

Aspirations

the magazine for Aspire employees and stakeholders including partners and subcontractors

Issue 3 - July 2004

Allenby/Connaught
moving ahead

Putting together a contract the scale of Allenby/Connaught is an extremely complex task. Working closely with the MoD, the Aspire Defence team has been working hard to complete all the necessary legal, financial, commercial and technical work required to achieve contract signature.

This is a unique project and it will only commence when all the appropriate arrangements are in place. Although the prototype junior ranks single living accommodation (JRSLA) block is underway at Perham Down, there is still much work to be completed before we can start construction work on a broader front and begin overall service delivery. At the MoD Project Board on the 7th June it was agreed that due to sheer complexity of the deal, service delivery will not commence before the Spring of 2005. This delay is frustrating for all concerned but it is important that we get it right. Please bear with us on this.

Aspire Defence - proud to look back, excited looking forward

by Peter Smart, Chief Executive Aspire Defence

"We are very proud to be the sponsor of the Aldershot show in this, the 150th Anniversary year of the Army in Aldershot".



Construction work starts at Perham Down

The summer of 2004 is particularly poignant; the 60th Anniversary of D-Day is still fresh in our minds as we remember the sacrifice given by all our armed forces. However, in contrast, we look forward to the future and value the role Aspire Defence will play in the life of the Army at Aldershot and at Salisbury Plain over the coming years.

For all of us in Aspire, it is vital we have a thorough understanding of our customer, the Army. This means not only understanding the Army of today, its priorities, its culture, its needs, but also its history and traditions. Reflecting back over the 150 years of the Army at Aldershot is an important part of the understanding, but so is looking forward to the future. Aspire is about the future - it is about how we will work with the Army in Aldershot as well as in Tidworth, Perham Down, Bulford, Warminster and Larkhill over the next 35 years, to provide the living and working environment and the support services which they need to deliver military capability.

Like me, many of our people, the staff who will provide and support the new facilities, have been associated with the Army for many years. We too need to look to the future, to working as Aspire to deliver services, whilst at the same time, developing those opportunities which the long term assured future of Aspire presents for us all.

In delivering our service to Project Allenby/Connaught, we want to be the best and to achieve this, Aspire lives to a purpose, vision and a set of values, which are inherent in everything we do:

Purpose

Aspire will create and sustain a modern, flexible living and working environment for soldiers which will support military fighting power, enhance Army recruitment and retention and provide long-term value for the MoD and for Aspire.

Vision

We will work as a single integrated team, focused on our customers needs and which delivers world class service.

Values

- Safety first - always
- A challenging but supportive culture which values and develops people
- A fulfilling and enjoyable place to work
- Openness and honesty at all times
- Customer focus

This value base needs to be clear in our minds, as we work to meet the challenges of the future.

The future has already begun, as you will read elsewhere in this edition. There is lots of activity on various fronts. We have started construction of a prototype single living accommodation block at Perham Down. This is symbolic for us, as we have all been looking forward to breaking ground. The prototype unit will set Aspire on its mission of delivering approximately 11,000 'Z' standard bedrooms (bedrooms with en suite facility) which will mean that over 3,000 men and women will be enjoying this new and radically different standard of accommodation by early 2006.

This is good news - and over the coming months (and years!), Aspire Defence will have lots more news and stories to tell. To help spread the word, we will be welcoming our new Corporate Communications Manager, Tina Lillington to Aspire.

Tina has worked extensively as a marketing specialist within the construction industry and her experience will be valuable to us in developing the profile of Aspire Defence and managing all aspects of corporate communications.

Sustainable building for nature

In delivering a best value solution to the MoD at Allenby/Connaught, Aspire Defence is committed to best practice in environmental management and sustainability. As part of this approach, we will adopt a positive and responsible ecological stance, to ensure we deliver solutions which will enhance the community as a whole. Sustainability in all its forms is a key feature of the Aspire approach, not a consequence of it.

