

New Rights in the Pipeline

For employers, the introduction of a new piece of employment legislation is rapidly approaching. It will have far-reaching implications, but it has had nowhere near as much publicity as the recently introduced regulations preventing discrimination on the grounds of age.

The Work and Families Act 2006 will extend the rights of working parents and comes from the Government's ten year childcare strategy. In addition, it will give new rights for carers of adults.

From the 6th April 2007, all pregnant employees will be entitled to take up to 52 weeks' maternity leave, regardless of length of service with their employer as the six month qualifying period for Additional Maternity Leave is being removed.

Statutory Maternity Pay is being extended to 39 weeks pay for babies due on or after this date with the first six weeks paid at 90% of average weekly earnings followed by 33 weeks at the lesser of 90% of average weekly earnings or a flat rate set by the Government.

If an employer's total National Insurance Liability in the previous tax year is £45,000 or less, they may be eligible to re-claim 104.5% of the money they pay out in Statutory Maternity Pay.

The Work and Families Act is also introducing keeping in touch days and an employer may maintain reasonable contact with the employee during the maternity leave period to update her with developments or discuss the return to work. Furthermore, an employee will be able to carry out up to 10 days' work under her contract during the maternity leave period.

All women, irrespective of the size of their employer, have the right to return to work following the maternity leave period, however, if the employee wishes to return to work before the end of the maternity leave period she will have to give her employer eight weeks' notice instead of the present 28 days.

Adoption leave, which very much mirrors maternity leave, will result in Statutory Adoption Pay being extended to 39 weeks and the Government is proposing to increase this and Statutory Maternity Pay to 12 months.

At the moment, paternity leave remains the same, but the Government is proposing to introduce Additional Paternity Leave and Pay which will allow fathers to take up to 26 weeks leave, some of which could be paid.

From the 6th April 2007, carers of adults will have the right to request flexible working. This currently only applies to parents of a child under the age of six years or a disabled child under the age of 18 years and it is estimated that this new right will cover the majority of carers.

The final provision which will apply to all workers is the extension of holiday entitlement from four weeks' statutory leave to the equivalent of four weeks plus bank holidays. The Government is proposing to increase this in stages with the first increase being made in October next year.

If you would like further information on this or how Work Smart could help and support your business please ring 01429 284305.



NEWSLINK



Issue Commercial Areas December 2006

Tall Ships 2010 - When the boats come in!



Back in 2005 Hartlepool played host to 37 Tall Ships for the weekend prior to them taking their place on the racing line on the river Tyne.

The captains and crew that stayed here last year were so delighted with the welcome they received - being greeted with a case of Camerons famous 'Strongarm' beer certainly helps! So much so that it was their praise at a later Captains' de-brief meeting that prompted Sail Training International to invite Hartlepool to bid for host-port status in 2010. With a very short lead-time a bid document was prepared to rival that of any that had come before it.

On the 28th June Hartlepool received the news that it had been successful in winning the privilege of being the destination port, finishing line, for the prestigious race in 2010.

Planning for the event has started now and will involve partners from throughout the town and the Tees Valley. *The key features of this mammoth event can be so far summarised as:*

- The Tall Ships are expected to be in Hartlepool Friday, 6th August - Tuesday, 10th August 2010.
- In 2010 Hartlepool will act as the 'Destination' port or finishing-line of the 54th Tall Ships Race.

- The route of the race will be from Antwerp in Belgium to Aalborg in Denmark, the fleet will then cruise-in-company to Kristiansand in Norway from where they will then race to Hartlepool.
- The Race will involve a fleet of up to 120 Tall Ships, between which there will be a crew total of approximately 4,000.
- The largest vessels in the fleet (the 'A' Class) will be berthed within Victoria Harbour while the smaller 'B', 'C' and 'D' Class craft will be within the Marina.
- It is possible that the fleet could be in port for up to 6-10 days.
- Visitor numbers could be anywhere in the region of 0.5 million to 1.5 million. The recent Maritime Festival attracted 75,000 visitors.
- **The Newcastle/Gateshead experience ...**
In July 2005 Newcastle/Gateshead attracted 1.5million visitors over four days and the event is thought to have injected up to £50 million into the local economy.

Harland Deer, Marketing Assistant, tel: 01429 - 284031 fax: 01429 - 523516, Why not visit our new Tourism & Business website at: www.destinationhartlepool.com

2007 PROGRAMME

Hartlepool Business Forum

All events: Buffet 5.15 p.m. - Event start 6.00 p.m.

www.hartlepoolbusinessforum.co.uk

HOW TO BE A SUPER SALESMAN

Thursday, 18th January 2007 - Springs Health Club, Harbour Walk

Bruce Caswell & Jan Grieveson

WHY TAKE THE RISK?

