

CIS Security Newsletter



Volume 19, Spring Edition, April 2018

A Message from our Managing Director . . .

This season we have a bumper Newsletter full of great stories and achievements that completely exemplify the spirit of the company and our many team members. It's a testament to our training and communication that we can concentrate the Newsletter on rounding up all

the good news stories and achievements in this and every edition rather than standard company notices. Every page is worthy of your time to see how collectively the CIS Team are facing fears, pushing boundaries and achieving excellence at work and in their personal lives. The new appointments to our company are most welcome and demonstrate our ability to attract talented professionals to the business. I am also very pleased to recognize some of our internally promoted Supervisors who are grasping the opportunities that are open to them. I urge everyone to be demanding and set out your career objectives with our management

teams. Succession is extremely important and we are determined to outline career objectives for every member of staff.

After what has seemed like an extraordinarily long and extended winter we are finally experiencing signs of Spring. A time for growth, energy and flourishing. What an ideal season for CIS to be associated with! Enjoy the warm weather and keep the Passion and Teamwork coming through - you are part of a powerful and Leading Security Company!



Neill Catton
Managing Director

CIS are Winners at the OSPA's

We are proud to announce that we were winners at this year's Outstanding Security Performance Awards.

CIS entered four categories this year and Jade Davies, CIS Account Support Manager, won the **Young Security Professional Award**.

Jade has been exemplary in her steady progression since joining the company as a Controller to her current position of Contract Support Manager.

This year's Awards took place on 1st March at the Royal Lancaster London. **Congratulations Jade!**



Above Left to right:
Mick Creedon QPM – Awards Host and former Chief Constable of Derbyshire
Tony Graves – CIS Account Director
Tracy Plant – CIS HR
Geoff Zeidler – Chair of the Police and Security Group Initiative (PAS)

Right:
Jade Davies – Account Support Manager



Outstanding Security Performance Awards
WINNER 2018



The Carl Palmer Clipper Diaries

Chapter 5

Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat

SYDNEY, AUSTRALIA TO HOBART, AUSTRALIA

Sorry but there is no blog from the Sydney to Hobart race as I was on deck most of the three days with no time to type! It was a fantastic experience though and the highlight of the race for me was helming at the end of the race where we managed to pip the **Liverpool 2018** crew by nine seconds on the finishing line.



HOBART, AUSTRALIA TO WHITSUNDAYS, AUSTRALIA

The final leg of this race has started and was a very sedate start with the breeze building at 15 knots, but things were soon to change, and day one saw gusts at 40 knots.



Most of the crew are sea sick or have this heavy cold that is going around the boat. I haven't slept for the past 24 hours and I feel **exhausted**; tempers are frayed.

I am now in my bunk. **I got soaked through to my skin last night and I'm laying here in my sleeping bag with just my base layer clothes on.** It's funny how they dry like this.

I can see the on-duty Mother Watch trying to prepare lunch in forty-foot waves. One is being sick and the other sneezing all over the food!!! I might give lunch a

miss today.

I missed lunch and have three members of my watch off sick - two with sea sickness and the other fell out of his bunk and injured himself. Not badly, I'm hesitant to add. With the two crew that left the boat early in Hobart I am now five short on my watch which increases the workload for the rest of us.

On watch this morning, the wind has backed off and we are sailing on a broad reach in perfect sailing conditions with the sun out. We are progressing north and leave the island of Tasmania behind. A very interesting island indeed and well worth a visit.



Good news! We are in second place, two days out and 110 miles from the scoring gate which we are trying to reach first and pick up some bonus points.

Back on watch. Bad news, we are now in fifth place. Skipper is really annoyed and frustrated and takes setbacks badly. I try to talk to him positively then go and take the helm. I'm determined to get places back and helm most of the shift. We overtook one boat only for them to overtake us back! It's so frustrating but that's sailing.

It's Tuesday afternoon and I've been on shift since 8am. I am exhausted and can't tell you how many sail changes we've made. We are off the coast of Australia, some 200 miles from Sydney, where basically we turn left up the coast of Australia

to the Great Barrier Reef. I can't wait, as my fiancé will be waiting for me there.

What a night! We were hit by a thunderstorm just off Sydney which had experienced the hottest day since 1920 of 47 degrees with sheet lightning and squalls in excess of 55 knots. Great Britain, closest boat to us, was knocked flat but finally righted itself with no casualties and only minor damage.

We were lucky as we were quick to react pulling down our four sails. Then quickly reefing our main we ran with the wind with 40 plus knots of wind for over an hour until the wind abated on deck. We were soaked through with sea water, rain water and pure sweat!

We went off watch shortly after, relieved, and I was very proud of what my watch had achieved. They were a real credit.

I didn't sleep at all during my off watch of four hours. Too much adrenalin running through my body.

Back on watch for the morning. The sun was shining and we were flying along with our Code 2 Spinnaker heading for the turn off (the bottom of Australia) to make our way north, up the coast of Australia.



