

ALLIANCE TOUCHPOINT

29 October 2024

Agenda

Time	Presenter	Topic
10:15 - 10:20 am	Tom George	Safety moment
10:20 - 10:30 am	Mike Grant	Alliance update
10:30 - 10:35 am	Neal Anderson	OU7COME Awards winners
10:35 - 10:50 am	Nicola Bell MBE	Reflections & Thank you
10:50 - 11:05 am	Mike Grant	Finishing Strong Plan outline
11:05 - 11:15 am	ALT	Q&A

Safety moment: Incursions into work areas

Tom George
Head of HSWE

Recent incidents – incursions into work area



Recent incidents – incursions into work area



Recent incidents – incursions into work area



Be alert



Report



Collate
evidence



Alliance
assistance



Prosecution

Alliance update

Mike Grant
Managing Director

All cones off M6 J21a-26

- Massive achievement to open all 4 lanes on this ALR scheme – congratulations all involved!
- Technology testing / commissioning underway with full OfT expected spring
- **NOTE:** Compound starting to wind down - **last day office available for meetings is Friday 6 December**



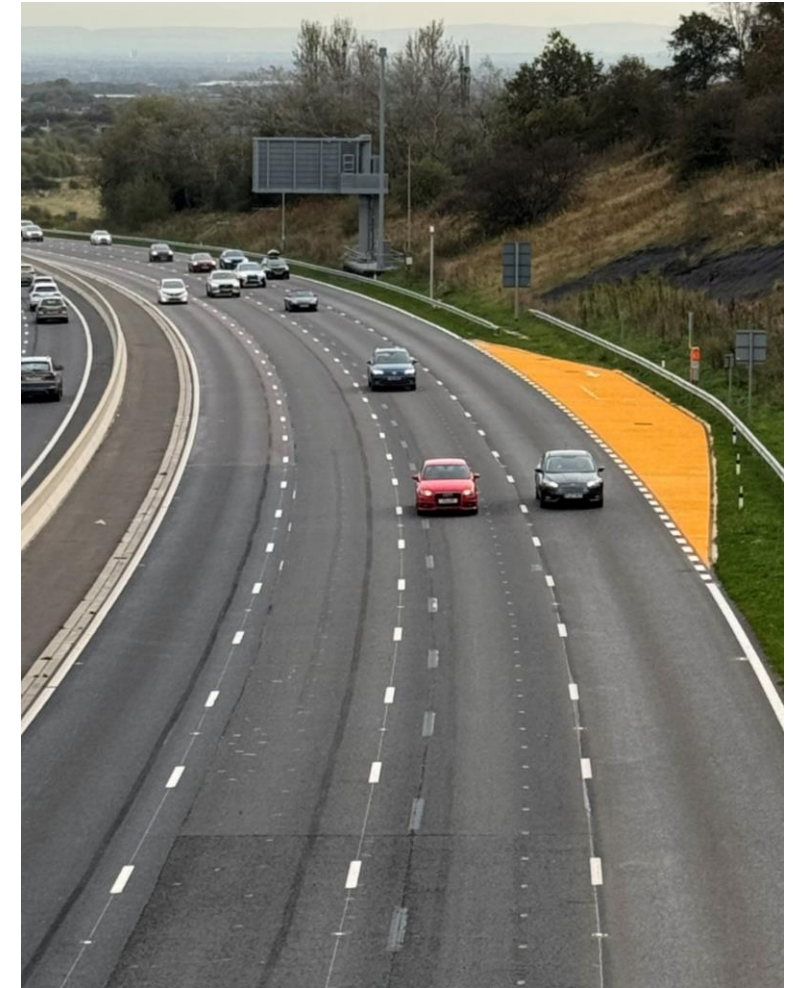
Customers really appreciating the benefits

“I just wanted to take a moment to express my appreciation for the recent opening of the fourth lane on the M6 North. It was a very pleasant surprise to see it in operation during my commute.”

“The impact was significant - after years of extended travel times, I was able to make it home before 5pm, something that has been a rare occurrence since the roadworks began.”

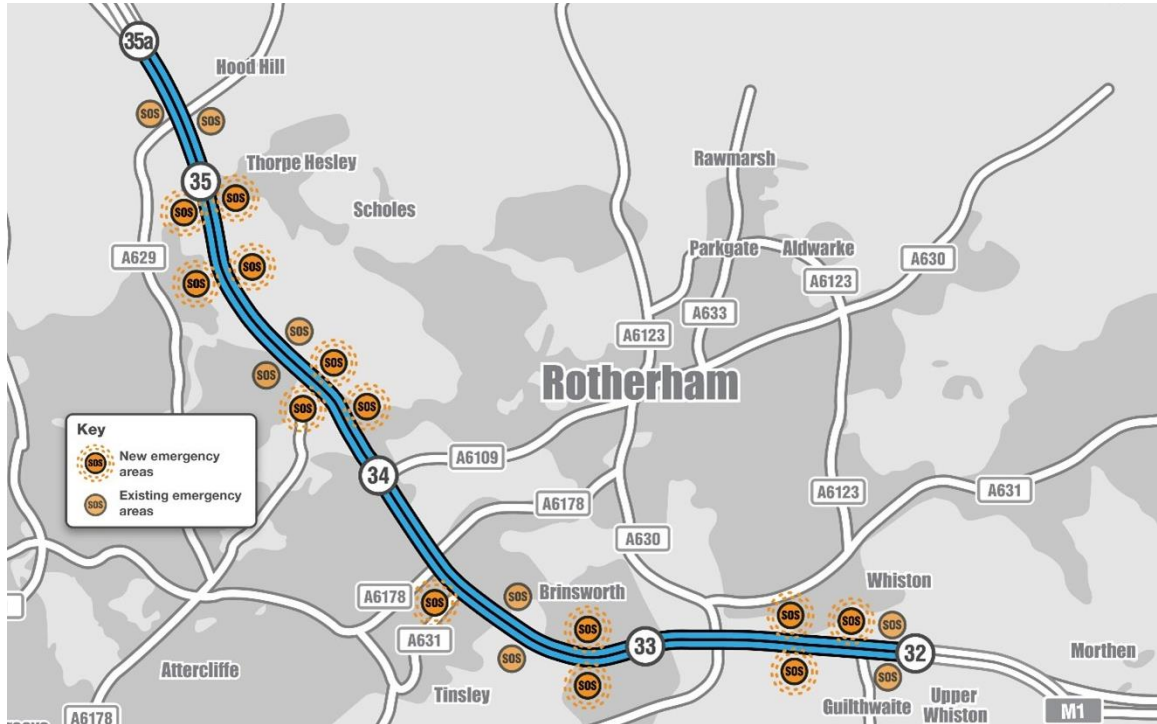
“A wonderful experience to have dinner with my family at a reasonable hour, and the kids were thrilled to have more time together in the evening. As a daily user of this stretch of motorway, I wanted to share my feedback and gratitude.”

“I understand the project has faced delays and taken longer than anticipated, but it’s clear that we’re nearing the finish line. Thank you and your team for the hard work and dedication in getting this completed.”



