

Hub



CREATING BETTER PLACES TO LIVE, WORK AND TRAVEL



Our Zero Code

PAGE 12



July 2018
internalcommunications@amey.co.uk
amey.co.uk/hub



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WELCOME TO FMDJ – say hello to FMDJ, our newest business unit (and acronym)



Letter from the Editor

Safety initiatives. Big contract wins. Rewards and discounts. Community stories. You'll find them all in this jam-packed special edition of Hub – sent to your home for the very first time.

We start with Zero Code, an important set of principles designed to keep us safer. You'll find out more from our Guest Editor Gary Booton, who has helped pull together this issue of Hub. It's also why everyone in the business, including all our new employees who have joined from Carillion, have been sent a copy to ensure we're all up-to-speed as quickly as possible.

Flick through a few more pages and you'll discover we've been named as the new operator of the £5bn Wales and Borders rail franchise. So, llongyfarchiadau (congratulations)

to everyone involved. Brilliant team effort as ever.

We've also listened to your feedback from previous editions, which is why you'll find more rewarding offers, career information, support and heart-warming employee stories than ever before. And did I mention there are **lots of prizes** up for grabs for our most eagle-eyed readers?

So, grab a brew, open the Hobnobs, and catch up on all the latest Amey news and views. Happy reading.

Rachel Tolhurst
Hub Editor for July 2018

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HEAD TO THE BACK PAGE FOR A CHANCE TO WIN 21 PRIZES!

WANT TO FIND OUT MORE? GO TO AMEY.CO.UK/HUB TO FOLLOW UP ON ARTICLES AND OPT IN TO EMAIL AND TEXT UPDATES.



GOT A STORY TO TELL? DON'T BE SHY, SEND IT TO: AMEY.CO.UK/SHARE-YOUR-STORY



Guest Editor

Met Gary Booton, our new Group HSEQ Director and Guest Editor of this month's Hub. Bringing 30 years' experience to Amey, Gary is one of the key driving forces behind Zero Code.

So, what was it that attracted him to Amey? Quite a few things it turns out: "The diversity of the business; its strong focus on safety; a bold improvement plan in Fit 4 the Future, and putting people first." Over to you Gary...



Our foundation of zero harm is the only safety vision that any organisation should aspire to. This is not an easy commitment and I believe it's one that will mean everyone must think and

act differently. The next key step on this journey is Zero Code. This sets out four key principles, which you can read about in more detail on pages four and five. It's an approach I believe will speak to everyone in Amey.



Our environmental performance is something we should be shouting about too. There are bold initiatives taking place across the company, and I believe these are a major differentiator for us in the market.

Then there's the quality performance of our operations, which directly impact on the customer experience. By harnessing the improvement opportunities that Fit 4 the Future creates we'll continue to drive 'right first time' thinking.

And finally, there are our people – the heart of Amey. I'm looking forward to working in partnership with the Wellbeing Team to deliver real changes that will help make Amey an even more rewarding place to work.



I'm excited to have joined the company at this point in our history. ”

Gary Booton
Group HSEQ Director

Creating a **better, STRONGER Amey**

Thank you for your continued dedication and hard work; this is a great place to be – we are much stronger and I hope you are seeing better opportunities.

It's our willingness to push ourselves daily to innovate and find new ways to improve and simplify our approach that continues to propel us forward as a business. And it's the reason there are so many interesting things happening at Amey right now.



Let's start with the exciting news that **Amey will be the new operator of the Wales and Borders rail contract** in a joint venture with Keolis. We're proud to be the first infrastructure company to win a mainline rail franchise. The contract also promises to create 600 new jobs and 30 annual apprenticeships.

Further evidence we're constantly improving is **our Zero Code**. As industry leaders, it's critical we continually set the safety standard, which is why we've worked tirelessly over the past few months to completely transform our approach to health, safety and wellbeing. Zero Code is the result, and I truly believe it will keep us safe and enhance our service.

One last thing about change – GDPR. Or the **General Data Protection Regulation** to call it by its full name. Like me, I'm sure you've received lots of emails and letters covering the way data must now be handled, however it's essential we all comply. You can read up on all the changes on AmeyWorld or amey.co.uk/hub.

Andy Milner
Chief Executive Officer

**HELP US,
HELP YOU**

Please complete the Investors in People survey by 27th July and help us change Amey for the better.
amey.co.uk/iip

“

We're excited to be taking on the Wales and Borders contract with Keolis. This is a great opportunity for us to use our joint capabilities to deliver a first-rate service for Wales and nearby communities. ”

I want to know how you feel about working for Amey. Send your comments anonymously to amey.co.uk/feedback, or you can request a reply

How to grow **your** career at Amey

Everyone has their own individual career journey.

We understand that you need to choose the development that's right for you. Also, people manager can give you the support you need to:

- Perform in your current role.
- Develop new skills and knowledge.

The first step starts with you.

Think about what you need to learn, both in your current role and beyond, then look into the options for self-directed learning available via the Online Academy (on AmeyWorld).

Through self-directed learning and support from Amey and your manager, you can progress your career with us and move into new roles.

Find out more on AmeyWorld / HR / Your development and career or on amey.co.uk/hub

Refer friends to work at Amey and you could earn up to £1,000 per successful candidate. Find the form on AmeyWorld or amey.co.uk/hub.



Investors in People – **WE NEED YOU!**

We hold Gold status for Investors in People (IIP), which recognises that we truly put our people first. It's time for our reassessment and your chance to help us retain Gold.

WHAT IIP ACCREDITATION MEANS:

- Creating a better place for you to work and grow your career
- Best practice leading, supporting and recognising the achievements of our people
- Existing and future customers and employees see our IIP status and know we are a responsible employer who invests in people
- This helps us win work and grow as a company

EMPLOYEE SURVEY - HAVE YOUR SAY

We'll be assessed through employees having their say – this is how you can take part.

There's an online survey open until 27th July and you may also be asked to take part in a face-to-face interview or focus group in September or October.

We'd like as many employees to go online and take part as possible.

Investing in people is at the heart of Amey

Our people make a difference to the lives of almost every one of the UK's 64 million people, every day. You are part of Amey, where everyone works together towards our goal of creating better places to live, work and travel.

GROW with Amey

Visit amey.co.uk/iip to take part in the survey



Emerging TALENT

We attract, develop and manage a pipeline of fresh-thinking individuals in various ways, including through our graduate and apprenticeship programmes. These are designed to be structured, engaging and challenging.

Enter one of five career pathways, with professional qualifications and dedicated training, through our **Graduate Development Programme**.

Start one of our diverse apprenticeships across the UK, as well as getting the opportunity to complete the Gold Duke of Edinburgh Award, through our **Apprenticeship Programme**.



Or develop your skills and knowledge through funded training through the **MySkills Programme**.

If you'd like to find out more please visit AmeyWorld or amey.co.uk/hub.

Talent Tracker open for applications

Talent Tracker is a 12-month programme designed to assist individuals in realising their potential and prepare them for a move up the career ladder. **Band A and B employees can apply by 27th July**. It's ideal for people who can demonstrate how they live the Amey values, go above and beyond what is expected, and have the ambition to grow with Amey.

