

O D Innovations Newsletter

December 2009



Rise in weekly limit for calculating statutory redundancy pay

From 1 October 2009, this Order increases the maximum weekly limit from £350 to £380. This limit is used to calculate certain awards made by employment tribunals (including awards for redundancy or unfair dismissal), and other amounts payable by the Secretary of State under employment legislation, where an employer is insolvent. It also suspends the annual uprating of these limits due to take place in February 2010.

As 2009 draws to an end what might 2010 bring for HRM/HRD?

2009 has been one of the most demanding years for HRM/HRD professionals. As we head out of recession into recovery, HRM/HRD professionals need to ensure that they are in "pole position" to effectively identify and plan for the key opportunities and challenges 2010 may bring.

The ability to respond quickly to changing economic circumstances determines business survival - in both good times and bad. The HRM/HRD contribution to this process is critical to maximise business potential and make direct bottom line impact no matter your sector. The year end is an excellent time to step back and reflect on the past, to ask ourselves those all important questions for example:

- ◆ How fit for purpose are we?
- ◆ What does the business need, are we working/focusing on the right things?
- ◆ How should we anticipate the development needs and management of a changing workforce?
- ◆ How do we address critical skills gaps between the current workforce and the needs of the future?

..And several others besides, in order to plan for the future. So what will your **New Year Resolutions** be? Let us know—
mail@odinnovations.org.uk and we will help you to **fulfil** them

*An optimist stays
up until midnight
to see the new
year in.
A pessimist stays
up to make sure
the old year leaves!!*



Free taster sessions

From time to time, **O D Innovations** arranges **taster sessions**. These events provide an overview of our training topics and give those who commission training an opportunity to sample selected sessions in more depth. Typically, **taster sessions** showcase a choice from the following workshops:

- ◆ Creative Decision Making
- ◆ Creative Problem Solving
- ◆ The Art of Presenting
- ◆ Facilitation Skills

If you haven't worked with us before you can meet our trainers and also have the opportunity to network with a variety of professionals from other sectors.

So, if you are responsible for commissioning training in your organisation, we look forward to being able to welcome you to a **free taster session** soon.

As places at these events are limited, please register your interest at: www.odinnovations.org.uk

O D Innovations

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O D Innovations develops two new courses

Due to the current economic climate, organisations' training needs and priorities are changing. **O D Innovations** are pleased to announce the launch of two *new* courses that reflect these changes to complement our range of HRM/HRD, Personal and Business Skills and Management training courses:

Negotiating with Unions
and

Improving Customer Care to Enhance the Customer Experience

For further information about our *new* courses, to receive a brochure detailing our Training and Consultancy Services or for initial consultation or just an informal chat, please contact us on:

Telephone: 07948148424 e-mail: mail@odinnovations.org.uk or log onto our website: www.odinnovations.org.uk and complete our contact form.

Fact!!

Statistics show that business to business spend in 2009 has reduced by **only 5.5%** compared with 2007!!

According to the National Institute for Health and Clinical Excellence (NICE)

bad managers are the biggest cause of stress at work!!

..all of your "thinking" is done by electricity and chemicals!!

Nearly **one in eight** workers in the US has at some time been employed by McDonald's!!

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UK employment fairing better than expected

CIPD annual conference delegates were informed that the UK has escaped relatively lightly in terms of unemployment in the recession. Even though it recorded a bigger fall in GDP than most major countries, the UK's unemployment rate remains under 8 per cent, the jobless figure is 10 per cent in the US and 18 per cent in Spain.

New CIPD qualification

From 2010 the Certificate in Personnel Practice (CPP) is to be replaced by a new qualification — the Certificate in HR Practice (CHRP) designed to be more business focused and flexible.



New management competencies to combat stress

New guidance, 'Line Management Behaviour and Stress at Work' has been launched as part of a four-year project by CIPD, IIP and HSE to identify the management behaviours that will help organisations reduce stress at work. The behaviours are grouped under four competency headings: *managing and communicating existing and future work; reasoning/managing difficult situations; managing the individual within the team; and managing emotions and having integrity.*

New legislation

The Government has established the right to request time to train, providing employees with the legal right to request time away from their core duties to undertake training. The right will apply to about 11 million employees in organisations with 250 or more employees from April 2010, before being extended to all employees from April 2011. This aims to give workers the opportunity to improve their skills, bringing significant benefit to UK businesses and most importantly putting workers on the right path to achieve their career aspirations.



Check out our website www.odinnovations.org.uk for our **new free** resource downloads

