

## Admiral's Angels

**A**dmiral attended this spectacular event the 'Orient-Express Masked Ball' hosted by Hospitality Action. The event was a remarkable evening from beginning to end, so much activity and fun for everyone. The evening raised over £100,000, which Jim Stephenson, Chief Executive, Hospitality Action said he was overwhelmed with, by the individual and corporate generosity from all of the guests; it was such a runaway success!



The evening kicked off with Andrew Merrett of Aramark challenging everyone to a game of 'Heads & Tails'. Our Admiral girls (Angels) helped with the fundraising, by attending each table selling raffle tickets and helping with all the fundraising events. Paula's guests Chris Towler, Eatons and Mary Killcullen, Avenance thought it was a fantastic affair and were very pleased to be apart of the evening's entertainment.



▲ L to R: Laura Clarke, Sharn Lalli, David Harrington, Celina Dunne, Dawn Gray, Chris Towler, Mary Killcullen, Paula Rogers.

## Admiral's Fleet Grows!!

**E**xpansion plans are well underway, due to increased client and candidate demand in west London, Admiral are opening office number three in Ealing. We are due to open early December. The new addition to the fleet, in a prime position on the High Street, is due for launch shortly, upon completion of refurbishment.

The new office will be servicing both clients and candidates in all areas within West London. Admiral have brought on board Dawn Gray, to head up the new Ealing branch. Dawn joined Admiral in August and has spent her time since preparing for the launch, working out of our Oxford Circus branch to ensure that everything is in place for the opening. Dawn is successfully looking after both clients and applicants in West London and states "After four years in recruitment and a background in Catering Management, Admiral has given me a wonderful opportunity to move to London and open the Ealing Office. I already have a database of experienced catering personnel across every level and a large recruitment campaign has resulted in this. I've had a good response from local press, catering colleges & universities, word of mouth, our website and our reputation. Ealing is a very cosmopolitan area, with a great amount of opportunities for Admiral, covering the whole of West London".

Please contact Dawn Gray on West End – 020 7580 8446 or email [dawng@admiralgroup.com](mailto:dawng@admiralgroup.com)

## Ideas for 12 Top Tips for Xmas

- 1 Plan ahead and provide us with your requirements now.
- 2 Request your reliable favourite people, we have all the names.
- 3 Provide us with specific needs to suit the type of function you require.
- 4 Have you any special invoicing and accounting needs over the busy period? We can help you track your spends.
- 5 Let our new staff come to your internal induction and training now.
- 6 Give us feedback on areas of strengths, weaknesses, so we can improve our service.
- 7 Let us visit you to take the necessary time to discuss your festive needs.
- 8 Need short term interim management, look no further than Admiral, each year we provide many top establishments with management.
- 9 Uniforms? Special requirements? Let us know, we will book the staff and let you know the sizes in advance, it couldn't be easier!
- 10 Have an Admiral Angel provide a check in, we ensure timekeeping, uniforms, timesheets are all complete.
- 11 On larger bookings we can provide senior team members to oversee our team and assist you.
- 12 Take advantage of us? Use our own experienced recruiters as an extension of your recruitment resource. After all, Admiral is here to help make your life easier.

Please speak to Team Leaders, Julie Killen, City Office on 020 7877 8500 or Andy Goode, West End Office on 020 7580 8446 to implement your needs as smoothly as possible.

# Meet the Chef

**P**ASCAL PROYART is passionate about fish – catching it, cooking it and serving it up to appreciative customers. Luckily for us, he's made England his home.

Pascal is head chef at the Sheraton Park Tower Hotel in Knightsbridge, London. Alongside the main kitchen serving the hotel's banqueting and room service needs, Pascal also runs One-O-One, the hotel's high class fish restaurant hailed by his fellow restaurateurs this September as one of the top three seafood restaurants in the UK. "Fish is my baby," says Pascal. "My dad was a chef and he had five restaurants in Brittany. My grandfather used to be a fisherman. I love the fishing, the diving and I love the cooking. I love everything about fish."

Using the best ingredients is key to the success of Pascal's cooking. "I know my product really well, being born on the seaside," he says. "I like really high quality. My cooking is French classical but with a little twist. People look after their health now, and so I use a little less butter. It's quite simple cooking that respects the fish and its flavour."

