



# AUTUMN 2018

News, Group News, Views and Information for the Clients and Employees of Adsec Security Group



## Welcome to the Autumn 2018 edition of the Adsec Newsletter



The Security Industry Authority (SIA) has begun what is describes as a wide-ranging review of the license linked qualifications. The security regulator says it is considering not just the mandatory qualifications it requires, mainly for door staff, manned security guards and public space CCTV operators, but any refresher training; and how to ensure the integrity of qualifications against exam fraud. The plan is to interview hundreds of operatives, and run focus groups. This work is scheduled to finish at the end of 2019, and the new qualifications will commence in January 2020. Steve McCormick, SIA Director of Operations and Standards says:

***"This is a very important piece of work because we have a statutory responsibility to raise standards in the private security industry. Our aim is to improve the professionalism of security operatives, drive standards in the industry, and help protect the public in the UK. This will assist the industry to improve the standards of service delivery, and help with recruitment and retention".***

At Adsec, we've experienced a reduction of the pool of available operatives for hire since Brexit has been announced, as have those we have discussed this with in other industries, whether it be security, logistics or warehousing. As we've always invested in training our staff, and believe this ethos, along with staff welfare and technology has helped us in retaining a solid workforce, we continue to trust that if we look after our staff, they will in turn protect the people in their care better.

In October it was surprising to see Mitie acquire Vision Security Group (VSG). As the second largest security provider in the UK purchases the fourth largest, they take a large step towards the scale of G4S's operations, who have dominated the private security sector. Often with large scale acquisitions and mergers, the service provided can tumble, while management lines and processes are reorganised. It will be interesting to see how this develops, and how many consumers are adversely affected. We're proud to be a dynamic, family run business, with service top of our agenda, and a portfolio ideally sized to focus on the individual needs of our clients.

Since our last issue, having commenced a number of contracts this year, with many staff transferring to Adsec, we've been working on refining our TUPE processes. When commencing new contracts, we re-define client expectations, provide clear communication of responsibilities, streamline transitions wherever possible, and support people through the process. We've also undertaken a review of our Cyber Security, and devised an action plan to enhance our threat protection. In an increasing world of online fraud, malware, phishing, ransomware and social engineering, it's imperative to secure your business from cyber crime.

Teresa Barrett  
Operations Director

## An Update from HR

Project Griffin moves online! We started our in-house delivery of Project Griffin Counter Terrorism training using a presentation devised by the Nation Counter Terrorism Security Office. Now an online module has been created, and we are providing this training to staff via a tablet. Completing the course online has the added benefit of producing a certificate, as evidence of individual's Continuing Professional Development. If you've not already completed the training, this will be coming to your site soon.



Government recently released its Autumn Budget. Announcements include an increase in personal tax allowance from £11,850 to £12,500 on 6 April 2019, and an increase in national minimum wage from £7.83 to £8.21 for those aged 25 and over.



London Living Wage (compiled by the National Living Wage Foundation) is also increasing from £10.20 to £10.55 for businesses that have signed up to the Foundation's calculation. This would need to be in effect by 1st May 2019 for businesses to remain London Living Wage employers.



Moved address? Changed mobile or email address? Please let us know! With a dispersed workforce, it's important that we hold the correct details for you, so we know how best to contact you and send important mail in the post.



Planning a visit to the head office? Please contact us first to arrange an appointment, as we may not have the right staff available to handle your query for unscheduled visits, and we wouldn't want you to have a wasted journey.



Making a holiday request? We've updated some processes, if you have not received a response within a week of submitting your holiday request, then please email us at [info@ad-sec.co.uk](mailto:info@ad-sec.co.uk) or call 01708 330900.



Did you know you may be able to claim tax relief on the cost of cleaning your uniform? You will need to have kept receipts and then follow the guidance listed here: <https://www.gov.uk/tax-relief-for-employees/uniforms-work-clothing-and-tools>



Would you be interested in cycling to and from work but can't afford a new bike? The company currently participates in the cycle scheme which allows you to save money on a new bike and spread the cost; further details can be found here: <https://www.cyclescheme.co.uk/>



Don't forget that if you work night shifts in central London on Fridays and Saturdays that there is a night tube available, details available here: <https://tfl.gov.uk/campaign/tube-improvements/what-we-are-doing/night-tube>



Wi-Fi is now available at over 260 tube stations enabling you to make Wi-Fi calls or send an email, further information on the following link: <https://tfl.gov.uk/campaign/station-wifi>



Waze - Recommended app for staff who drive to work. If you have a smartphone, always know what's happening on the road, even if you know your route. Waze tells you instantly about traffic, roadworks, accidents & more. If traffic is bad on your route, Waze will change it to save you time, and best of all it is free. Download from the app store or google play.

## New contract gains Spotlight on Gatehouse Security...



Contracts won since our last issue have boosted our portfolio of gatehouse security sites, and we would like to share what Adsec can do for this important area of security.

Gatehouse security is the first point of access and egress to many industrial areas and business parks. Officers meet and greet visitors to site, and also stop unauthorised access and deter intruders and criminals.

We ensure a smooth transition onto a site, offering a customer focused gatehouse, giving a professional first impression to guests. Adsec can provide officers capable of monitoring CCTV, patrolling the site and reporting any incidents.

Duties can include issuing of visitor passes, recording logs of vehicles and cargo, and providing Health and Safety debriefs to visitors.

Further value can be provided by carrying out vehicle and personnel searches, and the management of hired equipment.

With our new contracts, we understand that all security officers manning the gatehouse need to give the correct professional impression, reflective of the company's values and ethos. Both sites have a high turnover of visitors and large traffic movement throughout the day. Ensuring a quick and effective security gatehouse is paramount for the benefit of all stakeholders.





### Seacon Terminals

Seacon Terminals Ltd is based at Northfleet in the Port of London, where they operate specialist facilities, incorporating a covered berth for all-weather working, and a riverside deep-water berth. They offer customers a through-transport service, using their own ships, terminal and lorries.

With poor quality relief and agency staff unfamiliar with the site, it was important to quickly find a new permanent team member. Unknowledgeable staff was exacerbated by out of date Assignment Instructions, and the team had a lack of managerial support.

Adsec recruited a new permanent officer right away, and provided appropriate training to carry out the role. We revised all documentation with thorough and accurate information, implemented a new patrol system, and are regularly visiting site to support staff.

We've seen an improvement of checking vehicles leaving site have the correct paper work, challenging drivers where required, and instigated reporting of patrols of entire site and parked vehicles to the client.

### RAMAC HOLDINGS LTD

#### Ramac Holdings: Appletree Industrial Estate

Appletree Trading Estate is a multi-tenanted site comprising of storage and distribution warehouse units. The site is a former airfield spanning over a number of acres, it's situated just outside the village of Chipping Warden, near Banbury. It operates a busy gatehouse, which has responsibility for a high volume of vehicles passing through for a variety of purposes.

Before taking over the contract we've found low morale in the current security team, untidy and poor working conditions, bad habits and procedures had formed, and little managerial support taking place.

With our commencement date in mind, we're working closely with the client and security team to turn as much of this around before we even begin, and will have driven up standards before day one.



## Staff Awards

At Adsec we like to recognise the hard work and dedication of our staff. Each quarter we award those staff with long service, and those that have gone above and beyond the line of duty to deliver excellent services to our clients. A big thank you and reward of shopping vouchers goes to...