Bats, badgers and reptiles, among other species, are protected by the Wildlife and Countryside Act 1981 (amended), which prevents certain activities which may kill or disturb the animal or damage/destroy its habitat or place of shelter. Bats are given further European protection through the Habitats and Species Directive (92/43/EC) enacted in the UK by the Conservation (Natural Habitats &c) Regulations (1994). In addition, badgers are also protected under the Protection of Badgers Act 1992. Planning consent will not be achieved without consideration of this legislation and so compliance (together with the desire to have the least impact on the environment) represent the major

drivers behind Aspire's comprehensive ecological survey and mitigation programme.

Nichollette Brown, one of Aspire's qualified ecologists within the Quality, Health, Safety & Environmental team says "There will be significant changes to the landscape through the demolition and new build programme, which has a potential impact on biodiversity and habitat". She continued "However, we have ensured our environmental management strategy is an integral part of the redevelopment proposals. From the outset, nature conservation has been an integral part of the Town and Country planning and approvals process, so that nature conservation aspects are

taken into account before design and construction takes place".

Aspire's approach to sustainability runs through all aspects of the design and construction process - through the establishment of an integrated management system, where targets and objectives will be reviewed across 14 sustainability areas which in turn will be aligned to deadlines and performance indicators. This ethos of continuous environmental improvement will ensure that certification to ISO 14001 - the Environmental Management System standard, will be delivered. In short, long-term sustainability of the community and its environment will be a key part of Aspire's success.

On the ground and in the air



Bat exclusion - used to allow bats to leave buildings but not re-enter

Much of the focus on Project Allenby/Connaught is on what can be seen - what is changing on the ground through redevelopment. However, much of the focus of the Aspire environmental team is on ensuring that what we cannot see remains that way.

"Across the Allenby/Connaught estate a large number of buildings are to be demolished. Before any demolition work can start, each building is surveyed for bat activity", commented Nichollette Brown.

To monitor and preserve the bat population 'bat bricks' are being installed in some new properties to ensure these protected mammals thrive in this area. In addition the bat survey programme includes video monitoring which allows Aspire's licensed bat worker John Kaczanow to record bat activity.

"Preservation is key in existing properties, but we will also try and attract wildlife. For example, on some new buildings, we have made provision to include the design of wide soffits to encourage bird nesting", continued Nichollette. Action is also being taken to ensure that certain agreed areas of grassland within the sites are managed so as to allow a more natural habitat by

creating wildlife corridors. In other agreed areas, seed from Salisbury Plain will be sown to recreate calcareous grassland, which is widely recognised as of national importance in terms of biodiversity.



Nets used to monitor bat activity

The policy for ecological protection also applies at ground level. Badgers are another protected species, whose activity is being closely monitored by Aspire. When badger setts are identified, ongoing consultation with English Nature ensures measures are adopted so that no disturbance is caused during the construction process.

Other important species such as slow worms and common lizards, live in the short scrubby vegetation typical of the habitat found around the Basingstoke Canal in Aldershot, which in addition is classified as one of the most biodiverse waterways in Europe. There have also been sightings in Tidworth and Perham Down. Where present, reptiles will be relocated to suitable habitats as agreed with Defence Estates Environmental Support Team and prevented from migrating back by the use of a 'reptile proof fence'.

Tidworth, Perham Down, Larkhill, Bulford and Warminster all lie adjacent to European and Nationally designated nature conservation sites. In particular, Salisbury Plain is home to rare species including the Stone Curlew, Hen Harrier, Quail, Hobby and the Marsh Fritillary butterfly. The Aspire environmental team continue to work closely with the planning authorities to ensure no construction work is undertaken which results in a negative ecological impact to these areas.

This approach reflects Aspire's commitment to take a responsible stance as a stakeholder in the community, by ensuring that development is carried out in a way which enhances the environment, and that long term sustainability is featured highly on the agenda.