Sea bass baked in rock salt is a classic Pascal dish. "I've been doing that for a long time," he says. King crab is another of One-O-One's popular menu items. "This is the only restaurant in England where you can find king crab," says Pascal proudly. "I have very good connections in Norway. It's a very expensive crab – about £35 a kilo. Most of the catch goes to Japan and then the States. They don't export a lot into Europe, so I'm really proud to have it here. We sell around 50 kilos a week and we have about six or seven ways of cooking it. People love it. It's very sweet and ten times better than lobster."



One-O-One has benefited from Pascal's expertise for six years. Before that he employed his talents in the Sea Grill in Brussels, another top fish restaurant. His earlier training, helped by his father's culinary connections, was completed in Michelin starred restaurants in France and Belgium. His past also includes spells in Portugal and cooking for the French navy on the African coast.

Pascal's UK connections began when he came to work in England for two years at the age of 19. Now married to an English wife, he promised her they would settle in England when a suitable opportunity arose. "I have kids now and I love it here," says Pascal. "I love the country." Pascal also loves One-O-One. "I am very passionate about my cooking, perhaps a little too passionate," he says. "I spend little time in the office. I spend most of my time with my guys in the kitchen. Hopefully they can learn from me, and I can learn from them as well. They are my second family."



## Roasted Seabass with a soft black tapenade crust, Nicoise crushed potato & Artichokes barigoule sauce

### Ingredients/Serves 4

- 4x150gr Barramundi fillet
- Olive oil to pan-roast the fish

### Black Olive tapenade

- 250gr Black nicoise olive, stoned
- 50gr oil anchovies fillet
- 1,5 crushed garlic cloves
- 25gr capers
- 5ea Basil leaves
- 2tsp olive oil

### Baby Artichoke barigoule

- 300gr Fresh Poirade baby artichokes "Italian or French purple baby artichokes"
- 300ml Good Italian olive oil "not too strong"
- 150ml French white wine
- 1tsp crushed coriander seeds
- 1tsp Lemon juice
- 2ea crushed garlic cloves
- 5ea fresh basil leaves crushed with stalk
- 6ea coriander stalk with leaves crushed
- 1tsp seasalt
- Distilled vinegar "To blancher the artichokes"

### Saffron Fennel

- 1 fresh fennel cut in half
- 1 Pinch of saffron
- water "15gr per litre"
- Pernod alcohol
- Olive oil
- Bay leaves, thyme and garlic

### Crushed potato nicoise

- 100gr peeled potato
- 15gr stoned Green Luke olive
- 15gr stoned black olives nicoise
- 15gr Fresh chopped sardines in oil
- 1tsp chopped basil
- 1tsp olive oil
- 25gr salt/lit water

### Barigoule sauce

- 200gr white chicken stock
- 100gr fresh mussel stock
- 100gr Artichoke barigoule juice
- 100gr unsalted butter
- 5cl olive oil
- 1 garlic cloves sliced and fried
- 1tsp chopped flat parsley
- 1tsp chopped fresh tomato
- ½ squeeze lemon juice

### Vegetables garnish

- 8ea Sliced baby artichokes
- 4ea sliced grilled courgette
- 4ea sliced baby fennel confit
- 4ea sliced saffron fennel
- Fried basil leaves "Optional!!"

