



Noticeboard

Bishop's Stortford Means Business 2011



**BSMB
2011**

The 9th Bishop's Stortford Means Business exhibition takes place on Wednesday 19 October at the Rhodes in South Road, and opens at 10am.

Linda Mockford, chairman of Bishop's Stortford Business Connections, who produce the event said "The intention of BSMB is to encourage the local economy by providing a simple means for businesses and people in the Bishop's Stortford area to identify suppliers on the doorstep, and so increase trade and prosperity here.

Over 60 companies and organisations will be on hand to talk to local residents and businesses about the products and services they supply. A complete list of exhibitors can be found on the exhibition website, www.bsmb.co.uk.

London Stansted MD Nick Barton will be opening the exhibition, and will then present a talk on the future of the airport, "London Stansted 2012 and beyond".

For those in business, an impressive range of talks and seminars have been arranged. For example, social media is increasingly important in business. Business Link speaker Christian Bone will be explaining the benefits for small businesses.

Other talks include Darren Heywood of leading local solicitors, Nockolds, together with Peter Warren of Bird Luckin, who will be asking "Are you really self-employed? Stephen Roche of Pellys will explain "Bribery the legal way", and Karen Wyndham-Webb of Price Bailey will give details of important changes to occupational pensions.

A new feature this year is a series of practical workshops on getting the best out of your iPad, iPhone Twitter and LinkedIn presented by Denis O'Regan of Easykey. Bring along your laptop or iPhone. Places at all seminars and workshops are free and can be booked on the website.

"Each year, we wish to increase the appeal of the event to more and more people in the area. I think this will be our best show



yet", said Robert Lee of Business Kinetics and organiser of the event. "Generous support by London Stansted, East Herts District Council and Business Link enable us to put on this event entirely free for visitors."

Unless you plan to walk to Rhodes, visitors are encouraged to park at the Bishop's Stortford Football Club, free of charge. Hills Toyota will be providing a complimentary shuttle service to and from the football ground to BSMB all day using their environmentally friendly range of hybrid cars, giving visitors the chance to experience these innovative vehicles.

The very popular fun "Funky Casino" has become an established feature of the event, with valuable prizes to be won. For those wanting something to eat, leading local restaurant Lussmans, will be providing the catering on the day.

"The Bishop's Stortford Means Business exhibition is now an established part of the Bishop's calendar", said Mike Allen, chairman of Bishop's Stortford Chamber of Commerce. "Everyone living or working in the area will find something of interest there.

Entry to the exhibition is free all day from 10am to 5pm. To register and book places at the seminars please visit

www.bsmb.co.uk

Talks & Seminars

Nick Barton, London Stansted
[London Stansted 2012 and Beyond](#)

Christian Bone, Business Link
[Social Media - The Benefits to Small Business](#)

Peter Warren, Bird Luckin and Darren Hayward, Nockolds
[Are you really self employed?](#)

Karen Wyndham-Webb, Price Bailey
[Is your company ready for Pensions Compulsion?](#)
[Find out what you need to do.](#)

Stephen Roche, Pellys
[Bribery the Legal Way!](#)

Agency Workers Regulations

The Regulations come into effect on 1 October 2011. For the first time, agency workers gain new rights after a qualifying period of 12 weeks.

Under the Agency Workers Directive, as reflected in the Agency Worker Regulations (the Regulations), after 12 weeks in the job, agency workers are entitled to basic working and employment conditions, such as:

- pay
- working hours
- overtime
- breaks
- rest periods
- holidays
- and access to training and collective facilities, such as childcare

The Regulations do not change the employment status of temporary agency workers.

The Regulations state that agency workers' basic terms and conditions of employment must be no less favourable than the terms they would have been entitled to had they been hired directly by a company for which they are working.

The Regulations apply to individuals who have a contract with a temporary work agency and who are supplied by that agency to work temporarily under the supervision and direction of a company who hires them.

The issue of supervision and direction is important in identifying if they are an agency worker or not. Contractors, on site, supervised by a contracting company do not qualify as agency workers.