Common lizard



House Martin nest in eaves



Brown long eared bat

Should you wish to contact the Aspire Environmental Team please do so via

aspirations@aspiredefence.co.uk

Websites of interest:

Government sustainable development website -

www.sustainable-development.gov.uk

World Business Council for sustainable development -

www.wbcsd.org

Wildlife issues

www.wildlifetrusts.org
www.english-nature.org.uk

Editorial

Any ideas for future stories, or topics you would like to see covered, comments or queries should be directed to the Editorial team at:

aspirations@aspiredefence.co.uk

In this issue we introduce you to some more of the people important to Aspire plus some of the projects already underway. In future issues of Aspirations we will look at the environmental team's work on ecology, land remediation and archaeology at the sites.

Attention o

Over its 150 year history, the Aldershot garrison has seen many changes and over the coming years of Project Allenby/Connaught, it will see many more.

Aspire Defence is working in a partnering

relationship with the MoD, to enhance the quality of life for Army and civilian staff, their families and the local communities.

Les Stratford, Garrison Facilities Director at Aldershot, is looking

forward to the challenge of making a real difference to the people and their community around Aldershot.

"Land use was critical then and is more so today. Part of Project Allenby/Connaught at Aldershot, is concerned

From temporary huts t



photograph courtesy of Aldershot Military Museum

Lt Gen Sir H Evelyn-Wood VC

Starting work on the JRSLA prototype during the summer of this year, marks a remarkable point in 150 years of the Army at Aldershot. In May of 1854, 'temporary huts' were built in North Camp at Aldershot.

Lt Gen Sir H Evelyn-Wood VC, General Officer Commanding at Aldershot 1889 - 1893, advocated rebuilding of the Aldershot barracks, based on Company blocks. He recommended each barrack block should be named after a British victory. That tradition is in evidence today, across the whole of Project Allenby/Connaught.

The following extract from Evelyn-Wood's autobiography 'From midshipman to Field Marshal' gives an insight to conditions endured by the soldiers at the time:

"I knew the wretched accommodation provided for the troops, neither wind nor rain proof, having been quartered in the North and South Camps twenty years earlier. The contractor in 1855 had guaranteed the huts for 13 years, so his work was good, but the annual upkeep in the eighties amounted to £7,000 with a constantly increasing outlay"

Incidentally, the 'temporary huts' had then been in use for around 34 years!

The new permanent barracks constructed between 1856 and 1859, consisted of those for cavalry, artillery and infantry. There were three infantry barracks - East,

Central and West, which were subsequently re-named Badajos, Talavera and Salamanca.



photograph courtesy of Aldershot Military Museum

A typical barrack room was a sparse place to live, being cold and housing only the basic requirements for existence.

This is a far cry from the new 'Z' standard to be created by Aspire Defence. The accommodation will be spacious and light, featuring aspects such as TV, internet access and an ensuite bathroom facility - as well as personal storage facilities.

Work on Project Allenby/Connaught 150 years on, is not a temporary solution, with investment in 'Z standard' living accommodation equipping the Army for life in the Twenty First Century.

