

# newsCatcher



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Autumn 2018

## PROVIDING QUALITY PEOPLE

### Lack of learning culture ‘fails UK employees’

In a report that focuses on organisational attitudes to training in the UK from HR software company Bridge, a third of employees have never had a performance review. Given the looming political upheaval that is upon us, it's both alarming and worrying that the majority of companies don't measure the impact of learning or training on business performance.

The research found that most businesses in the UK are struggling to engender a culture that prioritises learning and development. Only 25% of HR staff say their organisations have a learning culture. In comparison, three quarters of companies don't have one at all (11%), are still trying to establish one (59%) or report it is not a priority (5%). Furthermore, despite recognising its importance, 60% of UK



companies ignore the impact of learning on their business' performance.

Companies appear to be missing the boat when seven in ten workers say that development opportunities are a decisive motivating factor in choosing where to work. We are constantly being told that talent retention is one of HR's biggest headaches

– along with finding it in the first place – but not recognising the need to develop staff will hold back even the most ambitious of organisations. The report also uncovers a significant disconnect between employees' learning and their organisation's strategic goals. While almost two in three (64%) UK workers understand what their company does, more than half (53%) don't know how they contribute towards company goals.

Most employees feel that they need to learn more in order to do their job well. Denying them a constructive annual appraisal, rather than a box-ticking exercise, will frustrate and eventually alienate them as they head to the door. (With grateful thanks to FMJ - [www.jobs.fmj.co.uk](http://www.jobs.fmj.co.uk))

### Eco Friendly ideas from Catch 22 for you



In the spirit of environmentally friendliness, we've commissioned some unmissable and unique giveaways. Our

jute shopper bag is an eye catching addition to any supermarket visit and our stylish collapsible cup will save you money at high street coffee shops, as well as saving disposable ones from landfill. A small step on the way to protecting the environment. If you'd like to win one of these beauties, all you need to do is complete the limerick "There was an FM from



Leeds..." Send your poem to [don@c22.co.uk](mailto:don@c22.co.uk) and a bag or cup could be winging its way to you in no time at all. DS

## BIFM Name Change Imminent

In March this year, the BIFM announced its intention to change the name of the organisation to the Institute of Workplace and Facilities Management. Chair Steve Roots declared “This step is not taken lightly or without thought. In making this move we are responding to the challenge to provide leadership in an industry which has not yet shown all it is capable of, and hence, has not yet achieved the status it deserves.’ The move towards chartered status was ratified at the AGM in July, not without dissenting voices it must be said. However, the change will happen on November 12th so no doubt FMs will be busy adjusting their Linked In

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profiles, their email signatures and reprinting their business cards in the run-up to becoming MIWFM or any of the variants.

Roots added at the time “The institute is fundamentally the professional body for FM. We are an inclusive organisation focused on advancing the FM

profession. We will reframe expectations of the FM role, adding workplace to it without taking anything away.” What is patently clear is that he and the board of BIFM have taken a very professional approach to the development of the Institute as befits an organisation celebrating its 25th anniversary in what is still an underdeveloped industry. Key to its success has been the vast network of volunteers that have kept the work of the institute very much alive in the Regions and SIGs, taking the vision and message to the whole of the membership. They are vital to the progress the IWFM will need to make in the coming months and years.

‘We will reframe expectations of the FM role, adding workplace to it without taking anything away.’

## Meet your Catch 22 team



L-R Russell Matthews, Vince Parker, Jana Spakova, Beatriz Lozano-Verges, Neil Chadwick, Don Searle, Scott Linnen, Natalie Swallow, Nick Moore, Aimee Walker, Simon Aspinall, Matt McNally, Paul McQuade, pictured here at the recent C22 Annual Conference held in Leeds. #TeamCatch

## 12th Charity Challenge - May 2019

Next year will see Catch 22's biennial Charity Challenges reach a dozen, after starting in 1997. This time, the team will be tackling the South Downs Way from Winchester to Eastbourne along with friend and clients. The 100 mile walk will start for some on May 1st, with the bulk of participants joining for the weekend march into Eastbourne- some 50 miles of glorious countryside and breathtaking hills.



Attractive wildlife, visible prehistory, fine pubs and pretty villages await you, finishing with the white chalk cliffs at Eastbourne, not to mention the satisfaction of helping your charity. Walkers can choose their own charities and the C22 team will be supporting the Lord's Taverners as their main beneficiaries. Full details will be published early in the new year, so put those dates in your diary now - Wednesday 1st to 5th May.



'Next year is a great milestone for all our Charity Challengers. 21 years and the 12th event. The fun and camaraderie we enjoy is well worth the effort. Hope to see you there.'

Vince Parker  
MD  
Catch 22



**And don't forget our Annual Charity Quiz Night  
- Tuesday 26th Feb 2019. Full details soon**



# Providing Quality People

8 Laurence Pountney Hill  
London EC4R 0BE  
Tel: 020 7220 8900  
Email: london@c22.co.uk

6 Park Place  
Leeds LS1 2RU  
Tel: 0113 242 8055  
Email: leeds@c22.co.uk

Finance  
Tel: 0113 242 8077  
Email: finance@c22.co.uk



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## Scott Conquers Great North Run

'The hardest thing I've ever done!' The words of our Leeds branch manager Scott Linnen after completing this year's Great North Run alongside partner Alice (who pipped him at the post). Scott took part with 43,000 other brave souls to raise money for Prostate Cancer research and while he couldn't match Mo Farah's fifth victory, he'll be back looking to better his time - which is a very well kept secret!



## Hello and Farewell

Our London branch recently welcomed Jana Spakova to the team. Jana is now heading up London's Permanent desk, focusing on the Junior level of the FM spectrum. Jana, who is originally from Slovakia, has been based in the UK since the early 2000's and has a BSc in Psychology. Her career boasts a 2 year stint at a nannying agency and a background in HR & Office Management. Jana speaks an impressive 5 different languages - if you have a permanent vacancy in the London / South East region, you can email her on [janaspakova@c22.co.uk](mailto:janaspakova@c22.co.uk).



sites, including Moorgate and Bloomsbury. We wish Abbie, and her young family all the best for the future.

We said a fond farewell to Abbie Davis recently, after an impressive 41/2 years. Abbie has gone on to work for one of C22's valued clients, the University of Law, after securing herself an Estates Admin Coordinator role. She's responsible for helping to look after 7 of the Universities UK



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