



Summer/Autumn 2009

O D Innovations Newsletter

Employment Law Update

April 2009

Dismissal, Discipline
and Grievances
Revised statutory
regime

New law now in force
Employment Act 2008
& revised ACAS Code
of Practice on
Disciplinary and
Grievance Procedures

April 2009

Increase in statutory
annual leave
New law now in force
24 to 28 days for full
time workers

October 2009

National Minimum
Wage
New Rates



FACT

A googol is 10100, or
one followed by a
hundred zeros in
decimal representation.
Larry Page and Sergey
Brin, the founders of
Google, adopted the
name after looking to
see if "googol" was
taken as a domain name
– it nicely summed up
the projected size of
their database – but
they accidentally
misspelled it!!
The rest is history!



Dealing Positively with "Survivor Syndrome"

As many UK organisations consider redundancies, a recent CIPD survey found that 70 per cent of employees said redundancies had damaged morale, with 22 per cent so unhappy about how redundancies were being handled that they were looking to change jobs as soon as the market improved.

These negative perceptions can have a damaging impact on organisations — customer service; productivity and sickness absence levels can be adversely effected and individual and team conflicts increased.

Those whose roles are redundant can leave with feelings of resentment toward the organisation and those left behind, who may also feel the effects as "survivor syndrome", decreasing morale and experiencing greater work related pressures.

An effective Outplacement Programme can help mitigate negative effects on organisations, individuals and "survivors" of restructuring and redundancies.

O D Innovations Outplacement Services offer:

- ◆ The Employment Marketplace
- ◆ Skills Audit & Analysis
- ◆ Winning CVs & Application Forms
- ◆ Interview & Selection Skills
- ◆ Maintaining Confidence & Momentum
- ◆ Self Marketing
- ◆ Change Management

For more information visit our website at
www.odinnovations.org.uk

Or telephone: (+44) 07948 148424 to
discuss your requirements in strictest
confidence



Managers Want Attitudes & Motivation to Improve

When 400 UK Managers were asked in an internet poll what skills training did they feel their teams need most to get through the downturn, training to improve attitude and motivation came top (34%), closely followed by:

- Communication skills (29%)
- Managing tasks (20%)
- Customer service (18%)
- Teamwork (17%)
- Performance Management (13%)
- Change Management (14%)

Training is a good way to show people that they are valued, an effective strategy to improve attitude and motivation, especially through challenging times, resulting in more successful individuals and organisations.

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