First NEAR scheme opens

- **NEAR North** team achieved first dedicated NEAR scheme to open with 13 new EAs on the **M1 J32-35a**
- Great work, including very smooth process – now sharing experience / learnings with all other schemes



M62 J25-30 handed over



- Yesterday the M62 J25-30 DHS scheme officially achieved handover into maintenance, with both Technology and Civils handed over to Area 12
- Jacky Li, project director for this scheme commented: *"We will continue to close out any outstanding matters and work towards SGAR6. My gratitude to all those involved - your efforts and collaboration are much appreciated!"*

Significant customer scores uplift



- Roadworks audit overall performance of **92.9%** in September (**1.8%** increase since August)
- Evidential scores rose significantly by **4%** to **91%** across all schemes (area they have most control over)
- Perception metric **91%** (up **2%** from August); '*How safe did you feel*' question achieved **95%** (up **3%** from August)
- Shout out to **M1 J10-13 DHS** scheme: **96%** overall, **99%** evidential, and **98.2%** road space booking accuracy
- Well done everyone involved!
- For more info, contact **Tony Taylor**, Head of Customer tony.taylor@smpalliance.co.uk

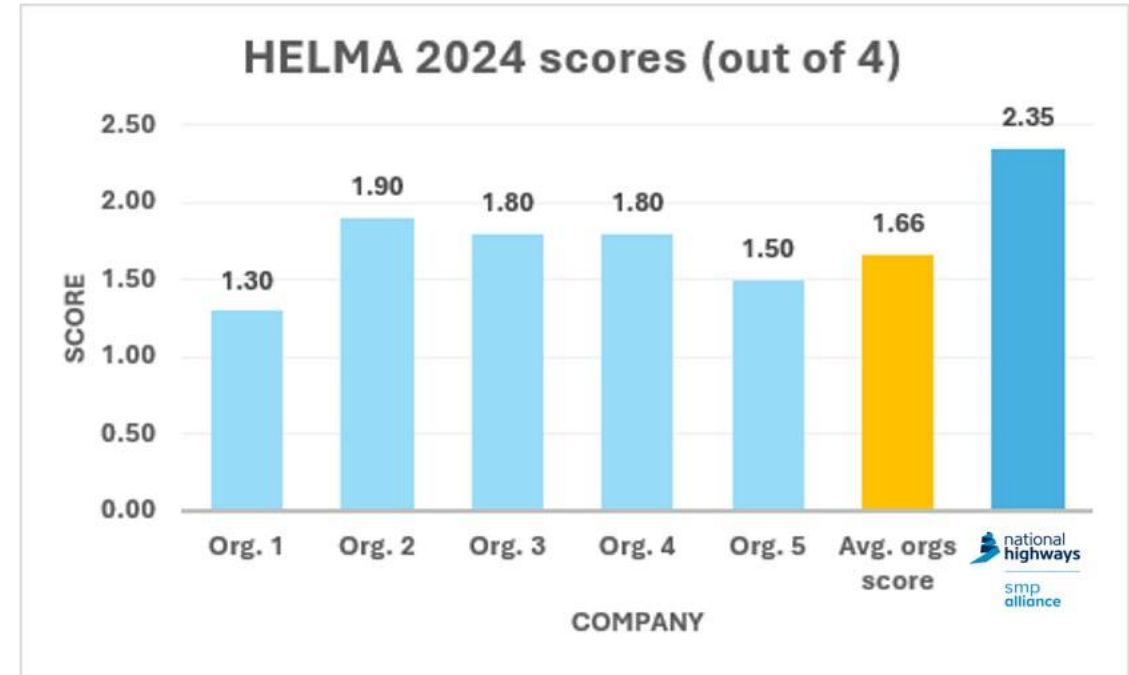
At your services - customer EA messaging

- National Highways colleagues work underway in the customer space, including information banners explaining Emergency Areas in service areas around NEAR works



Alliance leads the way in Lean excellence

- Highways Excellence Lean Maturity Assessment (HELMA) is National Highways' robust and comprehensive framework to help organisations assess their adoption of Lean principles
- New HELMA scoring framework for 2024
- Even more comprehensive, in-depth and up-to-date assessment with rigorous ten-part scoring matrix
- SMP Alliance has achieved the highest HELMA score so far of **2.35** out of 4
- Significantly above other organisations audited to date
- Huge achievement and thank you to all involved, especially **Paul Ebbs**, **Nour Alhour**, **Rebecca Christie** and **Chris Wearne**



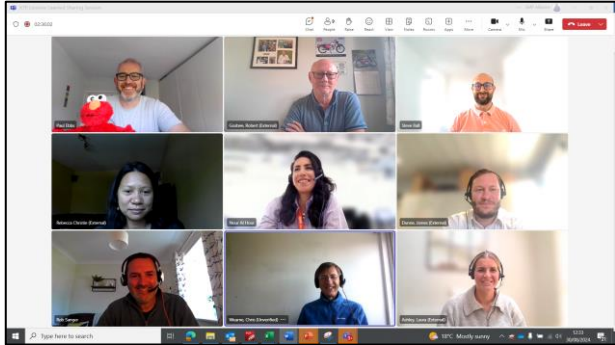
Lean 7imes Activity Highlights

Since Sept

- 75 people completed e-learning available on [SMP Alliance \(rou7e.co.uk\)](http://SMPAlliance(rou7e.co.uk)) by 21st Oct
- M1 30-31 CTI Pull Planning Workshop 24th Sept
- Highest score so far on 2024 HELMA Moderation on 25th Sept
- Finalise 6-month Lean Site Support Schedule with LPSC*** on 26th Sept
- Hold 2nd KTP Sharing Session on 27th Sept
- ALPS Best Practices Playbook first draft by 24th Sept

Oct / Nov

- Visit by NH Lean Leads to NEAR M1 J23a-25
- Hold 3rd KTP Sharing Session on 1st Nov
- Develop Initial Handover Make-Ready Codes by 30th Sept
- Conducted DWO on M25 J23-27 on Drainage activity
- Facilitate NEAR Pull Planning sessions & DWO as required in Oct
- Plan DWO on M1 J16-19 in 24 Oct
- Facilitate NEAR South Phased Handback Workshop by mid Nov
- Facilitate NEAR Midlands Handover Pull Planning Workshop date TBC
- Conduct 18404 Management Review date TBC



= Done, Done **= On Track** **= Late & Carried Over from last month**

* Alliance Lean Production System
** Knowledge Transfer Pack
*** Lean Production Steering Committee
**** Direct Work Observation

