

Weston Homes - Well played!

Essex-based housebuilder, Weston Homes, once again held their hugely successful Golf Day on behalf of St Clare Hospice at Stoke By Nayland Golf Club on Friday 17th July.

Weston Homes has been the event's main sponsor for more than a decade and Chairman and Chief Executive Bob Weston commented: "Each year the company has

supported the St Clare Hospice Charity Golf Day because the carers at the organisation are truly unsung heroes. The staff helps care for those in our community who are nearing the end of their lives, striving to make every day enriching. Without the St Clare Hospice's untiring work, many people would suffer in silence".

M&S - 125 Years Anniversary



Fiona Weston-Myers, Bishop's Stortford store manager:

"This year we are celebrating Marks and Spencer's 125th anniversary. At M&S Bishop's Stortford we canvassed staff opinion about a worthy local charity and it was agreed that St Clare Hospice would be a very deserving cause. A number of staff members have had personal involvement with the Hospice through family and friends.

Our fundraising started in May when we held a Penny Bazaar in store. This was a great success – customers queued waiting excitedly for their bargain items. When they

learned that all proceeds were to be donated to the Hospice many made generous donations. By the end of the three days we had already exceeded our £1,200 target!

The highlight of our fundraising was when three team members bravely completed a sky dive. This phenomenal effort boosted our total amount raised to over £4,000. This project has helped to develop a real sense of purpose and has improved morale and communication across the store. We are so proud to have been able to use our time and talents to support such a great cause."

Raytheon recognise care

Richard Daniel, Executive Director for Raytheon:

"I was delighted to attend the St Clare Patrons' dinner on 23rd July and learn first hand about the plans to grow the services provided by the Hospice. Providing care to more patients and their families will add immeasurable value to the community and is a testament to the commitment of the management team at St Clare.

It was interesting to learn that only 30% of the Hospice funding is from the NHS.

I understand that in itself is a great achievement, and it underscores the critical role private fundraising and legacies have in the continued success of the Hospice. Further, it reminds one of the importance of the large volunteer pool who support the dedicated staff in the delivery of such a high standard of care.

Thank you for continuing to provide this important care to those that need it. I am pleased that Raytheon has the opportunity to support St Clare Hospice."

Best of Business

New Code of Practice for disciplinary and grievance procedures – Tim Carter from Attwaters explains.

On 6th April 2009 the statutory disciplinary and grievance procedures, commonly known as the "3-step process" (step one letter, step two meeting and step three appeal), was abolished with the enactment of the Employment Act 2008. The new Code of Practice ("the Code") provided by ACAS now sets out the guidelines to be followed by an employer to make any disciplinary and/or grievance fair. An employer however cannot assume that by following the Code a dismissal will automatically be considered fair and thereby avoid unfair dismissal claims.

Should an Employment Tribunal deem that there was a failure to follow the Code, whether by the employee or employer, and that it was unreasonable to do so there will be discretion to increase or decrease the award accordingly by up to 25%. The Code is only applicable to "disciplinary" action, such as dismissals relating to misconduct, and only in the case of "employees" and not "workers".

Further steps for employers:

- Consider training management in the requirements of the Code to stop matters from developing;
- Appreciate that in certain circumstances a less formal management of disciplinary and/or grievance issues may be beneficial in the long run;
- Review current disciplinary, dismissal and grievance procedures so that they are consistent with the Code.

The main point to remember is that of consistency and fairness in any process.

The above is a brief overview, if you wish to discuss any of the points raised in the above article please contact Tim Carter on (01279) 638 869 or email tim.carter@attwaters.co.uk

Planning for 2010 Midnight Walk commences

Following the impressive first Midnight Walk in 2008 we were determined that the 2009 event should be even bigger and better – and were delighted that it proved to be so, with approximately 1,600 participants who together have raised in the order of £110,000 to date.

The St Clare Hospice Midnight Walk has unprecedented levels of media attention, so if your company would like to partner us and be a headline sponsor for the 2010 event please make contact with Danny Greenwood or Clive Gillam who will be pleased to explore sponsorship opportunities with you.

What's on...

Halloween Walks

Saturday 31st October. Epping Forest and Stansted Mountfitchet
Fun for the family – dressing up advised!

Santa Run

Sunday 6th December 2009. Harlow Town Park
First 500 adults to sign up get a free Santa Suit!

Great Wall of China Trek

17th-25th September 2010. Take on a challenge of a life time!

For more information or to sign up call (01279) 773 750 today!