



Central Lancashire
Business Club

bringing local businesses together

Sponsored by

Impression



Newsletter

Issue 12, October 2008



THIS MONTHS SPONSOR BE INSPIRED

Inspire Business Training provides training that is based totally on significant practical experience in live business situations.

Inspire Business Training currently offers training in Spreadsheets, Presentations, Media Relations and Team Development. A Basic Book Keeping course will be added shortly.

Inspire Business Training are particularly proud of the distance learning course they have developed for Excel spreadsheets. The course is written in plain English and fully illustrated, resulting in the content being easily understandable therefore maximising the benefit for anyone completing the course.

Class based training is also available and course dates are shown on Inspire Business Training's web site.

The aim of Inspire Business Training is to maximise the opportunity for people to improve their business skills and therefore all training is very competitively priced. For example the distance learning spreadsheet course costs just £99 for ten very detailed sessions building into a 450 page reference manual and a full years support. The course itself is spread over 20 weeks, although candidates are able to work at their own pace, therefore the equivalent cost is just £4.95 per week. Class based courses cost just £99 per full day.

To enable you to evaluate Inspire Business Training's courses you can download a copy of their current brochure plus a copy of the first session of their Excel spreadsheet distance learning course from their website www.inspirebusinesstraining.co.uk.

Should you require any further details or to discuss your training requirements please do not hesitate to contact Inspire Business Training on 07980 972367 or at info@inspirebusinesstraining.co.uk

ARE YOU GOOD AT ORGANISING?

Central Lancashire Business Club is in need of a Meetings Secretary to join our committee, can you help please?

We are looking for an organised individual who can undertake the following tasks:-

- Maintain a diary of speakers.
- Contact speakers prior to meetings to issue gentle reminders and ascertain their requirements, if any.

THE NEXT MEETING

TUESDAY 7.45 for 8pm

7th October 2008

'It's A Funny Business'

At the Central Lancashire Business Club October meeting **David Kevill** will lead us on a lighthearted look at the funny things he has experienced during his long career.

The aim is to forget the serious side of business, for one night only, and have a laugh at the things we have all done that we would rather forget. David will tell of his encounters with a car wash, a coffee pot and 12 cheese sandwiches, to name but a few.

Do join us...and don't forget your sense of humour!!!

plus short talk by
Rachael Nixon of The Recruitment Solution Ltd



new members

WELCOME TO

Mike Ridley

Resolution Opportunities Ltd

Risk management and business continuity
planning

Brian Johnson

Forster Johnson Refridgerated Couriers

- Prepare the meeting room on club nights, ensuring that everything is in place for the speaker and visitors.

We operate an open and informal committee and any new members are always made most welcome. If you feel that you can help us please contact any committee member.



DATES FOR YOUR DIARY

This month – October

7th: **David Kevill** - 'It's A Funny Business'
plus short talk by **Rachael Nixon**

Future Events

Nov 4th **Wine Tasting** with Chordale Wines
Dec 2nd **Members Presentations**
Dec 16th **Christmas Dinner** at Leyland Golf Club
Jan tbc Annual **Bowling** competition

2009

Feb 2nd **Mike Ridley** from Resolution -
'**The Unusual Side Of Cruising**'
Mar 2nd **AGM**

Fancy a little PR to local readers and writers?



I'm vice-chairman of Chorley & District Writers' Circle and this year I'm producing *Aware*, our annual showcase of work. It's an A5 booklet, full colour cover, black and white inside.

For the first time this year, we're also holding a short story competition (open to anyone living or working in the PR postcode – why not have a go?) and the winners will also be published in *Aware*. So we need to make sure it looks good, and get it professionally printed. Around 100-200 copies will be sold for £2.99 throughout central Lancashire, and acclaimed Manchester crime writer Cath Staincliffe will be launching the booklet at a Chorley event in early December.

You know what's coming next! To support the costs, we really need to sell some advertising. We're offering a mono page (right hand) at just £39, or currently we have one full colour, inner cover space at £70. If you need artwork, we will do that free.

Obviously this kind of advertising is more about sponsorship and getting yourself a little bit of local PR. If any of you lovely Business Club members would like to advertise or interested in entering the short story competition, please could you contact me by October 17th on [01257 233614](tel:01257233614) or dea@compedge.net
Dea Parkin, The Competitive Edge



COMMITTEE CONTACTS

committee 2008-2009

Chairman - David Kevill

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Membership Secretary - Phil Lancaster

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Treasurer - Paul Ainsworth

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THE CHAIRMAN WRITES

I am sorry but...

The past month has seen a severe period of doom and gloom in the business world with Lehman Brothers, AIG, HBOS et al. Today even brings the announcement that brick production in the UK has hit it's lowest level since the 1940's, yes even the very foundations of the country are under threat!

I do, of course, have sincere sympathy with anyone who loses their job, I've been there twice and it's not pleasant. Somehow, however, when I read that since the problems at the companies mentioned above 734 second hand Ferraris have been put up for sale in the UK it does temper the sympathy just a little in the case of the 'high flyers'.