If you'd like to apply, here's what to expect in terms of timing:

JUNE & JULY:

applications open

SEPTEMBER:

development centres

OCTOBER:

feedback and development plans produced

DECEMBER:

start of development programme

WANT TO APPLY?

You can find a link to the application form on AmeyWorld or amey.co.uk/hub. You can complete the application online or it can be printed (ask your people manager to do this if you need). You will need your manager and account lead approval before you can submit it.



Talent Tracker helped shape my plan for professional development. ”

Leanne Wilson
Bid Project Manager
– Amey Consulting



Talent Tracker has been a great foundation to build my Amey career. ”

Kibi Khan, Highways
Planning Team Leader, BHMMS



LEARNING and DEVELOPMENT

There are loads of learning opportunities at Amey to help you develop in a way that suits you.

You'll find a range of materials in our Online Academy; learning videos, useful guides, toolkits and e-learning courses, as well as face-to-face training.

Programmes include: Leaders Creating Better Places, Talent Tracker, Amey People Manager Programme, Leadership Foundations, Insights Discovery Effectiveness and Customer Service and much more.

Find out more on AmeyWorld or amey.co.uk/hub or email learnanddevelop@amey.co.uk

DEVELOPING your POTENTIAL

We know that there's talent at every level in Amey and want everyone to develop their potential. Recruiting, developing, and retaining people in line with the business' current and future goals is key to our future success. Amey has three key development routes: Technical, Management and Talent Tracker. Talk to your people manager to find out more.

You'll also find a range of tools to support your career development on AmeyWorld or amey.co.uk/hub, including mentoring, career maps, development plans, 360 feedback, career conversations and success profiles.

Visit AmeyWorld or amey.co.uk/hub or email Talent@amey.co.uk to find out more.

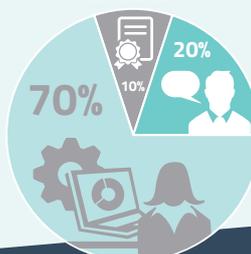
Training (10%)

- Instructor-led courses
- eLearning
- Certifications
- Conferences

AMEY'S 70/20/10 APPROACH TO LEARNING

Work experiences (70%)

- Learning on the job
- Stretch assignments
- Cross-functional teams
- Special projects
- Community involvement



Feedback and relationships (20%)

- Performance and career discussions
- Networking
- Mentoring
- Coaching

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HEAD TO THE
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WIN 21 PRIZES

freeconfidential/support

Do you know what our EAP offers? Or what it even is?

With a wide range of services on offer, our Employee Assistance Programme (EAP) can help you through a whole host of issues.

Let's be honest, could you tell us what services EAP offers? Do you even know what it is? Don't worry if you're shaking your head, as you're not alone. In fact, you're probably in the majority.

Time to set things straight.

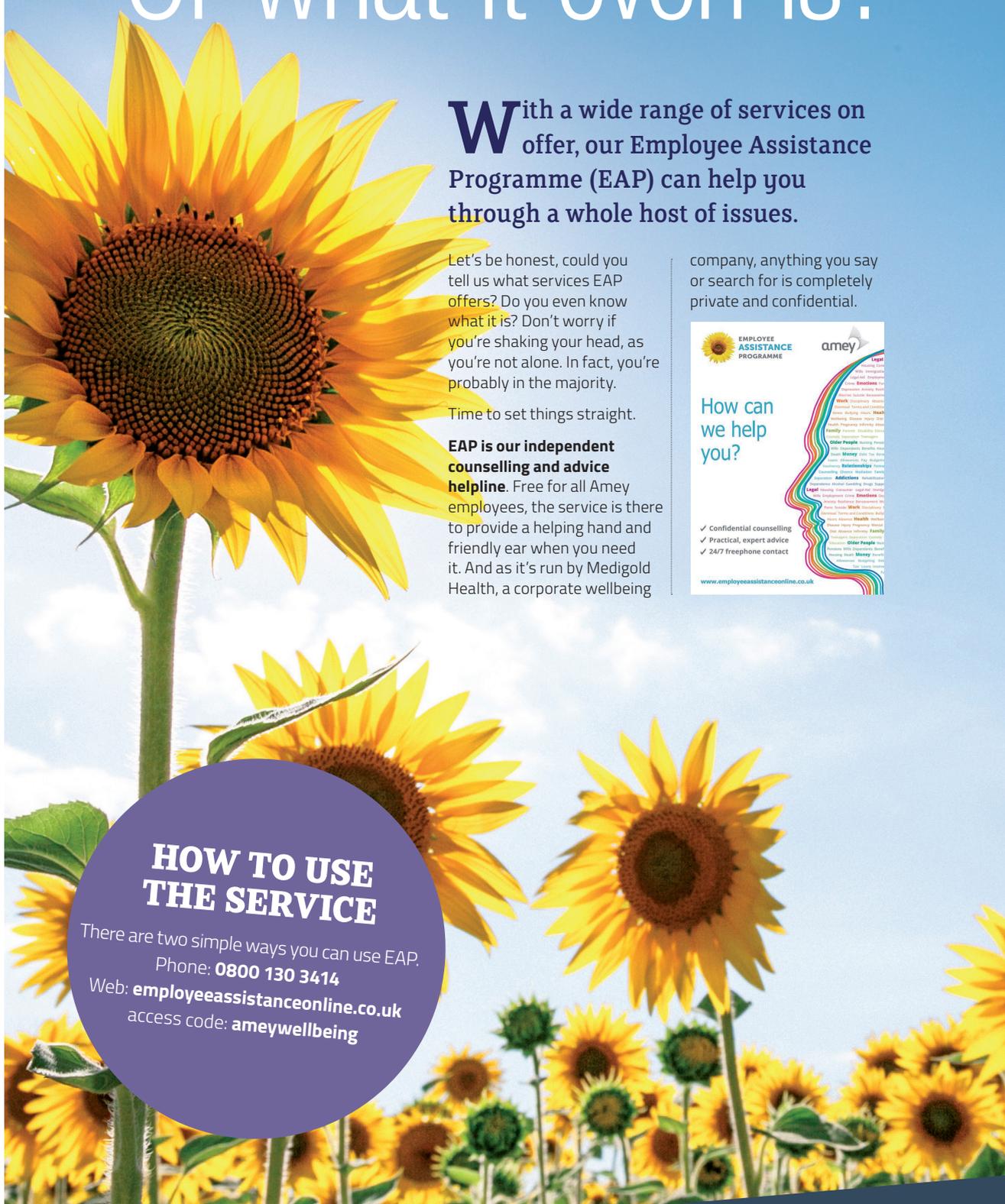
EAP is our independent counselling and advice helpline. Free for all Amey employees, the service is there to provide a helping hand and friendly ear when you need it. And as it's run by Medigold Health, a corporate wellbeing

company, anything you say or search for is completely private and confidential.



