

CIS Newsletter

THE WELLBEING ISSUE



November 2021 Volume
24, Autumn Edition

HELLO!

A few words from Neill Catton CIS Managing Director



Neill Catton

At the heart of CIS is our people, I think by now we all know that. We shape our business around our people and not solely our customers. If they are well supported, respected, have a voice and receive good benefits then why would they look for other opportunities? There is currently a lot of press regarding recruitment, and this expands to all sectors, be it hospitality, distribution and even security.

I believe that if we look after each other, there is greater probability that people will want to join a professional organisation like CIS. For example, why would you want to leave a company if you have a good relationship with your manager and colleagues and that you are reminded of the importance of your role and how well you perform it. If you receive regular communications with opportunities to take on new benefits. Achieving promotion through training opportunities that are actively encouraged and most importantly that your safety and well-being is a priority.

These elements are measured and reviewed every month by our Senior Management Team to make sure we keep looking after each other as we welcome more family members to CIS.

This newsletter demonstrates many of these characteristics and I hope that what I have said above reflects our employees' opinions. Our recent staff survey resulted in 97% of employees saying that CIS is a good company to work for so it would seem so. I am very proud of this, and it is more important than any industry award or recognition.

My final message is; if you feel we can do more to support and retain our excellent people, please let me know either when I'm visiting your site or by email at

neill.catton@cis-security.co.uk



Celebrating new contract Wins!

A massive congratulations to the sales team and everyone involved in gaining our new and exciting contract wins.

We wish a warm welcome to all new employees joining the CIS Family and look forward to working with you.



NEW WINS

PORTFOLIO INCREASE

We have significantly increased our portfolio with many new wins, including Paternoster Square & St Martins Court, MidCity Place, Clifford Chance and Hub Victoria.



NEW WINS

Paternoster Square & St Martins Court

Managed by Savills, Paternoster Square is situated between the London Stock Exchange and St Paul's Cathedral. It is an apt mix of classical and modern styles, which is home to many shops and restaurants as well as corporate offices.

Commenced 12th August 2021



NEW WINS

MidCity Place

Managed by Savills, MidCity Place is one of the most prominent buildings in Central London. With MidCity Place, along with our existing contract at Warner House and the recently awarded Lacon House, we are really expanding our presence in Holborn.

Commenced 1st September 2021



NEW WINS

Clifford Chance

Clifford Chance is one of the ten largest law firms in the world, measured both by number of lawyers and revenue. This is a significant win for CIS as it not only compounds our presence in Canary wharf but also across the corporate sector.

Commenced 1st September 2021



NEW WINS

HUB Victoria

A successful tender with Managing agent, Colliers, sees CIS provide services to a new 107,000 square foot self-contained HQ office development with stunning views in the heart of Victoria. Situated between the two conservation areas of Belgravia and Pimlico, this scheme will provide major improvements to the ground floor retail spaces, office entrances and public realm.

Commenced 11th October 2021



NEW STARTERS!

We'd like to give a warm welcome to all our new starters at **CIS**

Terence Coates
Account Manager
(Promoted)



Chris Timms
Regional HR Advisor



Sigita Gedrimaite
Account Manager
(Promoted)



Matthew Crooks
Marketing Assistant



Hannah Rand
Onboarding Apprentice



Emmanuel Nnaji
Duty Manager



Claire-Louise Hagon
Head of Bids, Brand &
Communications



Nicole Brown
L&D Coordinator



Rija Rawn
Bid Manager



A working day in the life

What does a Security Manager do daily? We asked our very own Tom McCrone. Looking after a large team of Security Officers, coaching and mentoring them, means Tom is nothing short from amazing! Here is a day in the life of Tom..

When did you join CIS?

June 2021

What is your current role?

Security Manager, 110 Bishopsgate

Please describe your journey within CIS

Having recently joined CIS in June, I have found them to be a breath of fresh air within the Security industry. I really enjoyed meeting new colleagues at head office and other CIS sites.

What do you enjoy most about your role?

I really enjoy the variety of the role and that no day is ever the same. I enjoy the challenge of managing a large team and how rewarding it is. I also really enjoy coaching and mentoring members of the team, especially if they want to progress within the industry. I have recently become a mentor for a new CIS Apprentice, who is aiming to progress to security management level within 3 years. This is part of the Trainee Management SET program at CIS.

What challenges within your role have you overcome?

