

[View our Blogs](#)

[Follow on Twitter](#)

[Forward to a Friend](#)



## Next Seminar: Paying and Rewarding Staff

2 December 2011

Our next seminar on Paying and Rewarding Staff will be held on 2<sup>nd</sup> December. [See our web site for details.](#)

Getting pay and reward right in a firm is a complex business. It involves determining a market price for each job and for ensuring equity within the firm for jobs with the same level of responsibility. Most firms also want some link between reward and performance.

This half day seminar looks at setting pay bands, at avoiding future pitfalls in setting and paying wages, at how to use benefits to provide a complete package and at how to evaluate one job against another to achieve a balanced pay structure.

We know SME managers find it difficult to spring the time and financial resources to attend courses so we limit this seminar to three hours and it costs only £55

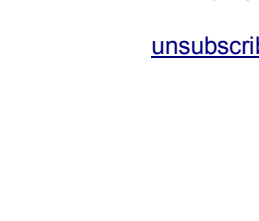
[Book your place now; places are limited.](#)

## Legal Update

On the first day of the Conservative party Conference in Manchester, the Chancellor, George Osborne, announced intended changes to employment law. These changes will reduce employee rights in an effort to stimulate firms into hiring staff. The changes are subtle. First, the period after which employees will acquire employment rights (and be able to take an unfair dismissal case) will be extended from one year to two. Second, it will cost to take a tribunal case. The Government will push through the changes soon. [Read more.](#)

No employee should be employed without the new employer gaining satisfactory references. But "references are a notoriously tricky area" say the CIPD. In a recent case, the Court of Appeal has decided in Jackson v Liverpool City Council that a reference can contain unproven beliefs. The reference was 'true and accurate' because the referee had pointed out to the firm requesting it that their concerns had not been investigated. [Read the full report.](#)

TimelessTime is an ISO9001 certified firm



## Timeless Update: October 2011

Welcome to the latest edition of Timeless Update, your regular roundup of topics provided to support you in managing your people. In this edition we cover change management, recruitment, psychometrics and pensions. Each links to more information or just call us to discuss.

### All change, please

Change must happen in all firms. If there's no change, eventually failure results as the external environment changes around the firm and it loses competitive advantage. Change is the taking on of new patterns of action, belief and attitude across the staff in the whole firm or in specific groups in the firm.

Change needs to be managed. Looking at change simply, management needs to 'unfreeze' today's actions, beliefs and attitudes, do something to effect change and then 're-freeze' the new in place. Sounds simple? Why not let TimelessTime guide you in effecting your organisational change. Change is possible. [Read more.](#)

### Psychometrics

When recruiting, structured interviews are essential. Remember too that skills testing like bricklaying, copywriting, negotiating and making presentations can all be done by setting observed tests. And for many jobs, checking MS Office skills is absolutely essential. But somehow that's not enough - management must learn something of the candidates' underlying aptitude and personality. That's where psychometric tests come in.

There's a huge body of knowledge today on psychometrics and a huge range of absolutely superb, simple tests that candidates can be asked to do, either on-line before the interview or during the interview process. Reports on the candidates then show aptitude and personality and suggest areas to be explored at interview. Call us to discuss getting more from assessment & selection by using psychometrics.

### Pension: cost or benefit?

Some time ago the Government introduced regulations that demanded that all firms with more than 5 staff offer a 'stakeholder' pension scheme. Firms were bound, if asked by an employee, to collect contributions from staff and pay these in to a personal fund. Most firms established a scheme but few staff took up the offer to make the payments on their behalf.

Now the Government's getting tough in an attempt to ensure that we all have private pension provision. Starting 2012, all firms MUST set up a pension scheme, pay contribution from the firm's revenues and collect contribution from employees' by way of salary sacrifice or deduction. The firm's contribution is a minimum of 3% of salary. Good business for the pensions industry you say?

But our interest is different. Many will view the 3% as a cost when more overhead is least welcome. TimelessTime believes firms should look at this as an opportunity to re-structure pay and benefits to boost the psychological contract between staff and management. There's time to plan for the introduction and much can be gained from enhanced employee commitment. Call us to discuss how to turn cost to benefit. [Read more](#) in our literature on pay and benefits.

### Recruitment: get it right

One of our most read White Papers is on recruitment. And it's one of our most popular training seminars. In both we urge that firms strive to get recruitment right. It's costly to get the wrong person in and then have to dismiss.

There are four phases in good recruitment:

- Job design, job descriptions and person profiles: defining who you need;
- Recruiting: appropriately accessing the labour market;
- Recruiting: selecting appropriate methods for appraising and selecting new staff; and
- Getting the new employee started: ensuring success in the first six months.

An hour's chat is never enough to base a future long term relationship on. TimelessTime consultants have recruited well over a thousand staff. We can help you. [Read more](#) or call 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*

[visit our website](#) | [follow on Twitter](#) | [read our blog](#) | [forward to a friend](#)

Copyright © 2011 TimelessTime Ltd. All right reserved.

[unsubscribe from this list](#) | [update subscription preferences](#)