HOW TO USE THE SERVICE

There are two simple ways you can use EAP.
 Phone: **0800 130 3414**
 Web: **employeeassistanceonline.co.uk**
 access code: **ameywellbeing**



LEGAL

- Employment laws
- Property and housing
- Crime, police and legal aid
- Consumer and contract rights
- Wills and inheritance

EMOTIONAL HELP

- Stress and resilience
- Depression and anxiety
- Bullying
- Bereavement and loss
- Suicide

WORK

- Dismissal and termination
- Disciplinary
- Bullying and handling confrontation
- Hours, leave and pay
- Redundancy

YOUR HEALTH

- Pregnancy
- Workplace absence
- Personal injury
- Stress and resilience

FAMILY

- Working rights for parents
- Divorce, separation and child custody
- Disability and special needs children
- Teenagers

OLDER PEOPLE

- Pensions
- Elder care and power of attorney
- Additional benefits for the elderly
- Time off to care for dependents
- Bereavement and loss

MONEY

- Pay, bonuses and commission
- Pension
- Dealing with debt
- Taxation
- Benefits

RELATIONSHIPS

- Divorce and separation
- Counselling and mediation
- Bullying and handling confrontations

ADDICTION

- Substance and gambling addiction
- How do you know if it's addiction?
- Support for family and friends
- Rehabilitation and support

WHISTLEBLOWING HELPLINE

If you witness something that isn't right, our hotline allows you to report it in confidence to our secure and confidential service. You don't have to worry about revealing your anonymity either, as everything is handled through a third-party private supplier.

Call 0800 160 1797 – open seven days a week, 24 hours a day.



Between the 14th and 18th of May, it was Mental Health Awareness week across the UK. To celebrate, our network of 100 Mental Health Ambassadors were in full swing – holding webinars and local events across our Amey locations. Have a look on Yammer and AmeyWorld for a full rundown of events.

Our Mental Health Ambassador network is a great resource if you need to speak to someone about things that are weighing on your mind. You can find your local ambassador on the Wellbeing pages of AmeyWorld or on amey.co.uk/hub.



FIVE SIMPLE STEPS TO LOOK AFTER YOUR WELLBEING

You don't have to go out of your way or take part in expensive hobbies to feel better about yourself. It can be something as simple as:

- 1 CONNECT:** Talking to people around you (at home, work or your local community).
- 2 TAKE NOTICE:** Taking the time to appreciate the little things.
- 3 LEARN:** Trying something new or rediscovering an old interest.
- 4 GIVE:** Doing something nice for a friend or even a stranger.
- 5 BE ACTIVE:** Exercising - particularly outside.

DISCOUNTS, MONEY OFF AND CASHBACK

With our online shopping portal, you can save money on hundreds of days out, nights in or just evenings on the couch.

Visit savewithamey.com and register to start your savings – **you don't need an amey.co.uk email address to sign up.** Check out some of the offers you can take advantage of:

vue

CINEMA TICKETS

£9.99 £6.40
adult ticket

lastminute.com

12% cashback



vodafone

£75 cashback
on new contracts

ASOS
SAVE 10%



SAVE 10%

There are also **extra weekly deals**, with many top brands offering bigger discounts and cashback deals. **Check out the Save with Amey website on Monday mornings to see the latest deals.**

So, how hard is your salary working for you?

Did you know, as an Amey employee there's a whole host of extra benefits to take advantage of? You can **make your salary go further** with the wide variety of offers available. You can find more information about each benefit at amey.co.uk/employeebenefits

DID YOU KNOW?

There are **over 1,118 brands** with **offers** available **online now**

Only 31% of us take advantage of these offers - don't miss out!

Over £3.2m was spent on the site over the past 12 months

What people say about **SAVE WITH AMEY**

“

I love Save With Amey. I book the majority of my holidays via this; flights, airport lounges, parking – the lot! Great savings can be made if you do your homework in advance and know the best websites to use.”

Kerry McNaughton,
Business Support Co-ordinator

“

I've used the cinema discount tickets for many kid's parties and always top up my cards when I know I'll be shopping. They're really handy.”

Mel Osbourne,
Signalling Design Engineer

a stars

You're a* amazing

£25 VOUCHER

#youreastar

Creating better places to live, work and travel
Engineering | Facilities | Construction | Utilities | Transport | Defence | Marine

amey

You've demonstrated the following value(s)...

- PUTTING PEOPLE FIRST**
Creating and leading great teams
Ensuring the safety and well-being of our people
Providing a safe and secure working environment
- DELIVERING GREAT SERVICE**
Delivering the highest quality of service
Ensuring the safety and well-being of our people
Providing a safe and secure working environment
- CREATING BETTER SOLUTIONS**
Delivering the highest quality of service
Ensuring the safety and well-being of our people
Providing a safe and secure working environment

...and helped us work towards...

- Target Zero
Safety
People only
- Investing in people and skills
- Delivering exceptional service
- Ensuring compliance and the environment
- Delivering exceptional customer experience

IT PAYS TO WORK AT AMEY

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Cycle to work

Get fit and save money with a brand new bike. Spread the cost over 12 months at a lower price - for example, buy a £475 mountain bike for £342.



Car Choices

You could get behind the wheel of a brand-new car for less than you might think. Choose an option that suits your budget and circumstances – Salary Sacrifice, Personal Leasing or Buy ex-lease cars.

NEW DEALS

Great news, from July you'll be able to access a new range of personal leasing, salary sacrifice and used car deals. Simply head to ameycarchoices.co.uk or email carchoice@hitachicapital.co.uk to find out more.



Amey Share Incentive Plan

Invest between £10 and £150 in Ferrovial shares each month at a much lower price – thanks to National Insurance and income tax savings.



Donate to charity

You can make regular donations to registered charities and save on income tax

For example, if you pay 20% tax and choose to donate £100 throughout the year, you'll only pay £80.

Your charity will still receive the full £100 and you'll pay £20 less in tax.



Discount gym membership

Take advantage of lower monthly costs, no joining fee, or a mixture of the two. Choose from over 2,500 UK gyms - for example, get an annual pass with Pure Gym worth £309.88 for £253.90, plus National Insurance savings.



Choices window

At the beginning of each year, our Choices Window opens for even more benefits. These include Tastecards, dental insurance, buying extra annual leave and more. If you're a new starter, some of these will be available for the first three months of you joining us.

Visit amey.co.uk/employeebenefits to find out more and see if anything takes your fancy.

make the MOST of your MONEY

£25 a*stars vouchers

We can all agree that it's nice to be recognised for the hard work we do every day. But did you know that our a*stars cards allow you to say thanks to your colleagues?

Also, managers can thank team members who they feel have lived our values with a £25 a*stars voucher. It might be for delivering great customer service, helping out on a crucial project or just thinking of ways to be more efficient.

Find out more on AmeyWorld or amey.co.uk/hub



a*stars awards

It's not just vouchers that are on offer. Last year, we introduced the a*star awards evening to celebrate all the hard work our people do. And this year, we're doing it all again.

Nominations will open later this year – so keep in mind anyone you feel has truly represented our company values or objectives. Keep an eye out for details in future editions of Hub.

Amey Foundation

If you raise money for charity you can have your efforts boosted by applying for match funding from the Amey Foundation. Speak to your manager or check on AmeyWorld or amey.co.uk/hub for info.

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Pen POWER!

Did you know that every time you order a pen at Amey you're directly supporting women in Ghana?

That's because Amey's office supplier, WildHearts, is a social enterprise – a business that reinvests and donates their profits to change the world for the better. Their mission? To empower people by investing in education, nutrition and housing in developing countries. And it's a mission we're proud to support.

