

# SWS... **BEST NEWS**

## Countdown to 25th Anniversary Celebration

As we approach the end of the first quarter of 2016 preparations for our 25th birthday celebration are well underway. It seems a short time since we announced the party and our intention to support our chosen charity, Fisher House, to mark the occasion. More on this in a moment. Firstly, a word on the logistics of getting everyone together. This is becoming more challenging and exciting as we grow and this occasion is set to top all previous engagements by a long way. So far, it appears that SWS Group has booked most of the available hotel rooms on Broad Street in Birmingham for the night of the party. The current number of attendees totals 1,002 of which 626 are staff and 376 are guests so to accommodate everyone, we have booked, to date, 586 rooms. These are spread across various local hotels - confirmation of hotel bookings will be issued after 31st March deadline.

And now to Fisher House and the progress we are making towards our charitable cause. The response to this campaign has been very encouraging and continues to gather momentum as more of you join in the fun with a variety of activities that stretch both the mind and body. In this edition of SWS Best News we share an overview of some of the things you have been doing to raise money for this worthy cause and of course we follow the travels and adventures of the four bears. Aside from the fun and money-raising we must not forget the real impact our support will have on the lives of people. To find out more about this worthwhile cause take a look at the following link <http://fisherhouseuk.org/>. Although we are celebrating our 25th anniversary on May 7th, the fundraising effort is continuing for all of 2016 and I appreciate many of you have fundraising events organised for the rest of the year. I hope you will all embrace this and I look forward to hearing more stories over the coming months and seeing that total figure nudging its way upwards.

Our people are our greatest asset. Career progression and development are at the heart of our business. We recently added all TBC's internal vacancies to TBC's website. Take a look at them, they may provide some food for thought for your career direction. Along with this commitment to our people is the continued investment in the design and delivery of new and innovative training and development courses. The most recent and exciting of these being the Branch Administrator Foundation programme, which is soon to be launched. This will support our existing and

new administrators who are pivotal to the smooth running of the business. This innovative course facilitates supported remote learning using existing material that is available on the Admin Training Portal. We have also created 17 mentors who are located across the country whose role will be to provide local support. There are also supplementary video tutorials available. To help those of you that will undertake this training, a timetable for structuring your learning will be made available. We will be finding out more about this in the next newsletter so be sure to check your emails and keep up to date with the launch.



*Andrew Sweeney*

And finally, thank you to those that have contributed to SWS Best News. It is always enjoyable to share successes and to welcome people into the company. This edition spotlights some new faces and provides some insight into the daily lives of some of our staff. Keep the stories coming and look out for further updates over the next few months on our social media pages.

Andrew Sweeney  
Chief Executive

PS See you at the ICC on Saturday, May 7th!



### NEXT ISSUE...

Could you please contact Jan Blann if you have any topics for inclusion in the next issue of Best News or with subjects for future Press Releases.

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# Fisher House Fundraising Update

It has been a busy few months and the response to the call for a fundraising extravaganza is beginning to take shape in the fun activities that many of you have been involved in. To date, you have raised a mouth-watering £4,389.48 for our chosen charity, Fisher House. This has come from 26 fundraisers and a whole lot of generous donations from across the business and the country, so a huge thank you for all your efforts and keep up the good work – it is very much appreciated.

We have been keeping an eye on some of the activities and thought we'd share a few updates. At Matrix we have a team of adrenalin junkies set to hurl themselves down Snowdonia in a bid to raise some cash and no doubt some eyebrows. We've had tickets auctioned for top cricket, rugby and soccer games, a boot camp planned at CTS, (normal day then ☺) and we are told Sarah Jacques has given



up chocolate for a month – now that takes some discipline (no midnight munchies Sarah!). There are tickets for Woburn Safari Park up for grabs (do count your staff on Mondays). Wolverhampton branch will be taking a walk up the outside of the O2 in London and have funded the expedition themselves so 100% of the money raised will go to Fisher House. Another military style Boot Camp is planned for TBC in Preston & Stockport – all this thirst for pain and discipline - are they trying to tell us something?!

