

Consortio Security

Working in partnership

The Consortio Security Newsletter
February 2020

"Providing business updates to all our Stakeholders"



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Dear Stakeholder,

Consortio Security's historical and future success is grounded in our collective commitment to our core values. These values are D.I.R.E.C.T

-  **Dedication** We are devoted to achieving excellent client satisfaction and securing employee wellbeing
-  **Innovation.** We always seek to improve and add value to our service
-  **Respect.** We endeavour to treat our colleagues, clients and stakeholders with respect at all times
-  **Excellence** We strive for excellent service delivery at all times
-  **Commitment** We pledge to deliver on our promises and act with integrity
-  **Trust** We encourage autonomy and adopt a no-blame culture. We trust our team and each other's abilities.

At the foundation of these values is total, unyielding integrity. We are committed as an organisation to the highest ethical

standards and compliance with all applicable laws, rules and regulations.

Consortio Security is a dynamic, customer-driven organisation. While we are constantly changing and driving to provide innovative solutions for our customers, our drive for success must always be grounded in an unyielding and unchanging commitment to lawful and ethical conduct.

Our reputation for honest and reliable business conduct is tested and proven in each business transaction we make. All of us who represent Consortio Security in any position or capacity must be personally committed to the adherence of the Bribery, Fraud and Malpractice Policy. Consortio Security senior management including myself, have the additional responsibility of nurturing a culture in which compliance with this Policy is constant and unwavering. It is and must be, the way we work.

Please remember we operate an open door policy at Consortio Security and I can be contacted via email if any stakeholder has any improvements, suggestions or concerns. Please email E.knight@consortiosecurity.com, Alternatively, if your concern is of a sensitive nature, you can contact our Head of HR M.Stone@consortiosecurity.com or via the "Call In Confidence" number 07891 444888

Kind Regards

Earl Knight
Chief Executive Officer

Employee of the Year 2019



During the year I have the privilege of reviewing the nominations for our Employee of the Month award and deciding on the winners per month. This year I have noticed that the severity of such incidents has increased somewhat and I would suggest that this is driven by the issues around Mental Health that society is facing at all levels, I will talk about Mental Health in some detail shortly.

You as our field based operational teams have had to deal with some pretty difficult incidents and problems over the previous 12 months and it is testament to your professionalism and commitment that you were able to manage them in such a way that the final end state in most cases was positive when it could have been so, so different. Throughout the year we have received dozens and dozens of nominations some from our client base and some from our Operations Managers and it is always difficult to choose a winner per region per month, it is even harder to pick a winner to be our Employee of the Year! Having reviewed 12 nominations for the north and south regions respectively I came to the difficult decision on the below:

NORTH EMPLOYEE OF THE YEAR 2019 WINNER

Employee of the Month December 2019 winner Ahmadou Bamba Ndiaye (Logistic Site Midlands) - nominated by Phil Nicholson following an email from the Client: *"Just dropping you a line after an incident at Leicester yesterday. We had dismissed an agency worker who had been under performing. The employee had started to become aggressive with our staff. To the point of the behaviour becoming threatening and starting to shove our employee. Bamba from your team noticed the issue and acted promptly to calm the situation, he put himself between the ex-employee and our member of staff who was clearly at risk. He attempted to calm the individual down, however when this did not work he used just the right amount of force to eject him from the premises removing the individual who was trying to throw punches. We appreciate how Bamba went above and beyond expectation to ensure the safety of our staff."*

SOUTH EMPLOYEE OF THE YEAR 2019 WINNER

Employee of the Month October 2019 winner Henry Njenga (Student Accommodation Dorset) nominated by Jason Stacey following an email from the Client: *"As you know the previous Saturday a resident hit her head in a club and collapsed later when she returned in Dorchester House. I saw her after I got the handover from Henry. She mentioned that Henry did a great job, he was calm and she does not know if it wasn't for Henry what she would have done. She really appreciated his help. So undoubtedly, I think we have to give the credit of doing an excellent job."*

I visited Bamba in Leicester and Henry in Bournemouth to present them with their respective awards of which they received a glass plaque stating they were the Employee of the Year for there regions, as well as letter from me thanking them for there efforts, a certificate and a voucher for the sum of £100 (both of which I'm sure will be handed over to family members!).