Our involvement forms part of our commitment to the Buy Social Corporate Challenge, an initiative by Social Enterprise UK that sees leading UK companies open up their supply chains to social enterprises.

Since joining the Challenge in April 2017, Amey has spent £1 million with social enterprises including The Forward Trust, the Royal

British Legion Industries, Belu and Recycling Lives. This means we've collectively helped ex-offenders back into the workplace, provided opportunities for ex-forces to gain employment and supported the lifesaving work of WaterAid.

"It's not about compromising on quality or price," said Emily Davies, Head of Social Impact. "It's about choosing to spend money with organisations that, like Amey, want to make a difference."

We're always looking for new ways to support social enterprises, which is why our Procurement Team is running road shows across the country this summer to help spread the word. Head to AmeyWorld to get involved.

All HANDS to the PUMP



Calling all fleet vehicle and company car drivers. Help support Amey in raising £10,000 for Macmillan Cancer by using the Amey Shell Drivers Club Card every time you top up at a Shell garage.



The loyalty card scheme was the brainchild of Andy Holloway, who works on our Norfolk Street Lighting contract. The card works by awarding points for every fuel purchase at a Shell Garage. These points are then converted to money-off vouchers, or a donation to charity.

The great news is that all points collected by our fleet and company car drivers will be donated to Macmillan Cancer.



To get your hands on a Shell Drivers Club Card please contact David on david.fawcett@amey.co.uk.

Best foot forward for Amey hikers



We've had an amazing response to our request for volunteers to take part in this year's Duke of Edinburgh (DofE) adventure. Over 120 Amey hikers have now registered to take part in the 50km hike in the beautiful Cotswolds this September – a whopping increase of over 300% on last year.

With training now well underway our intrepid adventurers are busy securing sponsorship for our strategic charity partner. Of course, there's always time to pose for an obligatory selfie, or ten.

To find out more about our DofE partnership and to give your support email david.fawcett@amey.co.uk

A lesson in equality

Our Facilities Management team in the Matchworks has teamed up with Abbots Lea School in Woolton, Liverpool to set up a rewarding internship programme for students with autism and associated learning needs.

The student-supported internship will give senior pupils the chance to gain real-life work experience, new skills and increase their confidence by working in a variety of operational areas including HR, IT, procurement and customer service.

“ This is something I feel very passionately about, having grown up with a brother who has autism and seen first-hand some of the barriers he’s faced. The enthusiasm people have shown to help get this partnership off the ground has been brilliant and makes me proud to work for a company that cares and strives for equality of opportunity for all. ”

Becky Atherton,
FM Customer Services
Manager, FMDJ



STEM event goes off with a BANG

Over 20 Amey volunteers helped inspire young people from across the UK to consider careers in science, technology, engineering and maths (STEM) at the national Big Bang event in Birmingham.

Over 55,000 young people attended, with our ‘Design a Railway’ and ‘Judge my Journey’ activities proving extremely popular. As well as providing a unique glimpse of the planning skills needed to become an engineer, the activities showcased the importance

of choosing STEM subjects.

A short film focusing on our Big Bang support can be found on AmeyWorld, along with details about our STEM Ambassadors Yammer group. Email helen.townend@amey.co.uk to get in involved.

Not all heroes wear capes

Sorry Iron Man, apologies Thor, move aside Hulk, as Amey’s own group of heroes have once again been saving the public from unexpected dangers.



When danger called at Birmingham City Mission, Mark Bissell and his team leapt into action to battle a blocked drain and help this vital charity.



Mark Gibbons and his team worked 24/7 to repair a collapsed sewer in Cannock Chase, Staffordshire, which had left a gas main suspended.

When United Utilities customer Dee Jackson’s sewer collapsed 4m underground, Amey’s Dynamic Duo of Alex Moran and Pat Devlin immediately answered the call.



At 3am, temperatures of -3°C and a depth of 7m. This perilous repair job in Staffordshire for Severn Trent required Amey’s strongest to assemble. No wonder Ben Hooley, Matt Richards, Matt Hall, Rob Hall, Stuart Wittington and Delon Jesson all won a*stars for saving the day.



When a primary school flooded in Longton, Stoke-on-Trent, Amey was there to battle the elements, much to the delight of local MP Jack Brereton.

Amey partners with GIRLGUIDING

Working in partnership with



It’s a sad fact, but girls’ engagement with maths and science drops by 74% during secondary school. Furthermore, just 9% of engineers in the UK are women. It’s something Amey feels strongly about, which is why we’re proud to announce a three-year partnership with Girlguiding.

The UK’s leading charity for girls and young women, Girlguiding, shares our passion for inspiring more girls to pursue a career involving science, technology, engineering and maths (STEM). Our relationship with Girlguiding began in 2017, when we worked with them to create an Engineering badge focusing on rail and road. Cut to today and we’re honoured to be supporting them as they launch their brand-new youth programme that focuses on women in leadership and STEM.

The programme includes a new Innovator Skills Builder that consists of five strands. One of these is ‘Break the Rules’, which is where we’ve lent our expertise; helping girls develop the skills to apply science, technology, engineering and maths in novel ways.

As our partnership evolves, there will be opportunities for local volunteering. Join the Girlguiding at Amey Yammer

group, or email girlguiding@amey.co.uk for more information.

You’ll also find a dedicated page on AmeyWorld where you can get your hands on our Engineering badge pack to take to your local Rainbows, Brownies or Guide unit.

Community Involvement Days
Every employee can take one paid day per year to support a local, not-for-profit organisation or charity of their choice. Speak to your manager to book this.

Our Zero Code

A simple work code to help us reach zero lost time injuries by 2021.

Health, safety and wellbeing. We all know how important they are that's why we're introducing Zero Code. It's a simple work code about the behaviours we expect our people and supply chain partners to live by.

It's part of our Target Zero objective and our DNA. Zero Code has four key principles to keep health, safety and wellbeing at the forefront of our minds:

- 1 **READY TO GO**
- 2 **KITTED OUT**
- 3 **STICK TO THE PLAN**
- 4 **STAY ALERT**



Zero Code

LOOKING OUT FOR ME, YOU AND EVERYONE

1 – READY TO GO

The first section is all about being fit and well to do your job. Making sure you're ready to go.

It means that we all think that we're ready to:

- Attend work
- Drive vehicles
- Operate machinery or equipment

2 - KITTED OUT

This second section is making sure we always have the right tools and equipment approved for the job in hand. And that you're authorised to use it – either through the correct training, instructions or experience.

As well as tools, it's also about wearing the right PPE. So, making sure you have the correct protections and that you can get them – if you don't already have them.

3 - STICK TO THE PLAN

The third section is about reassessing things if situations change.

Stopping to make sure you and your teams understand the potential hazards. Especially if you're working in new or challenging environments – for example, if it starts raining heavily in the middle of a job. Or you turn up to a site and things are not quite what you expected or planned for.

4 - STAY ALERT

And the final section of the Zero Code is making sure we're aware of risks and hazards.