Team Leicester completed a sponsored virtual row from Dover to Calais (66.2km) in the front window of the branch on 15th March and we've a group of frustrated climbers from Sutton in Ashfield attempting to scale Scafel Pike. No doubt you'll need to wear your winter woollies up there! And then there's Wayne Tighe's race night and disco at Pelsall Cricket Club, Jenny Reid's & Liam Beresford's race night for Peterborough & Cambridge branches, Plymouth & Truro have organised a 25mile Walk/50mile Cycle around Burrator Reservoir, there's also a sponsored static bike ride to TBC's furthest branch from Topaz – the sore cheek of it! How about this – Debbie



Shore and Gemma Ashmore's haunted overnight stay at St Catherine's Former Asylum Hospital – it may not be home from home girls and don't look at the light – you've been warned!

Darren Pollard's Dry 2016; various raffles, Mariann Bourne from TBC Crawley will be running the London Marathon on Sunday 24th of April (when Sarah Jacques will be dreaming of eating one!) and Hull TBC is planning an LGV Truck Pull at the KC Stadium over the Spring Bank Holiday. Nuneaton branch completed an 'office run' - Neil Russell (professional runner) was challenged to run six miles in the time that and novice runners Hayley Marsh and Danny Gosling had to run three miles. They were ably supported by Peter Riley, Julia Stan and regional manager, Steve Leather. Hayley Allen organised a Dress Down day. And then there's the bears! Oh yes, they have been doing the rounds and we have photographic evidence of their antics!



Sweeney bear has been to St Michael's Mount (and it wasn't a horse) and Cardiff Castle; Recci bear has been out with the guys in Middlesbrough and training with the army in Catterick (what goes on in the Garrison stays in the Garrison!). Cooper bear has been hanging out with the team in Bedford apparently answering some calls – now that is clever - and Yorke bear, in the capable hands of Bailey Care's Karen Legg has

been rugby training with Swindon's Supermarines followed by a bear bath with his new friends (excluding Karen we believe☺).

Wow! All in all, it's been a whirlwind of blood (metaphorical) sweat and tears for fears that are being converted into money for a great cause. A huge thank you to you all and well done!



**Let's keep up the momentum though as this is only the start – we will continue to fundraise for Fisher House for the whole of this year so if you haven't started yet, it's not too late to get your skates on, ride your bike to Timbuktu or climb Everest. We look forward to hearing all of your stories and feedback on your own adventures. Happy fundraising!**

Please send any fundraising updates with a short description and photos to Jan Blann – [jan@marketnotions.com](mailto:jan@marketnotions.com)







# Say Hello to Helen Fox at CTS

Helen Fox is a long-established member of the CTS team having worked for the business for over 15 years. Helen formed part of the original operations team in CTS's managed services vehicle business and has taken on various roles including key account management and more recently, new business development.

City Transport Solutions supplies temporary replacement commercial vehicles to a number of large organisations including the Travis Perkins Group and Wolseley. As part of this growth, Helen works hard to extend this service to other large fleet operators with multi-site locations utilising the ctsDRIVE electronic trading platform to promote cost reduction opportunities.

Helen has been tasked with developing CTS's managed services new business team in order to raise the company's profile and increase business volumes in 2016. CTS represents a one-stop-shop, providing a reactive vehicle spot hire service across the UK via a single portal. CTS streamline the hire process to improve efficiency and provide cost savings. Helen will leverage this approach to increase business opportunities.

"I will be focusing on companies that currently source cars, vans or trucks from an array of different suppliers. The potential opportunity is very exciting and I am looking forward to the challenge," said Helen.

Helen works with Lisa Lawrence - an experienced canvasser who has developed a variety of tactics to get past even the best gatekeeper!



Helen Fox

Outside of work, Helen loves an adventure and is happiest by the sea. This year she plans to combine both interests to raise money for charity. She will be camping on the Inishkea Island, a blustery uninhabited island off the West Coast of Ireland which was once her grandfather's home back in 1927. We wish her well!

# Say Hello to Chris Jacques at CTS



Chris Jacques

Chris Jacques works at City Transport Solutions as an Assistant Transport Manager alongside his colleague, Louise Gaunt. His role involves supporting vehicle

and driver planning and scheduling and driver compliance duties. Chris has been with the company since 2007 after defecting from an independent vehicle rental business. Good move Chris!

Since that life-changing moment, Chris has taken every opportunity to carve out a great career for himself. In the early days has was prepared to do whatever was needed to support the business which is always welcome when businesses are small and growing. Chris particularly enjoyed the driving work at that time and developed this to the point of achieving his Class 2 licence five years ago. Chris also gained his vehicle crane and mobile forklift licence shortly after.