We have changed the process slightly and every single nominee is added to our monthly newsletter so in the event that you don't win you are still mentioned for your hard work and dedication, this has been met with positive comments from you all as well as our client base who also receive our newsletter.

I just want to touch on Mental Health and what we at Consortio are doing to protect you as our employees. We are currently in the final stages of designing a new Mental Health First Aid package that will be available to you all. Even if you don't think you would benefit from completing this course I strongly suggest you do. It will benefit you as well as your work colleagues and even your family members so it is well worth it. If you are deployed on Student Accommodation sites then it is contractual and therefore you are required to complete the

course, this is non negotiable and it could lead to your removal from site if you don't complete the course. If you are unsure feel free to contact your Operations Manager for advice and guidance.

We have improved and streamlined our processes in support of you, our field based teams within the National Control Centre (NCC) with the introduction of SmartTask which now allows you to complete Incident Reports digitally via our site based smart phones and allows you to send them to the NCC as soon as you are in a position to do so post managing your respective incident, please ensure you use this application at all times. Again if you are unsure contact your Operations Manager or the NCC for advice.

It leaves me to thank you all for your efforts during 2019 which was a challenging year incident wise and I ask that you all show the same commitment and dedication to your roles in 2020, if you do we will have another successful year!

Good luck and more importantly safe safe.

Nathan Potter
Chief Operating Officer



North Winner Amadou Bamba Ndiaye pictured with COO Nathan Potter (on the left)



South Winner Henry Njenga pictured with COO Nathan Potter (on the left)



Pictured from the left: IQ SA Operations Manager Annette Miller, Henry Njenga and Nathan Potter



Henry celebrating the success with his partner

Employee of the Month

Employee of the Month

JANUARY 2020 NOMINATIONS

NORTH

Central (Student Accommodation) - Security Officer Simon Mason was nominated for employee of the month by his Operations Manager Phil Nicholson (Central) for his actions during an incident on duty. On returning to their accommodation, 2 residents reported to Paul that they had been followed by an unknown male, both residents were visibly upset and

anxious. Paul provided reassurance and once the residents were safe he conducted a patrol of the immediate vicinity to ensure the area was clear. Police were subsequently informed and attended site to record statements from the 2 residents.

Central (Logistical) - Security Officer Julie Osborne was nominated for employee of the month by Phil Nicholson for having stopped a potential serious traffic incident. A lorry pulled up at the traffic lights to turn left towards M1 when the rear door suddenly opened. Julie ran out to the lorry and told the driver who went to the rear of the vehicle to shut the door where they noticed a pallet jack was right next to the door and could have fallen out onto another vehicle in transit. The driver thanked Julie for her efforts before leaving the Gateway.

Central (Student Accommodation) - Security Officer Gary Blair has been nominated by Phil Nicholson for his work around how he assisted with a very serious medical situation on site. Our client received a call from a fellow resident stating that they were concerned about the well-being of their friend. The client and Gary subsequently went to the individuals room. On entry it was ascertained that the person in question was unconscious on the floor. The team immediately called the emergency services who conveyed the resident to hospital.

SOUTH

South West (Student Accommodation) - South West Operations Manager Mike Walker nominated Security Officer **James Berry** in recognition for his quick response and actions during a medical emergency on site. James relied on his experience to ensure no further injuries were sustained and the incident was controlled in a professional manner. James was able to give First Aid and reassurance to the casualty, along with providing support and guidance to their friends that were in the immediate area. James continued to provide support to friends once paramedics had left site and ensured there was a constant flow of information to Security National Control Centre throughout.

