

Technical Recruitment to the Fore

Catch 22 has recently significantly strengthened its Technical Recruitment capabilities with the arrival of Paul McQuade as Divisional Manager, based in our Leeds office. Hard services are a critical part of any FM operation and the ability of an organisation to identify and on-board qualified and experienced engineers and managers at the right time is vital for the smooth delivery of the FM service.

Paul has had 15 years experience of recruiting for Construction, Engineering and FM professionals. His background includes nine years



Paul enjoys strong business relationships across the globe with construction contractors, local authorities, technical consultancies and specialist HVAC/Lift/Fire & Security/Electrical contractors. A self-confessed terrible drummer, golfer, writer and keen photographer, his love of Middlesbrough FC helps to keep him grounded.

If you're looking to recruit on the technical front, Paul will be pleased to hear your requirements and offer his expert advice. Just call him on 0113 242 8055.



developing and running an international Oil, Gas and Engineering consultancy with offices in the UK, South Africa, Libya and Malaysia. His last three years were spent in London, developing an engineering division for a technical recruiter.

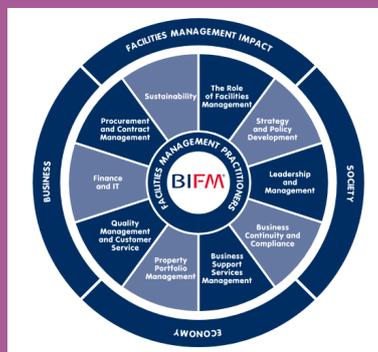
Supported by a dedicated team of researchers and administrators, Paul will also oversee the recruitment of Safety, Health, Environmental and Quality management professionals.



BIFM Rolls Out the Wheel

The BIFM, the FM industry's foremost professional body, has recently revealed its interactive FM Professional Standards Wheel. It features the 10 key disciplines necessary for success and the competencies that underpin them.

The Wheel reflects the information gathered in the FM Professional Standards in a form that enables FM professionals to clearly see where they currently sit on their FM career path and plan their development to move to



the next level.

This is a useful HR tool too, enabling a logical and transparent

selection process and clear guidelines for line management to assess performance.

Care has been taken to align FM Professional Standards with BIFM membership, training and qualifications so that individuals can benchmark their progress and keep a clear career goal in focus.

Importantly, BIFM has made these Professional Standards freely available to all FM professionals, along with a career development guide.

<http://www.bifm.org.uk/bifm/>

The Taylor Report: Will it Work?



The Taylor Report into modern employment practices was launched with huge fanfare and national media coverage recently. Its aim is to examine the various ways of working that have developed in recent years alongside traditional work practices and offer suggestions on how to provide 'good work for all.' Whilst that sentiment is laudable, it appears that the substance of the report falls some way short of impactful.

The report, brainchild of Matthew Taylor, a former policy chief to Tony Blair and chief executive of the Royal Society of Arts, formally recommends a series of protections for "gig-economy" workers with insecure jobs at app-based firms such as Uber and Deliveroo. It recommends the introduction of a new category of people, "dependent contractors", who are eligible for workers' rights but are not workers and it suggests that people in this category

clear distinction between dependent contractors and those who are legitimately self-employed

It takes the following into consideration when it talks about "good work": wages,



employment quality, education and training, working conditions, work life balance and consultative participation and collective representation. Strangely though, there was no worker or union representation invited to, or included in, the panel. However, the report suggests that any strategy to provide 'good work' should be the responsibility of govern-



should be able to earn at least 1.2 x the national minimum wage if they desire. It also stresses the need for there to be a



'clear distinction between dependent contractors and those who are legitimately self-employed'

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Painted an Oxford Street store at night
 Provided emergency cover for property management clients
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 Supplied hundreds of Domestic and Catering staff to NHS Trusts
 ...and that's just a taster of the jobs our clients rely on Catch 22 to complete. Why not give us a call?

ment, along with a commitment to avoid further increasing the non-wage costs of employment, such as the apprenticeship levy.

Other recommendations which would ameliorate the position of gig economy workers include extending statutory sick pay and the right to statements of employment particulars to “workers”. There are other ideas that have potential but so lack the nec-



essary detail that assessing their likely impact is almost impossible, such as extending government enforcement to cover holidays and implementing a higher minimum wage for non-

guaranteed hours. However, the option to give zero-



hours workers the right to request a permanent contract after a certain period can be viewed as fanciful when there is no remedy if the employer says no.

Taylor expresses a desire to see the end of the ‘cash in hand’ economy, arguing that cash jobs added up to about £6bn per year and the government sees little or no financial income from such payments. Technological advances may mean that the popularity of transaction platforms eventually sees a shift from cash in hand work to instant

card payments. He surmises that ‘most people who do pay for self-employed labour would like to know that that person is paying their taxes.’

Some of the proposals could be feasibly implemented in a way that does have a positive impact with little cost to government and little burden on employers. However, in the current political climate, the likelihood is that this report will be joining the other parliamentary dust-catchers on a Westminster shelf unless it receives cross-party backing. DS



‘any strategy to provide ‘good work’ should be the responsibility of government’

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Vacherin the Cream of BIFM Golf Crop

The Catch 22-organised BIFM London Region Golf Day was held at its spiritual home of HGC in June and attracted almost 60 keen golfers. Top dogs on the day were the team from caterers Vacherin, led by Phil Roker and pictured here with David



Howarth who presented the prizes on behalf of the BIFM.



Also pictured above are the UBM team who organise the magnificent Facilities Show. They were runners up in the Texas Scramble and can't hide their delight at winning a limited edition Catch 22 Charity Challenge tee-shirt. Very smart!

BIFM Adopts ISO Definition of FM

The definition forms part of ISO 41011:2017 Facility management and was originally published in April this year.

The definition developed by the technical group behind the standards is:

'Facility management (facilities management, FM) -- organisational function which integrates peo-

ple, place and process within the built environment with the purpose of improving the quality of life of people and the productivity of the core business.'

BIFM has been heavily involved in the development process of ISO standards.

So now we know what FM is, definitively!

www.c22.co.uk

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PS...

For a short period in recent months, we had an issue with the response forms on our website. If you applied for a role and didn't hear back from one of our consultants, please accept our apologies. The website is now fully functioning so please revisit and let us have your details or leave a comment. Thank you