 **national
highways**

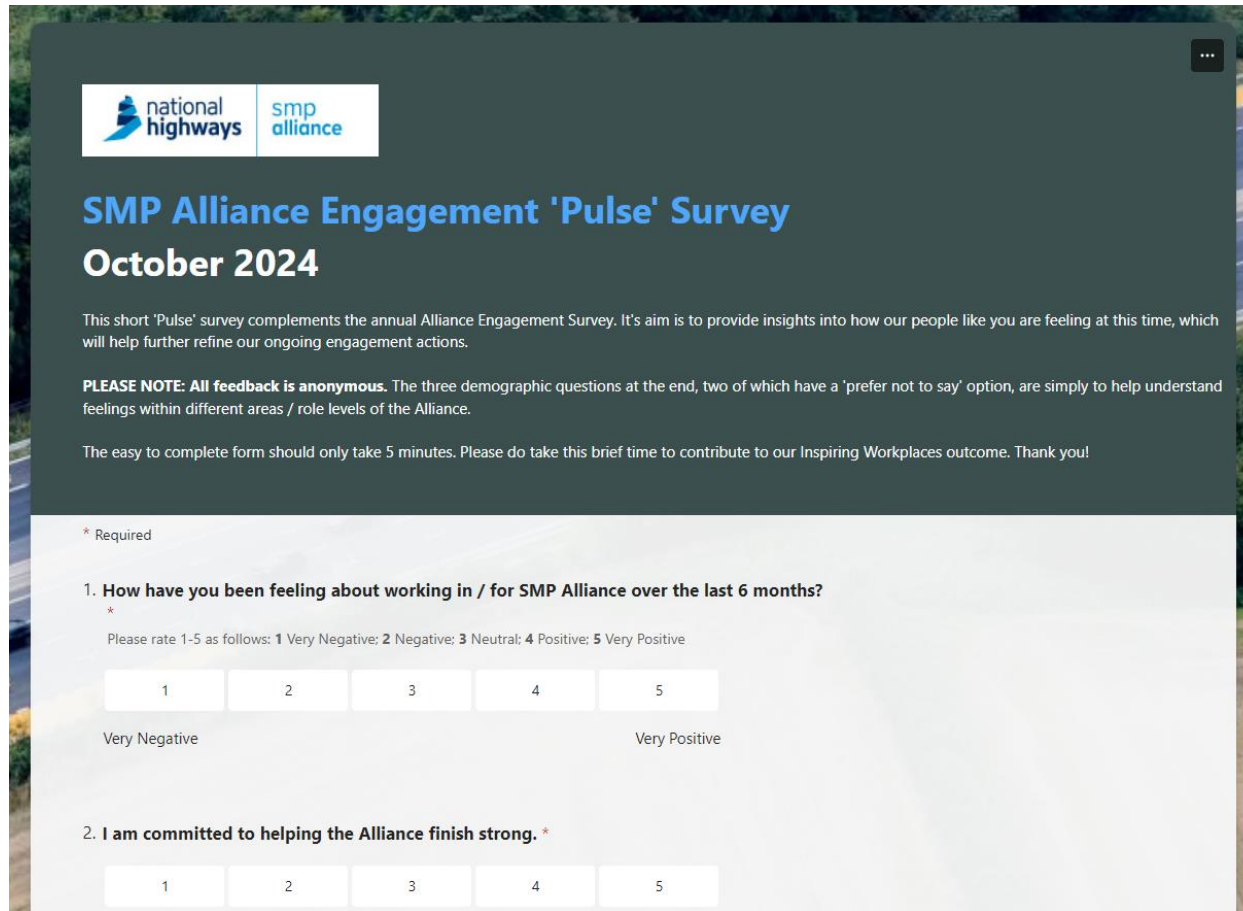
**smp
alliance**

Recognising the intensity of our works

- As we enter the final stretch of RIS2, there's a lot of work going on across the Alliance:
 - Completed schemes busy in handover phase
 - Other schemes close to completion / full OfT
 - All NEAR schemes on the ground in different stages
- There's an **immense effort at every level** that is making this happen
- In the last 6 months:
 - We've delivered **1.4 million person hours**
 - On average **1,900 people working every day** on the Alliance
- Thank you for this effort, and for continuing to work safely
 - Our LTI rate is very good, but we can always improve
 - As we enter a pressurised few months with less light, more challenging weather conditions, vitally important we keep that up and do all we can in the safety space

1.4
million
hours
in last 6 months

Engagement 'Pulse' Survey now live



The screenshot shows the survey interface with the following content:

- Logos:** national highways and smp alliance.
- Title:** SMP Alliance Engagement 'Pulse' Survey October 2024
- Introductory Text:** "This short 'Pulse' survey complements the annual Alliance Engagement Survey. It's aim is to provide insights into how our people like you are feeling at this time, which will help further refine our ongoing engagement actions."
- PLEASE NOTE:** All feedback is anonymous. The three demographic questions at the end, two of which have a 'prefer not to say' option, are simply to help understand feelings within different areas / role levels of the Alliance.
- Duration:** The easy to complete form should only take 5 minutes. Please do take this brief time to contribute to our Inspiring Workplaces outcome. Thank you!
- Question 1:** "1. How have you been feeling about working in / for SMP Alliance over the last 6 months?" (Required). Rating scale: 1 (Very Negative) to 5 (Very Positive).
- Question 2:** "2. I am committed to helping the Alliance finish strong." (Required). Rating scale: 1 to 5.

- Opportunity to tell us how you're feeling
- Anonymous, just 8 questions and only 3 minutes to complete
- Will help refine actions from main engagement survey earlier this year
- [Complete the survey here](#) or scan QR code:



Social Value highlights

- Lots of great social value initiatives happening across all our schemes – a few examples follow...



Team members on the **M1 J10-13** scheme held a road safety event at their compound in September to reinforce key messaging about driving safely on the road network.

Held in aid of road safety charity Brake for whom a raffle raised £865, the event was organised by SMP Alliance in partnership with National Highways Road Safety team, Bedfordshire Police, Bedfordshire Fire and Rescue Service, Alliance supply chain partners and local members of the Supercar Owners Society and Lotus Drivers Club.



Alliance supplier **WJ** and **NEAR South** colleagues attended the Surrey Festival of Skills to inspire students' future careers.

Approximately 2,000 attended and the team engaged with over 130 of them!



Earlier this month **M6 J21a-26** social value lead **Michael Brind** was joined by other Alliance colleagues, including social value & EDI manager **Sarah Duignan**, on their latest visit to the Community Edible Garden Project in Salford, Manchester.

The team have helped install a sustainable rainwater collection system, saving costs and resources.

More Social Value highlights



Last week members from the NEAR North **M1 J25a-28** scheme and other National Highways colleagues lent a hand at The Archer Project, helping to organise the warehouse and sort donations for their Harvest Appeal.

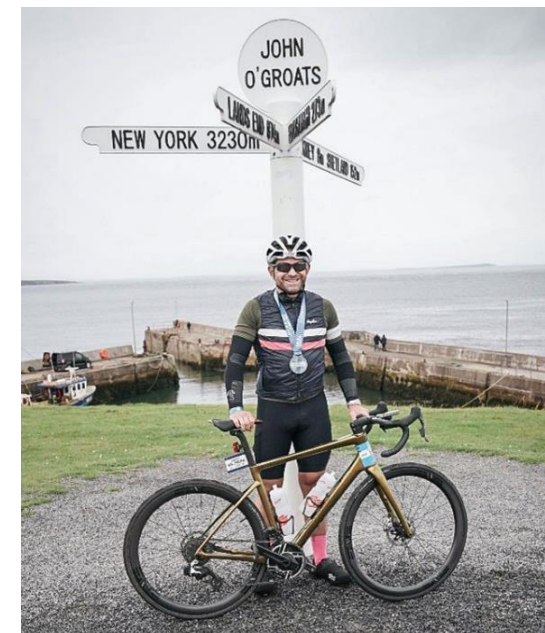
The Archer Project have been supporting people experiencing homelessness in Sheffield for the last 30 years.

Massive thank you to **Rachael Humes** from Mway Comms for organising and allowing us to get involved.



Colleagues from Alliance partner **bmJV**, suppliers and National Highways helped refurbish the Game Changer youth club located in Leicester.

Over 4 days in October they gave 187 hours and donated £400+ worth of materials.



Joe Solomons from the **M1 J16-19** team raised £3k for Cancer Research UK in Sept by completing 1,000 miles in the Ride Across Britain LEJOG Cycle Challenge.

Fellow team members generously contributed an impressive £300.

OU7COME Awards Winners

Neal Anderson
*Communications &
People Director*

WINNER:

bmJV Team

- **Dave Burgess**
- **Craig Hulse**
- **Jonathan Marsh**
- **Phil Marquand**
- **Aiden Finch**

Over 5M people in the UK live with diabetes, which has a major impact on health, wellbeing and ability to work.

A survey undertaken by bmJV in partnership with The Diabetes Safety Organisation identified a lack of awareness around diabetes and how to respond to an individual having a hypo incident.

This team helped organise confidential on-site health checks. As a result, 19 colleagues were referred to their GP. One individual with very high blood pressure was taken to A&E immediately.

The confidential test results are being used in a Parliamentary Advisory Committee technical submission on 'Diabetes within Construction'.

Nominees

- **Jonathan Byrne & Keelie Walker**
- **Flannery Plant Hire**
- **NEAR Traffic Management Team**
- **Kenny Forbes**
- **Steve Askham**
- **Phil Sunderland**



Confident Customers

WINNER:

Mobile VMS & NEAR South team

- Michelle Curran
- Simon McAteer
- Leon Ireland
- Jon Pettman
- Mark Neville
- Tim Brooks

This team delivered an innovative solution to queueing on M25 J5-7 NEAR South programme as part of an ongoing consultation with the onsite TM.

Mobile VMS proposed a trial of their new Automated Queue Warning (AQW) system to help reduce overall risk of rear-end collisions, smoothing traffic flow and providing additional updates on queueing traffic to the motoring public and project teams.

The system delivers real-time advance active warning capability without the need for manual interference, ensuring real-time messaging on VMS upstream, allowing reactive driving behaviour and appropriate slowdowns at critical points.

It also provides reporting on journey times and queue behaviour to enable even more informed TM decisions.