### METHOD:

- 1 Get some nice fresh seabass fillet from your fishmonger ask them to cut you 4 nice pave of 170-180gr. Then remove a bit of the skin but leave some just in the middle.
- 2 Cook the baby artichokes barigoule, peel and turn your artichokes, then boil some water and vinegar, add the artichokes in it for 30 seconds, then remove from the vinegar water and put them in a casserole, top it with the olive oil, white wine, lemon juice and all aromatics ingredients. On a slow gas cook it gently for 45 minutes; the artichokes need to be soft. Reserve them in the cooking juice.
- 3 Do the tapenade, in a cutter add all the ingredients from the recipe and mix it well as a paste, reserve until needed.
- 4 Cook the saffron fennel, cut in half your fennel, then in a casserole add the water. Don't forget to used 15gr salt per lit/water, then add the fennel, a pinch of saffron and a few drizzles of pernod, then add the rest of the recipe and cook it gently until soft. It takes around 30-35minutes, and then leave it to cool down in their juices. *PS: you can keep it at least 4-5 days in their juices.*
- 5 Cook the potato for nicoise. Peel the potato then dice it, then clean them well under water until all starch is removed. The water must be very clear. Then add the water and salt as per recipe. Cook at slow gas very gently until there are soft. You must be able to put a knife through the potato flesh without resistance. Then remove them from water. Crush them slightly with a fork, then add all other ingredients chopped olives, chopped sardines and finish with the chopped basil and olive oil then fold it in very gently, test for seasoning.
- 6 Do the barigoule sauce. In a casserole add the chicken stock, mussel stock and the cooking juice from the barigoule as recipe, then bring it to the boil, then with a hand blender, blend well and incorporate the butter until the sauce is smooth and finish with the olive oil. Add a squeeze of lemon juice to awake all the flavours then the chopped parsley, fried garlic and fresh tomato. Season well for testing.
- 7 Cook the seabass. In a non-stick pan add some olive oil, spread some tapenade on the skin of the fish, season well, and cook it on the skin with the tapenade. ¾ cooking on this side until it get very crispy and lovely golden colour, then turn it over and put the fish in the oven 200°C for 1' to finish the cooking. Do not overcook the fish; it must still be very moist inside and very crispy outside. Then remove the pan and let it rest for few seconds – just the time for you to dress the plate.
- 8 Dress the plate. Take a warm plate, and put a ring mould in the middle, add some crushed nicoise in it, then put the vegetable slice around, just take your artichokes and saffron fennel, slice them, add a touch of barigoule juice and warm it up in the oven. *PS. you can add some other Mediterranean vegetable as courgette, baby fennel in that recipe. Put the fish on the top of the crushed nicoise, dress your sauce around, few drops of olive oil on the fish. A little seasalt on envoyé.*





**In its six years in business Holroyd Howe has never lost a client to a competitor. It's a record the firm is proud of and keen to maintain.**



## Holroyd Howe

Rick Holroyd and Nick Howe set up in business in October 1997. The pair had worked together in the late '80s and subsequently stayed in touch. "We set up Holroyd Howe because there had been a spate of acquisitions and we felt there was an opportunity for a new niche operator," says Nick Howe. "Since 1997 we have achieved steady, planned growth and our annualised turnover is now approaching £17m, generated from 55 contracts."

Holroyd Howe is very much a proprietor-led business, with Nick and Rick actively involved.

It predominately serves the business market – corporate head offices, and has generated an impressive client list that includes City lawyers Ashurst Morris Crisp, leading pharmaceuticals company AstraZeneca, communications systems and software specialist Avaya UK and Gallagher the tobacco company. Holroyd Howe also has a significant client base amongst independent schools and colleges. "More and more people are looking to educate their children in the private sector," says Nick. "We have been able to enjoy opportunities for growth in that sector."

Based in Amersham in Buckinghamshire, Holroyd Howe operates primarily in the South East – the home counties, central London and the City, but through organic growth is extending further

afield to the Midlands and Bristol. The business currently has around 460 employees and Admiral's services have been called on from the beginning. "We use Admiral for our permanent recruitment, to find high calibre people for our operations," says Nick. "The quality of staff Admiral find is good. I meet up with Paula once every six months or so to keep up with what's going on in the marketplace. She and Admiral provide a useful resource for us to tap into."

Nick is justly proud that the firm has never lost a client to a competitor. He believes the reason largely lies in the way the business is structured and managed, whereby area managers are actively involved in the contracts they are charged with running. "You've got to deliver the promises made to clients when they take you on," says Nick. "You've got to constantly seek to add value." With that attitude, client loyalty looks likely to remain strong.

## FOCUS ON

# Circadia

Bespoke Banqueting Fayre

**C**ircadia, part of the Compass Group, is a thriving food production business operating from a 29,000 square foot facility in Merton, south London. Quality and cost efficiency are the key secrets of its success.

"We supply banqueting food to the point of service," says Mike Geraghty, Circadia's MD. "We have contracts at the Café Royal, the Brewery and with Thistle Hotels. We are their kitchens; we are their executive chefs." Clients benefit not only from greater efficiency and lower costs, but also from the freeing up of space that used to be needed for food production. "Our clients don't need big kitchens any more," says Geraghty. "All the food prep work is done at Circadia's facility in Merton, and then we finish on the client's site."