The wind has backed southerly. Fantastic news for us and as we reach the start of the Ocean Sprint. We are traveling at 12

to 14 knots now. If we keep this up for the next 24 hours and record over 230 miles for the day, it will take our destination time to early Monday morning.

Conditions on board are grim. 60 percent of the crew have some sort of bug. It is affecting people in different ways: coughs, colds, sore throats . . . you name it, we have it, and boy is it hot below deck too as we go further and further up the Australian coast.

We have hit a widow of no wind and have been stationary for a few hours.

The wind has now started filling in and we are on the move again.

It's Thursday morning and I am on Mother Watch duty. The bacon sarnies went down well for breakfast, though I am not sure how sausage and mash will be received in this heat. Oh well . . . it's a firm favourite.

Friday morning and we are becalmed. We spent the next 24 hours drifting backwards in the strong current off Brisbane, drifting back 17 miles or more but the night sky is fantastic.

Friday drifts into Saturday morning, the wind gradually fills in and we are doing 8 knots per hour. ETA Airlie Beach Tuesday morning.

Progress is slow and we are praying for the wind to shift to the south so we can reach up to Airlie Beach by Wednesday. Everybody is frustrated.

The wind came in with a blast cold front hitting the very warm air which produced lightning like I had never seen before. Rain drops were as large as marbles and the wind hit 78 knots for a short period of time.

We are now running with our Code Three Kite in the right direction. ETA is now midnight Tuesday evening.

It's Tuesday morning. A hard night sailing with a close quarter racing as the fleet bunches up to the Finnish. It is still any one's race to win. Tension on board can be cut with a knife. Everyone is digging deep as tiredness, both mental and physical, kick in.

I am off watch until two but can't really sleep. I would rather be on deck. It is so

unbearably hot below deck. Anyway, the wind is welcoming as I have had a wet-wipe bath and for the first time in two weeks have had a shave. I feel human again and can't wait to get there to see my fiancé Julie who has been patiently waiting my arrival since Sunday. I can't wait. I'm so excited!

Finally arrived at 10:30pm. My fiancé was in a boat, along with other supporters, cheering us over the line. We finished sixth place, again, so consistent. We need to start getting some better results as our upwind performance is not great. So, during this stopover we will do some tuning of the rig.

Lots to do here. Catch up on sleep and generally recharging the batteries.

Next leg is to Sanya, China so will keep you updated!

Sent from my iPad



The Carl Palmer Clipper Diaries

Chapter 6

Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat

HOBART, AUSTRALIA TO SANYA, CHINA

After a fantastic stay at Airlee Beach with fiancé in tow we finally leave Australia crossing the equator for a second time . . . onwards to Sanya China.



Our crew has depleted yet again. One RTW has decided to quit half way round and another new legger didn't join, so eight leavers and only five new leggers.

The boat feels empty with only six members on watch.

This time I am neither Watch nor Assistant Leader, and I am really looking forward to less responsibility this leg.

It is so hot as we join the boat Monday morning. The Customs Officers visit to inspect the boat and jokingly ask who likes Frosties for breakfast (as we have so many). Of course it's me, and I giggle. No other problems, and we are clear to leave.

Our usual parade of sail followed by a short race and then a twelve-hour motor through the Great Barrier Reef to start the race. The other side officially in a layman's style start.

Going through the Reef was fascinating and so narrow. At times I wondered how Captain Cook managed without all the navigational instruments we have today.

Anyway, the race starts, and we are in first place out of the blocks and remain

so for the next 24 hours.

Three boats including ours have pulled out and leave the rest of the fleet some ten miles behind them. Spirits and morale are very high on the boat and at last a real team spirit. I hope this continues. Our skipper Dale remains very upbeat and positive.

We continue to dive north in an effort to miss a local massing tropical storm. If our calculations are right, we should just get the tail end of it which will then swing us to the east before we cross the equator again.



The area of water we are in is nicknamed Hurricane Alley. Let's see if it lives up to its reputation.

We picked up the tail end of a storm - 20 knots of breeze and torrential rain! So refreshing. Progress is good and there is still wind in the doldrums corridor.

Saturday Night: We have been requested to assist fellow competitor 'Liverpool' who have a broken water maker and are low on water. Not a great thing to happen.



We have to wait for them to catch up and morale is dented as we lose our second place.

The handover of water and our spare water maker was transferred by dinghy at first light Sunday morning to 'Liverpool'.

The wind has died and we have decided to motor for the next 36 hours, as allowed per race rules, through the doldrums corridor. Let's see where we finish up.

On Mother Duty today in the galley. It must be over fifty degrees down here and I have the oven on baking fresh bread - a real treat for everybody.

It's **Wednesday morning** and the last few days have been a nightmare! I haven't even had time to write my blog.

So much for the doldrums. We have had tropical storms with gusts of wind in excess of 55 knots, which appear in a matter of minutes and require the crew to reduce sail quickly.

Last night two of my colleagues and I had to go on to foredeck in 50 knots of wind with waves breaking right over the front of the boat. We had to crawl and pull down the sail and secure to the deck. It took us over an hour!