South (Student Accommodation) - Operations Manager Jason Stacey nominated both **Henry Njenga and Rhys Stevens** for actions taken whilst dealing with a serious medical emergency. Paramedics arrived on site to deal with the casualty and subsequently took the resident to hospital. All escalations were made including the National Control Centre, the site team and the University itself. The call to the University triggered the Welfare team to become involved from a support aspect which was very positive. Once the resident arrived back to the accommodation Rhys continued to conduct welfare checks to ensure the resident felt supported. Our client was very happy with the way the team handled the situation as well as the reporting to the correct channels which ensured all were aware of the situation as it unfolded.

South West (Student Accommodation) - Operations Manager Mike Walker nominated **Max Fowler** for his actions whilst dealing with a safeguarding issue around one of the residents. Max received a call from the Police during the early hours asking him to conduct a welfare check following a call from the residents concerned parent. On arriving at the room having knocked a number of times without response the Police directed Max to make a forced entry into the room where he found the resident to be unconscious. The Police initiated the Paramedics to the site which Max met in the foyer of the building before escorting them to the residents room. The paramedics took the resident to hospital for treatment.

South West (Student Accommodation) - OM Mike Walker has nominated **Shoaib Younis** for employee of the month following communication from the client. During the early hours Shoaib was positioned at the main entrance to the accommodation when a very intoxicated resident arrived with 3 older males trying to gain access. Shoaib quickly established that the

resident was very intoxicated and therefore not thinking properly and asked the 3 males to leave the site and escorted the resident to her room to ensure she arrived safely.

A busy month with some very serious incidents all of which were managed and contained in the correct manner, a massive well done and thank you to those of you involved, it is superb to see such professional incident management on our client sites.

The winners are Simon Mason for the North and James Berry for the South. Both have received a compliment letter from COO Nathan Potter, special certificate and also a shopping voucher. Congratulations!

New Sites

On behalf of the Consortio Security we would like to extend a warm welcome to our Officers who are deployed to protect our Client's assets at our new sites in Coventry.



Student Accommodation in Coventry



Student Accommodation in Coventry

SIA Tax Rebate



Security Industry Authority

Claiming Tax Back for SIA Licence

Claim Income Tax relief for your employment expenses (P87)

<https://www.gov.uk/guidance/claim-income-tax-relief-for-your-employment-expenses-p87>

HMRC and the Security Industry Authority have negotiated an arrangement that means you can claim **tax relief** on the full cost of your SIA licence fee.

The SIA licence is normally renewed every three years and it is best to claim for your tax relief as soon as you can, so you do not miss getting your own money back

The SIA licence fee is not all you can claim for...

Working in the security industry often means you have to pay for more than just your SIA licence fee.

The fact that you can claim for more than just your SIA licence does not mean you have to complete three different forms.

Other expenses eligible for tax relief include:

- Your Public Space Surveillance [\(CCTV\) licence](#).
- The cleaning of your work [uniform](#).

How to claim your SIA tax rebate

Your claim must be made through [HMRC either online or via a postal form](#). When HMRC received your SIA claim, it will normally take about 8-12 weeks for them to reply and to confirm any tax rebate due. If you need help with your claim, you can call HMRC on their support line.

Counter Terrorism Policing - National Bulletin



Government announces plans for legal duty to protect public spaces from terror attacks

Security Minister James Brokenshire announced plans to introduce a law which will require owners and operators of public spaces and venues to put in place measures to keep the public safe from a terrorist attack. [To read more please click here.](#)

Coronavirus (COVID-19): latest information & advice

Situation in the UK

Number of cases

Four further patients in England have tested positive for COVID-19, bringing the total number of cases in the UK to thirteen.

If more cases are confirmed in the UK, it will be announced as soon as possible by the Chief Medical Officer of the affected country.

As of 24 February, a total of 6,536 people have been tested in the UK, of which 6,527 were confirmed negative and 9 positive. These figures do not include the 4 confirmed cases from the Diamond Princess cruise ship who arrived in the UK and received test results from Japan. These will be included once we receive the UK tests for these patients.

The Department of Health and Social Care will be publishing updated data on [this page](#) every day at 2pm until further notice.