Nominees

- M3 handover team: Richard Wood, Harry Parnell, Sonica Bains, Siobhan Traynor & Scott Steven
- NEAR M5 J4a-6 team
- M42 DHS TM & Comms Team
- NEAR South Customer and Comms Team

JOINT WINNER 1:

Chris Tandy with Van Elle / bmJV piling teams

Following a review of lessons learned from M6 J4-5 DHS scheme, the bmJV team instigated a Lean process review of plunge piling for verge CCTV masts.

This work was undertaken during night lane closures with short working windows. Ordinarily, it required two nights of TM, attendance and exposure to live lanes.

Working collaboratively with Van Elle and the Lean team, bmJV were able to reduce installation to a single shift and complete installation in just over two hours.

As well as sharing with the M42 DHS scheme to multiply the commercial and safety benefits, quantity surveyor Chris Tandy pro-actively shared the knowledge with Balfour Beatty for use on the M1 J10-13 scheme, where further performance improvements were made.

Nominees

- M42 DHS Team
- Forkers M1 J16-19 Team
- NEAR M1 J23a-25 Team
- NEAR M25 South Team
- Dawson WAM Team

JOINT WINNER 2:

NEAR Bulk Purchase Team

- **Sangeetha Senthil Kumar**
- **Mike Gibbins**
- **Stephen Jackson**
- **David McHugh**

The National Emergency Area Retrofit (NEAR) programme is of a national scale, intensity and deadline not before seen across the strategic road network.

This created considerable challenges for the management and resolution of Bulk Purchase requirements, particularly for technology-related aspects, something that posed a significant risk to delivery of the whole NEAR programme.

The team worked collaboratively and engaged with multiple stakeholders to understand and overcome legacy ways of working / processes that simply weren't designed for national programmes with extremely short deadlines.

Nominees

- **M42 DHS Team**
- **Forkers M1 J16-19 Team**
- **NEAR M1 J23a-25 Team**
- **NEAR M25 South Team**
- **Dawson WAM Team**



Inspiring Workplaces

WINNER:

NEAR South Customer & Comms Team

- Kathryn Boyce
- Carly Robson

The team creates a sense of inclusivity and collaborative working while looking after the wellbeing of colleagues spanning five projects. They achieved this through a series of recent events:

Neurodiversity Celebration Week: Event attended by nearly 60 colleagues with autistic guest speaker Dean Beadle who shared workplace experiences.

World Suicide Prevention Day: Sean Toom from Proud2bSafe shared his experiences with suicide, which was an opportunity for teams to talk and share resources for anyone struggling.

'Movement and Mediation' & 'Music and Movement': Wellness sessions created for on-site teams.

Nominees

- Steve Gee
- NEAR M1 J16-19 Team
- NEAR M5 Team
- Pennie Cooke
- Ajay Naykar
- Yannic Gadsen
- John Kearns
- Barry Brister
- James Walsh
- Llion Morris



Enriched Communities

WINNER:

Vicky Phillips

Vicky has introduced activities across five projects including volunteering, EDI, wellbeing toolbox talks, careers days, work placements and STEM engagement.

Highly collaborative, she has created new community partnerships of benefit to clients, subcontractors and colleagues, as well as taking on challenges and finding meaningful solutions e.g. Birmingham Crisis centre, where 24 volunteers redecorated areas of the refuge.

She has a positive impact on people such as one colleague with special educational needs who she found a placement for. Vicky has also helped unemployed people visit the project, which in one instance led to a contractor employing a young female who was a "natural" on the excavator.

All enables projects to meet (and sometimes exceed) social value targets.

Nominees

- **M6 DHS & M40 / M42 Team**
- **NEAR M1 J23-25 Team**
- **M6 J21a-26 Social Value Team**
- **NEAR South Customer & Comms Team**
- **Team SVD**



Enhanced Environments

WINNER:

NEAR South Team

- **Vinod Dhayal**
- **Dominic Wallace**
- **Paul Franklin**

Natural England dormouse licenses were needed for critical path works across NEAR South, which was the biggest risk to scheme at the time because of the timescales for issuing licences.

Vinod and Dominic embodied a truly collaborative approach with DED, Thomson Ecology & Natural England to work through the requirements to achieve licenses being issued in unprecedented timescales.

The collaborative approach and hard work from the everyone involved not only allowed works to continue through the summer having completed site clearance on critical areas, but also enabled the team to start working on one of the bays ahead of programme. It has set a new benchmark for how we can work with Natural England to achieve what some deemed 'impossible'.

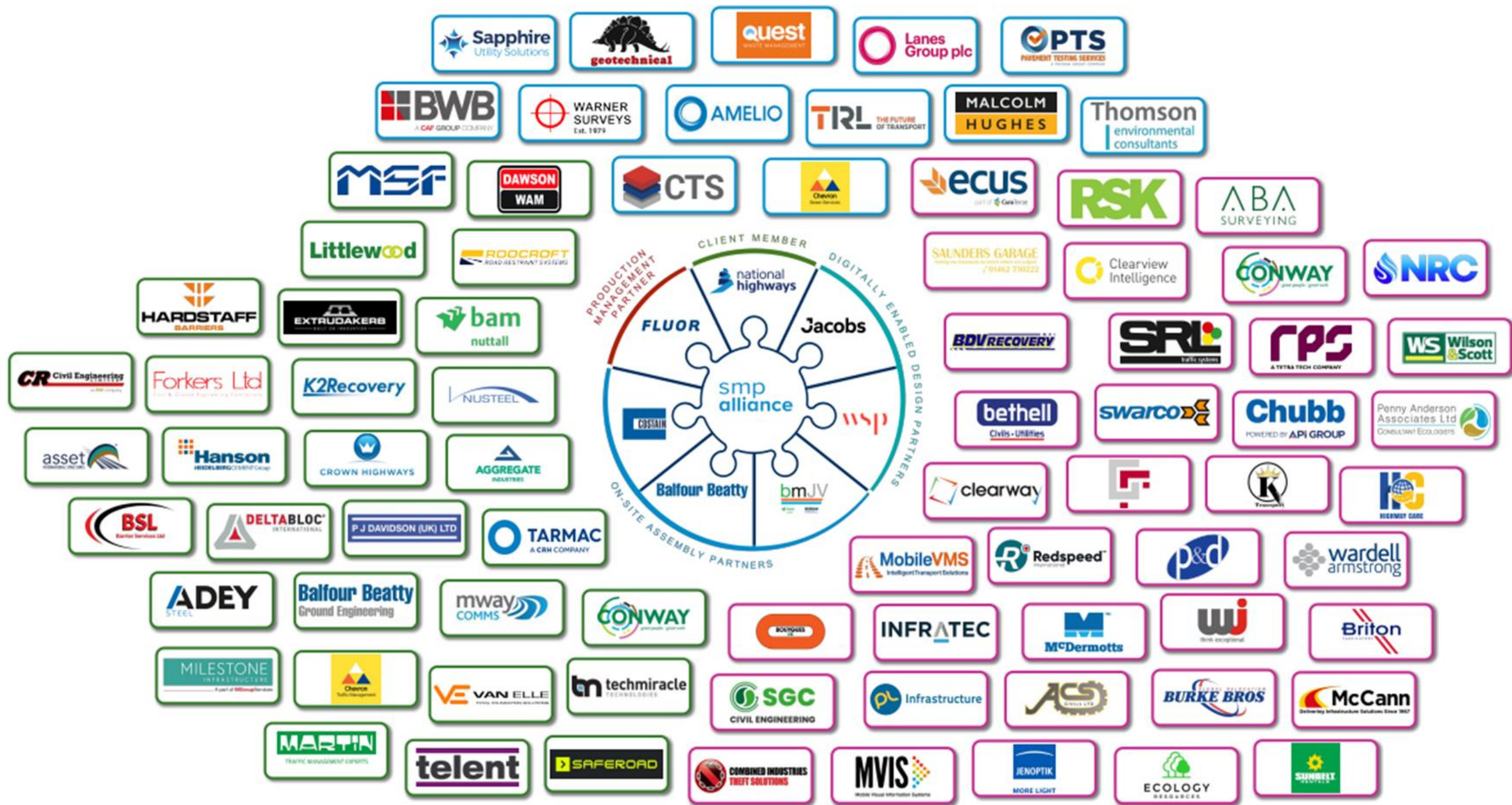
Nominees

- **Sajni Vekaria, Chloe Fowler, Robert Stevenson, Annie Harris, Kafai Liu from Balfour Beatty Carbon & Environmental team**
- **NEAR North M1 Site Team**
- **Materials Engineering Team**
- **NEAR M1 J23a-25 & M42 J4-5 DHS Team**