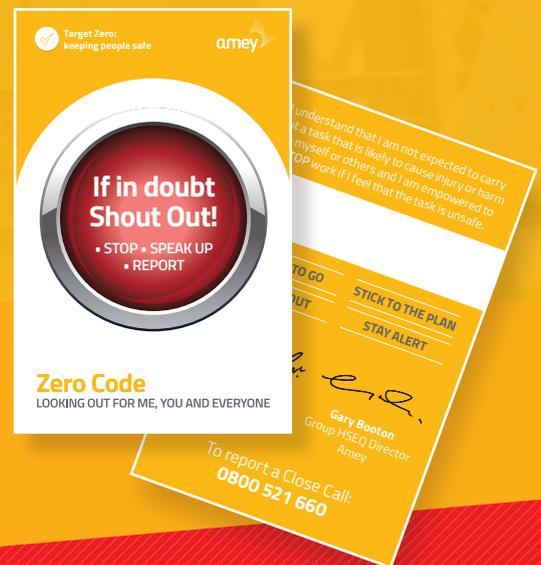
Always assessing your surroundings and placing yourself in the safest working position in relation to hazards. So, for example, if you're working in a confined space, make sure you know the possible dangers and what to do if something does happen.



Shout Out! Cards

To help empower you to stop work if you see something unsafe or unacceptable, a credit card-sized Shout Out! Card has been sent to you with this edition of Hub for you to keep with you at work. They feature a big red 'button' that you can use to Shout Out! when you see potentially dangerous situations.

They're signed by Andy Milner and our Group HSEQ Director, Gary Booton. There's a space for you to sign your own name so you can confirm your own personal commitment.



WATCH THE ZERO CODE FILM

We've created a short film about Zero Code. Just visit the web address to watch the trailer and learn more about the programme.

All Leaders, managers and supervisors have been briefed to discuss Zero Code with their teams to continually improve the way we work and drive down injury rates.

Everyone needs to take personal responsibility for the health, safety and wellbeing of themselves and of those around them by following our Zero Code so we all return home safely, every day.

KEEP AN EYE OUT FOR FUTURE PROJECTS

To help you understand what each principle is about, our HSEQ Team will be promoting each one every few months – with 'READY TO GO' out in the Autumn. Keep an eye out on your inbox, AmeyWorld and here in Hub for more information.

Watch the film at amey.co.uk/zerocode

- 1 Sign and use your Shout Out! card.
- 2 Take responsibility.
- 3 Watch the film.
- 4 Expect to discuss in more detail in team meetings; continuously improve.



Focusing on **PERFORMANCE**

Fit 4 the Future is transforming our business so we're ready to seize the opportunities around us. It will help us deliver great service for our clients and bring new ideas to the table.

The performance workstream will maximise our account performance and operational efficiency. In turn we can deliver our promises, protect our profitability and get ahead of our competitors.

We're great today, but we can be even better tomorrow. And everybody has a part to play in our success.

Pedro Gomez heads up the Business Improvement and Turnaround team responsible for supporting better performance across Amey. Read Pedro's thoughts on how we can build a performance culture on page 16.

Process

Simplifying and standardising our processes for **eight key areas**

Performance

A new **central support team**, new tools and new ways of working to maximise continuous improvement and accountability

Leadership

Investing £500,000 in our **Leaders Creating Better Places Programme** to develop skills and expertise

Direction

- A, B, C **strategy**
- Our **goal**
- New **values**
- Our **Story**

#BetterMI is here

Understanding how our accounts are performing isn't simply about adding up all the pounds and pennies at the end of the month. It's about making the most of our management information (MI) to track how we're doing against our core performance pillars: safety, people, customer, efficiency and finance.

CASE STUDY

The challenge

We didn't have a standard way of reporting on our performance. Management information available varied across the business, which made it hard to understand how we were performing, and to compare like-for-like.

The solution

PowerBI will optimise our MI, so that in just a few simple clicks you can see performance against our targets and drill down into the data that's driving these numbers. The management information packs in Power BI show everything you need to know about your performance in the five key areas, enabling you to quickly implement effective fixes.

The benefits

- Our Account Leaders, Business Directors and MDs will all have access to the same, consistent, information on performance across every part of Amey.
- Account Leaders will have more control by having clear visibility of what is causing performance issues.
- We can react quicker to fix issues before they become a problem.

Scan this QR code to watch the video



To find out more, scan here to watch a short demo of the new MI packs powered by PowerBI. Share your thoughts on Yammer using #F4tF #BetterMI



On your desktop: The PowerBI dashboard allows you to see an overview of how you and your team are doing against the five performance pillars. From here, you can delve into monthly performance information, compare with last year's results, and review key metrics and dynamic charts that filter the data for even more detail.

On your mobile or tablet: Download the PowerBI app and you'll find the exact same information and functionality right at your fingertips. This means you can stay up-to-date with your performance on the go, anywhere, at any time.

LET'S CHALLENGE EACH OTHER TO BE BETTER

The Red Arrows keep at the top of their game by having open and honest discussions about performance after every flight. It's not about blaming each other when something doesn't go to plan, it's about sharing responsibility and challenging each other to be better. If we take this approach and monitor how our accounts are doing using the new MI packs, we will improve accountability and performance for sure.

IMPROVING THE WAY WE SEE PERFORMANCE

This is exactly what we envision for Amey, having a culture where we have frank performance discussions that really get to the heart of any performance challenge. With that at the centre, we've launched management information (MI) packs that will make it easier for you to see how we're performing against the Amey performance pillars. These MI Packs allow you to see data that's important to you anywhere and anytime using a cloud based solution called PowerBI.

MORE MEANINGFUL CONVERSATIONS ABOUT HOW WE'RE DOING

Even though measurement is an important part of delivering great service, making Amey a more successful business is going to hinge on what we do with the information in the MI packs. This is where the expertise of our Account Teams and Business Units is so vital – you'll have total accountability for your performance, and for reacting quickly if something isn't right.

This, for me, will be the true transformation delivered by Fit 4 the Future. Of course, the technology

will make it easier for us to do our jobs, but it's going to be the change in our behaviours and actions that has the most impact.

I'm really looking forward to hearing more meaningful conversations about performance and to challenge each other to be better.



Pedro Gomez,
Business Improvement
and Turnaround Director

Environmental Services



Have you ever thought about who empties your bins or keeps your local streets and

parks clean and tidy? Well it could be an Amey team. Across England and Scotland, we deliver a range of environmental services for local authorities and business customers, including schools, shops and offices. Our customers even include football clubs and Center Parcs!



Treasures saved

Charles Cavey has written to thank the team at the Milton Household Recycling Centre in Cambridgeshire for their professionalism in asking him to check if the big pile of towels he'd brought in for disposal was clean. That was when he discovered several vases – family heirlooms that had been wrapped up for safekeeping and forgotten!



DAVE AVOIDS DISASTER

Quick thinking by Amey dustcart driver Dave Nottage helped save the life of a pedestrian. Peter Darby was walking to work when he blacked out and fell in the road in front of the 26-tonne lorry. "He suddenly disappeared like Superman" said Dave: "I swerved round and pulled up. I thought I'd run over him, he was that close."

Peter escaped with a broken finger and Dave was thanked by the Kent Police for his swift actions that also avoided any collision with oncoming traffic, as well as by Peter's grateful wife Sue, who was quick to check that Dave was also okay. Dave has worked in Dartford for the past 40 years and they realised he collects Peter and Sue's bins every Tuesday.