Risk level

Based on the World Health Organization's declaration that this is a public health emergency of international concern, the UK Chief Medical Officers have raised the risk to the public from low to moderate.

This permits the government to plan for all eventualities. The risk to individuals remains low.

We have been working in close collaboration with international colleagues and the World Health Organization to monitor the situation in China and around the world.

Further guidance can be sought at the following location, this also includes travel guidance.

[CORONAVIRUS \(COVID-19\) UPDATE](#)

CATCH IT

Germs spread easily. Always carry tissues and use them to catch your cough or sneeze.



BIN IT

Germs can live for several hours on tissues. Dispose of your tissue as soon as possible.



KILL IT

Hands can transfer germs to every surface you touch. Clean your hands as soon as you can.



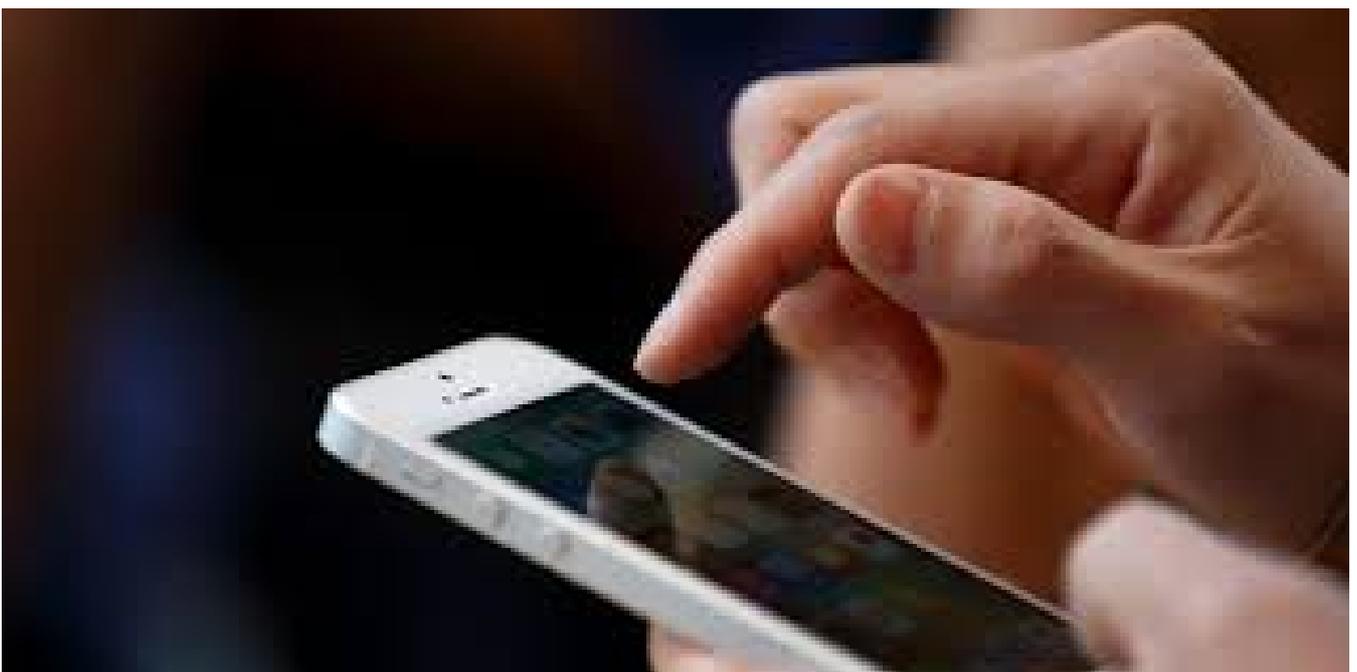
Uplands Perks - Smartphone deals



Our Telecoms solution provider Uplands Mobiles Ltd has arranged some special offers for Consortio Security Staff members. If you are interested please email Karolina at k.dubiniec@consortiosecurity.com

- [The perfect package - FREE Samsung A50 & FREE Samsung Galaxy Tab 10.5](#)
- [Keep the kids happy - FREE Samsung Galaxy Tab 10.5](#)
- [The perfect gift - FREE iPhone XR](#)
- [The perfect gift - FREE iPhone 8](#)

Whistleblowing Hotline



The number for the Whistleblowing Hotline has changed to **07891 444888**.

