

Issue one 2011

Connect

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**Basingstoke
& Business**

Local Business Partnership FREEPHONE HELPLINE 0800 136670

Mini updates

New waste regulations

New waste regulations came into force on 29 March meaning you will have to apply the waste management hierarchy when transferring waste from 28 September 2011. The regulations exclude some wastes from control, change hazardous waste controls, and introduce a two-tier waste carrier, broker and dealer registration. www.netregs.gov.uk/netregs/legislation/future/97620.aspx

New CRC regulations

Organisations are no longer required to make an information disclosure for phase two or subsequent phases of the CRC Energy Efficiency Scheme but must still assess whether they qualify for future phases. This is one of the simplifications in the CRC Amendment Order which came into force on 1 April. www.legislation.gov.uk/uksi/2011/234/contents/made

Reduce, reuse and recycle

Landfill tax increased by £8 per tonne on 1 April. You can reduce your costs by sending less waste to landfill if you reduce, reuse and recycle your waste. This can also show you are environmentally responsible. www.businesslink.gov.uk/bdotg/action/layer?topicId=1081267120

Retirement age has been scrapped

Employers can no longer compulsorily retire employees using the default retirement age (DRA) unless the default age can be objectively justified.

For employees currently under notice of retirement using the DRA, these will continue through to completion.

Employers who have staff nearing retirement age will need to know about the changes that have come into effect.

These changes will have far reaching implications for the way many businesses work and employers who fail to make the necessary changes to approaches to employee retirement may face claims of unfair dismissal and discrimination.

Visit the Acas retirement age guidance page for employer guidance, www.acas.org.uk/index.aspx?articleid=3203





New paternity leave rights

Additional paternity leave allows employees who are eligible to take up to 26 weeks leave to care for their new baby. It can be taken any time from 20 weeks after the child is born, but it must have finished by the child's first birthday. In the case of adoption it can start anytime between 20 weeks and 52 weeks after the child starts living with the adopter. View Acas guidance on these changes, www.acas.org.uk/index.aspx?articleid=1806



Equality Act changes – public sector duty and positive action

The Public Sector Equality Duty comes into force in April. Its aim is to embed equality considerations into the day to day work of public authorities, so that they tackle discrimination and inequality and contribute to making society fairer.

From April the Equality Act 2010 included an extension to the positive action provisions whereby an employer, in particular circumstances, can take a person's protected characteristics into account when recruiting.

View the Acas Equality Act guidance page for more information about these changes www.acas.org.uk/index.aspx?articleid=3017

Bribery Act guidance – what you need to know

1 July 2011 will see the new Bribery Act come in to force. The launch of the Bribery Act guidance on 30 March was welcomed by commercial organisations, who can now make use of the lead-in time to ensure they can carry on with business as usual without fear of prosecution. For more information please visit www.justice.gov.uk/guidance/index.htm



New rules for online marketing communications

From 1 March 2011, the Advertising Standards Authority's online remit extended to cover marketing communications on business' websites and in other online space under their control, including social networking sites like Facebook and Twitter. To find out more about what the code now covers and how it will apply to your business visit www.businesslink.gov.uk/onlinemarketing

New environmental compliance guides

Business Link now has 40 new and updated information guides on how businesses can comply with environmental legislation and avoid prosecution, fines and clean-up costs. The guides cover areas such as environmental permits and licences, waste legislation and responsibility and preventing pollution: www.businesslink.gov.uk/environment

Try ISO standard for help creating an EMS

If you're thinking of setting up an environmental management system but aren't sure where to begin, the new ISO 14005 standard could help. Use it to help you set up an in-house system and move gradually towards a certified system. www.netregs.gov.uk/netregs/63522.aspx

Protect your business from scams

This guidance gives information on the main types of business scams and how scammers target businesses. It also explains the different ways you can protect your business and where you can find help and further information. Find out more at: www.businesslink.gov.uk/scams

Superfast broadband for rural areas

Hampshire County Council is embarking on a major project to bring superfast broadband to rural areas, with positive implications for rural businesses. By signing up to this campaign, you will help to ensure rural communities can access a similar level of broadband service that most people in towns and cities already enjoy. For more information and to express your support please follow the link.
www3.hants.gov.uk/broadband

Contracts Finder launched

The new Contracts Finder service on businesslink.gov.uk was launched by the Prime Minister on 11 February. Contracts Finder will become the main source of information about central government contracts worth over £10,000. The service is free to use and you can sign up for email alerts to inform you when new notices are added to the system. It also holds tender and contract documents for completed procurements, which are being published as part of the government's transparency commitment. See it for yourself at: www.businesslink.gov.uk/contractsfinder.

