

Inside Axis Security

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Welcome Word



Recently, we went to an ACS Forum and listened as they outlined their plans to develop the Security Industry. In the pipeline they are looking at improving both the current initial training programme and delivery as well as implementing refresher training at licence renewal stage.

They have the desire to make Security a first choice career and, as such, want to further develop career paths with associated training. They conducted a survey amongst a selection of front line licence holders and the most requested training was for Supervisor/ Management training.

During our visits around both London and the Regions, we see numerous examples within Axis of long serving employees who have been promoted from within. Some of them starting off in an Officer role and reaching the Security Manager or Account Manager position. This says a lot of what Axis is about and you will see from Adam Milton's piece that he firmly believes in the Axis ethos.

Part of the enjoyment in Compliance is visiting many interesting buildings, some of which may not give access to the general public.

Even more enjoyable is getting onto the roof of a building on a clear day and taking in the view. As well as obviously being able to see further, it is sometimes difficult to pick out the different landmarks as you are looking from a different angle. For those with a keen eye, this photo includes the Tower of London and the River Thames as viewed from **99 Bishopsgate** in a break from preparing for ISO 22301 Business Continuity Audit. The audit was another success!



Taking a break from ACS at 99 Bishopsgate in London

Employee of the Month

After letting you know that we did not receive any nominations for Officer of the Month last month, we got quite a few this time around. It was a difficult decision to make!

The winner is.....

Mohammed Zahoor, University of Leeds

Mohammed assisted a student who tripped and fell down the stairs at **University of Leeds**. Mohammed helped the student by taking him to hospital and keeping him calm.

Please see below comments from the student:

"My name is Taljinder and I am an international student from Canada. I sustained a foot injury yesterday on campus when I tripped and fell from the stairs by the Edward Boyle Library. I am writing to inform you that Zee, whose amazing professionalism and compassion got me through one of the most difficult moments of my life here at Leeds. He brought me to the hospital and sincerely helped so much. I wanted to let you know from my experience with Zee, you have a great employee that takes his job seriously with human compassion."

Thanks to all the other nominations that were put forward for this month:

- **Curtis Hallpike** – Nominated by Laura McCall (Net-a-Porter Group)
- **Nomir Uddin** – Nominated by John Sephton (99 Bishopsgate)
- **Kevin Whitehurst** – Nominated by Jason Brown (Zara Nottingham)
- **Marcus Humphries** – Nominated by Gary Watkin (Tower Wharf, Bristol)
- **David Trigg** – Nominated by Hugh Harkins (Gloucester Business Park)



100%

This month's 100%'s are listed below.

Aaron Adu Amankwaah - Stradivarius, London

Timothy Atuhaire – Sungard Warrington

Muhammad Abdullah - JLL Hartlebury

Danny Seery - JLL Gallagher Retail Park

It's Not All About Work

It was another trip to Manchester this month and as we arrived at Piccadilly Station in the early morning, we noticed some workmen putting a sculpture in place.

Returning later that night, it was all under wraps but the following evening all was revealed. We took a number of photos trying to get the right shot and also avoid the many passengers walking past. As we were quite close there was a feeling of it almost coming to life.



.....Sometimes it's holiday time!

After a very intense month engaged with ACS, it was time to recharge the batteries and take some time off. A few days in Iceland...the island that is **not** the well known frozen food place! Although Reykjavik was pretty frozen as well, at least it was dry and visibility was excellent.

We had a few trips planned and managed to catch the Northern Lights (just) but stars of the week were the hot springs at Geysir where the water temperature was +100 degrees and the waterfalls at Gullfoss. Truly remarkable sights.



FOCUS ON - Isaac Oghomwen, Regional Account Support Supervisor at Zara Oxford Street

For the "Focus on" article this month we decided to approach a member of our Retail Security Team. On a walk around London's Oxford Street we came across one of the "characters" from the business - Isaac - and asked him to share with us.



Where were you born?

Benin City, Nigeria

How long with Axis?

13years and six months.
2 years and seven months as Regional Account Support Supervisor. The role is all about supporting other Zara stores which have high stock loss. The aim is to improve results and also the quality of the Security teams.

What are your hobbies?

Reading, running and table tennis

Favourite meal?

Rice and chicken

Favourite sport?

Football

Favourite film/tv programme.

AD on Netflix /Football programmes on TV

What is your best achievement?

Transforming Zara Bond Street from being the worst in UK to the best as far as the shrinkage result. This has been consistent for the past ten years with the support of the store management and the team. My salvation being a believer of our Lord Jesus.

What are your work objectives?

Training of Officers to a high level and supporting stores with high stock loss. To be able to improve results and motivate the team and develop relationships between store management and Security Officers. Plus, my development within the business.

What annoys you most?

Laziness and when people don't say the truth.

Health and Safety - Early Warning

Elsewhere, we write about the cold weather and in a timely reminder we have been sent a document by our local Resilience Forum with advice for the general public.

