

watch this space...



Flix Movie Café is the newest venture from local restaurateur Adam Bouabda.

Offering a unique dining experience not available anywhere else in Hartlepool this promises to become one of the most popular venues for people of all ages.

Adam explained "We are offering a different type of entertainment for our customers where they can enjoy some great food and a movie."

Situated in the popular Church Square area the licensed venue has undergone a complete transformation having been fully refurbished to accommodate three viewing screens. "Comfort was a priority we want our customers to feel as if they are in their own front room watching their favourite movies with the added benefit of someone else doing the cooking."

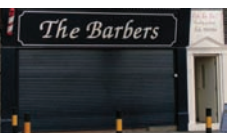
"Five different themed nights will be hosted showing movies for all tastes, and over the lunch period we will be showing some of the most popular comedy series, both old and new."

"We also want to encourage families to come along so movies suitable for young children will be shown between 5.00pm and 7.00pm"

"Getting the menu right was a key element and we want the food to be just as much fun as the movie so we are offering American Diner style food with home made burgers, pizzas, hot dogs and pick 'n' mix dishes so you can try everything on the menu."

- Theme nights will include:
- Tuesday – Movie Quiz Night**
 - Wednesday – 80's Classics**
 - Thursday – Cult Classics**
 - Friday – Chick Flick Night**
 - Saturday – Comedy Night**

For further details and booking information contact:
Flix Movie Café on 01429 863300
or visit www.flixmoviecafe.com



what lies beneath...



support for all



the tall ships race - be part of it



employment legalisation update



welcome

Welcome to Newslink, the newsletter for businesses within the New Deal for Communities Commercial Areas.

Sadly, recent months has shown that many businesses wait until it is too late to ask about business support in Hartlepool. No matter what stage your business is at you need to be pro-active and aware of what is going on around you.

- Hartlepool Business Forum has developed a programme of monthly events which offer the opportunity to network with other businesses and meet business support agencies. To receive further information contact Hartlepool Enterprise Centre tel: 01429 867677 or email: sue.stephenson@hartlepool.gov.uk
- Countdown to Tall Ships 2010 – find out how local businesses can benefit from such a high profile event.
- Employment Legislation – are you aware of the latest developments?

If you would like to see specific advice and support in future issues of Newslink please contact me to discuss your ideas.

Regards,
Julia Pinchen
Business Liaison Manager
NDC Commercial Areas

Tel: 01429 284304
Email: julia.pinchen@hartlepool.gov.uk

cutting down on retail crime

Jill Green took on the role of Retail Crime Reduction Manager in November 2008.

An ex-police officer with a training background, Jill is based three days a week in the Intelligence Office at Hartlepool Police Station. The project is funded by Safe in Tees Valley.

Originally tasked with establishing a Retail Crime Reduction Group within Middleton Grange Shopping Centre, Jill is now looking to work with businesses across the central area of Hartlepool.

“The aim of the project is to support businesses in crime prevention. I will be visiting business premises offering advice to business owners on how to reduce retail crime and look at any training needs of their staff.” explained Jill.

“The training element is about raising staff awareness so they can prevent an incident or theft. If an incident occurs it is important for the owner and their staff to record as much detail immediately after it

has taken place. Everyone in the business should be aware of what to look for and how to record it and we have a special form which allows businesses to do this.”

The information captured on the forms will give Jill and the police the opportunity to make comparisons against similar incidents.

To take advantage of this free advice and training opportunity please contact Jill on mobile: 07590 356346, tel: 01642 302538, fax: 01642 302540 or email: jill.green@cleveland.pnn.police.uk



centre yoga and wellbeing

Life as a Yoga Teacher could not be more different to life working behind bars.

Jaki Savage originally took up yoga classes to help improve her physical fitness and relieve the stress of her former job.

Following a short career break, which saw Jaki travel to some breathtaking places around the world, she decided to move into teaching yoga. “After almost twenty years practising yoga it felt so natural to move into teaching, and it’s been great to turn your passion into a business.”

Jaki returned to Hartlepool and established ‘Centre Yoga and Wellbeing’ based in Titan House, Park Road.

