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Next Seminar: Understanding the Employment Contract

10th June 2011

The contract of employment is far more than a piece of paper. It defines the relationship between employer and employee. Most of the employment contract is not written. It's commonly referred to as 'the psychological contract' - it's in the minds of principals and employees. It's how both feel about the firm and about one another. It's why employees are motivated and why they become engaged. Find out on our next training course how to manage the employment contract to ensure mutual success.

We know SME managers find it difficult to spring the time and financial resources to attend so this seminar is limited to 3 hours and costs only £55. [Book your place now, places are limited.](#)

TimelessTime website is now fully searchable

Our web site has over 250 pages of rich human resource management content to help you manage your people. To help you get at this easily we've implemented a new Google search engine top right on each page. You'll be amazed at just how much content there is.

Legal Update

Paternity Leave Rights have been altered from April 2011 [Check out the new rules here.](#)

New pay rates for SMP, SAP and SPP must be implemented from 3rd April and new SSP rates from 6th April. [Check out the new rates here.](#)

[National Minimum wage](#) will increase from October 2011.



TimelessTime Update: April 2011

Welcome to the latest edition of Timeless Update, your regular roundup of topics provided to support you in managing your people. The snippets of information here provide you with high level comment on aspects of HR dealt with in more detail (where appropriate) by articles and white papers written by TimelessTime. Just follow the links for more information.

Default Retirement Age has gone, so what now?

The default retirement age is no more. You are no longer able to retire people at an age of your choosing. Unless you have already invoked the statutory retirement procedure during the transitional period (up to 30 September 2011) employees can now work until they decide to retire. So how do you manage older staff who are not performing well and in your view need to be retired? You can't retire them, but you can proactively manage them.

As a manager you have the right to manage and to deal with poor performance. Older workers should be treated in exactly the same as all your other staff.

Poor performance should be dealt with irrespective of age or length of service. We can help you manage poor performers of any age and train your managers to ensure you don't face claims of unfair dismissal or discrimination. Check out our website for help with [managing poor performance](#), or give us call for a no obligation discussion.

Innovation – managing down turn and profit squeeze

What happens when markets change and a firm doesn't? What happens when competitors become better at servicing customers? The answer is that the firm faces a turnover reduction and profits squeeze.

Surveys suggest that only a small proportion of firms survive more than ten years. So, what do you do to buck the trend. Simple – innovate!

Innovation doesn't happen overnight. It needs to be caused to happen. A strategy of continuous innovation must be developed. The energies of everyone in the firm must be harnessed towards innovation and change. But what is innovation? Innovation is the "successful implementation of creative ideas within an organisation" Every firm MUST innovate. Every firm must innovate both products and processes.

To make innovation happen, the climate in the firm must be right. TimelessTime is skilled in assessing and developing culture change in SME's. [Read our article on innovation](#) to find out more. Give us a call for a no obligation meeting to discuss how we can help you to innovate.

A Pay Model for SMEs

How do you ensure that you pay the correct wage? If you pay too little your best staff may leave. If you pay too much you are paying over the odds and reducing your profits. Indeed a dilemma!!

You could consider developing a pay strategy which links staff contribution to the success of the business. There are four points which should inform your pay model. These are the payment of a fair and legal wage; paying the market rate; rewarding competence and rewarding performance. See our [recent article on remuneration](#) and more recently our AV presentation which explains how to go about [developing your own pay model](#).

If you want to discuss how we can help you reward and incentivise your staff and grow your bottom line, contact us today. We recently save one SME around £20,000 per annum when we revised their pay structure.

If you are interested in appointing TimelessTime to work with you so that you maximise your bottom line and become an employer of choice, we would love to meet with you to discuss how we can help and provide you with a competitive quote for our services.

All new client initial meetings are undertaken free of charge and without obligation.

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