



# SUMMER NEWSLETTER 2019

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



## Opening Statement from Teresa Barrett, Operations Director

On July 10 - 12, the Security Industry Authority (SIA) and HMRC (HM Revenue and Customs) carried out joint operations in London, Cardiff and Newcastle. Teams attended 65 venues and spoke to over 100 security operatives to check that they were legitimately employed, that all taxes were being paid, and to ensure they were not victims of any labour abuse.

During what the institutions described as a targeted operation, the SIA and HMRC teams discovered some operatives working self-employed, and some cases of cash-in-hand work.

As well as encountering operatives deployed by security companies, the teams found operatives working directly for the venue. HMRC are undertaking further enquiries with some of the findings. Follow up visits will be taking place with those businesses and venues that deploy front line operatives.

**John Sandlin**, Senior Manager at the SIA said: "This operation is to ensure that security staff are employed legitimately and treated fairly. By working together, our two organisations will challenge attempts to circumvent or manipulate the law. We want a level playing field for those legitimate businesses that play by the rules."

**Simon York**, Director of HMRC's Fraud Investigation Service, said: "Honest employers have nothing to fear, but we are determined to root out businesses who try to cheat the tax system and undercut those who abide by the law. These operations are part of our successful partnership with the SIA which help us identify tax abuses in the security industry. We are determined to ensure workers are treated fairly and to create a level playing field for businesses across this sector."

At Adsec we welcome this news. All our staff employed directly through a PAYE (pay as you earn) scheme, and we ensure all of our staff are licenced for the activity they are required to perform. We regularly check the progress of our officer's licence renewals, and even offer to assist by linking their application with Adsec, allowing us to manage the licence application process on behalf of applicants. We are encouraged that the SIA and HMRC are taking this positive action, to bring those operating outside their rules into line with the rest of the private security industry.



Our Sales team continues to work hard to increase our portfolio of contracts. As part of our sales drive, we've issued a new incentive in the form of "Leads to Commission". The scheme sets out that officers who provide information that may lead to us attaining new business, will be able to earn commission. You will find copies of the form within the site folder. See our visiting site management for more information, or call 01708 330900 and speak to any of the team.

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Teresa Barrett,  
Operations Director

### SIA Approved Contractor Scheme (ACS) Audit Results



Following the changes to the scoring of the SIA Approved Contractor Scheme earlier this year, we are very happy to report that we passed our latest external audit. After a major review and overhaul to the ACS standard, the scoring system changed with effect from 1st April 2019. The previous top attainable score of 174 has reduced overall to 145.

By achieving a score of 112, we maintained our score as a percentage at 77% from the previous year. We found this particularly encouraging when our external auditor advised that most companies he'd audited since the changes, had attained 50-60% scores. So well done everyone at Adsec Group for maintaining our commitment to improvement in the provision of security services.

### HR

Have you completed a staff questionnaire yet? You can easily do this on the company website [www.ad-sec.co.uk](http://www.ad-sec.co.uk) navigate to the staff area where you can complete the staff questionnaire here you'll also find other useful documents such as the staff handbook, uniform request form, holiday request form etc. If you have forgotten the username and password for the staff section either speak to your line manager or call 01708 330900.

Random drugs and alcohol tests – Please note as stated in the staff handbook, the company has the right to carry out random drugs and alcohol tests, for the alcohol tests this will be done via a breathalyser, and the drug tests will be carried out via a saliva sample. If you have any questions in relation to this then please contact HR on 01708 330900.

Current threat from international terrorism is Severe, this means that an attack is highly likely. You should always remain alert to the danger of terrorism and report any suspicious activity to the police on 999 or the anti-terrorist hotline 0800 789 321.

Control room – Remember you can contact the control room 24 hours a day, 7 days a week on 01708 330900, and an email address of [info@ad-sec.co.uk](mailto:info@ad-sec.co.uk) if you have any questions or concerns.



## Staff Awards

At Adsec we recognise longevity, loyalty and the hard work of our people. Each quarter we award those staff with long service awards, and those that have gone above and beyond the call of duty to deliver excellent services to our clients, a big thank you and reward of shopping vouchers goes to...



## New Contract Gains



### British Car Auctions (BCA)

Following Adsec taking control of a gatehouse for multi-tenanted site in Oxfordshire last year, where BCA operate, we have been awarded the contracts for gatehouses to two further BCA sites in Kent. Both sites operate a busy gatehouse, with responsibility for a high volume of vehicles passing through.

From the dock to defleet and beyond, BCA touches over 3.5m vehicles a year, working with OEMs, fleet operators and dealers to provide the backbone of the UK's automotive supply chain.

From technical and logistics services for new vehicles, refurbishment, storage and logistics for the growing used sector and the core remarketing and auction operation, BCA offers the economies of scale and diversity of services to meet the needs of an impressive portfolio of customers.

### Refugee Council

We're delighted to commence working for the Refugee Council, providing front of house security to their offices in south London.

They work directly with thousands of refugees each year. Supporting them from the moment they arrive in the UK. They provide crisis advice and practical support, help them to integrate into their new communities and offer mental health counselling to help them come to terms with the trauma so many of them have experienced.

They are the only national organisation providing support to refugee children and young people who arrive in the UK alone.

## Corporate & Social Responsibility

### Harold Hill Festival

The Harold Hill Festival is set to take place in Central Park, Gooshays Drive with a range of stalls and musical acts on September 7.

Adsec are keen supporters of our local community, we have donated £200 to help fund organising the event, we have also offered our support on the day.

Following the tragic death of Jodie Chesney, a 17-year-old Scout leader who was stabbed to death in Amy's Park in St Neots Road on March 1, a group of residents are organising the festival to encourage young people away from knife crime.



## Mackenzie King Easter Egg Appeal

Adsec were proud to take part in the Easter Egg Appeal, in collaboration with MacKenzie King and a number of other local businesses. In total, 1715 eggs were donated across three counties!

Eggs were donated to four charities; **Lighthouse Women's Aid**, a charity which supports and empowers women who have suffered or are at risk of suffering from domestic abuse, and our eggs were given to the children and women who use their services. The patients of **St. Elizabeth's Hospice** also enjoyed many of our donations, as did those using the mental health services at **Suffolk Mind**. A donation was also made to the heritage and wellness centre, **Quay Place**, in Ipswich, for them to use as part of their Easter family fun day.

