



Park City

HUMAN RESOURCES
HEALTH & SAFETY
TRAINING & DEVELOPMENT

www.parkcity.co.uk

Law Updates, News, Advice and Training Courses – February 2010



Welcome to Park City's February Newsletter. Thank you for your reactions to last month's newsletter, I really value your feedback. February's newsletter contains legal advice, free policies and news which every employer should know. This month's highlights include;

- [Office Romance - How to Manage Relationships At Work](#)
- [Erotic Photo Banker - A Free Internet Policy Template](#)
- [Pancake Day - Food Hygiene at Work - What employer's should know](#)
- [Health & Safety FAQs \(DSE Regulations\)](#)
- [HR FAQs \(Maternity Leave\)](#)
- [Latest HR and Health & Safety News stories](#) (see below for more details)

If you have any questions or comments on these stories, [please contact us](#) or [visit our website](#).

The CIPD's latest 'Labour Market Outlook Survey' has revealed that redundancies are set to double in the 1st quarter of 2010, with employers from all sectors planning to cut their workforce by 6%.

I agree with John Philpott, (CIPD's Chief Economic Advisor) that the key to good HR planning is to strike a balance between cost reduction, quality and skills. Importantly you should remember that redundancy is **not** the only option. There are other strategies that Park City would advocate first.

Firstly, you could introduce Flexible Working, allowing employees to be flexible in their employment arrangements, such as; job sharing, part-time working, home working, sabbaticals, and flexi-time. Secondly, you must be transparent with your employees, keep them informed and involved in decision making and let them know about any changes as soon as possible.

Finally, be positive. Confidence rubs off on other people and can make a crucial difference. By taking the appropriate strategic decisions now, your business can and will be able to act proactively, not reactively, if any difficult situation arises. 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](#).

If you have been forwarded this e-mail from a contact, please click on the link and [add yourself to our growing list of Newsletter subscribers](#).

Regards

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

**Stronger
business**

Human Resources Management



Legislation
Update



Safer business

Health and Safety Management



- **Free Health & Safety Health Check for your company**
- **Health & Safety FAQs:** DSE Requirements
- **Food Hygiene at Work:** What all employers should know
- **News:** Care Home fined £100k for scalding death
- **News:** Two workers killed in East of England in slips, trips and falls
- **Legislation Update:** Pre-employment health checks to be made illegal



Smarter 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.

- **DSE Assessor Training** - 23rd February 2010
- **Principles of Risk Assessment** - 16th March 2010
- **Asbestos Awareness Course** - 2nd March 2010
- **IOSH Managing Safely** - 9/10 & 24/25th March 2010
- **Fire Warden Training** - 16th March 2010
- **Health & Safety Basic Awareness in Manufacturing** - 23rd March 2010
- **Health & Safety Basic Awareness for Managers and Supervisors** - 23rd March 2010
- **IOSH Directing Safely** - 14th April 2010

Park City's February Survey:

Is the recession really over?

Yes

No

Don't know



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Book Training Now >>>

