Managers ensure they check that their operational staff and contractors are competent to undertake the role for which they have been employed. If you suspect fraudulent activities occurring within your team's contact the SHEQ department on safety@jsmgroup.com

Safe Excavation & Cable Locating Course



JSM have launched an in-house 'Safe Excavation' course that educates operatives on the safe working procedures for excavating works. This course gives participants an in-depth knowledge of excavation safety, providing a look at the essential

control measures required to undertake safe digging and avoid underground services through safe systems of work and awareness.

The dedicated in-house training team provides this course to staff in need of furthering their skills or in need of a skills refresher.

Following recent incidents involving damages to buried services and/or underground structures (e.g. basements/cellars) during excavation works, it is imperative to highlight the importance of consulting all utility drawings and undertake



suitable Ground Surveys of the site with a Cat & Genny prior to work commencing.

If operatives would like to submit themselves or a team member on this course, please contact the training department on training@jsmgroup.com.

Bullying and Harassment

Mental health awareness has rightfully become a key talking point in society and JSM has always tried to embrace this topic and shed light on it in the work place. A trigger for ill mental health can be bullying and harassment. JSM will not tolerate bullying or harassment in the office or on site.

Bullying is abusive behaviour

towards one or more people and can be carried about by an individual or multiple perpetrators. Harassment is where someone creates an atmosphere that makes you feel uncomfortable – this could be because you feel offended, intimidated or humiliated.

Examples might include but is not limited to:

- Sabotaging work
- Personal attacks based on private life
- Aggressive / threatening gestures
- Cyber-bullying
- Physical assaults
- Shouting at staff
- Blocking promotion

If an employee is persistently bullied or harassed, they should talk to their Line Manager or the HR department.

Safety Champions 2019



In November JSM crowned two new Safety Champions for the year of 2019.

Mahir Hassan and Florin Timis won Managerial and Operational Safety Champions respectively. Congratulations to these individuals who have demonstrated excellent knowledge and practical use of this knowledge. They have also shown a strong commitment to adhering to JSM's health, safety, environmental and quality policies and procedures. Mahir and Florin both received a personalised trophy and £100 in shopping vouchers.

The 2020 SHEQ Roadshow

In 2018 the SHEQ department held a Roadshow for JSM staff and sub-contractors that was designed to educate, inform and bring awareness to guests on health and safety topics in an immersive style. At the last SHEQ Roadshow JSM provided hands-on information and demonstrations on a host of topics such as occupational health, general health, mental health, waste disposal, importance of PPE and much more.

After 8 great years JSM's annual Safety Stand Down will no longer take place, instead it

will be replaced by the SHEQ Roadshow. This event received positive feedback from the attendees and JSM is hoping this method will be better suited to fit in with the company's needs.

The Roadshow will take place in the late spring of 2020 and will run over the course of a week. Confirmed dates and location will be released in due course.

If you have any suggestions on what you would like to see at the SHEQ Roadshow contact safety@jsmgroup.com.



JSM's Training School Development

Over the past 12 months the vision of JSM hosting its own training school is gradually coming to fruition. With the recent news of EUSR approving JSM's induction course as well as the training venue and facilities, JSM is seeking to approve more in-house courses with accrediting training bodies. The end goal for the training school is to be able to offer training to both its own employees, external companies and individuals.

Well done to the training department who have been instrumental in ensuring the departments success



Personal Protective Equipment standards



As JSM becomes increasingly busy in the new year it is important that staff operating in the public highway represent the company in the best possible light. This starts with wearing the correct personal protective equipment (PPE) while on site and in the depot. PPE is important; as well as PPE being the last line of defence in the event

of an accident, it also relays to the public that JSM are a reliable, professional and safe company.

It is a mandatory requirement that the correct PPE is worn at all times whilst working on all JSM sites and within our depots.