n Aldershot

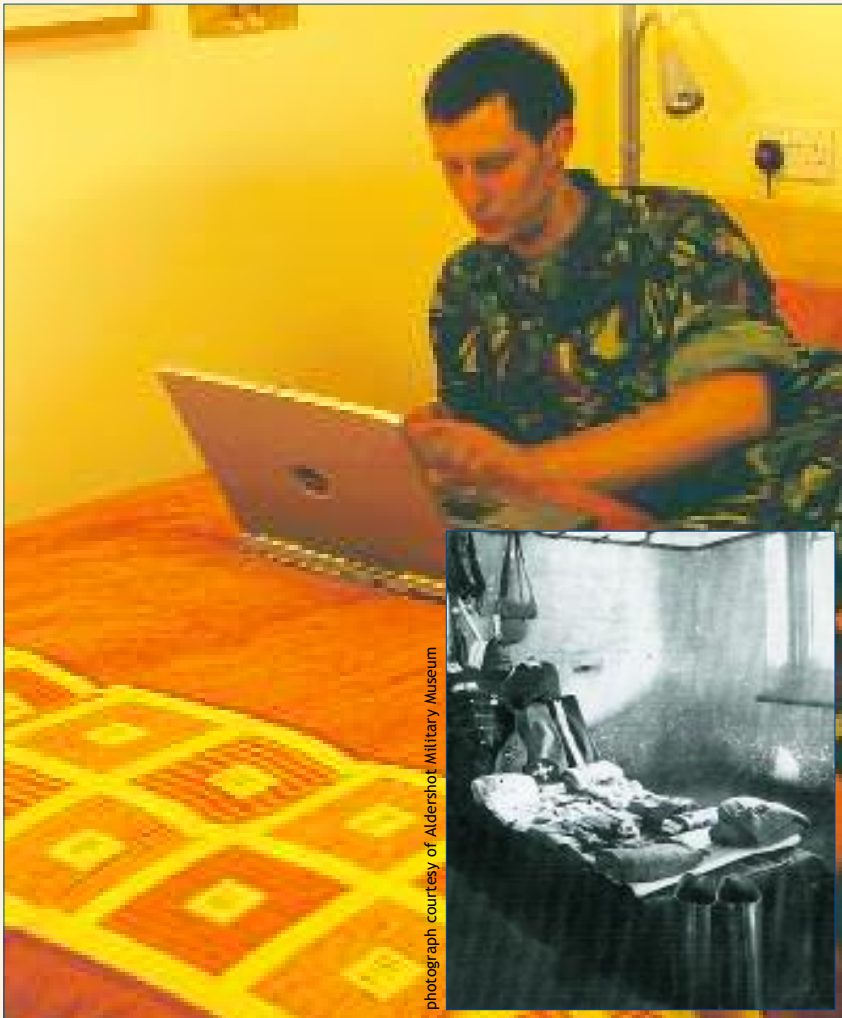
with the redeployment of land around the garrison. Overall, the size of the barracks will reduce but not numbers of personnel, yet the benefits will be that there is a community which is more in-line with the way we live today.

The land resource will be used more effectively, to create better facilities for the community alongside a mix of new housing developments - including private and social housing - enhancing the quality of life for Army and civilian staff,

their families and the local community”, says Les.

To maximise the benefits for the community, Aspire is also creating an office location to service the specific needs of the garrison at Aldershot.

to 'Z' standard



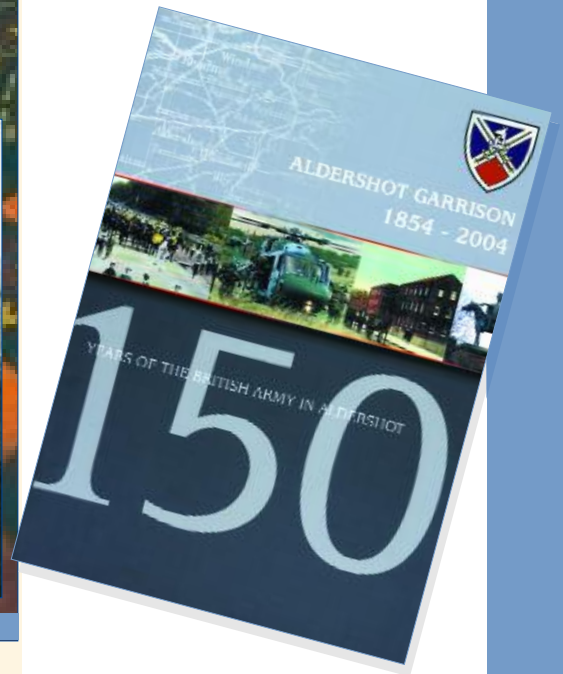
photograph courtesy of Aldershot Military Museum

The 'Z' standard concept compared with barracks of 1904 (inset)

Aldershot Garrison 1854-2004

To mark the 150 year anniversary of the Army at Aldershot, a book has been published to commemorate the event.