National Highways Reflections & Thank you

Nicola Bell MBE

*Executive Director,
Major Projects*



Finishing Strong Plan outline

Mike Grant
Managing Director

Background

- Following presentations to the partner Commercial Directors and the Alliance Board in September it was agreed that the ALT should continue to pursue the proposal for shortened closeout process for the Alliance
- This change would involve:
 - **Optimising Stage 7 scope**
 - **Bringing forward the defects period to enable earlier revenue recognition**
 - **Driving Production Hub efficiencies whilst balancing commercial risk**
- We have been working to construct a 'Finishing Strong Plan', which is reflective of the needs of the partner organisations in a shortened closeout time-frame
- Last week the plan outline was presented to the Alliance Board

Finishing Strong Objectives

Objective	Intent	Lead
Deliver our commitments	To ensure that appropriate governance and controls are in place and actions are being taken at the right level to effectively support our teams in delivering our obligations.	Eamonn Slevin & Mike Scully
Safeguard our commercial position	To safeguard and deliver positive commercial outcomes for all.	Peter Winnicott
Closedown efficiently	To ensure that plans are in place and actions are being taken which will enable the Alliance to close-down as efficiently as possible.	Jeni Mills
Champion our people	To abide by our values and behaviours, encourage staff retention and ensure that all our people feel valued, supported and set up for future success.	Neal Anderson
Leave a lasting legacy	To ensure that all partners have access to data and learnings that will not only meet legal obligations, but which will continue to define the way the industry operates into the future.	Steve Shannon

The Plan

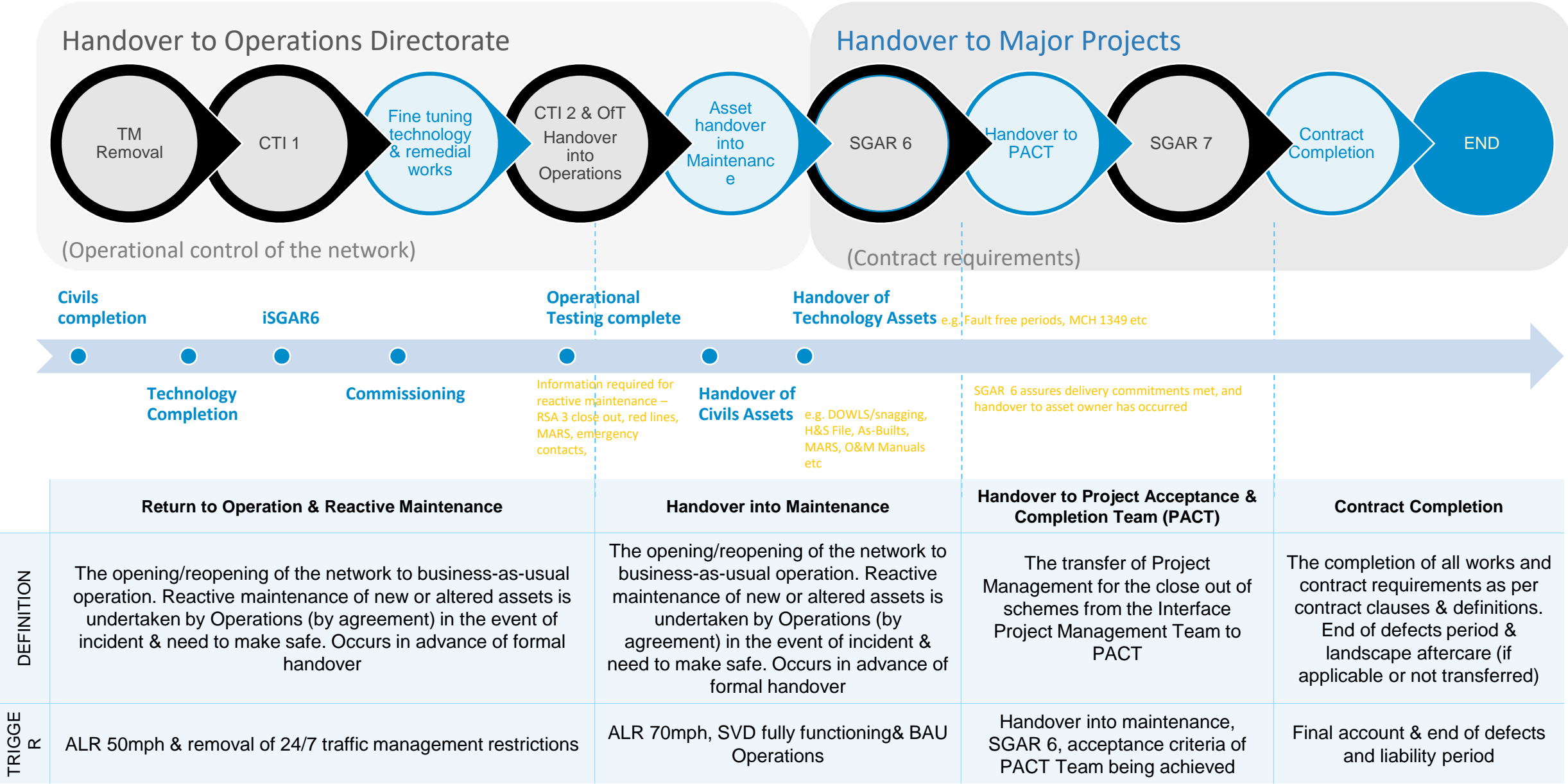
		30 days (end of October)	60 days (end of November)	90 days (end of December)	Q1 25	Q2 25	Q3 25	Q4 25	Q1 26	Q2 26	Q3 26	Q4 26	Q1 27	Q2 27	Q3 27	Q4 27	Q1 28
Deliver our commitments	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)	Monitor delivery of milestones via review by PPRs and wider reporting framework to November (performance deliverables)									
	Maintain ALT governance (programme scope control) and deliver against escalated actions Define full and proper handover scope (including the stage 7 deliverables)	Maintain ALT governance (programme scope control) and deliver against escalated actions Commence monitoring	Maintain ALT governance (programme scope control) and deliver against escalated actions Ongoing monitoring	Maintain ALT governance (programme scope control) and deliver against escalated actions Monitoring/Phased PACT team handover.	Maintain ALT governance (programme scope control) and deliver against escalated actions Monitoring/Phased PACT team handover.	Maintain ALT governance (programme scope control) and deliver against escalated actions Monitoring/Phased PACT team handover.	Maintain ALT governance (programme scope control) and deliver against escalated actions Monitoring/Phased PACT team handover.	Maintain ALT governance to November (programme scope control) Handover of reporting to PACT team	Handover of reporting to PACT team	PACT Team pick up alliance reporting.	Alliance progress reporting undertaken by PACT	Alliance progress reporting undertaken by PACT	Alliance progress reporting undertaken by PACT	Alliance progress reporting undertaken by PACT	Alliance progress reporting undertaken by PACT	Alliance progress reporting undertaken by PACT	Stats19 data and completion of SGAR7
Safeguard commercial position	Agree HUB and NEAR CEs. Support IDC paper for submission. Identify Stage 7 product ownership and value for ringfence	IDC funding approval	NHIC														
	Understand partner contractual change concerns	Agree proposed contractual amendments with partners (inc. defects)	Agree contractual amendments with client (inc. defects)	Contract side agreement/agreement of DOV (optimistic if DOV). Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Assessment of alliance position to enable revenue recognition for partners. Value for remaining works ringfenced.	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Monthly commercial processes maintained	Final assessment process
Closedown efficiently	Share highlevel Phub close plan and CE impact. Obtain buy in from the board on high-level demob plan.																
	Build P6 full programme plan.	Evolve P6 hub plan.	Commence monitoring (PPRs?)	P6 Plan monitoring	P6 Plan monitoring	P6 Plan monitoring	P6 Plan monitoring	P6 Plan monitoring/Handover last cut of the plan to PACT.									
Champion our people	Review scheme closedown plan and consider reallocation of resources across partners to prevent loss of expertise.	Ongoing review of cross partner resource requirements on schemes	Ongoing review of cross partner resource requirements on schemes	Ongoing review of cross partner resource requirements on schemes													
	Communicate finishing strong plans (29th October)	Finishing strong progress updates to Alliance staff to CDs and board.	Finishing strong progress updates to Alliance staff to CDs and board.	Finishing strong progress updates to Alliance staff to CDs and board.	Finishing strong progress updates to Alliance staff to CDs and board.	Finishing strong progress updates to Alliance staff to CDs and board.	Finishing strong progress updates to Alliance staff to CDs and board.	Finishing strong progress updates to Alliance staff to CDs and board.									
Leave a lasting legacy	Full phub plan communicated to HR BPs	Understanding future for employees back at businesses (employees at risk identified)	Plan for setting people up for success (CV's, personal statements etc.) Monthly conversations with HR BPs	Setting people up for success (CV's, personal statements etc.) Monthly conversations with HR BPs	Setting people up for success (CV's, personal statements etc.) Monthly conversations with HR BPs												
	Maintain LETs and encourage visible leadership. Continue to celebrate success via publications and outcome awards	Maintain LETs and encourage visible leadership. Continue to celebrate success via publications and outcome awards	Maintain LETs and encourage visible leadership. Continue to celebrate success via publications and outcome awards	Maintain LETs and encourage visible leadership. Continue to celebrate success via publications and outcome awards	Maintain LETs and encourage visible leadership. Continue to celebrate success via publications and outcome awards												
Leave a lasting legacy	Identify what it is that we are going to leave behind (build library list)	Share legacy library listing with partners for review and consideration by the partners. Collate partner needs and consider any gaps what are their data requirements (legal and otherwise).	Consider any required documentation updates. Identify impact upon IT solution (data handover).	Plan for data handover/legacy transfer.	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Deliver dataclose out and legacy transfer plans	Data and legacy transfer completed Feb-27				
	Define our overall showcase offer. What do we need to produce in terms of a highlevel case study, Q&A and lessons learnt pack.	Consult with partners on this offer and commence data gathering before we lose key Alliance resources.	Commence production of showcase package	Production of showcase package	Deliver showcase document	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.	Add to lessons learnt as we progress through scheme handover, systems handover and commercial close.					Consider what can be captured and shared with regards to the alliance commercial close out lessons learnt.