When working within a depot, you must wear at all times:

- High Viz (long sleeve)
- Protective Footwear – lace up ankle boots (no rigger boots)
- Tops (long or short sleeve) underneath your hi viz
- Hard hat / glasses –

dependant on activity and those within your vicinity

When working on a site, you must wear as a minimum at all times

- Hi viz (long sleeve)
- Hard hat
- Protective footwear – Lace up ankle boots (no rigger boots)
- Eye protection
- Gloves
- Flame retardant coveralls

If you have any questions regarding PPE contact a member of the SHEQ department or email safety@jsmgroup.com

Protected Species

In the upcoming months it is important for operatives to remain vigilant for wildlife while working on site, in particular, if working near or in water courses, marshes, dense vegetation, woodlands, tunnels and open fields. In the UK some wildlife are in hibernation so be on the lookout for burrows or nests that's have appeared on site.

The key protected species to be on guard for this season are badgers and otters.

Signs of an active Badger sett:

- Smooth polished sides around any entrance holes
- Freshly excavated soil heaps around entrance hole
- Signs of trampling and/ or footprints at entrance

holes and down into sett
Otter habitats are harder to spot but look out for droppings and animal footprints along river banks or in marshlands.

If you believe your team is working in an area that contains protected species or other wildlife contact the Environmental Advisor as soon as possible.



How can JSM be greener?

Have your say on making JSM Greener!

Over the course of 2019, we witnessed on the news various environmental topics ranging from the UK Governments commitment to achieving net zero carbon emissions by 2050, as well as various reports on the rise of species becoming endangered, as well as the deterioration of our air, land and oceans.

Over the past 20 years, JSM have been actively monitoring it's

impact on the environment and have actioned in encouraging environmental awareness, sustainable principles in relation to energy, fuel and waste use and have also produced innovations in reducing impacts to the environment in which we operate in.

Everyone at JSM has a commitment to forgoing improvement to our environmental performance which is why the SHEQ Department want

to know your thoughts, ideas and areas of improvement that we can potentially make.

Can you think of any ways the company can reduce its energy consumption? Reduce non-recycling waste output? Are there any other initiatives you can think of that will help JSM become more environmentally conscious?

If so get in touch with Environmental on safety@jsmgroup.com who will be happy to discuss your ideas and proposals.

Kao Park: Case Study



A client appointed JSM to deliver a new Telecoms network for the Kao Park Business Park in Harlow. On this 100km project, that ran from Chipping Ongar, Essex to Hackney, London, JSM fulfilled the duties of fibre installation, surveys, redesign, construction, splicing and testing. The route navigated through various environments such as tow paths, canal beds, marsh lands and carriageways. With a whopping 100km length of excavation, the project was bound to come up against environmental challenges.

The cable route ran through a lengthy distance of the River Lee Canal tow path, this included the area of Silvermeade in Broxbourne. Silvermeade is a common place for sightings of the highly endangered protected species, Water Voles. They are known to dwell in its network of ditches, pools and reed beds. JSM called in ecological consultants ADAS to conduct a comprehensive ecological walkover

survey before commencing works.

ADAS's survey highlighted that water voles were indeed present in close proximity to our route, as they reported the presence of 19 burrows and latrines in 28 locations.

ADAS originally recommended that works should remain at least 5m from the banks of any water course to avoid impacts to the water voles. However, upon seeing this was not possible to fulfil due to the lack of space along the tow path, JSM held a consultation with Lee Valley Park Authority where it was agreed that because works were at least two metres from either water course (the canal to the east and the ditch and brook to the west) JSM could proceed with the works provided that JSM hand dug the trenches under the supervision of two ecologists who would look out for wildlife and burrows evident near the trenches. The ecologists would also be required to deliver a toolbox talk on the presence of water voles to all staff that would be working on site. In addition to this ecological hurdle, approximately 200m south from Silvermeade (along the same tow path) was the presence of Himalayan Balsam. JSM followed protocol when handling this invasive species to prevent the spreading of it.

On another stretch on the Kao Park project, JSM worked in very close proximity of Walthamstow Marshes a SSSI area (Site of Special Scientific Interest). JSM created a tailored



methodology that was approved by the client and Natural England. Mitigations were put in place to ensure compliance. Mitigations such as trenches being covered every night to prevent wildlife from becoming trapped, proactive monitoring to ensure noise and dust generation is limited, operatives receiving Pollution Control training prior to work commencing and an environmental briefing stating the moral and legal responsibilities of the project at hand.

