

Consortio Security

— Working in partnership —

The Consortio Security Newsletter July 2019

"Providing business updates to all our Stakeholders"

Message from the Board

Dear Consortio Security Employee

My focus on this month's newsletter is to provide some further insight into some new initiatives we have introduced and/or trailing at present. The first is the CSSC scheme, which we launched in early July. The Cross-sector Safety and Security Communications (CSSC) initiative, was founded in June 2011 by a team of senior security experts, with the aim of building a messaging platform, to facilitate communications between the private and public sectors, on issues surrounding security and business resilience.

The initiative was formed on a partnership basis between law enforcement, government departments and nearly every industry sector that operates in the capital and beyond. Industry Sector Leads (ISLs) were identified for each industry, with a remit to participate in briefing calls and events, and disseminate appropriate messaging conveying "one single truth" to their networks.

Since launching, the CSSC has helped companies prepare for scenarios ranging from counter-terrorism, cybercrime, public order events, environmental and transportation issues, to hostile reconnaissance, fraud and security alerts.

CSSC builds on existing and specialist successful and proven security networks such as 'Project Griffin' in the security sector and 'Sister Banks' in the finance sector. The aim being to provide the means for the police and government to communicate with the wider private sector businesses of all sizes, with authoritative messages, alerts and information on safety and security, as well as to receive feedback from business on the security issues important to them.

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We move onto the First Line Security Manager Apprenticeship program, that we are introducing. This has been designed by our Head of Training and Development with a view of identifying talent within our current team and providing a clear career path to a Security Managers position and qualification via the Apprenticeship Scheme, the deadline for applications has been extended to the 11th August, with the 5 selected applicants being advised by the 1st September.

And finally, Wagestream, this is an initiative that is currently under consultation with all our employees, Wagestream allows our employees to stream a % of their wages as they are earned, stream their salary directly into a savings account and get financial education in real-time - all without any impact to your existing systems. This revolutionary scheme is back by social impact charities to help reduce the poverty premium and eradicate any need for the use of payday loan companies as emergency arise.

More information on all the above can be viewed further down in this newsletter, with further updates over the coming editions.

Kind Regards

Earl Knight
Chief Executive Officer

Employee of the Month

Employee of the Month

JUNE 2019 NOMINATIONS

NORTH

Megan Chaplin (BioCity) nominated by Martin Baillie following an email from the Client: I hope you are well, as part of continues improvement. I thought it might be useful to share some positive feedback about Megan. From a very first day, BioCity team (including CxO) noticed Megan's well-rounded approach (!). I had a queue of

people in my office, as the team was intrigued who she was. As part of the standard onboarding process, we would usually announce new arrival for team awareness, however, due to recent 'let downs' and not fit staff in previous months, I made an exception to the rule, and to save myself further embarrassment as a team lead, in case if new arrangement was not to work out. Since, I an increase of positive feedback from the team (Wilf, Dean and Reception) asking for Megan to cover the shift as her effort and behaviour working style, manners, approach to customers and genuine care for the site shows. As a business, having the right people, with correct outlook, pride and proactiveness subsequently drive BioCity profitability! I can't stress enough the importance, as it supports our current and future position on the market.

John Veller (IQ Opal Court) nominated by Paul Mason follow by an email from the Client: John Veller has worked on the front desk at Opal Court since 2004, initially as an officer supplied by Guardian Security, and later transferring to this company (then Frathouse) in 2014. He has been working here as security/maintenance until going over to Consortio in 2018. Despite suffering hardship and injustice in his earlier life in Africa, John manages to maintain a positive outlook and has become the face of Opal Court at nights and on weekends, when he is the sole member of staff on duty. As young adults, many away from their family for the first time, our residents quickly learn to appreciate his concern for their safety and wellbeing. University can be a stressful place but John is always there with a smile and warm words of support and encouragement. This is something many of them have expressed gratitude for over the years. Visiting parents often seek John out to thank him for looking after their sons and daughters during their stay at Opal Court. It is a comfort to them knowing we have diligent out of hours staff.

