

## Catch 22 Named As CCS Framework Supplier

Catch 22 have been named as a supplier on Crown Commercial Service's new Non-Clinical Fixed Term and Temporary Staff framework.. Crown Commercial Service supports the public sector to achieve maximum commercial value when procuring common goods and services. In 2018/19, CCS helped the public sector to achieve commercial benefits worth £945m - supporting world-class public services that offer best value for taxpayers. Catch 22 has supplied the NHS since its inception in 1982 and has been a framework supplier since 2006.

### Crown Commercial Service *Supplier*

Our reputation for supplying quality staff, often at short notice, has meant that we are the first port of call for many Trusts when they are looking for support staff. The new framework broadens the scope of offer to a much wider public sector market, including the Emergency Services, Councils, Educational Bodies and Government De-

partments. The Charity sector is also included, along with Housing Associations. Users of the service have the peace of mind that not only are they receiving excellent value for money but also that suppliers are bound by strong compliance arrangements that are audited regularly. Catch 22 features in Lot 6 which is for the supply of Ancillary Staff and encompasses all those roles that we've been successfully supplying for 37 years. If you're looking for a trusted supplier with a great track record, we'd be happy to hear from you.

## Living Wage Foundation announces increase

The Living Wage Foundation (LWF) has recently announced a 30p per hour increase in the national minimum hourly rate for those workers who are employed by organisations that support the Foundation. The new rate of £9.30 per hour is a voluntary measure that has the support of about 6000 companies, including some big FTSE players. Compare this to the national minimum wage of £8.21 for over 25s and it is easy to see why LWF employers have a



head start in talent attraction and retention over the rest. While the number of LWF-supporting organisations has grown expo-

nentially this year, more than 5.2m workers receive less than their recommended levels. With over 4.2m companies registered with Companies House currently, the LWF initiative might seem like a drop in the ocean but it has in some ways spurred both large political parties to make pay a major issue at the upcoming election. Levels of in-work poverty have undoubtedly risen over the past 10 years and any commitment to alleviating this is welcome.

## Importance of Mental Health Comes to Fore

### What can you do?

Review lifestyle

Spend more time outdoors

Encourage openness

Review workplace design

Promote a listening culture

For so long the elephant in the room, mental health has struggled to gain the recognition that it warrants among both the public at large and particularly in the workplace. However, there's a welcome surge in the willingness to investigate and understand the devastating effects that not dealing with the problem can have. And for organisations, the statistics are truly staggering when it comes to the impact poor mental health can have, not only on their employees but on their productivity. Stress, depression or anxiety can be caused by unrealistic deadlines, excess responsibility, workload pressures and lack of managerial support at work. Stress has such a major impact on the workplace that it accounts for over 9 million sick days taken each year. A recent government report shows that poor mental health costs UK business between £33bn and £42bn every year and over half of this cost is down to the loss of productivity.

Stress is a reaction to events or experiences in someone's home life, work life or a combination of both. Common mental health problems can have a single cause outside work, for example bereavement, divorce, postnatal depression, a medical condition or a family history of the problem. But people can

have these sorts of problems via a combination of factors, including income, age, relationships, access to healthcare, housing, education, physical health, and lifestyle choices. Thus, it becomes apparent there is no single quick-fix to the issue and any concerted effort to deal with rising mental health issues must be a multi-pronged attack.

Employers, managers, and HR professionals need to be equipped to help an employee that may be suffering from a mental health issue or stress. This means having a plan of action to address common mental health problems and ensuring that there are means of communication if an employee wants to address any issues or requires additional support. But only 6% of organisations have a standalone mental health policy. Data from the Labour Force Survey, analysed by the Health and Safety Executive (HSE) – the UK's health and safety watchdog – showed that incidences of work-related stress, depression and anxiety have increased steadily since 2014-15, reaching a rate of 1,800 cases per 100,000 workers in the most recent figures. Mental health was the most common type of work-related ill-health, accounting for 44 per cent of all work-related illness, and women saw more incidences

of such conditions; over the years 2016-17 to 2018-19, there were an average of 2,020 cases per 100,000 female workers, compared with 1,490 cases per 100,000 male workers.