JSM completed the Kao Park Business Park project without causing damage to the environment and wildlife. This project is an example of JSM's ability to overcome environmental matters by being flexible, proactive and through cohesive working with external organisations to achieve the best results on the project.



Cristian Vaduva – SHEQ Advisor



Within JSM there are numerous different roles that help keep the company operating at an optimal level. Read about a typical working day of an integral member of staff. This article is brought to you from the SHEQ Department.

JSM takes Health and Safety extremely seriously. Whether it is in the office or in the field, JSM's SHEQ department push best and safe practice into the mindset of every employee until it becomes second nature. The strong team of management and advisors are an essential part of the JSM operations with a SHEQ Advisor taking the responsibility of a division and/or a geographical area.

SHEQ Advisor Cristian aims to be in the area of his site by 6.30am, where he locates a coffee/café shop to work from his laptop until the operatives/gangs start to arrive on site from 7.30am. His morning work varies but mainly consists of constructing toolbox talks, writing up damage reports, closing out audits actions and reviewing company health and safety documents.

When the site is set up, a full audit is carried out on the teams by Cristian, which includes (but is not limited to) competency checks, documentation/drawing checks, vehicle checks, inspecting the site set up, traffic management. As audits are carried out electronically via company issued iPad's it allows for the final audit report to

be available straight away after completion. In this case the member of staff that is responsible for the site, project manager or site supervisor, can view the actions that have been raised during the audit and will be able to make corrections.

Cristian says, "Each day I have a pre-planned list of all the sites I would like to visit for that day, however, this plan can get put aside in the rare event of a utility damage, then everything changes and I head straight to the affected site". After a utility damage occurs it is important to get to the site ASAP (during the golden hour) to assess the site, collect any evidence, take correct photos and question the staff members present on what precisely happened.

JSM encourages CPD (Continuous Professional Development) and earlier this year Cristian was a part of a group who took part in a Senior Accident Investigation course to which he states is "the best course he has done" and says it has helped him in his role as an Advisor.

Cristian oversees the Westminster Central London zone and due to the high concentration of prestigious places within the area there is an added pressure on the operatives to execute JSM projects on time and professionally. Because of these factors Cristian aims to be out of the office and on site as often as possible (approx. 20 days a month).

A SHEQ Advisor's role is not only to visit sites to conduct audits, Cristian also visits sites to offer support to management and operatives. For example, an operative recently approached him for some help with locating buried apparatus. As well as signing the operative onto the Safe Excavation course, Cristian took him step by step through the process, including how to read the stats/drawings, how to undertake the Genny & CAT survey

and how to identify any giveaway signs around the excavation zone. Cristian works closely with JSM's compliance officers notifying them when there are any particular difficulties on site and if their presence is needed to offer more support and advice to the teams.

"I find when I visit active sites to solely offer support and guidance very beneficial to the furtherment of the project at hand because it encourages the teams to be open about their work issues or client conflicts instead of dealing with them in secret" says Cristian.

Cristian names the key skills that have helped him fulfil his role as a SHEQ Advisor as the need to show diplomacy, impartialness and also have a great attention to detail. He admits being impartial can be a challenge at times - as he can uncover issues which may lead to works having to be stopped until the highlighted problem(s) have been rectified. A site shut down can put pressure on both the team and line management as there are deadlines to be met.

It's rewarding to know his role is contributing to safer working practices and eventually a safer work culture. "When I interact with site operatives I aim to teach and inform the team about something that will give them more insight into their role, the industry or JSM. Like new legal requirements, shared experiences/skills or new courses that are available for them".

After 6 years in health and safety, 2 years of them with JSM, Cristian expresses, "I know health and safety can be seen at times to be a pain by some people, however, the ultimate goal is to ensure that everyone goes home safely, which is something I am happy we at JSM take seriously." At the end of the day approximately 4.30pm Cristian heads back home to Hertfordshire where he lives with his wife.

Mark James, Operations Manager, Communications Division



What is your job title and describe your role at JSM?

I am an Operations Manager. My role is to manage and support internal and external resourced Fibre operations within the Communications Division. Our teams work across a variety of Framework contracts, specifically assigned projects and maintenance services for our Telecommunications clients.

How long have you been with JSM?

I am now in my 9th year at JSM

Tell us about your experience prior to joining the company?