SOUTH

Umar Farooq (IQ Bristol) nominated by Wayne Redman following an email from the Client: Umar is an excellent addition to our team. He always makes the tenants feel welcome and helps in any way he can. He will show them to their room if they are checking in and help them move their belongings. When I ask for specific areas of the building to be monitored he will check and report back the minor things in case they become important. Umar is always punctual and reliable, coming in on short notice and working extra hours if required. He is a friendly face to come into in the morning, even after a long shift. Without his support our job would be a lot harder so I would also like to pass on our thanks.

The winners are John Veller and Umar Farooq. Both have received a letter from COO Nathan Potter, certificate and 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 Nottingham, Leicester, Coventry, Manchester and Exeter.



Student accommodation in Exeter



Logistic site in Leicester

Supporting Student Minds



student minds

Commencing 1st July, 2019, Consortio Security have announced that will be supporting Student Minds by donating a percentage of the revenue resulting from business acquisition within the education and student accommodation sectors.

Student Minds is the UK's student mental health charity, empowering students and members of the university community to develop the knowledge, confidence and skills to look after their own mental health, support others and create change.

Student Minds train students and staff in universities across the UK to deliver student-led peer support interventions as well as research-driven campaigns and workshops. By working collaboratively across sectors, Student Minds share best practice and ensure that the student voice influences decisions about student mental health.

Consortio Security works extensively in the educational and student accommodation sectors, and value the opportunity to contribute to the well-being of their stakeholders.

You can find further information on the work of Student Minds at www.studentminds.org.uk.

First Line Security Manager Apprenticeship

Due to the continuing growth of the Company, Consortio Security are looking to develop our employees into future managers for the organisation. To that end we are going to sign up 5 individuals to undertake the First Line Security Manager

Apprenticeship. The core structure of the course have yet to be defined but will include:

- First Aid
- Customer Service
- Conflict Management
- PI Refresher
- Health & Safety
- Fire Marshall

The Company will be pay for the course, however there will be a commitment, in terms of time and energy to undertake and complete the relevant course work that will be required. The Company will receive regular updates from the training provider and should an individual not complete the modules etc on time, then their place on the apprenticeship will be reviewed.

Please find below a link where you will be asked to answer a few questions and register your interest in completing the apprenticeship.

[Link to the First Line Security Manager Apprenticeship application](#)

The cut-off date for registering an interest is the 31st July 2019. After that time individuals will be short listed and may be called forward for interviews at Head Office.

In the meantime should you require any further information, please do not hesitate to contact Head of HR, Mick Stone at m.stone@consortiosecurity.com

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 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.

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.

15th August 2019
13th September 2019
15th October 2019
15th November 2019
13th December 2019

Holiday Booking



Please ensure that you manage your holiday entitlement evenly throughout the year and do not end up at the end of the holiday year with lots of leave remaining. Also note that when booking holiday on Smart Task, please ensure that you select the full day option. Failure to do this may result in your holiday not being processed correctly.

Please make sure that you only book holidays for days where you are due to work. You should not book holiday for non-working days as this contravenes the Working Time Regulations. If a two week leave period is required then two separate requests need to be made.

Wagestream

We are continually looking at ways to support our employees and the work continues with the potential introduction of Wagestream. There is a survey link at the bottom of the page. Based on the results we will determine whether this scheme will actually be put in place.

What is Wagestream ?

Wagestream allows our employees to stream a % of their wages as they are earned, stream their salary directly into a savings account and get financial education in real-time - all without any impact to your existing systems.

'You can get your money when you need it'



Jacob Cushley works in a Stonegate pub in Plymouth. He is one of 125,000 UK workers whose employer lets them access part of their salary as they earn it rather than waiting for payday.

"It's helped me out with being able to do things socially and also with some unexpected bills," he says.

"It's reassuring to know you can get your money when you need it."

Wagestream, the firm behind the Stonegate scheme, is in talks with NHS trusts, local authorities and the Army.

It says hundreds of thousands of public sector workers could be given early access to their earned income in the next 12 months.

Workers whose employers sign up to the scheme are given an app that shows them how much they have earned throughout the current pay cycle and how much they can withdraw early.

Their employer decides what limit to place on withdrawals, to ensure staff still have money coming into their accounts on payday.

- [Can't save money? Is this the answer?](#)
- [Payday loan complaints 'up 130% in a year'](#)
- [Bank overdraft fees in major shake-up](#)

It's a scheme designed to help workers avoid high cost credit like payday loans and overdrafts. For Jacob, it stopped an unexpected bill becoming a damaging debt.

