



Welcome!

Advantage One welcomes the following new starters this Month:

Richard & Claire from Gloucester,

Lok from Edinburgh and **Michael** from Glasgow

Giving you the Advantage



Eid al-Fitr ("festival of breaking of the fast"), also called **Feast of Breaking the Fast**, the **Sugar Feast**, **Bayram (Bajram)**, the **Sweet Festival** and the **Lesser Eid**, is an important religious holiday celebrated by Muslims worldwide that marks the end of Ramadan, the Islamic holy month of fasting. The religious Eid is a single day during which Muslims are not permitted to fast. The holiday celebrates the conclusion of the 29 or 30 days of dawn-to-sunset fasting during the entire month of Ramadan.

For our employees that are celebrating this festival have a good Tuesday 29th July.



We would like to wish everyone celebrating their birthday this month a very happy birthday:

Usman, Manpreet, Matthew, Sandeep, Martin, Kevin & Ambar from West Midlands, **Richard & Nasif** from Gloucester and **Robert** from Paisley

Special 30th Birthday to Davinder from West Midlands

Auto Enrolment Pensions

From the 1st August 2014 smoothly we will be issuing Advantage One employees payslips 1 week early (1/8/14) that meet the statutory requirements for the pay date 8th August. Auto Enrolment Pension will start to be paid as normal on the 8th August.

You will contribute to their pension. Your employee contribution of 1% of your wages per pay run will be matched by Advantage One. Therefore you will receive a 2% contribution to your pension every pay run. Advantage One have teamed up with Nest Pensions to bring you your pension. Employees that meet the statutory requirement will see pension deduction in the pay run 8th August.

In order for us to process this 1st pension contribution

If you decide not to continue with your pension contributions, you can choose to opt out once you have made your first contribution. This contribution will be refunded to you. A letter will be sent to you along with your payslip on 1st August informing you about your pension and how you can opt out.

Please do not hesitate to contact Emma at Head Office if you have any questions or queries regarding the Auto Enrolment Pension.

Up Skilling Courses for the SIA Licence

If you want to renew your Door Supervisor Licence and you completed your original training prior to June 2010 you will need to undertake a further Upskilling Course. We have contacted the following training companies that provide this training in your areas.



Betaris Training
(based in Gloucester, but will cover a wide surrounding area)

01452 751004



info@betaristraining.com

Mercury Training
(based in West Midlands)

01384 482 186

info@mercurytrainme.com

When contacting these companies please mention that you work for Advantage One Security to get the best negotiated price.



XX COMMONWEALTH GAMES 2014

The 2014 Commonwealth Games will be held in Glasgow, Scotland, from **23 July to 3 August 2014**. It will be the largest multi-sport event ever held in Scotland, although the country previously hosted the 1970 and 1986 Commonwealth Games in Edinburgh.

For our Officers living and working in this area please be mindful of the transport difficulties and road closures, it will probably take you longer to travel to work, please allow enough time for this.

Also there are many more people in your area (British and Foreign) and therefore more potential theft.

Be vigilant!

SIA Licence Savings Plan

Advantage One Security will be offering all employees a savings plan to pay for their SIA Licence.

Process for Savings Plan

1. Employee will be contacted 6 months prior to the expiry of their SIA licence by Caroline from Head Office.
2. If employee requires the savings plan - Authorisation of Deduction of Earnings form is sent to the employee for return to Head Office within 14 days.
3. Upon receipt of the Authorisation Form the deduction of wages will begin on the next pay run, taking £23 over the next 10 pay runs.
4. 6 weeks before the licence is due to expire Caroline will apply for the renewal of the SIA licence (on-line).

If the employee leaves during a Savings Plan, the amount paid by the employee will be credited in their final wages.

If you would like to discuss this in more detail with Caroline please do not hesitate to contact her at head office.

Job

Opportunities:

We have vacancies for:

Mobile Retail Security
in the Oxford areas.

Store Detective in
West Midlands,
Leicester & Oxford
Areas.

