

# O D Innovations Newsletter

May 2010

Learning @ work day Thursday 20th May 2010



The new **Equality Act**, which is due to become law in 2011 includes a provision that will make it easier for employees to argue they have suffered discrimination over a combination of factors. The act says that discrimination occurs if a person is treated less favourably, because of one or a combination of protected characteristics, than someone without those characteristics. Protected characteristics are: age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

**T**his year's theme for learning @ work day on Thursday 20th May is

## Connections

- ◆ Connecting People
- ◆ Connecting Areas
- ◆ Connecting Learning

O D Innovations are delighted to be supporting National Learning @ Work Day and to help celebrate we'd like to offer you **New Free Resource Downloads** to use as part of your Learning @ Work Day activities. Visit [www.odinnovations.org.uk](http://www.odinnovations.org.uk) to download



Communication - the human connection - is the key to personal and career success.

**Paul Meyer**



## 2010 World Cup

- T**he 2010 World Cup kicks off at 1600 hours GMT on Friday 11th June and continues through until 11th July at approximately 2200 hours GMT. Match times are scheduled at 1330 GMT, 1600 GMT and 2030 GMT. So with less than 25 days to go to the first kick-off, how well is your organisation prepared? Amongst the issues to consider are:
- ⚽ How will you deal with requests for time off?
  - ⚽ How will you avoid potential allegations of unfair and/or discriminatory treatment?
  - ⚽ How will you pre-empt and discourage football related absence?
  - ⚽ How will you deal with sickness absence you suspect is football related?
  - ⚽ How will you cope with unscheduled absences caused by the after-effects of football (drink and/or hooligan related)?
  - ⚽ How will you deal with covert football viewing on the internet?

The World Cup *can* be an opportunity to motivate and engage staff, but unless planned for, unscheduled absences *may* have a negative effect on your business and staff morale.

**O D Innovations** can help you formulate HR policies, for more information about our HR Consultancy Services please contact us on:  
Telephone: 07948148424 e-mail: [mail@odinnovations.org.uk](mailto:mail@odinnovations.org.uk)

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## The Right to Request Time to Train

**The Right to Request Time to Train** allows eligible employees in businesses with 250 or more staff to ask for time to train for accredited and unaccredited training to help them develop skills relevant to their job, workplace or business. From April 2011, this right is extended to cover employees in **all** businesses. To be eligible to request time for training, a person must:

- ◆ be an 'employee'
- ◆ have served a minimum of 26 weeks service
- ◆ not have made a previous request in the last 12 months

The training for which time is requested must:

- ◆ be related to the employee's job, workplace or business
- ◆ contribute to personal productivity and business development

There is no time limit for the length of time that the study or training may take. An employee can request more than one type of training in a request and an employer has a duty to consider them all.



## Facts!!

## Look out for..

Hundreds of brightly-painted, life-size baby elephant sculptures have been placed at famous landmarks around London. The display runs until June 30 - and the sculptures will then be auctioned off for the charity

**Elephant Family.**

## Never too old!!

A Californian woman has proved that education is a lifelong pursuit by graduating from college at the age of **94!!!**



- Skills shortages after the recession feared by half of employers, CBI warns
- The recession has made more than one-quarter of employees so anxious that they dread going back to work on Mondays, a new mental health report by MIND has found
- The Guardian reports that some companies are setting up workplace mobile blood donation units, making it easier to donate blood
- Industrial production surged in March, rising at its fastest pace in almost a decade and suggesting Britain's overall economic growth was stronger than first thought at the start of this year
- Lord Sugar is on the search for his first-ever Junior Apprentice Wednesday nights on BBC1

## IRS line manager training survey 2010

**L**ine managers are being expected to perform challenging people management tasks without the relevant training, a new IRS research study has finds that attendance on people management training is rarely mandatory and the broad consensus amongst HR professionals is that it should be compulsory. Training gaps in staff development, recruitment and retention, absence management and grievance handling were just some of those identified in the survey.

**O D Innovations** has developed a comprehensive portfolio of management training and development including topics from our "Fundamentals" range of courses all specifically designed to enable managers to effectively manager their people. For more information [www.odinnovations.org.uk](http://www.odinnovations.org.uk)

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