The purpose of the hotline is to provide a safe and confidential way for employees and other stakeholders to make reports about serious concerns they may have about wrong doing in the workplace. It ensures that reported concerns are passed directly and unedited to nominated managers. You can either call the hotline number or send a text message to raise any concerns.

Should anyone require any further clarification then please contact me, Mr Mick Stone, Head of Human Resources either via email M.Stone@Consortiosecurity.com.

SHEQ - Safety, Health, Environment and Quality

Safety Statistics

Consortio Security takes the safety of its employees and stakeholders very seriously, we report and document all accidents and incidents in line with legislation and best practice.

EXPOSURE	2020	2019	2018	July 2017 to December 2017
Total Man hours worked		723024.6	787078	479927
SAFETY	Current Year	Current Year	Year -2	Year 1
Fatalities	0	0	0	0
HSE Reportable Injuries	0	2	1	0
Lost time incidents (1-7 days)	0	1	1	0
Incidents requiring medical treatment (MTI)	0	0	1	0
Incident requiring first aid	0	10	17	3
Dangerous Occurrences	0	0	0	0
Near Hits/Misses	0	0	1	0
HSE/HSA or equivalent improvement notices	0	0	0	0
HSE/HSA or equivalent prohibition notices	0	0	0	0
HSE/HSA or equivalent prosecutions	0	0	0	0
AFR		0.28	0.13	0
ENVIRONMENT	Current Year	Current Year	Year -2	Year 1
Minor Non-reportable incidents	0	0	0	0
Reportable incidents	0	0	0	0
Enforcement action i.e. Warning letters, prosecutions	0	0	0	0
IFR	0	0	0	0

Near Misses

In keeping with our continual promotion of Health & Safety, this month we're again reminding everyone about the importance of near miss reporting.

It is important to communicate not only our strengths, but also any perceived weaknesses on our client assignments.

Each site already has specially printed report cards to encourage easy reporting of near misses, to help achieve our goal of being totally incident and injury free. However, please feel free to report near misses in any way you can - verbal or email reports to your Operations Manager or our Control Centre are perfectly acceptable.

It's important that you understand the following:

- We will support any employee reporting a near miss; if a task is stopped for a safety reason, we will back the employee.
- We will listen and act; any safety concern that is reported will be addressed promptly.
- We will not point the finger; if there is an injury, we will conduct an incident investigation in such a way that no-one is blamed. We need to learn so that we can prevent future injuries.
- We will allow time to do jobs safely; we will remove any barriers to employees being successful in safety.

You can print your own card by clicking [here](#) or report via our [website](#) .

Consortio Security

— Working in partnership —

Head Office:
6 Boundary Court,
Willow Farm Business Park,
Castle Donington,
DE74 2UD

What can you expect from management?

Health and Safety is important because it protects the wellbeing of employees, visitors and customers. Looking after Health and Safety is a top priority for management.



Safety Observations

Report cards

We will Support you!

If you stop the act for safety reason, we will support you!

We will listen and act!

If you highlight your safety concerns, we will listen and address it promptly. We will NOT ignore it!

We will not point the finger!

If there is an incident/injury, we will conduct an investigation in such a way that the person is NOT blamed. We have need to learn so that we can avoid the next injury.

We will allow time to do it safely!

We will remove the barriers to you being successful in health & safety. We will provide support to the workforce in taking time to work safely

Safety Observation

Keeping an eye on safety

Consortio Security

— Working in partnership —

Date:	Location:	
What did you see?	GOOD	
	BAD	
Please circle the relevant comment		
How can we improve the situation?/ Can we use this in other areas?		
Name:		
Company:		
Contact Number:		

The company is fully committed to protecting the safety and occupational health of individuals, guaranteeing industrial safety, ensuring security, managing major risks and preserving the environment. To that end, we actively promote a culture across the company, that encompasses the staff.