I must have swallowed gallons of salt water, and when I finally got back to the cockpit I promptly threw it all back up!!

Was I frightened? Not at the time. Just had a job to do, and an experience of doing it too.

It's **Wednesday afternoon** and I'm off to my bunk to listen to my audio book my family gave me. Can't wait! I'm halfway through Treasure Island.

I really believe we are on our way back

now. We have passed the equator and are now back in the northern hemisphere . . . never to cross again in this race!

We have completed 28,000 nautical miles and been at sea nearly seven months. Three legs to go . . . nearly home!

We have hit a wind hole and have been stationary for the last 12 hours. Well, at least we're not moving backwards! Fingers crossed for more wind later.

Still no wind. It's very hot and sticky, and very difficult to sleep, but spirits are high.

The wind is due late tonight, hopefully. I am off watch now from two to eight so going to try and get some sleep.

It's **Friday afternoon** and we still have 2,700 miles to go but we are lying in second place, so as I said, we are all in good form.

The wind finally arrived early Saturday morning. I am supposed to be on Mother Duty but have been asked by Skipper to stay on deck and swap with one of my watch as I am needed to helm. It's a real challenge sailing with a Code 1 Spinnaker, our biggest yet, and with a steady 12 knots of wind progress is excellent. We should now see good progress as we eat up the mileage. At this rate only another ten days of sailing!



The heat is having its toll on our crew. Red heat rash is common. So far I have limited areas affected. One poor guy has it nearly all over his body. Lots of Sudocrem needed!

Monday morning: we are eating up the nautical miles 1,480 miles until we reach the top of Indonesia where we gybe and head for Sanya - another 600 miles away. ETA next Wednesday week. Temperature is still hot.

Last night whilst helming I got hit in

the ribs by a flying fish!

It gave me a bit of a jolt, but everybody saw the funny side of it, including me. Off to bed now after a hard Sunday night helming.

It's **Tuesday lunchtime** and five days into the race. Progress has been great and we have averaged 11.9 knots per hour. A new record for the boat in the last 24 hours.

My fiancé Julie insisted that I buy pancake mix in Airlee Beech for Shrove Tuesday (today), and I am glad she did, as they went down a storm, as did the squeezey lemon juice (thanks darling x).

It's **Wednesday morning** and I'm on my bed.

I found a Valentine's card from my fiancé. She ceases to amaze me. How did she get the postman to deliver to a boat in the middle of the ocean!!!!!!

Last night was very hard. Several large squalls made helming difficult but we made good progress. We are currently in second place again. The boat remains hot and sticky and sleep is hard to come by.

Watching the new leggers is amusing, seeing how they adapt; some better than others. All say how difficult it is, but this has been by far the easiest leg, with few sail changes and mainly downwind sailing.

We lost ground during the night and are now in fourth place. It's all very tight at the front with four boats pulling away from the rest of the fleet. We have 1,300 miles to go, so all to play for.

In this leg I have been wet through with perspiration, rainwater and saltwater and my hair is a matted mess of perspiration and sea water. I can't wait to have a shower.

Thursday afternoon - just off watch but for good measure we blew out our Code 3 Spinnaker before we left deck. We must have been pushing it too hard as I have been helming for four hours out of our six-hour watch. I am now shattered and ready for some sleep.



It is so hot down in the cabin and I am more soaked now than when I came off watch!! Oh the fun of ocean racing!

Friday morning - had breakfast, washed and freshened up. It's 8:30 and I'm off until 2pm so I'm going to listen to my audio book. I'm listening to Master and Commander. At least the Captain on our boat doesn't administer corporal punishment . . . not yet anyway!!!!!!

The last 36 hours have been very hectic. We were hit by a white squall late Friday afternoon and with 40 knots of wind I ended up on the helm for three hours. Great surfing down the waves! The wind finally abated to 25 knots and we are flying our Code 2 Spinnaker.

It's **Sunday morning** and we are 150 miles from Taiwan. In the next 100 miles we will turn west to head for our final destination which is 800 miles away. ETA is Wednesday afternoon. It's a bit cooler today with loads of cloud cover therefore cooler below deck. Sleep should be easier. Let's hope so, as I'm feeling exhausted.



It's **Monday morning** and the last 24 hours have been slow progress as we head through the Luzon Straight. There are lots of commercial traffic now and we feel like a rabbit trying to cross the M25! You need your wits about you here as these ships are steaming at 19 knots and take six miles to stop! ETA now Wednesday night about ten.

It's **Wednesday afternoon** we have been drifting for the last 24 hours. Progress has been very slow as we still have 280 miles to go, so the new ETA is now Friday am, dependant on the wind filling in.

I've decided to jot down the things I like and dislike about ocean racing:

Likes:

- Sun sets and sunrises
- Helming for hours in strong winds
- Knowing we will get there eventually
- The challenge

- Learning to be more tolerant of others - never been my strong point
- Digging deep - have had to on many occasions

Dislikes

- Wind holes
- No shower for weeks
- Very uncomfortable bunk
- Being soaked with perspiration rain or salt water
- Clothes that never dry
- Crew mates' personal hygiene and eating habits
- Being woken up at 4am
- Helming for hours on end in light wind
- Tinned tuna and dried pasta

Yep, that's right, you can see the dislikes outweigh the likes but I'm digging deep and carrying on.