MySkills boost

Over 100 colleagues are enrolling on Level 2 SRM apprenticeships, gaining new customer service and operational skills, while 40 loaders who would like to become drivers are also working to get their licences. It's all possible thanks to the Amey MySkills programme and funding from the government apprenticeship levy.





REFER A FRIEND

Who do you know who can help Amey grow as a business and create better places to live, work and travel every day? Did you know you could receive up to **£1,000 per candidate?**

Recommend Amey as an employer to your family, friends and business contacts to receive a **reward payment for successful recommendations.**

SALARY OFFERED TO REFERRED CANDIDATES AND YOUR REWARD (PAID AFTER SIX MONTHS):

- Less than £20,000 – **£350**
- £20,000 - £29,999 – **£500**
- £30,000 - £49,999 – **£750**
- £50,000 + – **£1,000**

For full details of the scheme and to find out if you are an eligible employee, please read the Refer a Friend policy on AmeyWorld or amey.co.uk/hub.

“
I feel like I’m an important part of the company”

David Jones, a Business Support Administrator on the One Trafford account, wanted to tell the story of his journey to employment. It's different to most, because David has autism.



“I had been struggling to find a role as I found interviews very overwhelming. At Amey I was immediately put at ease. They slowed the interview process down and gave me time to answer everything at my own pace. It allowed my skills to shine through rather than my autism.”

David began an eight-week placement, which has since been extended, working on data entry. He said: “I input tonnage from bin lorries to understand how much waste is being collected. I feel like I am an important part of the company, which has boosted my confidence massively.”

Amey has not only added great value to my work life, but in my personal life, too.”

Isle of Wight MUSIC FESTIVAL

Amey set to join rock royalty

Amey supported the world famous Isle of Wight Music Festival after successfully winning the contract to provide waste provision at the event in June.

We provided household waste collection services for the Island, but have agreed a commercial collection contract with the Festival organisers, which took place between 21st and 24th June.

This year is the 50th anniversary of the event, and was headlined by The Killers, Depeche Mode, Kasabian and Liam Gallagher.

Amey will provide daily litter and waste clearance for the Festival, which attracted more than 50,000 visitors.

Consulting and Rail



At Amey Consulting we pride ourselves on providing intelligent interventions that are rooted in practical thinking.

It's how our 3,000-strong team of consultants, engineers and designers deliver unique solutions that transform how our transport, utilities, property and public assets perform day in, day out.

Since launching as a sub-brand last November, we've gone from strength to strength and recorded some serious growth. Today our impressive client list includes Highways England, Network Rail, London City Airport and Ofgem.

REFER A FRIEND

Fancy earning up to £1000 by helping Amey Consulting grow their talented team? Silly question really. Head to amey.co.uk/amey-consulting/careers to take a look at our current vacancies and spread the word.

Cool win at ICE Awards

The A14 Orwell Bridge Strategic Management and Studies project was recently awarded a certificate of excellence at the ICE Yorkshire and Humber Awards 2018. Spanning an impressive 1.3km, the bridge carries the A14 over the River Orwell and vitally links the port of Felixstowe to England's strategic road network.

Bogdan Tutoveanu, Technical Director for Amey Consulting said: "This project has been an outstanding example of Highways and Amey Consulting working together to benefit Highways England."

TRIPLE GLORY FOR JOINT PROJECT WITH HIGHWAYS

- IHE Mercia Awards – Large Project of the Year
- CIHT West Midlands – Best Large Project
- ICE West Midlands Awards – Best Medium Project

Key wins for Branston Locks



Three really is the magic number after Amey Consulting's Branston Locks project recently celebrated triple awards success. The challenging project involved realigning Branston Road, as well as building a new canal bridge to create a gateway to a new housing, business and leisure development in Burton-upon-Trent.

NEW WINS, NEW NAMES, NEW CHALLENGES

Over the past few months Amey Consulting has secured multiple wins, including:

NEW CLIENTS / SERVICES

- Sole supplier on the Professional Services Framework for Wirral council.
- Placed on Network Rail's Management Consultancy Framework.
- Placed on the Ofgem Framework.
- Appointed by London City Airport to deliver a taxiway rehabilitation project.
- As part of our Wales and Borders win, our Consulting business will lead the design for the upgrade of the Core Valley Lines.
- Structures Capital Support Commission for Kent County Council.

EXISTING CLIENTS / SERVICES

- Awarded two Smart Motorway design schemes by Highways England.
- Secured three new projects for Gatwick Airport.
- New Network Rail design contracts for our Rail Consulting business.
- Awarded a new contract by Translink – Northern Ireland's public transport operator.
- Extension with Go Ahead Group on the London South-Eastern contract.

INTERNATIONAL

- Amey Consulting in Australia has secured Authorised Engineering Organisation (AEO) certification and can now provide engineering services on government transport projects in New South Wales.

70% bid win-rate

Over £100m of new business (including Wales and Borders and Department for Infrastructure, Northern Ireland)

£85m ongoing business

Working with rail providers and train operating companies, we keep their assets running smoothly. It's a job we take very seriously; just ask Network Rail and Docklands Light Railway (DLR) for Transport for London.

SAFETY a*stars

Compassionate and quick thinking, here are this month's a*stars.



Kieran Edwards, a Structures Examiner, came to the aid of a lorry driver on a remote Welsh road. The driver, who had injured his ankle whilst attaching his trailer, was suffering ill effects from his diabetes. Kieran quickly offered the driver some chocolate and waited with him until the paramedics arrived.

WALES and Borders WIN

Transport for Wales has awarded us a multi-billion-pound contract to run the country's rail network. Together with Keolis we will deliver a new era for passengers and for Wales with more services, newer trains, better stations and a more reliable network.

The contract will run from October 2018 for up to 15 years and see KeolisAmey work with Transport for Wales to deliver close to £2bn investment to bring transformation to communities and people the length and breadth of Wales and its borders. The contract also includes building and designing the South Wales Metro project, with electrification of the Valley Lines.

The win builds on our successes as an effective integrating infrastructure partner, which aligns to the future of rail franchising outlined by Government. This Transport for Wales Operational Delivery Partner contract is the first to integrate the rail services with the infrastructure.

WHAT IT MEANS TO AMEY

- We're the first infrastructure company to hold a Department of Transport 'passport' (allowing us to bid for franchises) and to be awarded a mainline rail service.
- The win strengthens our role as a key asset manager in both Heavy and Light rail, of both capital and operational delivery.
- This is the biggest contract ever to be awarded in Wales and the rigorous procurement has resulted in a wide range of innovative and exciting solutions for the network.

WALES AND BORDERS IN NUMBERS

- 30 million passengers use the network every year.
- 600 new jobs including an annual intake of 30 apprentices.
- £750m investment to replace the old fleet, with 148 new trains by 2023.

A NEW HUB FOR AMEY CONSULTING

As a result of our win Amey Consulting will be opening a new hub in Cardiff, which will be home to 50 employees. This new office will join our other strategic hubs in Birmingham, Manchester, Motherwell, Edinburgh, Belfast, Sheffield and Crawley.

A PROVEN PARTNERSHIP

Amey and Keolis also currently maintain and operate both the UK's busiest network (Docklands Light Railway) and the UK's biggest network (Greater Manchester Metrolink).