“Centre’s main aim is to provide a place for you to just be. The spacious studio is

the perfect place for you to take part in any of the classes on offer and to get away from the hustle and bustle of everyday life.”

“We offer a range of holistic therapies and classes include Yoga (for all levels), Tai Chi, Pilates, Meditation, Relaxation and we are continually adding new classes. My last few years in the prison service were focused on the training and development of staff. This has allowed me to develop the business further by offering unique Corporate Workshops to businesses which looks at team building and stress management through yoga related activities.”

For further information contact Jaki on tel: 01429 275794 or email: info@centreyogaandwellbeing.co.uk or visit: www.centreyogaandwellbeing.co.uk




centre
YOGA & WELLBEING
Bring your Life to Centre Bring your Centre to Life

what lies beneath...

Not as sinister as you may think, but an array of hair and beauty services to meet anyone's needs.

From a quick trim at The Barbers to a luxurious pampering session at Ooh, La, La, find out more about what goes on at 212 York Road.



The Barbers

The Barbers

Established in 1956 Carole Palmer took over the business some eighteen years ago, which was originally owned by Ian Wilkinson.

Carole explained, "I started working with Ian thirty five years ago when I was just a young girl. We underwent a full refurbishment a few years ago maintaining the look and feel of a 'traditional barbers'."

With mostly an all male clientele The Barbers promotes a 'drop-in with no waiting service'.

"We open at 7.30am on a Saturday and I am still amazed to find people queuing at that time of the morning. No appointment is necessary we open at 9.00am weekdays and at lunchtimes".

Carole's daughters, Andrea and Laura have also followed in their mother's footsteps making this a real family business, along with great help and support from Janet and Joanne.

The property has recently benefited from external refurbishment supported by the NDC Building Modernisation and Business Security Grants.

Chris Dixon Hair Design

Originally from Hartlepool Chris trained as a hair stylist at the renowned Toni & Guy Salon in London.

"It was an exciting opportunity to train and work alongside some great stylists. When my family moved back to Hartlepool I transferred to Toni & Guy in Newcastle before taking up a Manager's position at their salon in Middlesbrough."

Chris worked in a few Hartlepool salons and also freelance before taking the plunge and opening his own salon in York Road.

"I couldn't have asked for better facilities, the salon is fully equipped and situated in a popular part of the town and there is also free parking near by."

Many of Chris's clients, both male and female have been with him for more than seven years. "As well as creating the most up to date styles it's also about developing a good relationship with my clients both old and new, and I think that's why they keep coming back."

Open Tuesday-Saturday, Chris can be contacted on tel. 01429 862500



Chris Dixon Hair Design



The Nail Bar

The Nail Bar

One of Hartlepool's leading nail technicians, Gail Burnikelle has recently relocated to York Road further complimenting the numerous beauty services on offer.

Formally of Church Street Gail learnt her skill at the OPI Training Centre in London some eighteen years ago. Experience gained working for a salon in Middlesbrough gave Gail the confidence to establish her own business back in her home town.

Specialising in all aspects of sculptured acrylic nails and nail art Gail has now been running her business for eleven years. "It's been a wonderful experience which has allowed me to develop a great working relationship with my clients, some of which have been with me since I started. Whether it's for their wedding day, their prom or regular nail treatments everyone is welcome."

For appointments and further information tel. 01429 866222

Ooh, La, La

Beauty Therapist Stephanie Ross qualified from Kirby College ten years ago and has loved every minute working in the beauty industry, so much so that she opened her own business in 2008.

"With ten years experience behind me opening my own beauty salon seemed the most natural step to take." said Stephanie.

Ooh, La, La offers a wide range of beauty treatments including waxing, facials, massage, Hollywood Eyelashes, spray tan, and much more. Beauty Packages include Bridal and Prom Make-up and Pamper Parties which

are very popular for hen-nights and birthday parties.

"If you are looking to treat someone you love we also have gift vouchers and gift sets available, so for all the men out there you have no excuse not to get the perfect gift."

In addition Stephanie's sister, Jane Wilson qualified as a Beauty Therapist more than a year ago and has now joined the business along with Lynn Evans who offers muscle relaxers and related treatments.