We were faced with some challenges in relation to recruitment initially, Georgina has been so helpful in assisting us with this. My team had also not had a manager for a long time before CIS took over the contract, so gaining their trust and convincing them to buy into where we want to take the contract was a challenge initially, but something we have seen change in a positive way more recently.

What is the background to your journey within the security industry?

I first came into the security industry as a relief officer whilst I was studying at university. Once I completed my studies, I was not sure what I wanted to do career wise. I began working as a Security Officer again and quickly gained promotion to Supervisor. I was then mentored and coached in that role and took on a role as an Assistant Security Manager. After a few years in that role, I went for a Security Managers role at a brand-new building, I got the job and was thrown in at the deep end, mobilising a brand-new contract. After 4 years of working on that contract, I decided that I needed a change and applied for my current role at CIS and was successful. I really think the security industry can be great for progression and there are lots of opportunities out there.

Do you have any hobbies outside CIS?

I play rugby semi-professionally for Bishop's Stortford RFC, we play in National League 1 which is the 3rd division of English rugby. This takes up most of my time outside of work, which is great as it really helps me to switch off from work. I think everyone should be able to do this as it is far too easy to be always thinking about your job or work in general. If I'm not training or playing rugby, you will find me out and about walking my dog, Molly.



Unity is key!

CIS are very proud and value the image of our employees that's why we believe that uniforms are a symbol of commitment and true unity!

When wearing a uniform, the pride of everyone within a team shines through! It's a great sight to see, especially as you wear your uniforms with such dedication and joy,

We would love to see some pictures of you in uniform! – Please send them to communication@cis-security.co.uk

Five Reasons Why Uniform is So Important (ref Chartered Institute of Marketing)

1. For Brand Identity

Ensuring your company's branding is at the forefront of your customers mind creates a connection which the consumer can identify with, as well as remember. Brilliant for a company's awareness, strong branding on uniforms is also successful for advertising. The element of trust is amplified through brand recognition.

2. Foster Sense of Unity

Employees who dress similarly develop a sense of solidarity and belonging, creating an atmosphere where teamwork is valued, and performance ultimately improves. Uniforms also smash the barriers of hierarchy enforcing the point that "we're all this together".

3. Safety First

In industries that carry risk, such as Security, uniforms can also deliver functional benefits. For example, high-visibility uniforms prevent workers from being in potentially dangerous situations.

4. Dress to Impress

Staff who are dressed in uniform tend to take better care of their image, instantly setting them apart as professionals and more organised. The appearance of an employee can also reflect on the company they work for, so it's important to always adopt an organised front.

5. Mutual growth

People wearing uniform are more caring for their fellows and colleagues, they care not only for their growth but the growth of their peers as well. Uniforms are very important and fosters traits which are very necessary for a person as an individual and an organization to thrive and prosper.



**Spitalfields Estate
(Corporate-Cool) uniform**



**New security vests at
London Bridge City
Estate**



**Head Office Training
Team uniform**

The text "£25 for you" is written in a large, bold, yellow font with a slight 3D effect. It is set against a dark blue background. The text is curved upwards from left to right. There are several thin, yellow lines radiating outwards from the top and bottom of the text, resembling a sunburst or a starburst effect.

THAT'S RIGHT!

We have upped the Blow Your Own Trumpet game (and style!). Working in CIS means being part of a close-knit community. Share your stories and meaningful moments with us - be it a hobby, a talent, a special occasion, anything you're proud of! You'll get a £25-voucher to be spent in any high-street shop. We are all ears!

The logo for "Blow your own trumpet" features the word "Blow" in a large, yellow, stylized font where the 'B' and 'O' are connected. The word "your own trumpet" is written in a smaller, white, sans-serif font below it.

Blow
your own trumpet

Striving for victory

At CIS, we have a lot of talented people, and that talent grows inside and outside the office. As an example, please see below stories from Francois Reynders and Alexander Mukwaya's.



Francois Reynders
Account director

Here's what Francois had to say about his journey.

I participated in the Virgin London Marathon 2021 this year to raise funds for our Colts Team at Chingford Cricket Club. With all the support of family, friends, colleagues, and clients, I managed to raise just under £3,000. These funds will be used to secure places for underprivileged kids along with new equipment for the club. A cricket trip is also being arranged for the kids in 2022.

I was fortunate to gain entry to the ballot and so wanted to raise funds accordingly. I feel Sport creates a strong feeling of belonging amongst the youth and promotes discipline, respect, and sportsmanship. Sport and the facilities on offer provide an escape and a safe place for kids to explore their talents, embrace their skills and grow in friendships.

