



Park City

HUMAN RESOURCES
HEALTH & SAFETY
TRAINING & DEVELOPMENT

www.parkcity.co.uk

Employment Law and Health & Safety Law Updates, Latest News, Expert Advice and Upcoming Training Courses – March 2010



Hello everyone, welcome to our latest newsletter. March's edition contains significant changes in employment and Health & Safety law (taking effect in April), expert advice and guidance from our consultants, latest news and upcoming training courses. This month's highlights include:

- [Fit Notes: HR FAQs - What every employer needs to know from 6th April](#)
- [April's legislation updates \(HR and Health & Safety\)](#)
- [Health & Safety FAQs - First Aid in the Workplace - An Employer's Responsibilities](#)
- [Corporate Manslaughter – Significant Penalties introduced](#)
- [HSE Crackdown on Construction Sites](#)
- [HSE puts focus on Health & Safety in Schools](#)
- [Basic Food Hygiene Training - 13th April](#)

On April 6th, the traditional 'sick note' will be replaced with the 'fit note'. Whilst the fit note will lead to important procedural changes for your company, I believe that the real value businesses could gain from this change lies in an improved 'fit to work culture', as a result of better communication and more information from the medical profession on an individual's capabilities.

At a higher level, the real commercial value gained from an HR function is delivered when the HR approach changes from a fire fighting, reactive position to an HR business-partnering situation. It is vital that organisations have clearly communicated strategic goals, structured around organisational development, growth, change and improving profitability. HR can then deliver results through a better understanding of the strategic goals of the business, while still supporting the everyday business functions and line managers directly.

Using the fit notes example, the real challenge for HR managers should not be how to manage the new forms and procedures, but how to manage staff morale, people development and absenteeism in their company. It is this ability to really understand the business needs and rise above the everyday issues that distinguishes

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good HR professionals and gives them the ability to deliver results at a strategic level.

This is one of the main reasons I left a job as an in-house HR Manager and moved into outsourcing because an outsourced HR and Health & Safety function can drive the business forward from a position of partnership, making it their primary business to understand the goals, objectives and vision of your company, rather than simply getting mired down with the day to day administration of your policies, procedures and staff issues.

For any further information on how Park City can help your business, [visit our website](#), [fill in an enquiry form](#) or call **01206 752 100**. Alternatively, contact us and [take advantage of a free business health check for your company](#).

[Click on this link to forward this newsletter to a colleague or friend.](#)

Regards

Juliet Price, Managing Director of Park City and Chairman of the IoD Essex Branch



- **Law Update:** Fit Notes - What every employer should know (from 6th April)
- **Law Update:** April's Legislation Changes
- **News:** People working 'Extreme Overtime'
- **Expert Advice for Employers** - Managing Bullying in the Workplace



- **Law Update** - April's Legislation Changes
- **Law Update**- Fit Notes - What every employer should know (from 6th April)
- **H&S FAQs** - First Aid (employer's responsibilities)
- **News:** Fire College Fails Fire Safety
- **News:** HSE Launches Crackdown on Construction
- **News:** Spike in Construction Deaths
- **News:** HSE Puts Focus on Schools
- **News:** Corporate Manslaughter - Significant Fines Recommended
- **News:** Corporate Manslaughter - First Ever Trial Adjourned
- **News:** Firm Fined £40,000 When a Worker's Arm Trapped in Drill



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business**

Training and Development



Simply click on the links below to book onto these Park City training courses. For specific training requests, please submit a free consultation request.

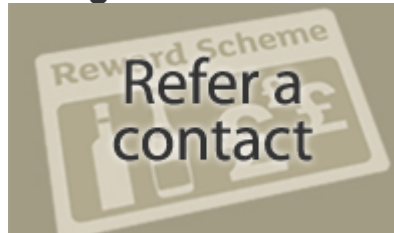
- [Health & Safety Basic Awareness in Manufacturing](#) - 23rd March 2010
- [Health & Safety Basic Awareness for Managers and Supervisors](#) - 23rd March 2010
- [Basic Food Hygiene Training](#) - 13th April 2010
- [IOSH Directing Safely](#) - 14th April 2010

Park City's March Survey:

Are legislation updates holding your business back?

- Yes**
- No**
- Don't know**

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