Many line managers do not have access to the mental health training they need to turn their concern into practical support for members of their team. They want to learn how to recognise the signs of poor mental health, and how to begin those difficult conversations with men and women who may need help. There is a need to change, a need for a transformative cultural shift by senior executives, by HR and by occupational health, all working together to end ignorance of and discrimination against mental health issues. Richard Jones, head of policy and regulatory engagement at the Institution of Occupational Safety and Health, has said the need for better workplace health management in the UK was "fast-reaching a crescendo". "It's vital that public policy focus on health at work is properly prioritised. We need to tackle the record numbers of cases of work-related stress, depression or anxiety."

## Taverners' Quiz Night 2020



The best night out after New Year comes round again on Tuesday 31st March 2020. The Catch 22 Quiz in aid of The Lord's Taverners will take place at Minster Court, near Monument Tube and promises to be another great night of entertainment. We're delighted that we'll be joined again by Nicholas Parsons CBE, doyen of radio

and we'll feature a round of questions from the original VWTBAM presenter, Chris Tarrant. Full details will be published soon but you can reserve your places now by simply emailing [don@c22.co.uk](mailto:don@c22.co.uk). Don't miss out, get your team of 8 together for a great night and a great cause.



## Corporate Cricket Challenge Final

For the first time, the Corporate Cricket Challenge Final at Lords ended in a tie! Mindshare and JP Morgan fought an epic dual and couldn't be separated. The two winners pipped Willis Towers Watson and Coutts to claim the trophy that has been played for since 1996. The competition, fought for by companies across the capital, reached its conclusion on 21st November with winning captains receiving their trophy from John Price (Middlesex and England) Clive Radley MBE (Middlesex and England). This really fun competition is played over several evenings in October and November every year, and now's the time to get your entry in for next year's tournament; email vince@c22.co.uk



Pictured with Clive Radley and John Price are Tejas Bhat of JPMorgan and Rob Noss of Mindshare

**Organised by**



### CCC Teams 2019

- Mindshare
- JP Morgan
- Coutts
- Willis Towers Watson
- Catch 22
- Eversheds Sutherland
- Barclays
- Simmons & Simmons
- Lords Taverners
- Ernst & Young



**LORD'S TAVERNERS**  
Giving young people a sporting chance

## Nige Finally Tracked Down For Potty Win



Ten months after his triumph in the 2018 Catch 22 Sporting Potty competition, we finally caught up with long-time C22 friend, Nige Lee, to present him with his trophy. Now retired, Nige was a town planner for many years and enjoys travelling, hence the long delay! He was presented with the traditional bottle of bubbly by Catch 22 MD, Vince Parker. This year's competition will soon be reaching its climax. 2019 is the 25th anniversary of this perennial favourite and there's keen competition to be crowned as our sporting Nostradamus! If you'd like to take part in 2020, email don@c22.co.uk

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more disciplines

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C22 Perm Recruitment  
The best in the business  
C22 Keyboard Clean  
Keeps hardware fresh  
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## Technical Division Welcomes New Faces



Bradley Lister is now responsible for our technical and engineering recruitment work in the South. Born in Grimsby and now living in Leeds, he has been developing a great geographical knowledge of everything sub Northampton! We are in the process of educating him on all things "South" and recently set him loose on one of the IWFM Conferences in London, which took him several hours to find. Fortunately Brad has a great understanding of engineering recruitment. He has a knack for building great relationships and identifying talent. Just needs to work on his geography now. And his fitness. And his taste in music and football teams.

James Barrett originally hails from Stockport and is utilising his knowledge of the North West and his Mancunian charm to develop new relationships with engineering professionals and organisations across the region. A former professional actor and member of the Royal Shakespeare Company, James has spent the past 6 months learning everything there is to know about facilities engineering, a far cry from Romeo and Juliet. You will see him at multiple FM events in the North over the coming months. Say hi! He's charming. Although we genuinely have no idea how old he is.



And a warm welcome back to the Catch 22 family for Coral Parker, who has re-joined the London team as Consultant in the Office Division. Coral has been studying for a degree but missed us so much that she decided to come back. She'll be looking after perm recruitment working closely with Jeanette who looks after the temp Office Division Good luck, Coral!

[www.c22.co.uk](http://www.c22.co.uk)

Technical Staff?  
We've got it covered!