For appointments and further information tel. 01429 894627



Ooh, La, La

hartlepool business forum events 2009

24th September 2009 Hartlepool Historic Quay	The Tall Ships Race Hartlepool 2010	Michelle Daurat Lesley Strickland Tall Ships Team
22nd October 2009 Hartlepool Historic Quay	Surviving and growing a business during the recession	Stuart Butler Hartlepool College of Further Education
All events: Buffet at 5.15pm – Event start 6.00pm To book a place email: sue.stephenson@hartlepool.gov.uk		

support for all...

Hartlepool Borough Council's Connect2Work (C2W) initiative aims to help young people in to employment.

Based at Jobsmart in Park Road, C2W also works closely with local employers to identify employment opportunities for 16-19 year olds.

Unemployed Ashton Hodge called in to Jobsmart to find out what business administration opportunities were available. This resulted in her being

placed, through C2W, with Harbour Support Services which offers a holistic service addressing domestic abuse.

Lesley Gibson, Harbour Manager, said "We offer a confidential service supporting adults and children so it is important that Harbour have the right people working with them who can develop the skills to work in this type of service. Ashton came to us through C2W initially for three months. She has proved her worth and I am pleased to say is now a permanent member of our team."

Jackie McGarry, C2W Caseworker, said "We work with young people to



find out what their aspirations are, identify barriers to employment and training opportunities."

"We are keen to work with employers who are looking to employ young people who can help to take forward their business."

For more information about Connect2Work contact Jackie McGarry on tel: 01429 284086 or mobile: 07824 596614



calling all businesses



BUSINESSES across the Tees Valley are being urged to raise their profile by being involved in The Tall Ships Races when the event comes to Hartlepool in 2010.

The North East Chamber of Commerce, Federation of Small Businesses and Hartlepool Business Forum are all backing the event which could attract up to one million visitors.

Hartlepool will be centre stage between 7th-10th August 2010 when up to 100 Tall Ships from around the world sail into the Marina for the dazzling finale of the world-famous event.

Peter Olsen, who chairs the Hartlepool Committee of the North East Chamber of Commerce said: "The range of packages will suit a range of business from small to large and we will be contacting members to encourage them to benefit from this marvellous event in Hartlepool and the Tees Valley.

"The packages lend themselves to provide both corporate entertaining and also opportunities for team building rewards, such as the day sails."

Colin Griffiths, Hartlepool Branch Chairman of the Federation of Small Businesses, added: "The Tall Ships Races 2010 is an incredibly exciting time for the town of Hartlepool and the Federation of Small Businesses cannot wait to get involved.

"The opportunities are tremendous and the potential is limitless for Hartlepool and we envisage that the Tall Ships event will serve to make the rest of the UK stand up and take note, not only of Hartlepool but the entire North East region."

Organisers say that there are lots of different ways in which businesses can get involved as Tall Ships Project Manager Michelle Daurat explains.

"We believe that the event offers a variety of high value sponsorship opportunities and we want to team up with businesses

of all sizes to be part of it. Sponsorship packages range from £1,000 to £50,000 but we are keen to listen to any 'in-kind' contributions.

"We can also tailor packages to meet individual company needs. If anyone is interested all they have to do is get in touch and we can talk through the various options."

Martyn Pellew, Group Development Director with PD Ports and President of the North East Chamber of Commerce, said: "Sponsorship of the Tall Ships event in 2010 is a great way to take a business forward in both its external communications raising its profile and creating greater regional and national awareness.

"The event will be very widely publicised across the whole of the North East and

throughout the UK. Businesses and individuals will have massive exposure to the planning and workflow of the Tall Ships event in the run up to August 2010."

Organisations signed up so far include Mobeus, Huntsman Pigments, Hartlepool Partnership, Real Radio, Advanced Motor Components and Anglian Water.

John Megson, Coordinator of Hartlepool Business Forum, commented: "The Tall Ships Races is such a unique opportunity to put Hartlepool and the Tees Valley on the global map never mind national and regional. It is imperative that businesses large and small come on board by way of sponsorship."