It's **Thursday morning** 8am with still 150 miles to go. The wind is light and spirits are mixed. I am trying to be positive for everybody, saying "We will get there eventually".

A long day but we are slowly getting there. It's going to be a tight finish as the top boats start to bunch together for the finishing line which is now 50 miles away. It's 8pm and I'm off watch so can grab a few hours' sleep and then be back on deck for the Finnish.

We finally finished in the early hours of Friday morning, and in second place too!!! The crew and Skipper are delighted. Now for a hard-earned rest!

Sent from my iPad



DARE TO LEAD

The Carl Palmer Clipper Diaries

Chapter 7

Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat

SANYA TO QINGDAO, CHINA

Sunday Morning loomed the 4th of March light winds forecasted for the afternoon race start.



An incredible leaving ceremony - dancing lions, loud drums and what looked like half the population had turned out to wish us all off for the next leg!

We had a great start. I was next to Skipper on the helm calling the tacking angles as we rounded the first mark in first place, however we lost out by the next mark as we came around the Buddha mark - a real statue situated 500 meters offshore. We rounded in fifth place after having to gybe twice to avoid several fishing boats.

The wind went lighter and lighter over the next 24 hours and we ended up in a wind hole for over 12 hours just bobbing up and down. Very frustrating.

Tuesday Morning:

It's my birthday! 57 today. Never thought I would be spending it in the South China Sea on a seventy-foot sailing boat!



I couldn't believe that my fiancé had hidden birthday cards from herself and the rest of my family. A real treat.

The crew of the boat had also festooned the galley area with birthday wishes. Not sure what's for tea but was allowed three pieces of toast and marmalade for my breakfast!!!

Well, not my favourite . . . corned beef hash and beans for tea but what a night sailing. 20 knots of wind with the spinnaker up we hit a mass of fishing nets which we were fortunate enough to negotiate through. Two other boats were not as fortunate and spent several hours untangle themselves. We were lucky.

The next shift, early Wednesday was even worse. Fishing boats like you've never seen before crossing us in all directions, not stopping or slowing down! Each time we had to take avoiding action which at times meant having to make a handbrake turn and bear off aggressively.



We appear to be through the fishing grounds but have been informed it gets worse nearer our destination in Qingdao.

I am really feeling the pressure on this leg, both physically and mentally. I have been living on this boat for eight months come the end of March, and have sailed over 30,000 nautical miles. I am digging deep but having been allocated one of the worst bunks on board the boat, sleep is hard to get and adds

to the fatigue.

Off watch again and ended up helming most of it in strong winds. I feel exhausted. Off to bed now.

Sleep is difficult as I am constantly flung from my bunk!

It's Sunday lunchtime and this is the first time I've been able to type. The conditions have been awful: strong winds and short sleep, 25-foot waves that the boat just falls off the back of and slams into the next.



Everybody is exhausted, battered and bruised and to cap it all I was pecked by a sea bird with a big yellow beak that had landed on the boat to shelter from the wind!

The list of breakages is mounting as the boat is getting a real pounding. The gas is not working properly. The heads (toilets) are backing up and not really functioning. Crew-clothing is all over the boat. Everything is wet including my sleeping bag, so not a happy ship at the moment. However, the sun is shining today and the weather forecast looks more promising for the next four days which should see us into Qingdao, fingers crossed.

It's Tuesday lunchtime and progress is good with code 1 spinnaker up with 425 miles to go. Not our best race. Our boat doesn't seem very quick up wind. We need to do more rig tuning I think.

I'm looking forward to arriving at Qingdao but will be a bit subdued this time as no podium finish.



hands whilst helping!!! I feel fed up, tired and very very cold.

No let-up in the weather and we should be arriving about seven tonight which will mean staying outside the marina all night in 40 knots of wind, and with a wind chill factor of minus 10! I have two shifts tonight so **NOT** looking forward to it.

It's going to be a busy stopover with lots of maintenance to do on both the boat and me!!!!!!

We hit our usual wind hole with the last 24 hours making very slow progress. It's looking like late Thursday afternoon which will mean waiting outside the marina until the daylight hours - a whole day lost.

Wednesday Morning and the cold front from Serbia is coming in. **It is FREEZING**, and has started sleeting. The wind has increased and it is so cold I can't feel my



It's Friday Morning and we have been told we can enter the marina at eleven o'clock.

Well its been worth the wait . . . drums, drink and food await us. It is an amazing experience, but the locals have sensibly stayed indoors as it is freezing.



At last . . . in my hotel. A hot bath awaits as does the North Pacific! Nearly home. After eight months at sea and 30 thousands nautical sea miles I feel mentally and physically exhausted.