Filled with lots of history - as well as interesting anecdotes, the book marks the future, with Aspire's vision for what Project Allenby/Connaught will look like.



Monumental strides

PROJECT

ALLENBY/CONNAUGHT

As part of the future changes at the Aldershot Garrison, there are 30 memorials or monuments which need to be considered under the contract; they are either to be relocated or maintained by Aspire Defence.

Eighty years ago in 1924, another landmark at Aldershot was unveiled in the grounds of Headquarters 4th Division. This was the 8th Division War Memorial.

This monument is situated on future alienated land, which means this structure may have to be moved to the new Headquarters 4th Division (Hammersley Barracks). It is inscribed with the names of the Divisional Troops and Regiments of the 8th Division, who fell in France and Belgium during the Great War 1914-18.

Another interesting piece of history, is the potential relocation of the Sebastabol Bell. This Grade II listed monument may need to be relocated at the new Garrison Officers' Mess. This bell was one of a pair brought home from the clock tower of the church of the Twelve Apostles at Sebastabol at the end of the Crimean War (1856). They weigh 17 cwt 1 qtr 2lbs each and were cast by Nicholas Samtum of Moscow. It was originally situated next to the Time Gun at the top of Gun Hill.



The Memorial today



Unveiling of the 8th Division War Memorial in 1924



The Sebastabol Bell

photographs courtesy of Aldershot Military Museum

WHO'S WHO



Les Stratford

Garrison Facilities Director Aldershot

Les joined Aspire Defence in March of this year, to take on the role of Garrison Facilities Director at Aldershot.

Les spent the first 20 years of his career working in the construction industry as a Chartered Quantity Surveyor. However, in 1994 he decided on a career change and went to work for a national services provider, managing a variety of PFI and FM contracts, predominantly with the MoD.

Attracted by the immense challenge offered by Project Allenby/Connaught, Les joined Aspire Defence, where his experience of delivering similar services on MoD projects could benefit the team.

Likes and Dislikes

Talking of teams, Les' favourite football team is Chelsea and as a club member, he tries to attend as many games as possible during the season. He can talk at length about Roman Abramovich's management style, although not in Russian.

He also combines travel (on a motorcycle) with DIY and gardening.

He dislikes politics, shopping and 'fly on the-wall' documentaries - preferring to watch movies, where Lord of the Rings and Gladiator rank among his favourites.

Best advice ever given

"You have got to learn how to do it properly, before you can understand where and how you can take shortcuts" said an old boss to Les, the trainee QS.



Steve Arthur

Construction Director Aldershot

Steve has worked in the construction industry for over 25 years - having spent the majority of his working life as a project manager, where his experience covers a large variety of projects - from replacement of M & E services systems and architectural refurbishment with the Bank of England, shopping centre refurbishment to a £50 million

Construction Management Framework agreement for the HM Prison Service.

The most satisfying aspects of Steve's work are building and developing a successful team, whilst delivering to meet client needs and requirements.

Likes and Dislikes

On a personal level, Steve sees a comparison with his working life and his home life - especially when it comes to DIY! He is currently refurbishing a

kitchen and says that "having moved the important operations into 'rattle accommodation', the project is proceeding well".

He likes walking, cycling and having fun with his family, doing his best for them, and seeing his children develop. He is currently reading Bill Bryson's 'A Short History of Nearly Everything' in what time he has left.

He dislikes waste, graffiti and junkmail.

Diary Dates

AFF Conference



As reported in Aspirations issue 1, Aspire and its partners were one of the sponsors of this year's Army Families Federation (AFF) conference, which took place on 16 June 2004.