I have worked within the Telecoms industry since 1991 and have held numerous positions on both client side and as a contractor. I started out on the tools contracting to BT across the South East then moved more into London building and managing fibre networks. I have also had the opportunity to travel, building various networks across Europe and some other countries further afield. After this travelling I returned to London and worked on the delivery of

some high-profile projects.

Why did you get into this industry?

I originally studied Electrical Engineering and worked within a cable manufacturer who also produced submarine cables. Within these submarine cables they added a small fibre tube and this is where I first learnt fibre testing procedures. I enjoyed the technical side and also saw the great opportunity to get involved in a growing industry. I moved to a fibre cable manufacturer / contractor and started my journey in deploying fibre networks.

Why did you want to join JSM?

I was working for one of JSM's main clients and became aware that JSM were looking for someone to manage their fibre operations. After meeting with the team, I was impressed by their ethos and ambition they had to be the best in the industry. There was an infectious attitude and they exhibited the drive and commitment required to build the department. I did not want this opportunity to build this team to pass by.

What is special about working at JSM?

It must be the staff and the people we employ. JSM is a unique and exciting company with a great growth journey that is special to be part of. Our clients appreciate the can-do attitude and the willingness to go above and beyond, this in turn adds great value and allows them to deliver to meet their demands.

Is there anything unique about your team? If so, what?

It has to be the consistency and longevity of the team;

most of us have been with JSM for many years. The team remains committed and focused and understands the client expectations. We communicate and support each other to execute delivery and goals within quite often challenging timescales.

What are the biggest challenges in your role?

It is no doubt managing resources to meet our client demands ensuring we are not under or over resourcing, this does take a lot of logistical expertise from the team. By nature, our operations are reactive, frustrated access or emergency callout regularly changes requirements at a drop of a hat, this in turn will lead to re-scheduling and re-deploying resources.

“There is nothing better than when the whole team bands together to support each other as we deliver on what seemingly appears to be impossible client expectations”

What is an average day like for you?

There really is not an average or typical day. Depending on what situations and issues arise will dictate my day. Every day is different our operations and teams run 24hrs a day 365 days a year. Generally, I will maintain contact with the Contract and Project Managers to keep abreast of project concerns and progresses, I will also maintain contact with our supply chains and clients either by phone or

face to face meetings. I also support our commercial teams with pricing various works and assisting in commercial meetings.

What is exciting about your role?

I am excited about the diversity of the works, the challenges they throw up and the future opportunities that are still within our grasp. Also, there is nothing better than when the whole team bands together to support each other as we deliver on what seemingly appears to be impossible client expectations.

Who has had the most influence over your career and why?

My late Grandfather and my Father. They both imparted ethics in me that I have always stood by and use in my career today. My Father is still working, way past the retirement age, and thoroughly enjoys it, he doesn't appear to be slowing down. If I can get close to what they both have achieved I will be very happy!

“JSM is a unique and exciting company with a great growth journey that is special to be part of.”

What is the most important lesson you have learnt throughout your career?

Listen, communicate and be consistent, don't jump to conclusions until you have all information. Be honest don't try to fool people and treat them how you would want to be treated and remember the client is always right even when they may not be.

Do you have any hobbies outside the office?

I am a keen golfer. I am also a big Gillingham FC fan which doesn't help keep the stress levels down. I constantly try to get my sons to follow, however the lure of Liverpool FC and the Premiership we just can't compete with! I often get out and about with my family, having a son who is autistic we are also doing various fun and interesting things to help stimulate and improve his development.



Project Montana



For 9 months, JSM's sewer division went underground, installing fibre optics on behalf of three of the UK's biggest telecommunications network operators as part of Project Montana. Project Montana is part of a major scheme that is providing high speed 5G Connections to their customers in the Central London district.

Overall, this route ran for 18.7km throughout the City of Westminster and relied heavily on sewer installations. But at JSM it is always a team effort and this job was no different, with JSM's civils team being incorporated to assist with the construction and connection of 85 breakout chambers for possible future customer connections. The route had the start and end point of the Mayfair BT Exchange and the Gerrard BT Exchange.