Choose the right finance when starting up

If you are starting a business you will need to have funds to set yourself up even before you have made your first sale and have money coming in. You need to know how much money you will need, what the best finance options are for your needs and what the advantages and disadvantages are. Find the guide at: www.businesslink.gov.uk/financestartup

Assess whether your equipment complies

Find out if your equipment complies with environmental legislation with our new improved online tool. Answer questions on waste electrical and electronic equipment (WEEE), batteries, end-of-life vehicles, air conditioning and refrigeration equipment and find out which permits, licences and exemptions you need. Try the tool on Business Link. www.businesslink.gov.uk/bdotg/action/layer?topicId=1079438165

Invest In Hampshire launches

Hampshire County Council has launched a new service to encourage businesses to invest in the county, whether they're starting up, expanding or planning to relocate.

To help aid Hampshire's post-recession recovery, the county council aims to position the county as a world class area for business.

The 'Invest In Hampshire' service offers bespoke information for potential employers about the area and offers advice and guidance on research, funding and other agency support.

See www.investinhampshire.co.uk/site/eng/home for more information.

Packaging recycling targets set for 2011-12

New regulations have set the packaging recycling and recovery targets that you have to meet until 2012. Find out how to calculate how much waste packaging you have to recycle. www.netregs.gov.uk/netregs/92635.aspx

Employer National Insurance Contribution (NIC) Holidays

Are you a new business? Looking to hire new employees? Why not see if you are eligible for employer NIC holidays? Find out more at: www.businesslink.gov.uk/nichols

Measure and report emissions

Publishing environmental information about services can strengthen the reputation of a business. A new Defra guide for transport businesses helps them to calculate greenhouse gas emissions from their transport operations. www.defra.gov.uk/environment/economy/business-efficiency/reporting/

More air-conditioning checks now required

Your air-conditioning systems over 12kW must have been inspected and must now be checked every five years. These new inspection requirements applied from 4 January. Does your air-con comply? Follow this link to find out www.netregs.gov.uk/netregs/111291.aspx

New efficiency standards for energy products

New ecodesign regulations set energy efficiency requirements for energy-related products. The regulations also introduce civil sanctions and require manufacturers to pay for the cost of testing products if shown that they don't comply. Read more about the ecodesign regulations: www.netregs.gov.uk/netregs/legislation/current/107168.aspx

Worting House Smarter Working Centre

Sponsored by Hampshire County Council, Worting House is pleased to announce it is part of the Smarter Working Centre scheme.

What is a Smarter Working Centre (SWC)?

A SWC might form part of an existing business centre or be housed in a currently empty public, high street or commercial building. In more rural locations, a SWC could perhaps be within a community centre or a library. The SWC scheme is membership based and offers drop-in low-cost, internet-connected shared work space, meeting and training rooms together with a communal area for networking, with tea and coffee facilities.

Who should consider a Smarter Working Centre?

Each SWC will be internet connected and users may come from the following groups:

- Entrepreneurs, professionals and executives (those recently unemployed or redundant, can join the SWC Job Search Club and access online job opportunity information)
- Commuters and would be or currently isolated homeworkers
- Seasonal, project and remote (nomadic/freelancer/contract) workers
- Local start-up, fledgling, micro businesses or social enterprises
- Private and public sector organisations looking to reduce office costs and their carbon footprint

For further details see www.smarterworkingcentreshiow.org.uk



Is the weather affecting business? How will you respond to more frequent and intense weather events in the future?