Training has been difficult at times with minor injuries along the way. A Few weeks leading to the event I completed a half marathon each weekend in preparation up to the big day. Although I enjoy training overall and always keep fit, I followed a very strict training and diet plan to ensure readiness of the race. It has been an amazing journey the last six months and I feel privileged to have been part of the 40th Year Event of the London Marathon.

For those who have always considered the race, Go for it!

Please press ctrl and click [here](#) to watch Alexander's journey as he rode from England all the way to Amsterdam.

Alexander simply always wanted to challenge himself to a long distance, multi day bike ride to discover his limits and keep on pushing them. He has now completed the challenge and looking for the next!



Alexander Mukwaya
Security Officer



A happy goodbye

Working at CIS is all about family, we pride ourselves on togetherness and always try to display outstanding customer service. That's why it is sad to see one of our longest serving officers leave, however we have loved watching his growth throughout the years.



Loannis has been the Site Security Supervisor at Wearside Depot on the London Borough of Lewisham contract for the past 19 years, Loannis formed excellent working relationships with a wide range of stakeholders within the Council and with his fellow colleagues. With his fantastic sense of humour and keen work ethic Loannis was always able to set the standard on site.

From us all at CIS Security we wish you the very best with your retirement.

Happy Retirement!

Payroll corner

Evi, Casey and Aleks will be sharing tips and reminders on all things payroll



Left to right: Aleks, Evi and Casey, our Payroll

STAFF BENEFITS

CIS offers amazing staff benefits available to all employees. From the Early Pay app to tax-free bike purchases, large restaurant discounts with TasteCard, dental & optical plans with HSF and high street savings that make a difference to every pocket, CIS has it all!

For further information on what is on offer, log into the Hub and visit our interactive Staff Benefits platform with details on each benefit, alternatively, feel free to drop a hello message to our team at payroll@cis-security.co.uk and we will be happy to assist you with more details.

INFORMATION FROM THE CIPP

From 1 December 2021, HMRC will stop making payments to child Benefit, Guardian's Allowance, and tax credits into Post Office card accounts therefore, HMRC is urging those who claim these benefits to update HMRC with their new bank account details by 30 November 2021.

TAX-FREE CHILDCARE SCHEME

The tax-free childcare voucher scheme has now been replaced by the Government's Tax-Free Childcare. You can get up to £500 every 3 months (£2,000 a year) for each of your children to help with costs of childcare. If you get Tax-Free Childcare, the government will pay £2 for every £8 you pay your childcare provider. This is paid via an online childcare account that you set up for your child. The Tax-Free Childcare scheme runs directly by the Government so there is no involvement of the employer on this. Please visit <https://www.gov.uk/tax-free-childcare> for further information and how you can sign up for this!



Health & Safety!

I would like to share the below with you to highlight the importance of Health & Safety with violent incidents on your site.

Stuart Bateman, CIS DPO & SHEQ Manager



We have seen increasing incidents of attacks against our officers on site, whether this be breaking up a fight between students / members of public or working at A&E at a hospital. The question is, when do you step in?

Have a look and check!

Always refer to your assignment instructions and risk assessment. It may be a question of control & command the situation and call police. Or it may be if there are enough officers available to deal with the incident as stated in, you're A/Is & R/As, you do need to step in. If you are unsure talk through the scenarios with your line manager and practice what you would do.

Manuel Handling & Slip Trip incidents on your site?

Again, we have seen an increase in accidents at site. Where available, always wear a strike cap when patrolling your plant rooms to avoid head strikes whilst on patrol. Correct footwear, such as cleated rubber sole shoes will help prevent slip trips and also be aware that you should not look at your mobile device whilst patrolling (**Heads up avoids slips trips**)

Slips

To avoid slip and trip accidents you will need to identify the causes of wet floors and find ways to eliminate or manage them. Our form includes questions on:

- 1) Reporting and clearing up of spillages.
- 2) Fixing leaks to prevent future wetting or contamination of flooring.
- 3) Adding non-slip flooring for frequently wet floors and non-slip footwear.
- 4) Having procedures to allow floors to dry if they have become wet.

Find us

Share us



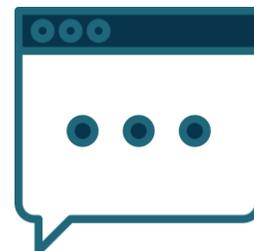
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