Sent from my iPad



The Carl Palmer Clipper Diaries

Chapter 8 - *Journey's End*

Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep, Repeat . . . Sail, Eat, Sleep

FROM LIVERPOOL TO QINGDAO, CHINA

After very careful consideration and due to an ongoing chest infection, which has lingered since Hobart and will not go away whilst on the boat, I have decided to bring to an end my Clipper Race adventure. I have completed over 30,000 nautical miles and my journey ends here in Qingdao China.

It has been fantastic and at times extremely challenging. I have sailed to many countries and met some very interesting characters along the way. My favourite guys were a couple who operated a café in Fremantle who befriended me and helped me victual (provide the food for) the boat. They certainly made my job a lot easier in that stop-over... *"don't give up the band guys, your singing and dancing are awesome"*.

Some of the sailing has been tremendous but by far my greatest memory will be the Sydney Hobart race which started on Boxing Day last Christmas and lasted three days. The sheer number of boats and the buzz on the day cannot be described.

I would like to thank my family, friends and all my supporters who have followed my progress over the last eight months, they have provided encouragement and much needed support.

I am flying back to the UK today. It took eight months to sail here but only eighteen hours to fly home! Now there is progress for you.

Thank you to all who have donated to the London's Air Ambulance, my chosen charity for my epic journey.

If you haven't yet donated, please give what you can to this Amazing Charity . . .

<https://www.justgiving.com/fundraising/carl-palmer-clipper-laa-2017>



Click here to donate on Carl's JustGiving page
Total donations to date: **£13,458**



10 YEARS SERVICE AWARDS



Anthony Sampson (left) receives his 10 years long service award from CIS Site Manager Anthony Derrick at King's College London.



Hassan Imtiaz (left) receiving his 10 years long service award at CIS Head Office from Neill Catton, Managing Director. Hassan is the Arcadia Area Manager for London and the Southern region.



Mustafa Zeki (centre) receiving his 10 years long service award from Lewisham Southwark Colleges' Michael Gayle (left) and CIS Account Manager Anthony Bridgeman (right).



Emanuel Ewhurekuko (left) being presented here with his 10 years long service award by Tim Browne CIS Site Manager at South Thames College (London).



Lee Hankin (right) receives his 10 years long service award from Yolanda Hamblen, CIS Security Contract Manager at Accenture (London).

Barry Stevens joined CIS in February 2008 has received his 10 years long service award. Barry works at Lazard & Co in Central London.

20 YEARS SERVICE AWARD

15 YEARS SERVICE AWARDS



Momodou Camara (right) receives his 15 years long service award from Michael Appau CIS Duty Manager. Momodou works at University College London (UCL).



John Chambers (right) is receiving his 15 years' long service Award from CIS Account Manager Keith Farthing. John is a CIS Response Officer.



Anthony Wanza (centre) has received his 20 years long service award from Anthony Bridgeman, CIS Account Manager (left) and Buildbase's Branch Manager Daniel Hill (right). Anthony joined CIS in February 1998.

Lee Leyland, CIS Training Manager Finalist at this Year's British Ex-Forces Business Awards

BRITISH EX-FORCES IN BUSINESS AWARDS

FINALIST
RISING STAR
OF THE
YEAR | AWARD



LEE LEYLAND
CIS SECURITY



17 May 2018, London | exforcesinbusiness.co.uk

PROMOTIONS ON SITE

Rebecca George



Rebecca joined CIS Security as a Security Officer in October 2015 and we are now proud to announce that she has been promoted to the role of Security Supervisor. A first ever female Supervisor at

Springfield. A well-deserved promotion comes following hard work and exemplary commitment to her daily role.

Paul Weatherall



Paul joined CIS Security as a Security Officer in August 2017 and we are happy to announce that he has now been promoted to the role of Security Supervisor at Springfield Hospital. Paul has

been a great team player from day one and always exhibits a willingness to take on greater responsibilities.

Both Rebecca and Paul are seen here receiving their new "blues" Supervisor polo shirt from Regional Account Director Nick Hawksley. Well deserved, and best of luck in your new positions Rebecca and Paul!

Congratulations also to any members of staff who have had promotions where the news did not reach us on time for publication.

Head Office New Starters...



Ed Knight
Business Development Manager

"I was originally born in Greenwich London and then spent a short stint in Nigeria before coming back to the UK.

I started work in 1979 (seems like yesterday) as a Bank Clerk in the City and after five years thought it wasn't me and moved into banking recruitment and newspaper advertising. I did this for a few years and then a good friend of mine, Tony Graves, thought it would be a good idea for me to join SSR Personnel (security recruitment and security guarding) where I worked for the next 11 years until I became an Associate Director.

The year 2000 saw me getting the travel bug again, so I gave this role up and took my wife and very young kiddies to Australia where we lived for the next 14 years. It was an awesome adventure but mad as it seems I became homesick and missed my mates and family. So I have been back in the UK since 2014 and love it...not the weather but the people and work ethic. (Aussies are very laid back...I think it's the heat!)

Having known CIS for a very long time the timing was right and I am very excited about joining a great team here and look forward to achieving some great results."