Please click on below links to view our Environmental Assessments

[FP.05E Event Stewarding Environmental Impact Assessment](#)

[FP.06E CCTV Monitoring Environmental Impact Assessment](#)

[FP.07E Manned Guarding Environmental Impact Assessment](#)

[FP.08E Key Holding and Response Environmental Impact Assessment](#)

[FP.09E Commercial Cleaning Environmental Impact Assessment](#)

Company Policies



- HOME
- WHO WE ARE
- SERVICES
- SECTORS
- MEDIA
- CAREERS
- CONTACT US
- PORTALS



Our company policies can be found in our website under Policies section. You can view the latest version by [clicking here](#)

Payroll Updates



Payroll queries

Please contact Christine Frost - Payroll Manager directly if you have any queries related to your payslip. Email at c.frost@consortiosecurity.com or call 08700123999 option 6. Do not call Centralus, as they are just the on-line platform that we save your payslips on, they have no knowledge regarding your hours, holidays or wages.

Payslips

YOU WILL NEED TO REGISTER TO CENTRALUS IN ORDER TO ACCESS YOUR PAYSLIPS ONLINE

If you haven't registered yet, please go to

<https://portal.ibenefit.uk.com/landing/consortiosecurity/>

and activate your account. Should you experience any issues with registering or logging into your account please contact Centralus. Click [here for more](#) details.

Pay Dates

To provide all stakeholders with a greater understanding of Consortio Security employee payment cycle for the forthcoming tax year, we have provided a schedule below with further guidance that will hopefully assist, going forward.

Contractually, officer wages need to be in their accounts by CLOSE OF BUSINESS on 15th of each month. Where the 15th of the month falls on a weekend we will ensure that funds are available on the last working day before 15th - again by close of business.

13th March 2020
15th April 2020
15th May 2020
15th June 2020
15th July 2020

14th August 2020
15th September 2020
15th October 2020
13th November 2020
15th December 2020

Pension queries

For all pension queries please contact Mr Martin Bonnar - Pensions Manager at Centralus on 07864 651 448 or 0800 211 8109 alternatively email him at m.bonnar@centralus.co.uk

On or just before your 1st payday, please register on www.consortiosecurity.ibenefit.uk.com to view all your payslips and pension contributions.

Holiday booking procedure

Holiday Requests

We are as accommodating as possible when granting time off for holidays. We consider all holiday requests on a "first come, first served" basis. We reserve the right to vary requests to meet the needs of the organisation and maintain adequate staffing levels. You may not normally change your holiday dates once confirmed. Please be aware that the onus is on you to manage your leave correctly. This is in the form of submitting the holiday in a timely fashion or speaking to your supervisor/manager should a holiday request go unanswered.

You must request your holiday via the Smart Task App. This will generate a request, which our National Control Centre will acknowledge, and the request will then be forwarded on to your Operations Manager for approval. For holidays of 7 days or less, we require at least 2 weeks' notice, for periods of greater than 7 days we require at least 4 weeks' notice. Please make sure you submit requests giving as much notice as possible, as there will be a better chance of having the leave approved. You must not book holidays without receiving prior authorisation. If you take holidays without authorisation, you will be subject to disciplinary action.

Should you disregard our procedures, we will not be liable for any financial loss you incur. This may include forfeit of your deposit, reservation penalties etc.

Normally we do not allow more than two consecutive working weeks of annual holiday. We may make an exception for a "once in a lifetime" opportunity. However, we must first consider the needs of the organisation and staffing levels. Our decision in this respect will be final.

We also acknowledge that employees may need time off to observe a religious festival not covered by current statutory holidays. Please note there is no express right to take time off in these circumstances and we are not required to grant all requests for leave for religious observance but we will do our best to cover any such requests.

Holiday Year

Our holiday year is 1st July to 30th June.