Equal treatment will apply only to certain terms and conditions. In terms of pay, there are some elements that are not included for equal treatment including:

- occupational sick pay
- any payment related to a pension
- maternity or paternity pay
- redundancy pay
- a scheme that offers workers a share in an organisation's profits through distribution of shares or cash
- any payment for time off work made in accordance with certain statutory rights
- guaranteed pay under the Employment Rights Act 1996

- any payment by way of an advance under a loan agreement
- any payment in respect of expenses
- any bonus or incentive payment which is not directly related to the individuals contribution

The right to equal treatment with respect to relevant terms and conditions will not apply until an agency worker has worked in the same role for a hirer for 12 continuous weeks. Care needs to be taken as there are anti-avoidance measures in the Regulations.

As an employer, if you employ agency workers, you may need to consider how many will meet the 12 week qualifying period. The Regulations provide that for the purposes of calculating the qualifying period, continuity will normally be broken by a break of six weeks between assignments in the same job. However, when an agency worker takes up a new role with the hirer, where the whole or main part of the duties in the new role are substantially different from the whole or main part of the duties in the old role, then one role can follow another without continuity being implied. However, breaks between assignments due to a number of specified reasons, such as illness, maternity or pre-determined closure periods will not break the qualifying period.

The purpose of these Regulations is to ensure the same basic work and employment conditions for agency workers and permanent employees, so you will need to calculate an agency worker's entitlement with current pay scales or rates of your existing employees.

The penalties for failure to apply the Regulations will be with a minimum level of 2 weeks' wages but, should the Employment Tribunal decide that assignments have been deliberately structured to avoid the Regulations, an additional £5,000 penalty can be applied.

Many businesses that employ agency workers now have to review financial implications of keeping on agency workers and make decisions on staff resourcing forecasts, particularly with the Christmas period looming.

Kerry McGowan FCIPD

Birchanger HR Solutions

NEW MEMBERS

Wendy Jennings

The Admin House

CHRISTMAS LUNCH

December 20, Christmas Lunch, Grill 55

Chamber £50 Challenge

The Chamber £50 Challenge is off to a flying start with seven companies already signed up to take part to raise funds for the Chamber's chosen charity, Isabel Hospice. **Three more teams are needed.** Let's put the Chamber's money where your mouth is and give the existing entrants a run for the money!

The challenge is to make as much money as you can until December from £50 advanced by the Chamber. The only rules are you must not lose the £50, but how you raise the money is down to you. You can work as a team or individual, you can invest or hold an event!

The prizes are ¼ page advert donated by Herts and Essex Observer, and ½ page donated by Matt of the Flyer, both for January, together with Marketing Kinetics providing free artwork.

Already taking part are:

HSBC

Pelly's

Price Bailey

Royston Simpson

Tees Financial

Domino's Pizza

Nockolds



Contact the Chamber Secretary to enter on

Tel: **01279 505 953**

Email: secretary@bschamber.org

Enterprise 2 Impact 2011 - Social Enterprise Conference

Date: Wednesday 19th October 2011

Venue: Conference Centre, Imperial War Museum,
Duxford, Cambridgeshire, CB22 4QR

Cost: Free

Business Link, in partnership with Social Enterprise East of England and 3rd Sector Futures, invite you to what is expected to be the largest and most valuable social enterprise conference the East of England has ever seen. Book now and gain information, contacts and ideas to help you improve and grow your organisation.

You will benefit if you:

- want to learn more about social enterprise
- want to set up a social enterprise
- are already engaged in social enterprise and looking for inspiration and support
- are interested in income generation and trading for a social purpose
- want to trade with the Third, Public or Private Sectors

The conference includes: high profile speakers, including Jo Fairley co founder of Green and Black's and Arthur Potts Dawson founder of The People's Supermarket; a range of workshops; interactive discussions; one-to-one business advice sessions; a large exhibition area and plenty of opportunities to network and build trade links.

For more information and to book:

Visit: www.enterprise2impact.org select the activities you wish to attend and then,

Call: 0845 219 0084

Business Crime Reduction

Business Crime Reduction is high on Hertfordshire Constabulary's agenda and is a priority on the Hertfordshire Police Authority Policing Plan 2011-14.

Previously, businesses would have had most contact with their local Crime Prevention Officer (CPO). However since April this year, this role is now managed by Safer Neighbourhood Teams, who all have received the necessary training in order to deliver a bespoke service for individual communities.

In addition to this, a team of specialist officers has been formed centrally to work at a strategic level. Their aim is to complement operational tactics using 'root cause' analysis to ascertain why certain crime occurs, then work with partner agencies, local teams, residents and businesses to eliminate them.