With encouragement from Louise and the life-long training culture of CTS,

Chris began the development path towards his International CPC. He is due to sit his CPC Operator Licence final exams soon to become an international operator licence holder.

"It's been a hard road with demands on my personal time but it has been thoroughly worth the effort and sacrifice. As the CTS haulage business grows my new skills-set will be invaluable to its development," commented Chris.

Outside of work Chris is apparently a bit of a film buff. We are reliably informed that he struggles to choose between the Wolf of Wall Street and The Goonies as his favourite so he clearly enjoys variety! He also enjoys on-line gaming and cars.

Good Luck with your exams Chris!

# Matrix Training Celebrates 1st Advanced Management Apprentice

Matrix Training has celebrated its first learner achieving the new Advanced Apprenticeship in Management. The Apprenticeship Framework, which consists of the OCR Level 3 Diploma in Management along with functional skills in English, Maths and ICT, is designed to help aspiring managers develop their skills and equip them with the knowledge and skills required to succeed in a competitive business environment.

The new framework was introduced in September 2014 and is normally delivered over a period of 18 months. Debbie Jarvis from PHS Waterlogic was enrolled onto the course in November 2014 and achieved her qualifications in January 2016, four months ahead of schedule. This was testament to the effort she put into completing the tasks. Debbie is one of the first people in England to achieve the new management framework.



Debbie Jarvis

"Debbie has been an excellent student, very diligent and always completed her learning objectives on time. By gaining this qualification Debbie has proven to her employer that she is committed to improving her skills and developing within the business. She will be a real asset to any employer," commented Phillip Hutchinson, Director and Tutor, Matrix Training & Development.

To assist the learning

process, Debbie worked through her qualification using the One File e-portfolio which allowed her to work at her own pace. She also received regular visits from her tutor who provided the training and support that Debbie needed to develop her skills and knowledge.

"I began the Level 3 Diploma in Management to broaden my knowledge and to gain a qualification that reflected my experience and aspirations. The management theories and business markets were particularly interesting as they gave me a better understanding of the workplace and business environment. I would highly recommend the Level 3 Diploma in Management to anybody looking to gain further advancement," explained Debbie Jarvis, Quality & Compliance Co-ordinator, PHS Waterlogic, Peterborough.

The Management Diploma Apprenticeship Framework is a Government funded programme which is available to all managers that are new to the role or those who wish to develop their understanding of management and business practice and gain a nationally recognised qualification. Matrix offers the programme to managers and supervisors in a range of different roles across a wide range of sectors.

For further information, contact Jane Strangwood; [jane@matrixtraining.org.uk](mailto:jane@matrixtraining.org.uk)



Phillip Hutchinson

## Matrix Zip Wire Challenge for Fisher House

Fundraising can be hard work but the results are always rewarding. Throw in a little imagination and fun and the sky's the limit as to what you can do to raise money for a good cause. And that's exactly what Leanne Price, Amy Williams and Yasmien Holyday from Matrix Training have done in support of our chosen charity – Fisher House.

Between November 2015 and January 2016 the industrious team ran a tuck-shop which has raised £100 to cover the costs of participating in the adrenalin-fueled adventure that is Zip World Velocity, Snowdonia. There's no going back as the

girls have now booked to do this on the 18th June! This is Europe's longest and fastest zip wire and by all accounts they hope it will help them overcome their fear of heights (it might if they can keep their eyes open!).

The girls are also continuing to run the tuck shop with all profits going to the Fisher House appeal so eat up. Matrix Training is very proud of the efforts they are putting into raising money for Fisher House. Well done and good luck to the girls. We will all be watching!



# Yasmine wins Regional Sales Competition 2015

No love was lost in Darren Ainge's regional sales competition as the teams battled it out for the top spot. In the end though it was Preston and Warrington that dominated the race, winning three of the quarterly competitions during 2015 with three of their consultants taking the top places. There's only one winner, however, and congratulations go out to Yasmine Msetfi for her success.

"What's especially pleasing about Yasmine's achievements, is the variety of new business that has contributed to her overall success. Throughout the year, Yasmine has regularly converted A-Z business which is the foundation of The Best Connection Group. Towards the end of the year her hard work and determination provided an opportunity for an added value conversion, that delivered an impressive new business gross margin. Well Done Yasmine," said Darren Ainge, Director.