The AFF is concerned with all areas of Army personnel families and dependants. This year's conference heard a variety of speakers, discussing topics such as education, special needs, training, housing and communities.

Active debate followed on all the key topics, where actions will be taken to lobby policy makers on behalf of its members. For further information, please contact www.aff.org.uk.

Aspire and the Barbarians

One of Aspire Defence's stakeholders KBR, will be sponsoring the Combined Services XV versus The Barbarians rugby match, to be held at Aldershot on 9th November 2004.

Focus on Sodexho

-DEFENCE SERVICES-



an old kitchen and servery

The expression 'an army marches on its stomach' could not be more relevant for Sodexho - the provider of catering services to the Army. With 850 or so of its staff based at Aldershot, Sodexho is proud of its association with the Army. Sodexho will typically provide 30,000 meals per day which are designed to meet the active soldier's dietary requirements.

Sodexho's mission is to improve the daily life of the Army, and their vision for improvement moves away from the traditional styles of catering, to a more

dynamic approach normally associated with shopping malls. This will create a greater choice and variety for the soldiers and their families. Dining will be an integral part of a soldier's leisure time while they are stationed at the barracks.

Project Allenby/Connaught will incorporate all the benefits of Sodexho's relationship with the Army, built up through years of understanding the needs of the soldier at Aldershot. Working with Sodexho, Aspire Defence asked groups of soldiers what they would like to see in a barracks of the future. The response was to create the 'hub' concept, where soldiers could spend their leisure time in a more relaxed kind of way, not normally associated with the traditional NAAFI style surroundings.

This style of development could only be considered through a strong understanding of the way in which catering services have been developed in the past. Sodexho has worked closely

with the Army to create a delivery approach which blends years of the Army Catering Corps' expertise with commercial understanding of today's logistics and supply chain management.

Future provision to the Army will demand a comprehensive service which ensures the soldiers' life at the garrison is as comfortable as possible - creating a community where catering, retail and leisure all combine to form a vibrant environment, where the soldiers feels at home.



a contemporary servery

Focus on Transfleet



Supporting the Services

Lex Transfleet is a joint venture between RAC plc and Lombard North Central PLC, a member of the Royal Bank of Scotland Group. A combination of the experience and stability of RAC plc and Lombard's financial strength gives customers the confidence to trust in Lex Transfleet to deliver the services it promises.

Lex Transfleet is the UK's leading heavy commercial and specialist vehicle provider and one of the RAC plc group of companies supporting Lex Defence in providing a unique range of skills and services for the vehicle fleet and logistics requirements of the British

Armed Forces around the world. Lex Transfleet was awarded a 7 year contract in 1997 as part of the Aldershot Garrison Competing for Quality Contract. The contract delivers a total transport solution to Aldershot Garrison and a further 15 garrisons and stations located in 6 counties. The prime objective of the contract is to provide excellent service provision to the military, whilst reducing fleet management costs and complexity.

Lex Defence, through Lex Transfleet, will continue to provide transport support services to Aldershot Garrison and similar services to Garrisons around the Salisbury Plain Area as the preferred transport provider of Aspire Defence under the Allenby Connaught Contract.

Profile of a Lex Transfleet driver

Sue Smith joined the MoD as a staff car driver in 1993. She transferred to Lex Transfleet in 1997 under TUPE regulations and has continued to enjoy her work and environment.



As one of our most experienced drivers Sue is involved in a variety of different tasks such as:

- Driving executive cars for VIPs, including Royal visits and high ranking Senior Officers
- 4x4 off road driving in support of soldier's physical training
- Minibus driving in support of Medical and Welfare requirements

Sue has recently completed a 2-day defensive driving course and a BSM Advanced Driving course.

Sue says that the best thing about working for Lex Transfleet is "the variety of work keeps my job interesting and although I work for a great private company I still feel as though I am providing a public service".