Thursday, 15th February, 2007 - Belle Vue Community Centre, Kendal Road

Presenter to be confirmed

STARTING A BUSINESS ROADSHOW

Thursday 1st March 2007 - Sir William Gray Suite, Hartlepool Maritime Experience

Business Support Network Representatives

CAMERONS BREWERY VISITORS CENTRE



Camerons Brewery Visitors Centre is on the site of the former Stranton Pub. It offers a remarkable and educational insight into beer production and is also a fascinating story of entrepreneurial activity, innovation and social history.

In addition, the Centre offers facilities for conferences and private functions, which include state of the art technology. It is an ideal venue for meetings, small conferences, business presentations, training events and private functions.

THE CAMERONS SUITE

Situated on the ground floor our large room can accommodate 16-18 people around the table in a board room style, and up to 30 people in a lecture style layout. There is a projector and screen available for use with own laptop and Internet Access available if required. **Minimum 12 persons.**

THE STRONGARM SUITE

Situated on the first floor the Strongarm Suite can accommodate 14-16 people around a table, TV Screen available for DVDs and Videos. **Minimum 8 persons.**

Price includes room hire, tea, coffee, iced water, fruit juice and biscuits. Catering is also available.

For further details telephone (01429) 868686.
Camerons Brewery Visitor Centre
Stockton Street · Hartlepool · TS24 7NU

www.cameronsbrewery.com

HARTLEPOOL BUSINESS AWARDS 2006

Hartlepool Business Awards has proved so successful it is now an annual event. An evening of celebration will be held in May 2007 to honour the achievements of local businesses throughout the town. Business may qualify to enter more than one category.

John Megson, the Business Awards Co-ordinator, "The successful businesses will reflect the quality and diversity of the businesses in Hartlepool, and will be a great encouragement for budding entrepreneurs and to stimulate existing businesses to expand."

	Awards	Sponsors
■ Retail	£1,000	Yorkshire Bank & Enterprise Hartlepool
■ Service	£1,000	Tilly, Bailey & Irvine
■ Manufacturing	£1,000	Howarth Clark Whitehill
■ Best New Start	£1,000	Business Link
■ Export	£1,000	North East Chamber of Commerce
■ Community	£1,000	Hartlepool Mail
■ Training	£1,000	Learning & Skills Council & Hartlepool Business Development Centre
■ ICT	£1,000	University of Teesside
■ Business of the Year	£2,000	HSBC

Can you afford not to enter?

If you would like further information about entering, please contact Sue Stephenson, Brougham Enterprise Centre, Brougham Terrace, Hartlepool, TS24 8EY, Tel: (01429) 867677, Email: sue.stephenson@hartlepool.gov.uk

Closing date for entries Monday 19th March 2007.

HARTLEPOOL WORKING SOLUTIONS



Support is available for local employers and companies to help promote job opportunities to residents of Hartlepool, in particular those living in regeneration areas.

The Jobs Build project began in 1993 and is now part of Hartlepool Working Solutions within the Economic Development Team, Hartlepool Borough Council.

Their main aim is to make it as easy as possible for your company to employ residents of Hartlepool by offering a package of free services which includes:

- Advertising
- Recruitment and Selection Support
- Job Creation and Apprentice Subsidies

HWS can advertise your vacancy across the town using a network of contacts and across the country using Job Centre Plus.

Caron Auckland, HWS Project Officer said "We advertise in the community with those organisations and agencies who are dedicated to providing opportunities to people in Hartlepool. We can distribute and receive applications acting as one point of contact for all enquiries."

"We recognise that recruiting the right people can be costly therefore when your vacancies have been filled we will then identify any employees who live in an area for which you can claim a job subsidy. This cash subsidy of up to *£650 is paid direct to your company and can support training and development costs."

*depending on funding available, and subject to meeting eligibility criteria.

For further information, please contact Caron Auckland, HWS Project Officer, Tel: (01429) 284482, Email: caron.auckland@hartlepool.gov.uk

**hartlepool
working
solutions**



HARTLEPOOL
BOROUGH COUNCIL

SMOKING IN THE WORKPLACE

A new law on Smoke-free Workplaces and Vehicles in England will come into effect from Summer 2007.

More than twelve million people in England and Wales work in places where smoking is allowed. This causes at least 600 premature deaths every year and 35 of these are attributed to workers in the North East. Breathing in other people's smoke significantly increases the chance of getting both lung cancer and heart disease as well as many other health problems, including asthma.

This is why the Health Act 2006 will make it against the law to smoke in enclosed workplaces and public places. This law will come into force in Summer 2007 and will affect virtually every business.

The legislation, which will be enforced by Council officers, will require that 'No smoking' signs must be

displayed, and employers and managers will have to ensure that their buildings and vehicles are smoke-free.

The Government has launched an information line for people who have questions about the proposed smoke-free law. The line has been set up to offer information and support in the run up to the introduction of smoke-free legislation in Summer 2007.

Smokefree England Information Line
0800 169 1697

Additional help/advice on how you can make your business and company vehicles smoke-free is available by contacting Fresh – Smoke Free North East, telephone 0191 387 2139 or by accessing their website www.freshne.com where a helpful fact sheet is available to download.