Second and third places went to brothers Shaun and Chris Glover from the Warrington branch.



*Pictured receiving her gift voucher from the Preston Branch Manager - Lorraine Gandy (right) the overall winner of 2015 - Yasmine Msetfi (left)*

# Bailey Employment staff receive Foundation Training

One of the benefits of being part of a growing group of companies is access to excellent training. Taking advantage of this, Bailey Employment Services has sent three of its members, Daniel Jackson, Thomas Booth and Izabela Modras on the core Foundation Course. We asked Thomas to give a personal account of his experience following his first day.

"I was really looking forward to starting my training journey with SWS having been with Bailey's permanently for over 18 months. It was a great opportunity to visit our Head Office and to find out how the company ticks. I found the first day's training very informative. Our trainer, Steve, made us all feel welcome and comfortable when telling us about the training schedule. We started by introducing ourselves and telling the group about our background and experience followed by a session on learning styles to help us discover our own preferred approach. After a break, we were given a tour of Topaz to see the various departmental functions and people. After lunch we completed a fact finding quiz using copies of SWS Best

News and other company information. During the afternoon we finished our individual presentations which gave us a chance to learn more about the branch network and how they operate. It was also useful for me as I was able to pick up some sales and recruitment tips and learn more about the driving and industrial sectors.

We were joined by Mike Cooper and Neil Yorke for question time with the Directors which gave us the opportunity to quiz them about current topics in the recruitment industry that may influence the business in the year ahead. The session provided us with a great deal of useful information and allowed us to find out more about the directors. I really enjoyed this part of the day as it was a chance to learn from the company's



*L to R: Daniel Jackson, Thomas Booth & Izabela Modras*

owners and to take on-board their advice for my own personal development.

The day ended with us all completing our learning objectives. We were then given our coursework to complete for the next session. I thoroughly enjoyed my day at Topaz and look forward to visiting Halesowen training centre to complete the Foundation Course."



# Finding a Consultant is easier when you have a **Guest to help!**

Finding recruitment consultants for your own team can be a real challenge. With the support of Group Talent Acquisition Manager – aka Andy Guest - the exercise has become a whole lot easier. Let's hear a personal account from Bailey Employment Services' Michelle Oxborrow on how this specialist support has made a real impact.

"I am not sure if anyone feels the same way as myself when it comes to recruitment. Ask me to provide anyone for any client from a shop floor operative to a senior manager and I can deliver, but when it comes to recruiting for my own office and particularly recruitment consultants, it is such a nightmare," says Michelle.

"Over the past 15 years of being a manager at Bailey's Goole, I am very fortunate that many of my staff have stayed and grown with the business. Over recent times new recruits have joined our team with exceptional attitudes and proven industry success. When I was looking to recruit a new industrial consultant last year, Mike Cooper, Director, suggested I contact Andy Guest who could help me in the search. His help would also help to free-up my time.

"Andy was fantastic. It was great to have access to his support from within the SWS Group. It was my hope when we were acquired three years ago that a network of experience and knowledge from across the broader business would help us here in Goole to grow our business. My initial

conversation with Andy helped to establish some details about our set-up in Goole and the type of person I was looking for. Andy very quickly found me a candidate who, by chance, lived just around the corner from the office. It was someone who we had never seen before or had found on our own search engines.

"After a formal interview process, we were delighted to offer Izabela Modras a position with the business. She joined the team in January and is settling in very well. Andy helped us to find a suitable candidate and delivered more than I could ever imagine. Izabela comes with a wealth of onsite experience and extensive knowledge of Health & Safety inductions and KPI's.

Thank you Andy for your help in a very busy world - it made such a difference. Your next challenge is to help me find a new driving consultant please - speak soon!"



Andy Guest



Charlie Yorke

If you are based at SWS HQ you will probably have already met and know Charlie as she is the newest member of the company's legal team and 'number one' daughter of our founding director, Neil Yorke. We caught up with Charlie to find out a little more about her and this is what she told us.

"I decided I wanted to study law when I was at school and after my A Levels I

## Spotlight on Charlie Yorke

headed off to the University of Exeter to study a degree in law. After three years of hard work and lots of fun I returned home to Birmingham to complete the next step of my training, undertaking my Legal Practice Course at BPP University Birmingham. The next stage was to secure a commercial placement and I was fortunate that an opportunity became available at The Best Connection to start my on-the-job training.

