

Pay increases. National Insurance hikes. Record inflation. Labour shortages.

Businesses are facing a perfect storm in 2022. How can you keep your buildings, people and assets safe without breaking your budget?



What are the challenges?

- 2.5% increase in National Insurance contributions
- 6.6% increase in minimum wage to £9.50 while the Real Living Wage rises to £9.90 (£11.05 in London)
- 5.1% inflation – a ten-year high
- 1.1m job vacancies – a record number – means an acute labour shortage

Businesses are facing an unprecedented rise in costs from April. This is being compounded by a lack of available security officers to fill vacancies thanks to a widespread labour shortage which is pushing wages up even more.





What's the solution?

Blending people and technology: Security officers will always play an essential role in the security mix. But by using the latest security monitoring technology together with manned guarding, organisations can help to alleviate the cost pressure of wage increases and the current labour shortage while enhancing the resilience of their security function. To find out how much you could save by blending people and technology, use the Manned Guarding Savings Calculator on our website.

Decent pay: Paying the minimum wage is no longer enough. Experienced security officers can earn more working in less risky retail roles. Instead organisations should be paying the Real Living Wage to attract, retain and reward skilled people. Organisations need to be an employer of choice – somewhere people want to work and stay working for the long-term. We need to provide not simply a good wage but also incentives such as bonuses, enhanced training, flexibility and a great culture.



Security with a social purpose

As the only major social enterprise in the security sector and a Living Wage Recognised Service Provider, we take pride in looking after our people. By working with us, you will benefit from some of the most highly-trained, experienced and loyal security officers, supported by the latest monitoring technology from our state-of-the-art alarm receiving centre in Glasgow. And our social enterprise status means that working with us contributes to your Buy Social targets ensuring your supply chain is diverse, ethical and sustainable. Talk to us today.

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Hayley Page Solutions Support Manager

t. 020 7566 0541

e. hpage@corpssecurity.co.uk