The impact of cold weather on health is predictable and mostly preventable. Direct effects of winter weather include an increase in incidence of:

- heart attack
- stroke
- respiratory disease
- influenza
- falls and injuries
- hypothermia



Indirect effects of cold include mental health illnesses such as depression, and carbon monoxide poisoning from poorly maintained or poorly ventilated boilers, cooking and heating appliances and heating.

Key public health messages

Contact your GP or pharmacist if you think you, or someone you care for, might qualify for a free flu jab. There are 4 flu leaflets: one general, one for pregnancy and, one for people with learning disability, and one about children.

Free flu vaccinations are available for those who are at risk. For a full list see the annual flu plan, available at: www.gov.uk/government/collections/annual-flu-programme.

Keep your home warm, efficiently and safely:

- heating your home to at least 18°C in winter poses minimal risk to your health when you are wearing suitable clothing (see page 40 for full advice).
- get your heating system and cooking appliances checked and keep your home well ventilated
- use your electric blanket as instructed and get it tested every 3 years
- never use a hot water bottle with an electric blanket
- do not use a gas cooker or oven to heat your home; it is inefficient and there is a risk of carbon monoxide poisoning and this can kill
- make sure you have a supply of heating oil or LPG or solid fuel if you are not on mains gas or electricity – to make sure you do not run out in winter

Keep in the warmth by:

- fitting draught proofing to seal any gaps around windows and doors
- making sure you have loft insulation. And if you have cavity walls, make sure they are insulated too
- insulate your hot water cylinder and pipes
- draw your curtains at dusk to help keep heat generated inside your rooms
- make sure your radiators are not obstructed by furniture or curtains

Look after yourself:

- food is a vital source of energy and helps to keep your body warm so have plenty of hot food and drinks
- aim to include 5 daily portions of fruit and vegetables. Tinned and frozen vegetables count toward your 5 a day
- stock up on tinned and frozen foods so you don't have to go out too much when it's cold or icy
- exercise is good for you all year round and it can keep you warm in winter
- if possible, try to move around at least once an hour but remember to speak to your GP before starting any exercise plans
- wear lots of thin layers – clothes made from cotton, wool or fleecy fibres are particularly good and maintain body heat
- wear good-fitting slippers with a good grip indoors and shoes with a good grip outside to prevent trips, slips and falls
- make sure you have spare medication in case you are unable to go out

TUPE or Not TUPE

by Adam Milton, Security Manager at 61 Aldwych

Recently we visited **61 Aldwych** to get an answer to a question we have always wanted the answer to. When we arrived, our Site Manager, Adam Milton, was full of praise for Jonathan Levine and David Mundell visiting site. He said how much the team appreciated it.

We asked Adam our question: why did you not TUPE out of Axis when you could have done and he just laughed and said that Jonathan Levine had asked him the same question. I assured him we had not conspired on this question and so he provided the following answer.....



Adam Milton

"I joined Axis back in 2013 following a recommendation from an ex colleague from a previous career of mine who was working for Axis.

At this stage in my new career, I did not know what to expect from the Security industry so I followed my heart and moved to London to start a new job in the Retail sector.

After about 4-5 months of working in Retail, I was invited to a management and client drinks event to which I nervously went to.

It was there at this event that I met several senior members of Axis staff, one of which was Jonathan Levine. I always remember how he took time to talk to me and chat about myself and Axis. Its not everyday you get to meet the CEO and share conversation over a drink. Not long after, I was offered a Supervisor position in a corporate building in Central London. I worked on this new build for 3 years until Axis lost the contract and I had to make the decision TUPE or Not TUPE.

I was offered another Site Supervisor position in Central London with Axis but it was for less money. All of the Officers stayed due to the money and TUPE'd over but in my mind, I immediately knew I was going to stay with Axis.

I worked at another amazing site for over a year under another management team and, unfortunately Axis lost the contract. I had to make the decision once again to TUPE or not.

Through the contacts I had made in Axis, I was put forward for a management position on a site and that is where I am as of now.

Reasons I stayed with Axis:

- **Very good and professional reputation in the Security industry.**
- **Pay is better than a lot of companies.**
- **Great account management teams; ALL are very approachable, helpful, caring, friendly, professional.**
- **Management teams are extremely welcoming and friendly on all levels.**
- **All staff I have ever met at Axis headquarters are extremely welcoming and friendly, it almost feels like a family environment.**
- **Site visits from Account Directors, senior management and CEO. These visits mean a lot to the staff on the sites; not many companies will have this sort of interaction.**
- **Excellent Training Academy with brilliant staff and great relevant courses available.**
- **Career opportunities to those who are looking for it.**
- **I have always been paid on time.**
- **Social and business events are always very enjoyable and entertaining. Axis make sure that the staff at such events and functions are very well looked after.**
- **Last year, I organised a charity Sky dive event for my team and clients to which Axis paid for the Security team who jumped. Without their contribution, we may never have done the event."**