Objectives: Rolling 90-day Plan

- Top line outlines of what is included in the objectives follows
- **PLEASE NOTE:** Details support each objective, including specific action / activity plans together with resourcing plans and dates

Deliver our commitments	30 days (end of October)	60 days (end of November)	90 days (end of December)
	Monitor delivery of milestones via review by PPRs and wider reporting framework (performance deliverables)		
	Maintain ALT governance (programme scope control) and deliver against escalated actions		
	Maintain Leadership Engagement Tours		
	Define full and proper handover scope (including the stage 7 deliverables)	Commence monitoring	Ongoing monitoring

Handover detail example



Objectives: Rolling 90-day Plan

	30 days (end of October)	60 days (end of November)	90 days (end of December)
Safeguard our commercial position	Agree Phub and NEAR CEs. Support IDC paper for submission.	IDC funding approval	NHIC
	Identify Stage 7 product ownership and value for ringfence	Obtain partner buy in for deliverables (bought forwards and in stage 7)	
	Understand partner contractual change concerns	Agree proposed contractual amendments with partners (inc. defects)	Agree contractual amendments with client (inc. defects)

	30 days (end of October)	60 days (end of November)	90 days (end of December)
Closedown efficiently	Share high-level Phub close plan and CE impact. Obtain buy in from the board on high-level demob plan.		
	Build aligned P6 programme plan.	Evolve P6 hub plan.	Commence monitoring (PPRs?)
	Review scheme closedown plan and consider reallocation of resources across partners to prevent loss of expertise.	Ongoing review of cross partner resource requirements on schemes	Ongoing review of cross partner resource requirements on schemes

Objectives: Rolling 90-day Plan

Champion our people

30 days

(end of October)

Communicate finishing strong plans (29th October)

Full phub plan communicated to HR BPs

Encourage visible leadership. Continue to celebrate successes via Alliance channels and OU7COME awards.

60 days

(end of November)

Finishing strong progress updates to Alliance staff to CDs and Board.

Understanding future for employees back at businesses (employees at risk identified).

90 days

(end of December)

Finishing strong progress updates to Alliance staff to CDs and Board.

Plan for setting people up for success (CV's, personal statements etc,) Monthly conversations with HR BPs

Leave a lasting legacy

30 days

(end of October)

Identify what it is that we are going to leave behind (build library list)

Define our overall showcase offer. What do we need to produce in terms of a high-level case study, Q&A and lessons learnt pack.

60 days

(end of November)

Share legacy library listing with partners for review and consideration by the partners. Collate partner needs and consider any gaps what are their data requirements (legal and otherwise).

Consult with partners on this offer and commence data gathering before we lose key Alliance resources.

90 days

(end of December)

Consider any required documentation updates. Identify impact upon IT solution (data handover).

Commence production of showcase package



Monthly Team Briefing Update

Key Achievements October 2024

PRODUCTION

- Agreement of SVD Commissioning strategies with OCD
- Rottms agreement in North and Midlands
- NRTS increase in resource agreement reached and concluded
- Massive Improvement in Bulk Purchase Position
- **NEAR North:**
 - **M1 J32-35a:** OFT of Phase 1!
 - **M1 J30-31:** Completion of Earthworks and Drainage and commencement of Surfacing
 - **M1 J28-30:** Good Construction Progress, in line with the plan
- **NEAR Midlands:**
 - **M1 J19-16:** Works started on last bays, bulk earthworks and retaining structures ongoing
 - **M1 J23-25:** SGAR 5 Achieved, Temporary VRS removal commenced in preparation for OFT late NOV / early Dec
 - **M5 J4a-6:** Moving from piling and bulk earthworks into roadworks trades – delivering to the plan
 - **M27:** Drainage issues resolved and team have recovered the time to be back on the plan
- **NEAR South:**
 - **M3 J2-4:** Completion of sheet piling achieved so scheme can move fully into roadworks
 - **M25 J5-7:** Critical last NRTS bypass installed allowing construction to follow the delivery plan
 - **M25 J23-27:** Good progress against the plan – sheet piling going well currently
 - **M20 J3-5:** Good progress
 - **M4:** Generally good progress, some challenges with a culvert extension being managed and overcome by the team

PRODUCTION

- **DHS Portfolio:**
 - **M62 J25-30:** Works complete; MCH1349 information – ready to go share point as requested by OD
 - **M6 J4-5:** Works complete; All as built records re-issued to OD
 - **M6 J5-10a:** Works 95% complete; All TM removed; CCTV port provisions: all 23 in place
 - **M42 J4-6:** Works complete; 9 of 11 CCTV now at SAT 3
 - **M4 / M5:** Works complete; Drainage HADMS agreed by OD; Phase 1 back with OD for operation
 - **M1 J10-13:** Works 70% complete; Phase 1 passed back to OD; Phase 2 on track for TM switch
- **SVD:**
 - **Completed schemes:** Group 3 has issued 70% of SG6 products; Group 3 SGAR6 29 October
 - **M3:** Finalised test site scope
 - **M25 J23-27:** Works progressing
 - **M25 J5-7:** IFC issued

COMMUNICATIONS

- Launched Engagement 'Pulse' Survey
- Delivered Q3 OUTCOME Awards
- Nicola Bell (NH Exec. Director, Major projects) joined October Touchpoint

LEAN

- Facilitated NEAR Pull Planning sessions & DWO as required
- Conducted DWO on M25 J23-27 on Drainage activity
- Planned DWO on M1 J16-19
- Visit by NH Lean Leads to NEAR M1 J23a-25



Key Achievements October 2024

ENTERPRISE INTELLIGENCE

- **Risk:** First draft finish strong plans; Alignment of Xactium & PRISM submissions
- **Reporting & Performance:**
 - **PBI Environment:** NEAR Planning & Progress Dashboard: Phase 3 (in Scoping); NEAR Finance Report: series analysis (Live); NEAR Finance Report: details analysis (in UAT); MP Connect data review (ongoing)
 - **Improvement work:** Reporting Framework update (in development); Monthly Board Pack Report (Live)

CUSTOMER

- Provided Customer monthly KPI's as required
- Provided data specifically identifying the improvements in stats for the NEAR schemes and M1 J10-13.