"I've embarked on a two-year training contract which involves studying a minimum of three different areas of law. Due to the business' broad activities, I will be able to get involved in lots of different aspects of legal work such as

employment law, property law, debts and contracts. It's very varied and interesting. The study work doesn't stop there though as I still have to attend additional courses and sit a few more exams.

"Outside of work I like to be active and enjoy socialising. I play hockey, love skiing, watching Formula1 and of course - Nandos – my guilty pleasure! Before I started my training at TBC I spent the ski season working in Austria which was great fun and prior to that I had the chance to travel around America and Europe which was amazing. I am really looking forward to a future at The Best Connection and seeing what it may bring."



## Karen Gismondi joins Talent Acquisition Team

**We are delighted to welcome Karen Gismondi to The Best Connection. Karen is our first Talent Acquisition Consultant and will be working closely with her manager, Andy Guest, to ensure the company is recruiting the very best people across the business.**

"We are pleased to be able to welcome Karen to the team. She has already demonstrated her experience and tenacity having introduced 10 new consultants into the business in her first two months," said Neil Yorke, TBC's Director.

Karen has over nine years' sector experience and has held roles in industrial recruitment and as an internal recruiter in the engineering and care sectors.

"When I offered Karen the job I was confident that she had the skills, experience and attitude to have an immediate impact. This has certainly been the case," said Andy Guest, Group Talent Acquisition Manager.

Karen will be tasked with maintaining optimal staffing levels across the branch network and sourcing additional staff to facilitate further growth this year.

"When I spoke to Andy about the role, I knew it was ideal for me. The reputation of The Best Connection is fantastic and since joining the company I have been made to feel very welcome by the team

and the company as a whole. I am looking forward to seeing the consultants I've helped join TBC grow and develop their careers," said Karen.

A full listing of all TBC vacancies is regularly updated at [www.thebestconnection.co.uk/careers](http://www.thebestconnection.co.uk/careers)

Karen and Andy welcome all referrals to help fill active roles.

Since last year's launch of the Internal Application Process (available in the careers section of the training portal) the Talent Acquisition team have received a number of enquiries from staff looking to explore internal roles within the business.

If you are considering relocation or feel you are ready for your next challenge, feel free to contact the team to discuss current opportunities.

## A day in the life of ... Zain Quaid 'the handyman's day'

**It's Monday morning. Zain arrives at Topaz at around 08:15am. Coffee in hand, he waits for Martin Thorogood, Facilities Manager, to discuss the week ahead and the previous week's challenges and outcomes.**

With worksheet in-hand, Zain leaves the office not to be seen at Topaz until the following Monday. His work can and does challenge all his skills. During the course of a day he may be faced with fixing a leaking toilet in Halesowen, changing a light in Walsall, hanging and painting a new door in Cannock, followed by putting up shelves and blue boards in Stoke. At other times, the Premier Inn becomes his overnight base when he's working at distant locations such as Portsmouth, Poole, Southampton and Worthing.

"My days vary depending on where I am working. I may be local or I could be driving two to three hours to a branch so that's an early start for me. I am often asked – 'while you are here could you just do . . . ?' I am always happy to help out when I can but sometimes my work schedule can limit my time," said Zain.

Along with his extensive handyman skills, Zain can lend his hand to most things practical including decorating, weed killing, fixing furniture, clearing vacated offices, roof repairs, putting up signage, plumbing, removing partitions – the list is endless!

"I have been involved in setting up new plans so that offices are ready for when the consultants and administration staff move in. I find the work very demanding on occasions, trying to keep everyone happy can be quite difficult, but it is very rewarding seeing the work completed and the staff happy with the job. I enjoy my job and feel I have built up a good rapport with all our branches and have a good working relationship with my boss, Martin Thorogood.

"I have worked at The Best Connection for four years and I hope to remain here until I retire in about eight years' time. I own a touring caravan and try to spend as much time as I can on the road at weekends and holidays. I also love all sport. I have a beautiful, talented 9-year-old granddaughter who is a world champion freestyle dancer and has also been selected to dance in Team England," added Zain.

Zain is also a Birmingham City fan though Martin is doing his best to convert him to a Worcester Warriors fan!