Jan Pearce
Key Account Manager

"Without doubt, joining CIS has proved that there are still security service providers within the industry that are passionately serious about service provision. I can

see this in almost every member of staff I have met so far which is an indication that this vision is shared at all levels. I have a sneaky feeling I am going to thoroughly enjoy working at CIS!

Having worked in the security industry for over 26 years, the majority of which have been in the corporate sector, I have a wealth of knowledge and experience in delivering a service to our clients



Eden Barimah
Onboarding Administrator

"Before CIS I was working in Hamleys retail store for a year and five months. Throughout my time there I gained great customer service skills and continued to become an ef-

fective team player. I am now happy to bring what I've learnt to the team and use it to push the vision and values of the company.

I fell in love with HR having done a recruitment and selection project at college. Ever since then I knew that HR was the career I would like to pursue. That passion pushed me to study Human Resource Management for three years at Middlesex University. After graduation I decided to build my experiences within the HR Sector and have worked in companies from Delaware North to Hamleys Toys, and I still aim to learn more and gain more skills to drive me to my future goal.

My time so far at CIS has been really good. When I first started, the people were so welcoming and friendly and they are not afraid to give you a helping hand if you're stuck on something. I am really looking forward to learning and understanding the nature of CIS Security and seeking out opportunities in order to excel.

Outside of work I enjoy socialising with family and friends. I enjoy listening to music in all genres and I'm a huge Marvel/DC. If there's a movie or a comic book in relation to Marvel or DC I will be the first one to read and watch it!"

that surpasses expectations. However, in just five weeks with CIS, I can see that there is still more to learn. Our Training Academy for one has by far the widest range of security focused and customer service related courses I have ever seen. This combined with positive ethos of our employees is a good recipe for a healthy and sustainable business.

I have received a very warm welcome from both employees and clients alike and am looking forward to forging a strong working relationship with you all."

CIS Security Client Buildings win CPA Building Security Accreditation



BUILDING SECURITY ACCREDITATION

The Building Security Accreditation Scheme raises the standards of security within multi-occupied buildings. It provides a benchmark of the commitment of property owners to the protection of their premises, their personnel and the public at large.

The City of London Crime Prevention Association (CoLCPA) developed the BSA in conjunction with the City of London Police, the City of London Corporation and representatives of managing agents and the security industry.

The CPA Award is open to all owners and manag-

ing agents of commercial property and is achievable through a straightforward application and the review process. The accreditation takes the form of an award showing the official seal of achievement, endorsed by the BSA ruling body.

To achieve the Building Security Accreditation, applicants are assessed on a number of criteria, including:

- Building to have a co-ordinated evacuation plan and evidence of testing the plan
- Evidence of membership to the CoLCPA and show how infor-

mation and best practice are disseminated to tenants/occupiers

In buildings where Security Officers are employed:

- Security Officers to demonstrate that they have completed appropriate security awareness training modules
- Security Officers to have attended a 'Griffin' terrorism awareness day
- Occupiers of the building and security managers to make occupiers aware of Project Argus and provide opportunities to attend
- Applicants must be

able to prove that the number of people trained in these areas is proportionate to the size and nature of the building

Those accredited will be assessed annually by an independent panel formed from the following organisations:

- The City of London Police
- City of London Crime Prevention Association (CoLCPA)
- The City of London Corporation
- Representatives from managing agents and the security industry.

The St Botolph Building (London)



Mark Arnold, Site Manager (right) receiving the Award from Don Randall MBE

On receiving the Award Mark comments: *"I am very proud to accept the CPA Building Security Award on behalf of my Team, Building Management and CIS. It is a great accolade for The St Botolph Building and just shows that consistently high standards pay off."*

One Angel Court (London)



Peter Cushing, Site Manager (right) receiving the Award from Don Randall MBE

On receiving the Award Peter comments: *"It felt really good to receive this Award. It just highlights the hard work put in by the On-Site Team and from Francois to ensure our procedures and standards are where they should be".*

Staff Recognition



Security Officer Julius Onyancha - Accenture Newcastle

Security Officer, Julius Onyancha at Accenture Newcastle beat hundreds of other entrants to win **The Best Student Paper Award** at the 2017 International Conference of Data Mining and Knowledge Engineering. Julius, also a PhD student in the Faculty of Computer Science, impressed judges with his paper - Learning from Noise Web Data - which looks at developing tools to decrease levels of irrelevant and meaningless 'noise data' as users click through websites online while at the same time preventing the loss of useful information.

The winning paper was selected based on reviewer reports and the evaluation score results of committee members during the conference. Julius says, "Given the number of paper submissions to the conference, I was just happy to have my paper accepted for publication and presentation. What I did not expect is selection and award for best student paper. I appreciate the recognition and must admit it is a good opportunity to demonstrate my research contribution to the Data Science community. I received a lot of feedback from the participants at the conference who were keen to find out more about my research." Read more of Julian's success by clicking on the following link: <https://www.sunderland.ac.uk/more/news/story/finding-value-in-nuisance-web-data-lands-student-global-award-353>

Security Team at Goldsmiths, University of London

On the morning of 22nd February during Goldsmiths' UCU strike week, the Site Security Team showed a high level of proactive behaviour by stopping an attempted occupation by students from gaining access into the Deptford Town Hall.