Geraghty, whose background is as a chef, is proud of the Merton facility and the ability of the executive chefs who work there. "We are creating a centre of excellence," he says. "We focus very heavily on craft." Flexibility is a key requirement of the chefs, since clients often request exotic menus.

"It's not easy if a client asks for a Cuban menu, for example," says Geraghty. "But we always do our best to meet their requirements." In response to demand for Indian food, Circadia has partnered with Indian restaurant group, Café Lazeez. "It's important to me that the food we provide is authentic," Geraghty says.

Geraghty has used Admiral's services for many years and Circadia calls on Admiral to help supply the temporary staff it needs, both in food production at Merton and in food service. "We have about 60 permanent staff at Circadia, but 80% of all our staff are casual workers," he says. "It's the nature of our business." Circadia's relationship with Admiral has developed into a close, supportive partnership. "In this last year we have started to focus on developing people," says Geraghty. "We will be working closely with Admiral in developing our training programme."

Quality staff, combined with cost savings, drive Circadia's success. "Our focus on craft and our centre of excellence approach means we can offer a high quality product to someone who cannot afford to employ the top brigade directly themselves," says Geraghty. Sounds like a recipe for continued success.



# A message from Paula

**W**hat an eye-opener! As a working mum I recently needed to find a good, reliable nanny and naturally turned to specialist agencies for help. Having sampled about 10, just a couple provided the professional service I had expected. (Thank you to the working mums amongst my clients who referred me to these rare jewels). Overall the experience has shocked me — what poor service most of these agencies delivered. At Admiral we pride ourselves on pre-screening candidates, checking references, following up on interviews, giving feedback to clients and candidates alike and advising on salaries if requested. We confirm details in writing and answer any queries promptly. The agency that found my nanny did none of these things. It did, however, send a prompt bill for the services it didn't deliver. Interesting...

We here at Admiral are all set for a busy festive season and are working very closely with our clients who are planning ahead and working in partnership with us to take the sting out of the potential festive problems. See our top 12 tips for getting the best out of Admiral this Christmas.

On this note, I would like to thank all our clients for your business throughout the year and all of our applicants who have remained loyal and reliable, leaving of course my team here. Thank you to one and all and I wish you all a happy Christmas and a prosperous 2004. We have also done yearly wall planners for all our clients which you may have already received. We hope they are useful in planning your staff requirements for 2004.

## Goodbye to Michael

**A** fantastic chef, Michael Lyons, temped through Admiral for many of our clients, Charlton House, BaxterSmith and was extremely sort after within our industry. Julie Killen, Senior Consultant within Admiral nominated Michael for Temp in a Million, held at the Café Royal. Michael did not win the award but was 'Highly Commended in the category of 'A Temp Worker'. This is a fantastic achievement as most of the awards given were to the medical sector. On behalf of all of us at Admiral, we welcome this opportunity to say a very big thank you and congratulations, well-done Michael. He was awarded with a plaque stating his achievement of a 'high recommendation' and a bottle of bubbly. Michael's background with us has always been extremely positive and worked at a very high level for directors. Many of our clients who he has worked with, have always recommended him in their flagship units. He has never had a bad report in all the time he has been with us. Sadly for us, he has chosen to travel the world. We wish Michael every success and good luck in all he chooses to do.

### PROFILE:

## Paul Harrod – Financial Controller



**P**aul joined the Admiral Group in March 2003, having worked as an accountant in the Recruitment industry for over 5 years. Prior to this Paul worked in the Financial Markets in the City and overseas.

Paul is based at our Head Office, in the City and is responsible for the Accounts function of Admiral Group. He has brought with him a broad range of experience in accounting for temporary and permanent recruitment specialists. "Having previously worked for innovative and forward thinking companies within recruitment, I was very pleased to be joining Admiral Group who I saw as being very similarly focussed, with real strength and ambition", says Paul. "Admiral has a presence that is strong and will keep getting stronger".

Paul believes that the image of the 'bean-counter' accountants is long gone and is keen to promote his department as a 'value added service' to both internal and external users. With this aim in mind, Admiral is currently upgrading all of their systems to meet the future demands of the industry. "Admiral provides a service in the front office to customers that is second to none, I want to be able to do that from the back office too", says Paul.

Away from the office Paul enjoys his home and family, he has two children and his wife is expecting their third in late January. He also spends time playing golf and renovating houses.

**adm!ral**  
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