Traditionally on sewer installations single tubed ducts are requested by the client and used by JSM, which only allows for a single network to run through a duct at any one time. However, on this project JSM was installing 2w 44mm seven-tubed ducts (the outer shells housed seven smaller subducts which could hypothetically be used for network operators). This unique subduct created by Radius was made especially for Project Montana and it was the first time equipment of this specification had been used by JSM or the client for a sewer installation. In fact, it was the first time this innovative product had been used and installed in mainland UK.

As this was a first time for JSM and the client, the team were required to get familiar with the material

expeditiously. This presented a few hurdles during the project as the team also had to learn the practical limitations of the material.

When using the traditional single tubed subduct, if the team reached a snag along the route it would be relatively easy to cut and join various sections of the duct. However, using Radius's purpose-built product this luxury was taken away. In the event of a snag, the duct had to be mended with a specialist joint that unites each of the 7 subducts plus the other shell. This would have costed the team valuable operating time. The unique quality of this material added to the fragility in the handling and installation process.

Project Montana highlighted the importance of appointing a competent team with a strong

set of skills and with great knowledge and experience of the London sewer system. The route, especially in the densely populated area of Soho, presented a small number of challenges because of the complex sewer paths and sharp corners.

This was evident towards the end of the project timeline when the team were operating in Soho. A planned cable length was due to be installed from a chamber in Great Pulteney Street and end at another chamber on Glasshouse Street running via Beak Street and Warwick Street. But due to the difficult conditions in the sewers (two very sharp corners) it proved difficult to navigate the cable through in one solid length without putting added strain on the asset and possibly creating irreparable damage.

After reassessing the section of route and a few attempts to get the subduct through safely, Bob Turner Project Manager made the choice to cut the subduct and installed it in two separate lengths. Bob says "Situations like this happen all the time. It's part of the dangers of working



in the sewers. Even though we previously proved the route, things can still change last minute".

JSM started on this project in November 2018 and consequently the sewer team faced challenges and difficult conditions due to the changes in the weather. During the UK's winter months rain is common which can cause the water levels in the sewers to rise, making it dangerous and in turn prevents access to the sewers.

JSM were fully involved in Project Montana from the start. We offered advice and expert guidance where required to the client throughout the early design stages. The in-house Streetworks department successfully obtained all the necessary licences and permits in a timely manner to ensure the project was completed on schedule.

When the fibre optics was blown through the entire route, JSM could then move onto the next phase, splicing and testing. The newly installed connection was tested in three formats to satisfy the requirements of each network operator.

Ultimately Project Montana was completed on time and on budget. JSM's impressive performance on this project resulted in the client appointing JSM to deliver all of their sewer fibre optics installations in London.



Football Kits for Zimbabwe Children's Team



On George Galloway's (Quantity Surveyor) last visit to Zimbabwe he was stunned to see the local town's football club did not have

any adequate football clothing or any suitable football equipment that was fit for purpose and up to standard for playing in.

On his return from his holiday George sprang into action and set up a collection for unwanted or unused football gear.

Many members of JSM donated their unwanted items, as well as, JSM donating over £700 to this

cause. All together George was able to provide the Zimbabwean children and young adult football teams with befitting kits that will allow the teams to show up to tournaments confidently and looking like a cohesive team.

George Galloway says "The package has arrived safely in Zimbabwe and their gratitude is difficult to express in words"

Litter Picking



In Spring JSM took part in the Great British Spring Clean in an effort to help clean up the local

communities of Potters Bar and Barking. Over two days a group of JSM staff rolled up their sleeves

and armed themselves with litter pickers and rubbish bags to tackle the green community spaces of Barking Park and King George V Recreation Ground that often get abused and litter-filled.

The SHEQ Department says, "this project was dear to the SHEQ team because it shows the responsibility we are taking for the environment."

The Great British Spring Clean Campaign was put together by the 'Keep Britain Tidy' charity and ran for a month in partnership with community organisations, businesses and the government. This year has proven to be the biggest Spring Clean yet with a total of 4,308 tonnes of rubbish collected nationwide. Thank you to everyone who took part, especially the SHEQ department who rallied together to help JSM make a difference.

JSM raises over £1000 for Make a Wish Foundation

JSM has raised £1040 for The Make-a-Wish Foundation UK. The foundation is a charity that grant 'magical' wishes to children or young adults fighting life threatening conditions.