Leaving During the Holiday Year

If your employment ends, we may require you to take any accrued untaken holidays before you leave. We pay any outstanding balance with your final pay if you cannot use up all holidays due.

If holidays taken exceed those due when your employment ends, we deduct an equivalent sum from final pay. We will notify you of the detail in writing in advance.

Leave Extension

Once you have at least two years' continuous service you can request a period of extended leave. You can only request one block of extended leave in any holiday year. The total period of extended leave cannot exceed four weeks. We reserve the right to refuse extended leave requests according to current business circumstances and holidays already approved.

Extended leave only potentially adjusts the total period of leave you may take at any one time. It does not increase your annual leave provision.

Your holiday accrual will be calculated at the time you wish to take extended leave. We will not pay more holiday pay than you have earned at that time.

Should you wish to apply for extended leave, then you can request the relevant form you're your Operations Manager.

Payment in Lieu

By law, we may only consider payment in lieu of untaken holidays when you leave our employment. You will not be paid holiday for rest days.

Peak Periods

We may not be able to allow holidays at certain times where we know we will be extremely busy. The peak periods are defined as the 10th December to the 5th January and the month of June. We may make exceptions for "once in a lifetime" opportunities. However, we must first consider the needs of the organisation and staffing levels. Our decision in this respect will be final.

Training & Development



All stakeholders are advised that we provide ELearning, Off Job Training and a blended approach to development. Consortio Security has an extensive library of E-Learning courses that staff can use to further their professional development. When you joined the Company details of your registration should have been sent to you.

E Learning courses range from

- COSHH in the Workplace
- Introduction to Health & Safety
- Customer Service Level 2
- Fire Warden Level 2
- Safeguarding and Wellness Training
- GDPR - General Data Protection Regulation
- Manual Handling
- Working at Heights
- Accident & Investigation
- Counter Terrorism Awareness



If you require any further information please contact info@consortiosecurity.com

Off job training course range from

- First Aid 1 & 3 Day
- Risk Assessments
- COSHH
- SIA Security Guarding
- SIA Door Supervisor

- SIA CCTV Operative
- Conflict Resolution
- IOSH (via business partner)

The above courses are delivered by our Head of Training, unless otherwise specified. If you require any further information then please contact info@consortiosecurity.com

Consortio Security Vacancies

Take a look at the latest vacancies we have to offer by clicking on the link below.

<https://www.indeed.co.uk/Consortio-Security-jobs>

If you know anyone who may be interested in a job, please let them know and ask them to apply through Indeed or email their CV to hrsupport@consortiosecurity.com

Job Title	Location	Hours	Hourly Pay/Salary	
Industrial Park Security Officer	Castle Donington	56 hours per week	£8.50 – £9.00 p/h	Job Description/Apply
Control Room Operator	Castle Donington	TBD	£8.75 p/h	Job Description/Apply
University Residence Security Officer	Liverpool	60 hours per week	£8.21 p/h	Job Description/Apply
Accommodation Security Officer	Oxford	54 hours per week	£8.50 – £9.00 p/h	Job Description/Apply
Shopping Centre Security Officer	Nottingham	54 hours per week	£8.90 p/h	Job Description/Apply

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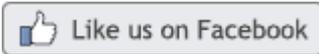
To All Consortio Security Employees,

It is important that you follow the company's social media channels. Our social media platforms are regularly updated with news regarding the business and the industries we operate in.

The most powerful ambassadors for our brand are our employees.

If you have any pictures/posts/charity fundraiser you think will be good to post on our social media channels, send them into k.dubiniech@consortiosecurity.com.

Click on the links which will take you too our Facebook and Twitter page and give us a follow.



Staff Sales Incentive



Know anyone that needs security? Refer a potential business lead to Business Development team and you could be rewarded. Any applicable leads should be forwarded to Jeremy Pye and will be subsequently pursued by the Business Development team. In the event that Consortio Security are awarded the contract, the member of staff that originally provided the lead will receive **£250** gross bonus within their monthly wages.