Smart business owners are preparing their businesses to withstand anything the climate can throw at them and spotting profitable ways in which they can react to changing weather.

A toolkit has been designed to help tourism businesses prepare for the effects of weather and climate variability. It helps determine how flooding, heat wave, drought, and coastal change could affect your business and suggests practical actions that can be taken to reduce the risk or even take advantage of the opportunities.

A checklist also lets you record your progress quickly in adapting your business and provides you with a personalised action plan complete with signposts to further information and support. <http://www.climateprepared.com/index.php/checklist/>

To view the updated Preparing for Change web-based resource and resilience tool provided by Climate South East and Climate South West see www.climateprepared.com

Changes to the Business Link Regional Advisory Service

It was announced in January that the regional Business Link advisory service will close on 25 November 2011.

The nature of services may vary from region to region during the transition and your Business Link provider will keep you updated on the changes as they happen.

You may have already noticed changes to your regional Business Link website. The regional sites have now been incorporated into Business Link and you can now find region-specific information via the new regional landing pages on the site.

BIS is currently working on a number of new and improved services and their ambition is to ensure there is a smooth transition to these. The key areas of work they are taking forward are:

- Improving online access to Government guidance, support, advice and transactions www.businesslink.gov.uk
- Supporting people who want to start a business www.businesslink.gov.uk/gettingstarted
- Supporting the development of a national mentoring network www.businesslink.gov.uk/bdotg/action/layer?topicId=1084720139
- Support for companies with the potential to achieve high growth www.businesslink.gov.uk/south_east.html

Local Enterprise Partnerships – Enterprise M3 – A new direction

Enterprise M3 Local Enterprise Partnership was formally launched on 5 April 2011 at a conference at the Prince's Hall, Aldershot. The conference, which was attended by over 280 businesses from across Hampshire and Surrey, was the first step in setting priorities and forming the structure for the partnership.

The conference included an electronic voting session where conference delegates were able to express their views on the enablers and barriers for growth in the Enterprise M3 area.

Summary of results

A total of 70% of businesses at the conference expected their business to expand over the next two to three years which shows the high levels of confidence in the local economy.

Businesses believe that the most powerful enablers of growth are;

- getting people with the right skills
- access to customers and markets nationally
- initiatives to improve business productivity and efficiency

Businesses believe the biggest barriers to growth are:

- a shortage of skills
- poor broadband speed and availability
- difficulties in accessing finance
- red tape.

Next steps

The board has now been set up and details can be found at www.basingstoke.gov.uk/go/lep the next step will be setting up the implementation group and action groups. Businesses, business support organisations and public sector organisations all signed up to support Enterprise M3 at the conference and work is underway to sort through the lists of interested parties and their areas of interest and match them to the priorities identified at the conference.

These business people will play a crucial role in working together with public and third sectors to develop local solutions to enhance the economic prospects within the areas and plan, support and direct economic growth in the Enterprise M3 area.

For more information or to talk through any queries contact Diane Hayward, Strategic and Economic Development Manager, Basingstoke and Deane Borough Council on 01256 845384 or diane.hayward@basingstoke.gov.uk



m3
enterprise



Useful Contacts

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Graham Benton 01962 833672

Economic Development

Chris Shephard 01962 846876

Hampshire Fire and Rescue Service

Phil Yarney 01256 818881

Basingstoke Police

Inspector Geoff Scrutton 01256 406466

Business Support Agencies

North Hampshire Chamber of Commerce

01256 352275

Business Link 08456 009 006

Federation of Small Business

Regional Office 01425 280080

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Business Community

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Further Information

Please fill in the form below, deleting as appropriate, and return using the freepost address below and return to:

Andrew Dowling Basingstoke and Deane Borough Council, FREEPOST BZ97/2, BASINGSTOKE. RG21 4GA

Do you think that receiving regular issues of Connect provides you with useful information for your business?

Yes No

Would you like to know more about your Local Business Partnership?

Yes No

Business Partnership meetings?

Yes No

Do you have suggestions for future topics for Connect and/or agenda items for the Local Business Partnership meetings?

Any further comments

Name:

Company:

Address:

Postcode:

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