I do feel that it would do these high flyers, employed or unemployed, good to spend a month in the real world, our world. To experience the difficulties encountered by small entities. How many of us have, or ever will have, a Ferrari.

Running your own business, however, is never dull. In a single day we can experience excitement, frustration, disappointment, anger and joy, to name but a few emotions. One of the greatest aspects of being a part of the SME world is the camaraderie that exists between all of us. In five years of being self employed I have never experienced any occasion when one business person was not prepared to help another, even if they were in the same trade. What a marvellous thing to be able to say, I wonder if the same is true in Canary Wharf or Wall Street. We experience this continually in the Central Lancashire Business Club and long may it continue.

Unfortunately our planned speaker for the October meeting is no longer available so I am afraid that you will have to put up with yours truly. I am not, however, talking about spreadsheets, my usual topic, but having a lighthearted look at the funny things I have experienced during my long career. Business can be a serious world but, for one night only, lets have a laugh at the daft things that happen. I promise you that every story I tell is completely true and will be told exactly as it happened. I might be rather embarrassed by the end of the night but who cares.

We have an excellent series of meetings coming up so do try your best to attend. If you are one of the members who hasn't attended a meeting for some time please come along and experience some of our famous camaraderie. I am sure that you will not be disappointed.



This is the first of what I hope to be a regular feature within the Central Lancashire Business Club newsletter. Whilst I appreciate that a lot of our members may have established HR functionalities, there is still a vast majority of you that struggle on a daily basis with the turmoil of the HR working world and the impact of your business.



Each article will be to highlight topics that may have an impact upon your business. Also, it allows the opportunity for consultant three six five to build a natural rapport with group members for being transparent, knowledgeable and effective in its expertise.

Should you wish to discuss any HR or training requirements you may have, please feel free to email me with your query to info.consultant365@yahoo.co.uk.

Look forward to seeing you at the October meeting.

Jeni Davies, Head Consultant consultant three six five

Changes to Sex Discrimination Act 1975 (Amendment) Regulations 2008

Discrimination on the grounds of pregnancy and maternity leave in the employment field. – it is direct sex discrimination to treat a female worker or job applicant less favourably on the ground of her pregnancy or maternity leave.

What does this mean?

Under section 3a of the act - Because pregnancy is a special position requiring special protection and which is not comparable either with that of a man or a woman actually at work, to establish that she is being treated less favourably on the ground of pregnancy, a woman does not need to compare her treatment to that of anyone else. E.g. a woman whose employer refuses to let her take additional toilet breaks while pregnant may have a claim under the new definition as might a woman whose job requires heavy lifting which she cannot perform while pregnant.

Under section 6a of the act – Circumstances in which it is unlawful for an employer to discriminate against an applicant or employee, such as in access to opportunities for promotion, transfer or training or any other benefits, facilities or services. E.g. a woman may have a sex discrimination claim if any part of the period spent on compulsory maternity leave – that is the period of two weeks immediately following the birth of the child – has not been included, as though she had been at work and working normally, in calculating a discretionary bonus and by narrowing the circumstances in which it is not unlawful to deprive a woman on additional maternity leave of the benefit from the T&Cs of employment – meaning that women on additional maternity leave may be able to seek a remedy under discrimination law if they are not awarded the same non-pay benefits of T&Cs as when on ordinary maternity leave.

Credit crunch and redundancy in the spotlight..

Top tips for dealing with redundancy.

1. Identify that you have a possible redundancy situation
2. Plan, plan and plan and ensure you take the specialist advice
3. Consultation with those possibly effected
4. Ensure that you follow the Statutory Procedures
5. Consider who is may be that you put at risk
6. Get the selection right
- 7 Know how much your redundant employee will get financially
8. Use correct terminology
9. Beware of your future recruitment initiatives
10. Be supportive of those who are staying

HR Statistics

National Minimum Wage (from 01 October 2008)

Adult Rate - £5.52 per hour – increasing to £5.73

18-21 Year Olds - £4.60 per hour – increasing to £4.77

16-17 Year Olds - £3.40 per hour – increasing to £3.53

Training Events Available

Managing Attendance

Disciplinary & Grievance

Recruitment & Selection

For a full selection, request an information pack from info.consultant365@yahoo.co.uk



Team development that will help break down the barriers and significantly improve the teamwork in your business



Innovative training course to improve spreadsheet skills at your own pace, in your own location, but with full support. Classroom based training is also available as is a design and build service

Mobile Tel: 07980 972367

Landline Tel: 0845 156 2886



Training that is 100% based on practical experience in real life working situations, thereby ensuring that the training is understandable and effective

www.inspirebusinessstraining.co.uk

info@inspirebusinessstraining.co.uk



Learn how to write a good press release, or indeed we can write it for you. Also coaching in how to successfully handle media interviews



Train to make presentations that achieve the set aims and are remembered for all the right reasons. Also coaching in delivering a presentation to maximise the chances of success