A crowd of 50 plus people had gathered outside the Town Hall with the intention to occupy the building.

Two Security Officers showed a high level of professionalism when faced by an aggressive crowd during which one Officer was pushed to the floor by the crowd. The two officers showed great conflict management skills by containing the crowd at the main entrance while another two additional officers held the lobby doors closed.

The whole building was locked down by the Security Team in a timely manner while waiting for the Police to arrive.

The Team was highly commended by the client for the swift response and the proactive behaviour that they showed.



Blow Your Own Trumpet!

Bushra Zafar, Security Access Controller at King's College London is Blowing her Own Trumpet in the May edition of Prima Magazine. See below article.

"Well done Bushra and congratulations!!"

Inspiring women



Bushra is expecting her first child in July, something she never thought would happen



a deep depression. It felt like I was walking in darkness and I struggled to get through the days.

I was browsing Facebook one evening to distract myself when I came across a slimming group called Drop Away. I spoke to a counsellor who was very encouraging, telling me to try it for a month and she was sure I'd be pleased with the results.

EMBRACING THE NEW ME

Following the plan took my mind off my heartache. It involved low-carb healthy eating and supplements and wasn't hard to follow. It gave me something to focus on and, when I lost 13lb in a month, I was amazed – it had been so easy.

From then on I stuck to the plan, the weight fell away and my depression lifted. I was full of energy, my skin was glowing and I began retrieving clothes from the back of the wardrobe that now fitted. I started getting more attention from men but I wasn't interested, instead going on holiday with friends and socialising. I felt good and I loved the new me.

I knew Fahad from work and when he asked me out I hesitated at first, keen to enjoy my new-found confidence. But we went for a coffee and I realised how kind he was and gradually fell for him. We got married last September.

When I met his sister, she said she was proud of her brother for finding someone who looked as good as I did.

I couldn't believe she was talking about me!

Last October, a month after our wedding, I took a pregnancy test and was shocked to see it was positive.

I hadn't dared hope I'd have a baby. The scans showed everything was fine and there was no sign of any ovarian cysts.

My life has changed so much since I decided to look after my body. My baby is due in July and I can't wait. I'm proof that you should never give up. You just have to believe in yourself!



'I was full of energy, my skin was glowing and clothes now fitted'

'You have to believe in yourself'

Bushra Zafar, 37, lives in London with her husband Fahad and works as an administrator for a university.

Watching the grainy images on the monitor, I can scarcely believe that is my baby. It hardly seems real that I'm married and will soon become a mother. Less than a year ago, I'd given up all hope of ever achieving either, but as soon as I put my needs first, all the good things followed.

In December 2015, my fiancé left me months before we were due to marry. I believed I was in love. It was humiliating, and at 35 I thought my chances of marrying and having children were almost zero.

For most of my adult life I'd been overweight and had polycystic ovary syndrome (PCOS), which can cause weight gain and fertility problems.

I hated the way I looked and I was very aware that I might not be able to have children, so when I got engaged I was very happy and grateful.

I ordered clothes online because I couldn't face trying things on in the shop. But when they arrived they always looked so awful on me that I'd stuff them in my wardrobe, unable to even face sending them back. I joined a gym and went on various diets, including herbal teas, but nothing worked for me. My weight hit 16 stone.

When the wedding was off, I fell into

Calling all CIS Staff! Tell us about your wonderful work, not just professionally, but also in your spare time. Blow Your Own Trumpet for a chance to get a BYOT Mug! We encourage you all to get involved. Tell us about your great work for your clients or your own talents at: communication@cis-security.co.uk

CIS & Apprentice Panel at Lewisham Southwark College



For Apprenticeship Week this year two amazing women from CIS Security, Georgina Martin (ex-apprentice) and Paige Allen (current apprentice) answered questions from a panel of 15 learners at the Lewisham Campus of Lewisham Southwark College. The students were very shy at first but due to Georgina's and Jade's bubbly and engaging personality they quickly became comfortable. The students were extremely im-

pressed to see that Georgina had come such a long way from starting as a Level 2 Business and Administration Apprentice to now working within HR and Recruitment.

"On Tuesday 6th March Paige and myself attended the Lewisham Way College Campus to be part of an Apprenticeship panel. This allowed us to speak to 15 learners who were part of an ESOL group (English for Speakers of Other Languages) about what apprenticeships are, the benefits of them, our experiences, the different courses available and how to get into an apprenticeship.

The students asked us various questions about apprenticeship's and we were able to answer in detail as we have either been through the apprentice program or currently going through the process.

Talking to the ESOL group was a great experience within itself, due to them all being driven to progress a career within a country that they have only recently moved to. It was also nice for the students to be able to relate to Paige as she was of a similar age and was able to explain her current experiences with joining her apprenticeship and what is to be expected within the first couple of months of joining.