Half way through the month his phone stopped working, meaning he could no longer use his digital bus ticket. "I had to get a new bus ticket to get to work, which is about £78," he told BBC 5 Live's Wake Up To Money.

"That's quite a lot of money to come up with out of nowhere when you budget your wages throughout the month and you're getting to that halfway point where you've overspent on luxuries already.

"Wagestream helped me afford to get into work when I was stuck instead of taking out a payday loan or something, which is what I would have done."

'There's a need'

The fintech firm, which launched last year, charges employers around £1 per employee per month for access to the scheme and then charges staff a fixed fee of £1.75 each time they make a withdrawal.

It covers the payment to the worker and then recovers the money directly from that worker's next pay cheque.

"We get a higher amount of withdrawals in the final 8-10 days of the month," says Peter Briffett, CEO of the start-up. "That's when the payday loan companies start advertising too.

"When we roll out Wagestream to a new company, we will typically see 40% or 50% of the workforce adopt it in the first few weeks. That shows there's a need."

Bad habit?



Not everyone thinks this is necessarily a good idea for struggling staff. Kara Gammell, the journalist behind the blog *Your Best Friend's Guide to Cash*, has concerns.

She says: "Technically this isn't a loan; there's no credit and no interest but rather it's early access to your own money in return for a small fee, so it may seem affordable. But it could be a bad habit to get into as you'd always be playing catch up with your money.

"As most of our household bills are paid monthly, consumers run the risk of finding themselves short come payday, and missed payments can jeopardise the security of your family and the roof over your head." Others agree. Wagestream is supported by a number of social enterprises and charities, including Fair By Design, an organisation working to end the poverty premium, and by the Joseph Rowntree Foundation (JRF).

But Helen Barnard, deputy director of policy & partnership at the JRF, believes the system is helpful for workers: "What we've seen in the last few years is a rising tide of in-work poverty. More than 4 million workers are in poverty.

"A lot of those people don't have savings so if they have an unexpected bill in the middle of the month then they can get really stuck and get pulled into the spiral of high cost credit, they have to take out credit which then has charges which they have to pay back the next month.

"The idea of Wagestream is that it gives people access to their earnings once they have earned it rather than waiting until the end of the month, which helps them avoid that high cost credit trap."

'Safety net'

Jacob Cushley also believes his employer has enough protections in place: "I feel like for some people it might be tempting to just get your money early and spend it on socialising but there's a safety net.

"If you're weak and your friends are egging you on to come out and you do decide to dip then you're only allowed 30% of your earnings to date and you're only allowed to take out three transactions a month.

"It's a reassurance that you have money to get you through the month - and not just a small amount - and there's no charges on top or interest either."

With more public and private sector employers signing up, thousands more workers will soon find out if this helps them budget or encourages them to spend.

Please can we ask that you complete the following Survey, so we can ascertain whether Wagestream would benefit our workforce. This will close on the 31st July.

[SURVEY](#)

the above article can be viewed directly on the BBC News Website [Wagestream BBC News](#)

Wagestream are proud to partner with Social impact charities to help to reduce poverty premium

Further information on Wagestream can be found via there website [Wagestream Website](#)

Consortio Security Vacancies

Take a look at the latest vacancies we have to offer by clicking on the link below. If you know anyone who may be interested in a job, you can share the job role on

social media by clicking on the share button found in the job description <http://www.consortiosecurity.com/careers/>

VACANCIES

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

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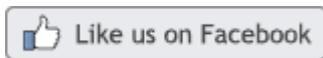
To All Consortio Security Employees,

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.dubiniiec@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.

Meet the Team

This month we have an opportunity to learn a bit more about **Elliot Moss, our Head of Finance**. Elliot is young and ambitious professional who has got an affinity with numbers and ability to interpret them for others.



What was the best concert you ever attended?

I have never been to one!

What was your favourite toy as a kid?

Woody from Toy Story!

If you could be any animal, which would you be?

I would be a blue whale as it would be incredible to explore the oceans as the largest mammal in the world!

If you could meet any historical/public figure, who would you choose and why?

Tiger Woods as I love golf and he was my idol when I was growing up.

What's your secret talent that no one knows about?

I can spin upside down on my head.

What do you like most about your job?

The people I work with and the drive, ambition and determination instilled within the company.

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