



CLEANING MATTERS

THE NEWSLETTER OF CAGNEY CONTRACT CLEANING

Unit 17, The Hub Logistics Park, Bracetown, Dublin 15

Tel: 01-8253884 E-mail: info@cagney.ie
Website: www.cagney.ie

Welcome to Issue 36 (Dec 2018) of Cleaning Matters. I'd like to remind you that if you have any contributions to the newsletter, please forward them to me. Remember this is your newsletter. Editor: Deborah Barker

Thank You

Hello everybody and Happy Christmas to all my friends and colleagues. It's been an action packed year with the Cagney & NSS merger back in April 18. It has been a very busy year for all and this is in no short way thanks to the success and ease with which employees from both companies mixed and got on with each other. This has definitely contributed a great team with increased professionalism which augers well for the future and continued successes of the Company.

The company is only as good as the people in it and that is so true. The level of professionalism and commitment from all our staff is commented on daily by our customers and this is what keeps Cagney Contract Cleaning as market leaders. With the great news of Samsic coming on board in 2019, Cagney Contract Cleaning is now part of a large international group that can provide cleaning services across Europe and beyond.

My own personal news which I would like to share with you all is that I will be retiring from Cagney Contract Cleaning in the New Year following 41 years work with Cagney's. This will be a sad time for me but also an exciting opportunity to open a new chapter in my life. I have greatly enjoyed the last 41 years and I will miss seeing my colleagues and friends on a daily basis. I have made great friends over the 41 years and the comradery will be a big gap to fill.

I take this opportunity to thank you all for supporting me over my time with the Company. I am very proud of what we have achieved together. I know the Company will go from strength to strength and thrive with Shane and Patrick at the helm into the future.

I wish you all a peaceful and Happy Christmas.

Garvan Cagney (Director)



PAYE Modernisation

Revenue are introducing a new PAYE reporting system in 2019. To comply with this, some employers have to realign their payroll dates. This will not affect your dates of wages payment in any way but some fortnightly paid employees may get extra tax credits for the last FN pay in 2018. This will be FN ending 14th Dec 18 with a payment date 20th Dec 18.

Also the fortnight numbers and dates on your payslip will change. In addition, from 2019 employers will no longer issue P45s and P60s. Employers will directly notify Revenue when employees start and leave a company. By the 2nd quarter of 2019, employees will be able to log in to their Revenue My Account to see details of their pay and tax with any employer.

Ailin Cagney Award Winner

The Ailin Cagney Award is a quarterly prize awarded to an employee in the form of a €250 voucher. Ailin was a founding partner of the business in 1977 and sadly passed away in 2004. This quarters winner is Justyna Legiec, she was nominated for the Ailin Cagney award by her Area Supervisor (Sergiu Harsa). Justyna receives the Ailin Cagney Award due to her helpful and flexible attitude to work always going above and beyond, Sergiu advises that Justyna is a great leader to all colleagues and ready to assist at all times. We are delighted to award the Ailin Cagney Award to Justyna.





CLEANING MATTERS

THE NEWSLETTER OF CAGNEY CONTRACT CLEANING

Unit 17, The Hub Logistics Park, Bracetown, Dublin 15

Tel: 01-8253884 E-mail: info@cagney.ie
Website: www.cagney.ie

Welcome to Issue 36 (Dec 18) of Cleaning Matters.

I'd like to remind you that if you have any contributions to the newsletter, please forward them to me. Remember this is your newsletter. Editor: Deborah Barker

Hours of work available

We are growing as a Company all the time and this creates job opportunities for existing and new employees. If you are looking for additional hours or have friends & family that would like to come work for Cagney Contract Cleaning please contact your Area Supervisor who will be able to advise on any up and coming hours / vacancies.

The Company advertises open roles on our Company Facebook page and the Indeed website.

New employees must provide proof of ID, references, proof of PPS number, proof of bank account, visa's where required in order to commence employment with the Company.

The importance of Time Keeping

Cagney Contract Cleaning pride itself on providing an on time cleaning service of the highest standard. Company rules state that all employees must sign in when commencing work and sign out when leaving. This is required for time records and also for your personal safety on site. We must know what employees are present on site if there is an emergency so all can be accounted for.

It is a breach of Company procedures to provide incorrect times in the sign in book. Employees are required to work the assigned working hours. No employee is permitted to arrive early to work and to leave early. Working times have been agreed with our on site client and we must provide the contracted service.

If any employee will arrive late to work or is required to leave early they must inform their Area Supervisor or Site Supervisor. Communication is key in our industry. If you have any issues which will affect your attendance you must inform your Area Supervisor immediately.

All employees must adhere to the Absence Notification procedures as recorded on page 15/16 of the Employee Handbook.

Samsic

As we approach the final few days before Christmas, I would like to take this opportunity to wish you and your families and friends a Happy Christmas, and our best wishes for a Happy New Year. I would also like to thank you for your hard work this year – we work in a tough, labour intensive industry and we appreciate your hard work throughout the year.

I would also like to update you on a development within our business. The current shareholders in the company are Patrick Cagney, Garvan Cagney and Shane Curran. Patrick & Garvan have decided to sell their shareholding to Samsic, a French cleaning company with effect from 4th January 2019. Samsic operate in 22 countries with an annual turnover of €2 billion and the following link to their website provides further information on the Company - <https://www.samsic.fr/en>.

Garvan will retire from the Company with effect from 4th January 2019 and Patrick will continue as a Director until early 2020. Our service provision and supervisory & management team will remain as it is currently, and we have strengthened our Senior Management team in recent months in preparation for the impending changes.

Our name, accounts, payments etc will remain exactly as is and you will see no obvious change as it is just the shareholders that are changing.

With succession planning in mind Shane Curran will take over the position of Managing Director from 1st January, 2019. Shane's leadership skills and age profile make him ideally suited to lead Cagney's into this new phase and he will be supported by Patrick at least until 2020.

We look forward to continuing our journey with you, and all our employees, in this new phase for the Company over the coming years.

Merry Christmas and a Happy 2019! Patrick, Garvan & Shane