# Bailey Care Services

Following her sterling work on the delivery of the Care Certificate, Bailey Care Services' (BCS) Penny Garlick has bagged the runners-up award in the 'Best Practice' category at the West Sussex Partnership in Care (WSPiC) Awards.

After the launch of the Care Certificate in April 2015, the scheme required a great deal of preparation before its introduction to the care sector. As completion was required by October 2015 this resulted in time constraints in order to meet the deadline. Penny spent many hours gathering pertinent information on content, structure and delivery and she then compiled comprehensive documentation that outlined the observations required for each specific workbook, helping to make the Care Certificate requirements clearer.

After showing all the good work Penny had achieved to some local care homes it was suggested she might like to share her endeavours with a broader audience at the quarterly West Sussex Partnership in Care forum. And that's exactly what she did in front of 100 Care Home Managers!

As a result of the engagement, BCS gained new business and some care homes were so impressed they even took away

copies for their own use. At WSPiC's annual Awards Ceremony Penny won runner up in the Best Practice category!

We are told the Award sits proudly on her desk and is used as a fantastic selling point when BCS go on new visits! Good effort Penny!



Penny (right) receiving her Award

## Battle of the Branches - Burton, Derby & Nottingham Sales Competition

Throughout all of last year, a sales competition was raging across the branches in Burton, Derby and Nottingham. The tension was tangible but who emerged as top dog? Using a points-based scoring system, values were awarded for activities including sales calls, customer visits, new client wins, Preferred Supplier Agreements and surpassing monthly budgets. There was nowhere to hide.



Kris Marina (left) being awarded his individual prize from Sam Taylor, Derby Driving Divisional Manager.



Derby Driving Division, Kris Marina (left) Richard Jarvis (centre) and Craig Chamberlain (right)

On offer - two prizes; one for the highest point scoring individual and one for the highest point scoring division (per consultant). All to play for.

After a year of constant leader-board changes, cut and thrust, and blood sweat and tears, the ultimate winners emerged triumphant. But who were they?

Kris Marina from Derby's Driving division snatched victory to claim the individual prize with a staggering 254 points,

followed closely in second place by Burton Industrial's Darryl Hibberd. Well done to you both. Kris Marina, along with Craig Chamberlain and Richard Jarvis in Derby Driving, bagged the division prize with 241 points per consultant, followed by Burton Industrial. A great team effort.

A new competition that also includes the Walsall Branch this time is hotting-up already! Good luck to all of you.

## FleetMaster expands into Ireland

FleetMaster has signed a contract with Irish Energy company, Bord Gáis Energy, to provide driver training services to its employees. The success takes the company's services into the European training market.

Bord Gáis is part of Centrica plc Group and has been in operation since 1976. The company supplies over 750,000 customers with energy in Ireland. With its main locations in Dublin and Cork, Bord Gáis Energy generates, sells and trades energy for use in the Republic of Ireland generated from a state of the art 445MW Power Generation Plant in Whitegate, Co. Cork which can power up to 400,000 homes.

As you might expect, transport plays a large part in the company's operational activities. To support the health and

wellbeing and driving standards of its staff the business has commissioned FleetMaster to undertake its driver training.

"The schedule is due to start in April 2016. FleetMaster will deliver Interactive Road Safety Workshops to all employees of Bord Gáis followed later in the year by a two-hour Driver Development course for all commercial drivers. We are immensely proud to have established this relationship and look forward to making a real difference to driver safety," said Jamie Boocock, Director, FleetMaster.

These are exciting times for FleetMaster as they forge ahead in a new overseas market and hope this is the beginning of further expansion.

## FleetMaster Develops Vehicle Check App

Back in the pre-digital days, all vehicle checks were conducted manually. This is both time consuming and can be expensive. To improve this process, FleetMaster has developed a Vehicle Check App that digitises the old paper form used for the driver daily walk around check. The App can be used on any smartphone or tablet.

"Our Vehicle Check App is simple to use and is separated into three logical areas; external, under bonnet and Internal. This allows the driver conducting the check to speed up the process and submit real-

time results. All historical information is also stored and readily available in case proof of checks is required. Once a check is complete, the information is uploaded to a dedicated Management Information System (MIS). This information then becomes immediately available for management monitoring and assessment," explains Jamie Boocock, Director.