HSWE

- Finalising Occupational Hygiene Monitoring across the Alliance
- HSW Assurance focus on peripheral activities
- Held review of the non-technical skills behaviour markers
- Held next HSWE Supplier Forum
- Track record dashboard updated and ready for sharing
- Carbon data shared with BIF
- Environmental Audits completed across the NEAR Schemes
- Ongoing wellbeing assessments on the schemes and evidence collated on all the excellent work taking place across the Alliance

PEOPLE

- Prison delivery and circular economy supplier engagement embed to help increase metric delivery for NH
- ROI increased within Q3
- All historic scheme data completed and input into the NH central sustainability tool continued
- Update to Colleague Handbook
- Scheme visits to BB, bmJV and Costain
- Updated People process shared with Parent Organisations update and shared with HR Leads
- Lean Training Report on Rou7e (Good uptake)
- Information Security on Rou7e (Good uptake)
- Third Engagement Group meeting
- 25% completion of Alliance Line Manager e-learning

SUPPLIER NETWORK

- Q3 Performance submissions now complete and are currently being reviewed by the OSAP/Supplier Network teams
- Communication issued to OSAPs and Supplier Network regarding future performance management on remaining Alliance schemes
- Ongoing development of AIMS Procurement Process
- Value proposition continuing to be updated on SharePoint
- Continuing to work with NEAR team to finalise supplier validation activity; support and communicate agreed NEAR supplier work allocations
- Development of AIMS Procurement Process underway
- Supplier Network Plus Group received the latest finalised Plan on a Page
- National Highways IT Bulk purchase continues as a priority to support the NEAR programme. All IT products and NH stock issues mitigated



Key Priorities November 2024

PRODUCTION

▪ NEAR Programme:

- Formalise Rottms agreement in Midlands and South
- Looking at options to recover lost time on M3, M4 and M25 North. Close monitoring and support of M1 J19-16 Programme
- Management of iSGAR6 workload and phasing
- Navtech forward resourcing
- M25 J5-7 NRTS longitudinal solution for SVD
- Staff and People retention to deliver the plan

▪ DHS Portfolio:

- **M62 J25-30:** Confirm data on VRS being uploaded; Set date for signatures (Tech and Civils handover); Progress scheme into OD Maintenance
- **M6 J4-5:** Set up meeting to Progress scheme into OD Maintenance
- **M6 J5-10a:** Complete final 4 CCTV cables and Sat 1/2
- **M42 J4-6:** Await Skanska bypass removal in Dec so we can complete
- **M4 / M5:** Issue H&S file; Review as built records for issue; Close out IWE issues; Complete final OD inspections
- **M1 J10-13:** TM switch for Phase 2 to allow Toddington to progress; Secure NRTS programme for Toddington; iSG6 Governance for Phase 3; Bring existing tech back on line for Phase 3

▪ SVD:

- **Completed schemes:** Reset Group 1 time lines; Progress Group 2 products sign off for SG6 100 of 123 done
- **M3:** Issue IFC; Secure go ahead for SG6 Test Site construction; Agree commissioning plan
- **M25 J23-27:** Resolve PCF PIN issue for iSGAR5 governance; Finalise decision on 3 x SVD locations in abeyance; Clarify commissioning timeline
- **M25 J5-7:** Start Work; Resolve PCF PIN issue for iSGAR5 governance; Resolve NRTS provision J6-7

HSWE

- Launch Occupational Hygiene e-learning modules
- Host Occupational Hygiene “Let’s Talk about...”
- Agree with Track Record next steps for the roll out of non-technical skills behavioural markers
- Start using safe to completion behavioural questions to gather insights for safe completion of schemes
- Christmas shutdown plans to be circulated and completed
- Alliance Leadership Team to continue with engagement tours across active schemes
- Review reported carbon data across the Alliance
- Continue with Production Delivery Plan Target assessments

PEOPLE

- Engagement Survey
- Rou7e e-learning sharing best practice
- Monetization for Social Value
- Update to Reporting structure within Rou7e
- Continue to manage KPI
- LTO training – where we are with completions and share with
- Support schemes with audit data
- Greener Schools Awards within communities (project sponsor)
- Review new raw data for Q3 and monetise
- IAP group support gaps in scheme performance
- EDI NH group: delivery plan 2025



Key Priorities November 2024

ENTERPRISE INTELLIGENCE

- **Risk:** Cleanse and tidy of CEMAR; Respond to CRI756 (NH changeover of risk system); Finalise ToR & Finish Strong Plan; Re-quantification of risk registers to ensure risk liability is not overstated
- **Quality:** Complete Quality Workstream finish-strong plan; Audit and site visit to NEAR North, visit to Delta-bloc's fabrication site (NEAR South); Thematic review of the quality assurance of free-issue products and materials; Programme-wide review of lessons learned and preventative actions
- **Reporting & Performance:**
 - **PBI Environment:** Social Value data review: Phase 2 (ongoing); NEAR Planning & Progress Dashboard: Phase 3 (in development); NEAR Finance Report: details analysis (Live)
 - **Improvement work:** Reporting Framework update (Live)

COMMUNICATIONS

- Issue Lean 18404 press release for industry awareness
- Review / share Engagement 'Pulse' Survey results / feedback
- Finalise / deliver Finishing Strong Plan communications

CUSTOMER

- Ongoing management of Customer KPIs
- To keep the 14 NEAR schemes on track as dark nights and poor weather can affect performance

LEAN

- Hold 3rd KTP Sharing Session
- Facilitate NEAR South Phased Handback Workshop
- Facilitate NEAR Midlands Handover Pull Planning Workshop
- Conduct 18404 Management Review (date TBC)

SUPPLIER NETWORK

- Q3 Performance data to be scored by the site teams
- Action Plans to be issued and discussed with Subcontractor
- Q3 Performance dashboard to be created and shared with the ALT and Alliance/Supplier Network
- B2Bs now to be scheduled for September 24 onwards, focusing on new suppliers contracted to support NEAR delivery
- Continue development of AIMS Procurement Process
- Continue risk mitigation associated with NH IT bulk purchases & logistics to support NEAR
- Continue to work with Lean team to develop supplier lean maturity with key focus around NEAR
- Value proposition to be updated in SharePoint
- Work with NEAR team to finalise supplier validation activity; support and communicate agreed NEAR supplier work allocations
- National Highways IT Bulk purchase logistics solution to be investigated as it has been identified as presenting a significant risk to the programme. Stock is available in the NH environment, but it isn't getting through to schemes on time



October Wellbeing: Connect, Thrive & Grow

October is a time where we experience seasonal change in around us. Change, and sometimes the feelings of uncertainty, may be something you and your teams feel at this moment too.

