

TIMELESS Monthly Update – April 2010

Welcome to the latest edition of Timeless Update, your regular roundup of topics provided to support you in ensuring the best possible performance of your organisation. 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.

- ***Fit notes replace sick notes***

From 6th April 2010 General Practitioners will issue ‘fit notes’ instead of ‘sick notes’. The new certificate will be called a ‘Statement of Fitness to Work’ and will generally be referred to as a ‘fit note’. It has been designed to help employees return to work more quickly. Where an employee has been absent due to sickness, or is likely to be absent, for over seven days, the GP will now suggest the grounds on which an employee may be able to return to work. For more information [click this link](#) to read our article ‘*Fit notes replace sick notes*’.

- ***Paternity rights are increased from 6th April***

From 6th April 2010 fathers will be able to take additional paternity leave in the first year of their child’s life. Where a mother returns to work before the end of the full maternity leave entitlement, the father can take up to 26 weeks paternity leave. This will be effective where the expected week of birth is 3rd April 2011 or later. More information will be shared on this topic over the next year.

The new rate for Statutory Paternity leave from 4th April 2010 is £124.88 per week, or 90% of average weekly earnings if this is less.

- ***Tackling Issues, not outcomes***

It is all too easy to avoid dealing with staff performance issues when they first arise. There are many reasons for lack of management action. These include not knowing what to do, assuming the problem will go away and a genuine concern that the wrong course of action may be taken. [Click here](#) to read the article ‘*Tackling staff issues, not outcomes*’.

- ***New Training regulations come into force***

For organisations with more 250 employees there will be a new statutory right from 6th April 2010. As an employer there will be an obligation to seriously consider requests for training. This is something that may be rolled out to smaller firms as early as next year. This newsletter will keep you informed of developments.

- ***Managing your staff***

Effective staff development is an important tool which secures your firm’s future. A simple competency-based framework will help you determine if you have the correct skills for your business. [Follow this link to find out more](#), and try out a free tool to help you on your way.

The above links will take you to the relevant page of the TimelessTime website where you can find out more. To ensure you don't miss out on future TimelessTime updates add the email address to your trusted contacts to ensure it does not end up in your junk mail.

If you have any suggestions for topics you would like covered in these updates please let us know. Simply email: sue.berry@timelesstime.co.uk

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