Amey STRIKES GOLD AGAIN at RoSPA



Amey Consulting and Rail have achieved both Gold medals in the internationally renowned RoSPA Health and Safety Awards. This marks an impressive nine consecutive golds for Rail at the awards.

Alex Gilbert, Director of Amey Consulting said: "I credit this award to the hard work and diligence of all our employees, and encourage them to go further in our quest for zero harm."

Amey women ROCK AWARDS



Amey Rail is celebrating winning the Diversity and Inclusion award at the inaugural Women in Rail awards.

The team was recognised in the category for their brilliant work in introducing a unique engineering activity badge for the Girlguiding charity. The evening also saw our CEO Andy Milner present the Rising Star of the Year Award.

WINNERS!



CELEBRATING CONSTRUCTION 2018

Featuring the Best in Quality and Constructing Excellence Awards

WINNER WEST MIDLANDS

The **Birmingham Highways** team have won the People Development category at the West Midlands Celebrating Construction Awards, after finding great ways to give people new skills and opportunities internally and building an inclusive workforce that includes graduates, ex-offenders and the homeless. The award also recognised their fantastic community work such as building a sensory garden for dementia patients.



Well done to civil engineering apprentice **James Kleiman** who was named Most Promising Technician at the annual Civil Engineering Contractors Association (CECA) Scotland awards. James, who has worked on Scotland Highways and Forth Road Bridge projects as well as being an Amey Changemaker and a Mental Health Ambassador said: **"The last 18 months with Amey have been a fantastic opportunity for me."**



The Institute of Highway Engineers has recognised **three major highways schemes** that Amey has delivered for Staffordshire County Council for their quality of design and for enabling future economic growth. Account director Richard Harris thanked the teams for this real achievement on the projects in Newcastle-under-Lyme, Burton and Tamworth.

Highways



We design, build and operate roads that are safe and keep people moving. We make local communities more pleasant places to live by maintaining grounds and public lighting. And we also deal with snow and ice, so we were busy this winter.

THIS VAN RUNS ON HYDROGEN!



HYDROGEN POWER

Ameey is testing two of the country's first hydrogen-powered vehicles. The Renault Kangoo ZE vans are already in operation at our Streets Ahead contract in Sheffield, making a positive contribution to the City Council's clean air strategy. Over the next two years the vans will be tested to see how much they cut down on carbon emissions, costs and mileage.

The vehicles use hydrogen fuel cells to create electricity that powers the van battery, extending their range to around 200 miles. The vans are being refuelled with hydrogen created using renewable energy from a wind turbine.

Another 15 standard electric vehicles will soon be arriving

at the Olive Grove depot in Sheffield to add to the eco-friendly fleet and contribute to cleaner air in Sheffield.

Sheffield City Councillor Bryan Lodge welcomed the move: "Amey is taking huge steps to ensure it is operating in the greenest and most efficient way as part of the Streets Ahead programme."

NEW BUSINESS



In Birmingham, we've started work on a 4km cycle superhighway that will link Selly Oak and the University of Birmingham with the city centre, as part of the City Council-funded Birmingham Cycle Revolution. We are already creating a similar scheme to the north of the city.



Meanwhile in Scotland, work has started on a new contract with Inverclyde Council to maintain road lighting and traffic sign lighting.



PPE to hand

Teams on Area 7 in the East Midlands can now get their small PPE items at the touch of a button with the new PPE vending machines, an initiative steered by Michelle Pavlovic.

Utilities

We install, upgrade and repair 300km of water pipe a year – longer than three English Channels



It's our responsibility to ensure homes, offices and businesses have constant access to heating, power and water. On the average day you'll find us installing power cables, fitting smart meters and maintaining the UK's water and waste water networks.



Fungi fundamentals

Did you know dead and decaying trees can benefit wildlife if they're managed well? Our surveyors do, as they learned all about the importance of fungi to biodiversity at a recent workshop run by expert academic Emma Gilmartin. And now they're helping landowners do their part too.

Talent Source NETWORK



Amey is backing a campaign to bring new talent into the energy and utilities sectors. We've joined forces with other companies in the sector to create the Talent Source Network. The network aims to attract more women, black and minority ethnic (BAME) candidates, military leavers and skilled workers at risk of redundancy into the sector, and make it easier for people to see what opportunities and jobs are available.

With 20% of the 500,000 people currently working in infrastructure due to retire within the next decade, attracting young people with digital and engineering talent is becoming more vital.

MORE INFO
euskills.co.uk/about/energy-utilities-skills-partnership/talent-source-network/126



Mains to an end
 Closing the main road through town doesn't mean that the town itself is closed. That was the message that we had to get across to the community in Alston, Cumbria's most remote town as we upgraded the 100-year-old water mains for United Utilities. Work began last year, but as spring approached so did the prospect of closing the town's arterial route for eight weeks. A campaign of exhibitions, meetings and posters got the message across as we identified free parking and set out pedestrian routes. Luckily dealing with the refuse collection was simple – the local contract is held by Amey's Environmental Services team!

David gets inside Utilities



David McLoughlin was welcomed as Utilities Managing Director at the beginning of April and has been meeting teams across the country to get inside the business.

At the Civils, Reactive and Planned teams in Stafford, he learned how they are identifying new products and services.

In Yorkshire, he joined Hassar Akhtar to see engineer Jake Fowler fitting a smart meter at a customer's property.

Facilities Management, Defence & Justice



Say hello to FM,DJ, Amey's newest business unit (and acronym) that brings together three areas of Amey expertise to create a safer and better place for everyone to live and work.

This made up of our Facilities Management, Defence and Justice teams, this new business unit brings together key expertise to make the business a market leader in the secure FM industry.



Welcome to the FAMILY

We're delighted to welcome more than 1,500 former CarillionAmey employees into the Amey family after taking full ownership of the joint venture defence contracts previously shared with Carillion.

The integration of the two business will take place over the coming months, making us one of the largest defence facilities management companies in the UK. We now have more expertise, creativity and intelligence at our disposal than ever before committing us to supporting the Defence Infrastructure Organisation (DIO) and delivering a better estate for our UK Armed Forces.

The five contracts, known as the Next Generation Estates Contracts, will be delivered fully by Amey and incorporate four Regional Prime (RP) contracts, covering Scotland & Northern Ireland, Central, South East and South West, and one UK-wide National Housing Prime (NHP) contract. These will all run until at least 2019.

"Our key area of focus is to ensure that service delivery is not affected in the short-term and to work towards further improving the contracts."

In the RP contracts we create productive working environments on 280 key RAF stations, army garrisons, naval bases and defence sites across the UK, providing a diverse range of services from facilities management and responsive activities, to estate management and grounds maintenance. While our operations in the NHP contract provide a wide range of industry-leading services to over 49,000 military homes.

Amanda Fisher, Managing Director for FMDJ said: "We have already been working together for a number of years through our CarillionAmey joint venture. These key contracts will now be solely managed by Amey, increasing our turnover by £350m. Over the coming months I'm looking forward to us all establishing the best ways of working to make sure we remain the market leader in this sector."



Hard work adds up

Congratulations to Talhaa Rashid for achieving his professional accountancy qualifications in just four-and-half years. Talhaa joined Amey in 2013 as Finance Apprentice on our Scottish Schools FM contract.