Funds were raised via a sweet box that is stationed in the reception area of the Potters Bar Head Office where members of staff can pick up sweet treats for £1 a bag.



British Heart Foundation's London to Brighton Bike Ride



Every year the British Heart Foundation hosts a long-distance bike ride from London to Brighton to raise money for research into heart and circulatory disease and conditions. This year JSM formed a team of brave riders to join the 15,000 other cyclists to take on this challenge and raise money for charity.

The JSM team consisted of:

- Gerry Garvin
- Jerry O'Sullivan
- Brian Kelly
- Grant Taylor
- Ian James Drew
- Hazim Bidiwi

These amazing individuals rode 54 miles, starting from London's Clapham Common to Brighton Pier, in dreadful weather conditions. Nevertheless, they managed to raise over £3700 for The British Heart Foundation.

Regarding this event Gerry Garvin says "The main reason I took on the challenge was because the event fell on Father's Day. I lost my Dad to heart failure three years ago and because it fell on Father's Day, I wanted to take

on this challenge in memory of him. My aim was to raise as much money as possible for a cause that was close to my heart. I have never done anything like this before and the training in the beginning was tough however, I had set myself a goal and I was determined to achieve it. The overall experience on the day was challenging due to poor weather conditions however, I enjoyed the experience and challenge. Would I do it again? The answer is yes."



Trussell Trust Food Collection

In recent years the number of households using foodbanks in the UK have increased to new heights. Over the past 12 months The Trussell Trust, the UK's national food bank provider, provided a record 1.6 million food packages to those in need.

In response to these alarming figures for two weeks in summer JSM hosted a food collection at both office sites for The Trussell Trust and staff generously donated non-perishable

food items and toiletries.

The Trust provides emergency food supplies and support to people in crisis. Food and household items are placed into curated 'Food Parcels' that contain enough supplies for at least 3 days for adults and children (e.g. healthy balanced meals, toiletries or baby essentials).

All donated items went to the Potters Bar and Barking branches of The Trussell Trust.



Christmas Jumper Day 2019

This Christmas JSM's depot in River Road took part in the Save The Children's Christmas Jumper Day and raised an amazing £200 for the admirable charity.

Save the Children promotes children's rights, provides relief and helps support children in developing countries.



Here are snapshots of where JSM has been carrying out works recently:



Haymarket, London



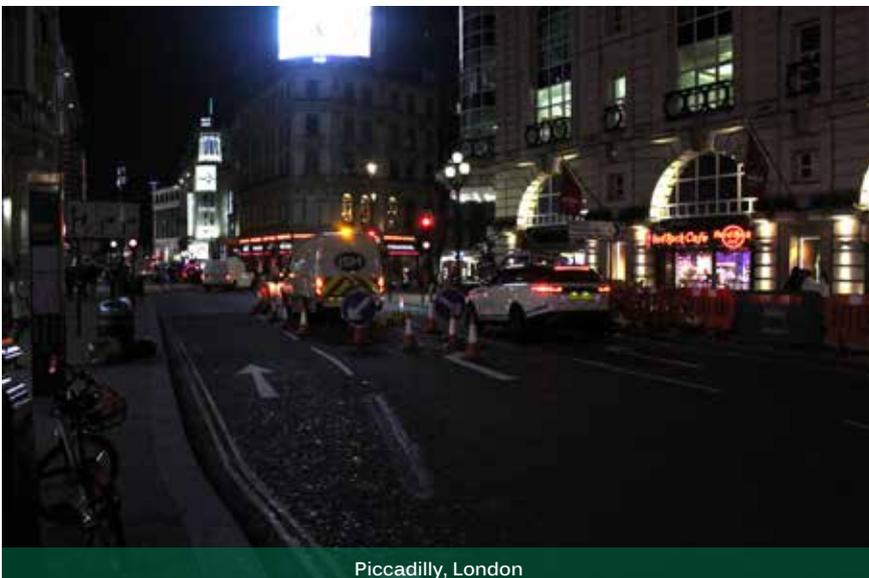
Carnaby Street, London



Enfield Lock, London



New Cross, London



Piccadilly, London



Marylebone, London