Please forward any opportunities to j.pye@consortiosecurity.com

Admin Matters



Booking On

Please find below a reminder of the instructions for automatic book on/off system:

As you will now be aware and should be following, we have moved over to a new booking on/off and check call system. All security personnel should now be using the following number to book on:

02038795479

The system will take you through the same process as our previous system, however with a slight change. When you first call it will ask you for the account number followed by #. Our account number is: **3369**. Then followed by your pin number and #, then the site number and #.

The time parameters have been adjusted for booking on and off duty, but your check call parameters remain the same.

Book on parameters - 20 minutes before shift start and 5 minutes after.

Book off parameters - 1 minute to shift end

Check Call parameters - 15 before and 15 after

Please note that failing to book on before 5 minutes passed your start time may affect your pay. The same applies if you book off early so please ensure this is followed.

Sites that are using Patrol systems will be replaced by Smart Task Advance, your Operations Manager and Regional Supervisors will be on site shortly to reprogram tag points.

You will need our account code for the app which is: **b2R7k6b4**

Your user name and password can be provided by control when you require this.

Booking Off

All Officers should be booking off their shift, when they have completed their duties. Booking off at the end of your shift is equally important as a check call. The National Control Centre

team need to know that you have completed your duty. Too many Officers are failing to do this currently.



VISA Updates

Should you be working on a VISA or Residence Permit etc, it is your responsibility to provide the Company with updates on your Right to Work status. You should provide the HR Department with copies of any acknowledgment letters you receive from the Border Agency for updated applications so that we can confirm an individuals' Right to Work through the Employer Checking Service (ECS). Should updated information not be provided in a timely fashion, then this will result in your removal from site until evidence can be provided to confirm your status. Ultimately, failure to provide up to date documentation could result in your employment being terminated.

SIA ACS Update



Security Industry Authority

SIA Update

Licence-linked qualifications for skills specifications

The SIA is continuing to develop new licence-linked qualifications as part of their review of industry skills and qualifications. To allow all parties sufficient time to prepare for the changes, they expect to launch the new qualifications in autumn 2020. The new qualifications will give a more robust foundation of skills and knowledge and reflect what they have learned from extensive industry consultation. Our aim is to ensure that operatives have up-to-date skills that are critical to public safety. They will provide further details on the changes in due course. Qualifications awarded before the autumn 2020 will still be accepted for new licence applications and renewals.

Please [click here](#) for full monthly update from the Security Industry Authority, and for the Approved Contractor Scheme update please click on [this link](#).

Meet the Team



Please meet Phil Nicholson - Operations Manager - Central. Phil recently joined Consortio Security as an Operations Manager moving from a similar security company. Phil started his career as a security officer and over time has moved on to become an Operations Manager with a wealth of knowledge across the many facets of operational management. He has been a solid addition to the team and we welcome him on board.

What was your first job?

I started off working in a Pub whilst at college, then I wanted to gain some life skills to eventually join the police, so I took my SIA door supervisor course and gained the licence. I enjoyed it that much I never joined the police and have continuing growing in the industry.

Who has influenced you most when it comes to how you approach your work?

My dad, he has supported me in my decisions and gave me advice and guidance along the way.

What's the best compliment you've ever received?

Would be client compliments, nothing more rewarding when a client recognises your hard work.

Who would play you in a movie about your life?

Kevin James (Paul Blart)

What's one item you want to own that you don't?

Land Rover Defender 90

What would we most likely find you doing on the weekend?

Shouting at my beloved Leicester City, relaxing with family and friends and catching up with sleep.

Consortio Security Limited

6 Boundary Court, Warke Flatt, Willow Farm Business Park, Castle Donington, Leicestershire, DE74 2UD
Telephone: 08700 123 999 **Website:** <http://www.consortiosecurity.com/>

Consortio Security Limited, 6 Boundary Court, Warke Flatt,
Willow Farm Business Park, Castle Donington, Leicestershire DE74 2UD United Kingdom

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