NO CUTTING CLASS

Amey is now providing facilities management to 11 secondary schools in Barnsley and welcomed 230 new employees to our business after taking over the Carillion contract in the area. David Shepherd, Director of Regeneration and Property at Barnsley Council, said: "We're pleased that this appointment means jobs have been safeguarded and that services for schools will continue."



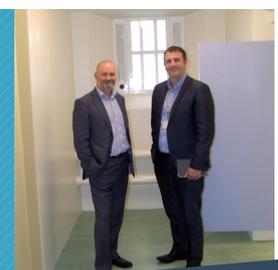
Good sports

Our Glasgow Schools team has been using sport to encourage young people to get involved in engineering after hosting a site visit at the Hillpark & St Rochs School. The school is the current site of a £2.8 million Amey project to install state-of-the-art sports pitches.



Refurbishment at HMP Liverpool

Amey trade painters have been helping serving men at HMP Liverpool increase their skills and confidence as part of a refurbishment programme on B Wing. Created in partnership with education provider NOVUS, the paint programme offers the men industry-standard work experience opportunities that will help them prepare for employment on their release.



COUNT ON AMEY

24
**HEAD TO THE
 BACK PAGE FOR
 A CHANCE TO
 WIN 21 PRIZES**

At Amey we're always looking for ways to reduce our carbon footprint, which is why we made the move to paperless payslips. However, we understand your online payslip can sometimes get a little confusing. With this in mind, we've put together this handy graphic to help you understand how your payslip works.

John has been off sick for four days. Because John earns over £116 per week he qualifies for Statutory Sick Pay (SSP). John's Terms and Conditions entitle him to be paid 100% sick pay for three months followed by 50% sick pay for three months; this is the first-time John has been off sick in the past 12 months (he will receive SSP which will be topped up to full pay). John is a member of The People's Pension and qualifies for a Workplace Pension contribution from Amey.

Name: Mr John Doe
 Unit 4, The Matchworks
 142 Speke Road
 Liverpool
 L19 2PH

amey

1 Pay Week/Month Number 03/2018 2 Pay Period End Date 30.06.2018 Employee Pay Number 00XXXXXX
 National Insurance No. AB123456C 3 Tax Code 1185L
 National Insurance Letter A Periodicity of Pay M Location Name Amey Services Ltd

PAYMENTS				DEDUCTIONS			
Description	4 Num	5 Rate	6 Amount	7 YTD	Description	Amount	YTD
Basic Pay R			8 1351.29	4184.63	Employee NIC	12 117.38	352.14
9 Shift Allowance			100.00	300.00	Tax Paid	13 138.40	415.00
O/T @ 1.50	10 12.50	11 13.08	163.50	163.50			
14 Payable OSP			16 46.97	46.97			
15 SSP			18.41	18.41			
17 SMART Pension			-35.31	-105.93			
TOTAL GROSS PAY			18 1644.86	4934.58	TOTAL DEDUCTIONS:	19 255.78	
Taxable Pay			1644.86	4934.58			
Tax Paid			131.48	394.44			
Employers Contribution					TOTAL NET PAY	22 1397.60	
National Insurance			20 115.78	347.34			
Pension			21 58.86				

Message Box
 23 Employee Assistance Programme: 24/7 Freephone: 0800 130 3414

The above highlights all the key sections you need to know about, while below you'll find out what all those pesky acronyms stand for. We appreciate there's a lot to take in, so if you have any questions just give our **HR helpdesk a call on 01865 713 101 (Option 2)** or **email HRHelpdesk@amey.co.uk** and we'll be happy to answer your payslip questions.

- 1 The pay period number within the tax year (this starts in April e.g. April = 01/2018, May = 02/2018, June = 03/2018 etc.)
- 2 The end of the basic pay payroll (if paid monthly you're paid from the first to last day of the month)
- 3 The rate of tax John pays
- 4 Num = the number of hours paid
- 5 Rate = hourly rate paid
- 6 Total amount paid
- 7 YTD (Year To Date) = The total amount paid since April
- 8 Total amount of salary paid to John (should be £1,416.67 however John has been off sick)
- 9 John's allowance for working unsociable hours
- 10 Total hours of paid overtime
- 11 Rate of paid overtime
- 12 NIC (National Insurance Contributions) = 12% of all monthly gross earnings over £503
- 13 The total tax paid on all earnings above the basic tax-free allowance of £11,850
- 14 Payable OSP (Occupational Sick Pay) = the total amount of sick pay paid to John
- 15 SSP (Statutory Sick Pay) = The legal minimum payment paid by Amey
- 16 Total overtime paid (hours multiplied by overtime rate)
- 17 John's contribution to The People's Pension. SMART Pension means he pays his contribution by salary sacrifice, which reduces his earnings before Tax and NI is calculated.
- 18 John's total pay before any deductions
- 19 The total of all John's deductions
- 20 The amount of National Insurance contributions paid by Amey
- 21 John's SMART Pension deduction is added to Amey's pension contribution and it is paid into his pension as a Company contribution
- 22 The figure John will receive in his bank account
- 23 Where any important additional details are listed

21 PRIZES TO BE WON

ENTER OUR PRIZE DRAW TODAY FOR A CHANCE TO WIN

In this issue of Hub, we're giving away some fantastic prizes that have been kindly donated by our employee benefit suppliers.

THESE ARE:

- **FIVE ONE-DAY EXTRA ANNUAL LEAVE** (or the equivalent in hours): Choices window
- **BMW CAR HIRE FOR THE WEEKEND:** Car Choices supplier
- **ABUS UGRIP PLUS 501 BIKE LOCK:** Cycle to Work scheme supplier
- **ORAL B ELECTRIC TOOTHBRUSH:** Dental insurance supplier
- **GARMIN FITNESS TRACKER:** Gym membership supplier
- **TEN 12-MONTH TASTECARD MEMBERSHIPS:** Tastecard
- **£50 LOVE TO SHOP VOUCHER:** Childcare vouchers supplier
- **£20 STARBUCKS VOUCHER:** Save with Amey

To be in with a chance of winning one of these prizes, all you have to do is answer the questions on the right.

Don't worry, you'll find all the answers in this edition of Hub.

Good luck.

internalcommunications@amey.co.uk
amey.co.uk/hub



- 1 Fill in the missing word from our Zero Code strapline: **Looking out for me, you and _____**
- 2 How much is an adult Vue cinema ticket when you book it through Save with Amey?
- 3 What is the name of the management information system that will help us improve our performance?
- 4 What web address should you go to for the Investors in People survey by 27th July?
- 5 What is the name of the rail contract in Wales that Amey has won as a joint venture with Keolis?

Send your answers, along with your name and contact details, to internalcommunications@amey.co.uk before 5pm on Tuesday 31st July for a chance to win. Winners will be announced on AmeyWorld, amey.co.uk/hub and Yammer on Friday 3rd August and in the next edition of Hub.

Take a selfie with Hub and send to us to see yourself in the next edition



Make the most of your money amey.co.uk/employeebenefits

Save while you shop savewithamey.com

Share your stories with us amey.co.uk/share-your-story

Got something to say?

Send your comments anonymously via amey.co.uk/feedback, or request a reply