Any organisation interested in getting involved in the event should contact Michelle Daurat on 01429 284390 or email: michelle.daurat@hartlepool.gov.uk



Michelle Daurat is pictured at Hartlepool Marina with (from the left) Peter Olsen, John Megson, Martyn Pellew and Colin Griffiths

work smart employment legalisation update



If you're an employer, you're probably well aware that it is necessary to keep up to date with employment legislation and below is a summary of some of the latest developments.

Statutory Maternity Pay (SMP) and Statutory Sick Pay (SSP)

SMP increased to **£123.06** (from £117.18), and SSP increased to **£79.15** (from £75.40) from April 2009.

Extension of registration scheme for Eastern European Workers

Any workers from one of the A8 states in Europe [Czech Republic, Estonia, Latvia, Lithuania, Slovakia, Poland, and Hungary] must continue to be registered with the Home Office until they have completed 12 months registered work. Employers failing to ensure that their employees comply can be fined up to £5,000.

The Worker Registration Scheme was expected to end on 30 April 2009 but will now continue for another two years. The scheme will now end on 30 April 2011.

Minimum Wage

From the 1st October 2009, the minimum wage for workers aged 22 and over will increase by 7p per hour to **£5.80** (currently £5.73).

The rate for 18 – 21 years (currently £4.77) will increase by 6p to **£4.83** per hour. The young person's rate, i.e. 16 and 17 year olds, will increase by 4p per hour from £3.53 to **£3.57**.

Increase in redundancy payments

The limit on a week's pay for statutory redundancy payment purposes will increase from £350 to £380 from the 1st October 2009.

Changes to the MED3 Sicknote

The government has announced details of

its new 'Fit Note', to replace the MED3 sicknote – the sicknote issued by doctors – and it is intended that they will come into use in Spring 2010.

Rather than just having the current 'choice of fit or unfit, as per the current forms, the new 'Fit Note' will contain suggestions as to how an unwell individual can be eased back into work.

Long term sickness and holiday entitlement

The judges in the House of Lords have now handed down their decision in **HM Revenue and Customs v Stringer and Others [2009] UKHL 31, 10th June 2009** in relation to an employee's right to holiday pay whilst on sick leave.

- An employee on sick leave has the right to be paid annual leave at the end of the leave year and/or of a carry-over period even where the worker has been on sick leave for the whole or part of the leave year and where his incapacity to work has persisted until the end of his employment, which was the reason why he could not exercise his right to paid leave
- On termination of employment an employee on sick leave has the right to receive pay in lieu of annual leave not taken even if the employee has been on sick leave for the whole or part of the leave year which was the reason why he could not exercise his right to paid annual leave. Such allowance in lieu must also be paid at the employee's normal rate of pay
- Any employees on sick leave will continue to accrue statutory holiday during their absence
- Should an employee request to take statutory holiday during their sick leave then they should be paid holiday pay in respect of this period
- Employees taking statutory holiday during sick leave will be paid at the

employee's normal rate of pay

- The employee will be entitled to pay in lieu of accrued holiday on termination of their employment even if they have been absent for the whole of the leave year
- Employees on sick leave who have taken statutory holiday but have not been paid for it have the right to bring a claim for unlawful deductions from wages under the Employment Rights Act 2006

New ET1 and ET3 forms

New forms are to be used from 6th April.

Disability Discrimination: EAT follows Malcolm again

In **Stockton on Tees Borough Council v Aylott**, the EAT has handed down a second judgment confirming that employment tribunals should follow the approach to a comparator set out in **Malcolm v London Borough of Lewisham**, and not that in **Clark v Novacold**. This will, however, change when the Equality Bill comes into force.

Increase in Pay for Apprentices

The minimum rate of pay for apprentices rose from £80 to £95 per week from the 1st August 2009. This rate applies to apprentices under the age of 19 and older workers in their first year of an apprenticeship. Thereafter, apprentices are entitled to be at least the relevant National Minimum Wage rate.

Swine Flu and Self Certification

Still no further news on proposals to extend Self Certification Forms from seven to 14 days because of swine flu. This is still under consideration and Self Certification Forms continue to cover the first seven days of an absence due to sickness.

If you would like further information on the above or how Work Smart could help and support your business please contact Sheila Watson on 01429 284305.

newslink - New Deal for Communities Commercial Areas



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