We understand that connection to colleagues through times of change in workplaces can have a positive impact on social and mental wellbeing. Positive social wellbeing during times of uncertainty can be found in:

- Regular open conversations with our peers about challenges
- Our understanding of what we contribute as individuals and teams
- The positive ways in which our work impacts wider society
- The opportunities our workplace creates for us to learn new skills and grow with new responsibilities
- The recognition we receive for our achievements
- Feeling valued for the work we do and the skills we bring to our teams

For more, check our Journey to Wellbeing toolkit

Social wellbeing and community

The extent to which we feel a sense of belonging and social inclusion has a huge impact on our overall wellbeing. A person who connects with others – through lifestyles, living together, value systems, traditions and beliefs – is a supported person in society. These aspects are all important to our social wellbeing and quality of life.

Having a healthy social wellbeing is not just about having a packed social calendar. It is about connecting with your community and having a strong support network and good friends. It is about knowing your neighbours and looking out for each other.

External communities and support

Your local area may have support groups for different communities which you may be able to find through mental health charities, [Mind](#) and [Rethink Mental Illness](#). For information on UK volunteering visit www.gov.uk/find-a-community-support-group-or-organisation.

Loneliness

Loneliness occurs when we feel disconnected from our social connections. It is not about the number of friends we have or people we engage with, it is about the close connections we have and a sense of belonging and purpose. It is different from how much time we spend alone as many of us need time on our own to rest, recover and reflect on activities.

Work communities and support

Your partner organisation may have employee resource groups and communities that you can join or become an ally of, along with volunteering opportunities. To find out more, speak with the HR team in your organisation.

Supporting your colleagues

Supporting your team

Creating a safe space for colleagues to share can really help them express how they are feeling, and understand what support is available. The line manager's role is integral to supporting their team, including their wellbeing.

Team catch ups

Setting up regular team catch ups can help create and develop a sense of belonging and community with the team and be a trusted space where colleagues can share.

1-1s

Regular 1-1s maintain the relationship with your team individually to discuss work design, challenges and career development. Frequency can be decided between you.

Decompression sessions

Decompression sessions can be a supportive way for a team to share work experiences and may be useful when colleagues have been involved in a particularly challenging area of work.

To ensure everyone has a voice, use platforms such as Menti or Mural for online sessions and post it notes or flip charts for face-to-face activities.

Focus on the following points in the meeting:

- What went well
- Lessons learned
- Improvements for future

I include mental wellbeing moments in meetings, site briefings and PDRs to encourage conversations around mental health, vulnerability and the importance of seeking support.

Maximus Mental Health Support



YOUR MENTAL HEALTH MATTERS

Is stress, low mood, anxiety or feeling overwhelmed a common part of your working day?
If **yes**, you are not alone.

We have helped over 12,000 people* via the **Access to Work Mental Health Support Service** feel positive again, and at no cost.

If you work for the Smart Motorway Alliance and have a mental health concern affecting your work, we have virtual, confidential one-to-one appointments available on 31-Oct-2023

We can help you to:

- Feel happier again
- Cope better at work
- Improve your health

We are not obliged to inform your employer unless you want us to. *Since 2018

Click the button to arrange your appointment or call **0300 456 8114**.

For more information about the service, visit atw.maximusuk.co.uk

maximus | In partnership with **Department for Work & Pensions**

BOOK NOW

X22-0683

Support from Maximus is available at any time in addition to your organisation Employee Assistance programme.

We also have designated clinic days where you can book an appointment ahead of time.

[Get help today - Access to Work \(maximusuk.co.uk\)](https://maximusuk.co.uk)

ALT Governance update (Sept)

The weekly Alliance Leadership Team (ALT) Governance meetings are held every Friday morning and provide a safe place to bring items to ALT for review, challenge & approval.

Topics discussed in September 2024 included:

- M1 J10-13 review feedback & actions update
- NEAR programme review feedback
- NEAR Clear the way
- Early Warnings
- Bulk Purchase update
- Handover documentation
- SVD commissioning approach for M6 ALR
- Planning Team scope
- Safety leadership
- Board meeting approach & escalator agreement
- Board pack review
- People updates

REMINDER: Content on ROU7E

Modules include:

- Alliance Line Manager module
- Customer Toolkit
- Information Security
- Lean
- Refreshed Onboarding module
- IBIP modules
- Project Control Bitesize Learning
- Soft Skills e-learning
- Sustainability School

Also on www.rou7e.co.uk

- Journey to Wellbeing Toolkit
- Our Org structure
- EDI Calendar
- CONNEC7 magazine links

For more info, contact: gavin.knight@smpalliance.co.uk



Scan to access ROU7E

Alliance Manager

Description

Back

As an Alliance Manager you will be responsible for the day to day managing of the people within your team and adding value to the SMP Alliance and our company partners.

This course will help guide you on how to manage your relationships with your team, colleagues and our business partners and to ensure we maintain mutual beneficial to all involved.

Time: 20 minutes

Main Menu

- Tutorial
- Responsibilities of Alliance Manager
- Guidance of Approval Process
- Onboarding Your New Colleagues
- SMP Alliance Strategy
- Results
- The Importance of PMO Conventions
- Engagement Survey
- Offboarding Your Colleagues
- Support and Other Manager Resources

Launch Course >

Customer Experience Toolkit

Description

Back

Welcome to this e-learning module covering the SMP Alliance Customer Experience Toolkit.

Following completion of this training you will have a good understanding of what the toolkit can offer, who our customers are and how we can build a service around their needs and requirements.

Time: 20 minutes

SMP Alliance Customer Experience Toolkit E-learning Module

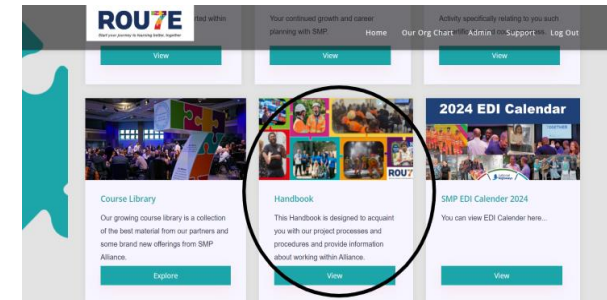
Launch Course >

REMINDER: Colleague Handbook live

Colleague Handbook



- Details of project processes and procedures and information about working on the Alliance
- For all colleagues working on our schemes and Production Hub
- On www.rou7e.co.uk main dashboard



EDI calendar: October

national highways | **smp alliance** | **October**



Alliance celebrates
 ADHD Awareness Month
 Black History Month
 Dyslexia Awareness Week
 Intl. Stammering Awareness Day

M	T	W	T	F	S	S
	1	2 Dyslexia Awareness Week begins	3	4	5	6 World Cerebral Palsy Day
7	8	9	10 World Mental Health Day World Sight Day	11 National Coming Out Day Intl. Day of the Girl Child	12	13
14	15	16	17 Intl. Day of Eradicating Poverty	18	19	20 World Osteoporosis Day
21	22 Intl. Stammering Awareness Week	23	24	25	26	27
28	29	30	31 Halloween			

Inspiring Workplaces
 Outcome: Our people who bring us to work, and the culture that they create, are the heart of our success. They are the ones who understand the role they play in delivering our mission.

Enriched Communities
 Outcome: We are committed to creating a better world for all, and the success of our business is measured by the positive impact we have on the communities in which we work.

- Equality, Diversity and Inclusion handy month-by-month reference
- Shows the dates we celebrate and many more besides
- [View online / download here](#)
- Or scan the QR code



2024 EDI Calendar



national highways | **smp alliance** | **FLUOR** | **Jacobs** | **WSP** | **Balfour Beatty** | **bm JV** | **Costain**

building better, together

national highways | **smp alliance**

Highways Passport - reminder how to register

Your employer administrator must apply for a Highways Passport on your behalf. You may need to be logged into your parent organisation M365 account to access the links – simply click on your relevant organisation to access:

Employed by [BAM Nuttall Ltd](#)

Employed by [Balfour Beatty](#)

Employed by [Costain](#)

Employed by [Fluor](#)

Employed by [Jacobs](#)

Employed by [Morgan Sindall](#)

Employed by [National Highways](#)

Employed by [WSP](#)