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## Seminars

### 2012

Our seminars have proved very popular this year. We have had huge interest in the Pay & Benefit seminar which we will be running again in the first quarter. We already have half the course filled and we haven't even published dates yet!!

Here's our current [programme](#). Why not get in touch and let us know what topic you would like to see covered. Also let us know if you would prefer on-line or more traditional classroom based seminars where you can also gain a huge amount from other delegates. Why not [email](#) us your thoughts now.

## HR Update

### Adverse Weather

So no white Christmas this year! In fact we are likely to have temperatures as high as 12°C. This means that the great winter freeze is the farthest thing from your mind right now.

Now's the time, however, to develop an adverse weather policy before it is needed next year. To protect your firm, you need to be ready to react when the bad weather hits. Having a policy will help you stay open while your competitors struggle.

Why not [check out our article](#) which gives you some suggestions on what should be included. If you would like TimelessTime to help you develop a policy then do give us a call.

TimelessTime is an ISO9001 certified firm



## Timeless Update: December 2011

What a busy year it's been! Here's a summary:

We've worked with clients with very diverse requirements. We've provided 24/7 support for a growing list through our automated support tool.

We've undertaken pay and benefit reviews, developed competency frameworks and performance appraisal systems, and we've assisted with restructures (some of which led to redundancy, others to recruitment).

We've supported firms through issues with their staff including sickness absence, performance management and grievance, and as we head into 2012 we're gearing up for an employment tribunal defence for a firm where we arrived too late to avert formal proceedings.

Our support to our clients has gone from strength to strength. Clients can enter 2012 with the confidence that they can exercise their right to manage and to work in partnership with staff.

### Self employed or employed?

It's an old chestnut but more relevant for 2012 than ever as firms try to cut costs by implementing flexible contracts.

Getting a satisfactory employment arrangement whilst sorting out whether the 'employee' is employed or self employed is not easy. There have been cases where people have signed contracts confirming that they are self-employed and the HMRC have accepted this. When the contract breaks down and the case gets to an employment tribunal, having a business-to-business contract and paying tax does not guarantee status in employment law. It is important to understand how the contract will work from the outset and what might happen if the relationship sours.

Whilst there are no comprehensive legal tests there are some tests that you can do to help understand the legal position. [Click here](#) if you would like us to help determine the status of your workers.

### There's no such thing as 'Best Practice' HR Management

The concept of 'best practice' in anything is defined as a method or technique that shows superior results over all other methods. So is there a 'best practice' when dealing with people in a firm?

TimelessTime believes not. Using the same approach to managing people in every organisation doesn't work. No two firms are the same therefore what might be 'best practice' for one firm will not be 'best practice' for another. One size does not fit all. It's vitally important to work out what is right for individual organisations and to then implement 'appropriate practice'.

Appropriate practice is of course based on a range of options proven successful over the years in different environments. If you'd like to find out more, do [read our blog](#) on the subject.

### What type of firm are you?

There are two types of strategy pursued by British firms:

- The long term approach where the firm is to be sold after a time and investment is valued;
- The short term approach where being able to take annual profits from the firm is valued.

These two approaches set very different ways that the firm approaches its HR management. In the first case it's about building employee commitment and developing their skills. In the second it's about training for quality and delivery or about achieving flexibility and low cost in the employment contract.

So what type of firm are you running? It's quite a complex issue and ideal for thinking about over the holiday period. To get you started, here's a [blog](#).

### A "thank you" gift

To thank you for engaging with us and for reading our newsletter we would like to treat you to a Christmas gift.

TimelessTime belongs to several business organisations. One, i-Networks, is very close to our hearts and we've arranged with our partners there to give their time to help you in 2012.

Simply [follow the link](#) and choose a gift from the list shown. You will then find contact details on the members page. Each member is someone whom we have an established relationship and whom we trust fully.

And no, no catch and no details given or circulated. Simply a gift from us.

*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.

*If any of these topics interest you and you'd like to know more give us a call on 01825 724179*

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