Concierge / Reception
Security in Lichfield

Hospital Security in
Cheltenham &
Gloucester.

If you have any friends/
relatives that would like
to join us, please ask
them to send their CV
to caroline.holmes@advantage1.co.uk

Obviously mentioning
your name!

No Smoking



It is illegal to smoke
in enclosed public
and work places, this
includes e-cigarettes.
You must adhere to
our Customers'
Smoking Policies at
all times i.e. smoking
only in designated
places. Whilst
wearing your uniform
always smoke out of
sight of the General
Public.

This Months Role of Excellence

Vaughn L. & Jason G. both from West Midland area, excellent Customer feedback

Alban I. at the Erdington Store, excellent work regarding attempted theft of vacuum cleaners. A woman attempted to walk out of the store with the item in her hands and a receipt and card in her mouth (looking like she had paid for the goods), however the receipt was not for the goods!!

Anthony B. from Gloucester, excellent work on SD shifts. Money had been missing from the tills over a period of time. From the CCTV Anthony observed that there was one employee always serving one particular customer (who it turned out was a friend). The person was purchasing small value items with a card and the employee was giving money back, looking like it was for 'cash back'. However the value of the 'cash back' was £400+ at a time. Anthony requested that his shifts were changed on a couple of occasions in order to view the person on CCTV. Eventually Anthony 'caught the person red handed'. Aaron the Store Manager couldn't thank Anthony enough for his efforts, he stated that the theft amalgamated to £4,000+ over the last few months. As a result of this the store is reviewing the process of 'cash back'.

Osamede I. from Wolverhampton, has had great success on recent SD shifts in the Sutton store.

Aamer S. from Paisley, being a great help last week, being flexible by changing shifts and stores at such short notice.

Well done everyone, keep up the good work

Thank You

A very big Thank You to **Josh** from Gloucester. He recently volunteered to go to with Toby (Ops Assistant) to help cover the Glasgow & Edinburgh areas at very short notice. Taking him away from his young family for a week. This was much appreciated Josh, thank you for going the extra mile.

Company email addresses

[incident.reports@](mailto:incident.reports@advantage1.co.uk)

advantage1.co.uk - to be used to send all incident reports.

[holidays@](mailto:holidays@advantage1.co.uk)

advantage1.co.uk - used by yourselves to send in holiday requests.

[intel@](mailto:intel@advantage1.co.uk)

advantage1.co.uk - to cascade information to all Advantage One employees

[Officersupport@](mailto:Officersupport@advantage1.co.uk)

advantage1.co.uk - used to send out newsletters, changes, updates etc.

[myrota@](mailto:myrota@advantage1.co.uk)

advantage1.co.uk - rota's will be sent via this email, it is a non correspondence address

[expenses@](mailto:expenses@advantage1.co.uk)

advantage1.co.uk - all expenses need to be sent to this address

P87 Tax Relief for Expenses of Employment

More good news! From information on the SIA website you are able to claim the cost of your SIA licence fee against your taxable income as it is classed as an expense. For example if you pay the basic rate of tax your licence is worth £44 in tax relief.

Don't forget that you are able to apply for Tax Relief on the mileage that you claim for your employment and the laundering of your uniform. Just go to:

www.hmrc.gov.uk/forms/p87.pdf for more information.

HIGH FLYER

Management have decided that the following employees are the very worthy recipients of this month's High Flyer Award:

Dimitrij L. from Glasgow. Dimitrij has been extremely co-operative when being moved around on shifts, often at very short notice and has done this with no complaints or fuss.

Stephen G. from Gloucester. Stephen is a new recruit and has taken it upon himself to receive training at various sites around the area so that he can be as flexible as possible in his probationary period.

Congratulations , you will receive a **£20** One4all gift card, which covers numerous retail outlets.

Payslips

Just a reminder that it is your PIN no. that you need in order to access your payslip from your emails.

Have a great month from

The Advantage One Security Team

Be the Best you can Be!