If any defects are found, they are entered into the App which triggers an automatic report that is emailed to selected recipients for inspection, guidance and

further action. The MIS stores all checks and information for each driver. This data can then be downloaded in Excel format for further analysis.

The App has been designed to work offline for the drivers that live and work in poor signal areas. The check can be completed and stored on the device until mobile or WIFI reception becomes available. At this point, the data is automatically uploaded to the MIS with a date and time stamp showing when the check was completed.

## 5 Changes to Driving Laws you should know!

The past 12 months have seen a number of big changes for motorists across the UK and it looks very much like the rest of 2016 will follow suit. New laws on smoking in cars that are carrying children, drug-driving limits and even changes to our driving licences have been introduced.

**1. You no longer need a Tax Disc** Drivers are no longer required to display a tax disc on the windscreen and the DVLA now hold a record of all vehicles on their computer. Obviously, you still need to pay vehicle tax and you will receive a renewal reminder when your vehicle tax is due to expire.

**2. Drink-Drive Laws have changed in Scotland** Laws have changed in Scotland A new law came into force at the end of 2014 which makes the legal drink-drive limit in Scotland lower than elsewhere in the UK. The legal alcohol limit north of the border has changed from 80mg in every 100ml of blood to 50mg.

**3. Smoking in cars carrying children is illegal** From 1st October 2015, smoking in cars carrying children became illegal. The new law makes it an offence for parents, carers or other adults in a car carrying anyone under the age of 18 to light up and the punishment is expected to carry a £60 fine or points on a motorist's licence, rising to as much as £10,000 for drivers who

fail to stop passengers smoking in a vehicle carrying a child.

**4. Paper Driving Licence no longer required** From last June, the photocard licence counterpart ceased being issued by the DVLA. Obviously, penalty points and the status of your driving licence won't change, but will be recorded on the DVLA's central driver database instead. However, the DVLA advise that paper licences issued before 1998 will remain valid and should not be destroyed.

**5. New Drug-Driving Laws came into effect** Towards the end of last year a new law on driving under the influence of certain drugs, including some common medicines, came into force. These changes state that it is offence to drive with certain drugs in your system above a specified level, even if your driving ability is not impaired. The new law mainly relates to prescription medications that are sometimes abused, but if you do take certain drugs for health reasons, it might be worth checking if this puts you in danger.



# New faces at CPA

In January this year CPA Recruitment, Watford welcomed Ivy Fosu-Boateng to the team as a recruitment consultant specialising in technical and quality roles. Prior to the move she worked at The Grove Hotel, a famous five-star establishment in Hertfordshire and studied for a Master's Degree in International Human Resources at Middlesex University, graduating with honours. Ivy loves playing the piano in her spare time as well as spending time with her family. "Working as a recruitment consultant has always been my dream and CPA made it come true," said Ivy.



Ivy Fosu-Boateng

The next new kid on the block is Alex Thornton. He also joined the technical team in January 2016 as a consultant based in Watford. We are told that since his arrival he has swiftly become the office geek, loving all things comic book and technology related. The love of technology stems from his previous job working for Vodafone as a Technical Adviser, but he doesn't have any idea where the comic book stuff comes from! He also enjoys watching live bands and all things music.

"With a little help from the CPA team I have made my first placement and look forward to making many more," said Alex.



Alex Thornton

Number three to join the band of recruiters at CPA is Ben Whelan. He takes the role as resourcer and will also be based in Watford. Ben is a relative newcomer to the team, though a comparative veteran, having been with CPA for six months. Ben helps source candidates for a variety of roles and has also recently started recruiting a role on his own. Outside of work Ben enjoys getting about on his bike, which he also rides to work. He's also a keen football supporter favouring Eastleigh where he has a season ticket and is never short of football related stats to share with anyone that will listen!

"The past six months have flown at CPA. It's a great company to work for and the team work hard and have fun," said Ben.



Ben Whelan

Over the other side of the world – Canada to be precise - CPA has added Chris Fikis to the North America team as a Candidate Researcher. Chris is educated in Commerce and Economics and is currently completing a course to obtain the Canadian HR certification. He has a passion for HR because it requires a diverse set of skills and touches on areas of law, customer service, sales and strategy. Chris has worked in business development in the events industry before spending time teaching abroad in China.



Chris Fikis

# SWS GROUP



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