We thoroughly enjoyed speaking to these students and making them aware about the apprenticeship program as it gives people of a young age more opportunities to move into the career they want to and is a great alternative to going to university."

Georgina Martin
Recruitment Officer

Security Awareness Day at



CIS Security Officers Janet Holness and Paula Holness are seen here with Chris Shane, Head of Security at one of the University's Security Awareness Days.



Health & Safety

Helping Out

We often get asked to do little jobs around the sites by the client or the client's customer, and in the main this is OK "but", and as usual there is a "but", we should be aware that some "little jobs" need to have been properly assessed and that training or induction is given where appropriate. This does not mean we cannot do other tasks, particularly if they are similar to that which you would do in normal domestic situations. An example would be moving a couple of chairs from one room to another or carry a small parcel to another part of the site. However, if you are asked to accompany someone onto a roof area or into an inspection pit, or do any other physical task, then this should not be carried out unless the appropriate assessment, induction and any equipment needed is organized prior to the work being undertaken. If you have any doubts contact the SHEQ (Safety, Health, Environment and Quality) Manager Stuart Bateman at Head Office.

If a task is not included in your Assignment Instructions then you are advised to check with your line manager prior to undertaking it. This protects you, the company and the client from problems if something goes wrong.

PPE

The wearing of PPE has again become an issue. Some Officers for some reason appear to think that wearing PPE is an optional choice but it most certainly is not. PPE must be worn for ALL the tasks it is issued for as failing

PPE must be worn on this site

to wear any part of the PPE is an offence under the regulations as well as a disciplinary matter.

Response Officers who travel to a number of different sites must remember to carry all their PPE wherever they go so that they can carry out the work they have been assigned to do safely.

Environment

As we now have nicer weather and there is a need to have air conditioning units or cooling fans working in our workspaces, then please remember to switch them off at the end of the day so that we do not use more power than we need to.



As always we must try and follow our client's environmental procedures wherever possible. Waste management such as recycling paper or making sure we shut off building lights as soon as we can after the building is vacated are ways that we can help improve our environmental performance across our client base.



Knightsbridge Estate

50 Hans Crescent



The Front of House Team at 50 Hans Crescent had a raffle at the end of last year to raise money for the London's Air Ambulance and managed to raise **£120.41**.



CBRE clients **Otto Chacon** and **Kasia Radochonska** draw the raffle.

Congratulations!!

We are pleased to announce the birth of baby Mariam (right) weighing 5.9lbs on New Year's Eve last year to Hassan Imtiaz our Acadia Regional Manager and his lovely wife Amama.



Congratulations Hassan!



Neelakshi Jolly, Dedicated Response Officer at King's College London has also been blessed with a baby boy, Shrinay (left), born on 20th January this year.

Congratulations Neha!

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PAYROLL CORNER

Welcome back to **Payroll Corner!**

Evi and Casey in the Payroll Department will be sending out tips and reminders on all things payroll!

****OUR APRIL TIPS****

GET CYCLING!

The weather has truly picked up and we will be hoping for a few months of sunshine ahead of us! Why not swap your normal commute to work with a ride to work!

CIS has partnered with Halfords to provide a tax efficient way of buying a bike. You do not have to pay any money towards the bike at the first stage, as it is all handled online, but once your hire agreement is in place, we will then be deducting the cost of the bike from your salary in 12 monthly instalments.

Evi will be happy to provide information on this fantastic benefit, so please email her at evi.garoufi@cis-security.co.uk for further advice.

P60's

Your P60's for tax year 2017/18 have now been sent to your home address. If you still have not received it, please email us at payroll@cis-security.co.uk and we will be able to issue a copy of it.

All tax queries however, will need to be directed to HM Revenue & Customs. Do not hesitate to contact them on 0300 200 3300 quoting reference 961/9918805.

10 INTERESTING PAYROLL FACTS FROM AROUND THE GLOBE!

1. It is not uncommon for individuals in Afghanistan to receive their net pay into a mobile phone account rather than a bank account.
2. In Ireland, writers, artists, and composers are spared from paying tax.
3. At the end of the 17th century, Russian Emperor Peter the Great introduced a tax on men's facial hair in a bid to modernise the country's society.
4. The oldest pay stub in the world shows that in Ancient Mesopotamia people were paid in beer.
5. On a Pacific island called Niue, they have Mickey Mouse on their coins.
6. 78.2 million workers in the US are hourly employees. This represents nearly 60% of all wage and salary workers.
7. The Swedes are the most generous when it comes to spending time with new-borns. In Sweden, parents are entitled to 480 days of paid parental leave.
8. On the tiny island called Yap, they used giant limestones as currency.
9. If you find yourself debating whether to go to Church on Sunday Morning, consider this: In Germany, you can go to service only if you contribute Church Tax, deducted via payroll.
10. If you are not one that keeps up with your annual physicals, have no fear - Health Exams are a requirement as part of the onboarding process in Brazil!