



Complete People Management

Practical, Prompt and Professional HR solutions

<http://www.completepeoplemanagement.co.uk>

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NEWS – DECEMBER 2009

I am sure like me your year has been full of business challenges. We are however pleased to say we rode the storm with thanks to you, our customers and readers. Reviewing the financials at regular intervals became the norm and actually that was not a bad thing. It focused the mind that's for sure.

On a personal note I set a challenge to climb the well known Preikestolen in Norway. I managed it despite the poor weather and at least there was a view which is more than there was when later in the year I climbed Snowdon! No guessing which picture relates to which mountain! The morale of the story....**you can still take risks and meet your challenges even when the way ahead is unclear.**

In 2010 I will return to University to study a Masters degree in HR and look forward to sharing the learning with you all.



to you and best wishes for 2010.



Sue Schoormans
Managing Director

Introducing our Blogs

The **Complete People Management** website has recently been updated to include blogs. Click here to access:

<http://www.completepeoplemanagement.co.uk/blog>

The most recent blogs cover Christmas, Cold weather absences, Compromise agreements, Alternatives to redundancy and Alcohol at work. More blogs will be added in the coming weeks and I will notify you by email of the updates as and when they are posted.

Happy reading.

Swine and Other Flu Policy

Unfortunately winter usually goes hand in hand with the flu. This year there is a twist called swine flu and so throughout December we are offering our readers a discounted price on the swine and other flu policy. **Just £25 plus VAT.** Contact us on 02088168726 to order.

Quote of the Month

Judge a man by his questions rather than by his answers

Voltaire





Waving goodbye to 2009 and welcoming in 2010



Major changes in 2009

In 2009 there were a number of developments in HR however I considered two to be fairly significant.

Firstly the amendments to the discipline and grievance procedures. If you have not reviewed your procedures then you may be falling foul of the law or actually doing more than you need to. To find out more visit here: <http://www.completepeoplemanagement.co.uk/blog/ACAS-Statutory-Code-of-Practice-on-Discipline-and-Grievance>

Secondly in Kulkarni v Milton Keynes Hospital Trust it was found that legal representation was allowed in a disciplinary hearing where that allegations were career threatening. So now your disciplinary hearings may well look like a court of law.

Contact us on 02088168726 for a quotation to review and update your discipline and grievance procedures.

Employment Legislation Changes due in 2010

Find out more here:

http://www.completepeoplemanagement.co.uk/24/?form_16.userid=4&form_16.replyids=4

And don't forget you can keep up to date with recent employment tribunal findings here:

http://www.completepeoplemanagement.co.uk/24/?form_16.userid=4&form_16.replyids=10

And you can keep up to date with employment statistics here:

http://www.completepeoplemanagement.co.uk/24/?form_16.userid=4&form_16.replyids=9

The newsletter includes information about employment legislation changes and top tips on an employment subject in a concise format. Further advice must be sought before any subsequent action is taken. The information published is without responsibility on our part for loss occasioned to any person acting or refraining from action as a result of information published herein.

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