They have initially set targets to address three main strands of work:

Business Crime Reduction Partnerships (BCRPs)

In the past these have worked in isolation with limited success; the new action plan will see improved links with other BCRPs and neighbouring industrial estates to ensure sharing of 'Best Practice' and timely intelligence.

Rural Crime

Helping to tackle crime in the rural parts of the county, with resources particularly focused on tackling Plant and Agricultural theft.

Working in partnership to address volume crime

Work is already underway with national and local retailers to address volume crime (shoplifting, burglary etc). This includes a 'disrupt and deter' protocol, property-marking customers' new purchases in store and registering them on free property register www.immobilise.com and Employer Supported Policing - releasing staff during office hours to be trained as Specials. Businesses have reaped the benefits of these schemes with more confident staff, improved sales and reduced internal theft.

For contact details for the CPO or CPDA covering your area, or if you would like to discuss how you can get involved in our partnership schemes, please contact: Detective Inspector Paul Doran, Strategic Lead for Business Crime Reduction on **01438 75 7408**.

Sponsor Opportunity

Would your company like to sponsor
the Noticeboard?

Noticeboard is printed 6 times a year and distributed to all Chamber members, business contacts, libraries and points of information. Sponsors get an advertisement as a part of the package, which costs only £100.

Please contact Carole, Chamber Secretary on:

01279 505 953

BISHOP'S STORTFORD CHAMBER OF COMMERCE networking breakfast

Please note: Friday NOT a Tuesday

4th November 2011

**SPECIAL SPEAKER
MARK PRISK MP**

'The Economy in 2012'

at

**Great Hadham Golf Club
8.15am for 8.30am**

£15 pre-booked - £17.50 on the day

Card payments accepted by: **01279 505 953**

Email: secretary@bschamber.org

DATES FOR YOUR DIARY

October 19th BSMB 2011

Bishop's Stortford Means Business Exhibition, Rhodes

November 4th Networking Breakfast

Mark Prisk MP

December 6th Networking Breakfast

Hina Belitz: Partners Employment Law. Topic - TBN

20 QUESTIONS

Paul Ashurst Committee Member of Bishop's Stortford Chamber of Commerce

Job title:
Franchisee, Domino's Pizza

Lives:
Bishop's Stortford



1. What car are you driving at the moment?

A BMW M3

2. How long does your journey to work take?

If I'm working in the office at home then it's about 35 seconds but if I'm visiting stores then the furthest is Shoeburyness which takes about an hour

3. If you won the lottery would you retire?

It always seems like that would be great idea but I know I would be bored within a day. I can't just sit around and do nothing so I think I would definitely carry on working

4. What do you always carry with you to work?

My essential items are an A4 pad with my to-do list on it plus I use it to jot down ideas and notes throughout the day, I also carry the summary of the stores' performance from the previous week, my Filofax and Blackberry.

5. What was your first job and the amount in your first pay packet?

My first job was a lawn mowing business - I would tow around my Dad's lawnmower in a cart and mow lawns for pensioners. I was about 11 years old. I wasn't very good at charging and pensioners weren't very generous at paying so it worked out about £1 for each lawn! Shortly afterwards I started selling sweets to my fellow pupils at school which I would buy in the morning and then sell to them at lunchtime at an extortionate mark-up. I think I was destined to be in business pretty much from the start!

6. Would you say you live to work, or work to live?

For the first few years in Domino's Pizza I worked constantly. I made a lot of sacrifices in terms of missing out on time with my friends and family. Over the last couple of years it has got a lot of better but anyone who owns a successful business must live to work to some extent, I'm not ashamed to say that I'm a workaholic, I love it and find it immensely rewarding.

7. What can you see from your office window?

I recently moved to Bishop's Stortford and can see a quiet lane, trees and fields from my office window which is good because I need peace and quiet when I'm concentrating.

8. Do you make time for lunch every day?

Oh God yes, I can't concentrate if I'm hungry so yes every day involves a pretty substantial lunch.

9. As a business person, describe your three main qualities?

Hard-working, honest, generous.

10. And your worst quality?

Losing my temper too quickly

11. What irritates you most about being in business?

I employ a lot of teenagers, around 375 of them in fact, and they sometimes do really dumb things which annoy me, such as driving off with pizzas on the top of their car, crashing their cars, having food fights, stealing, being lazy, lying about why they can't come into work, the list goes on! We keep them on a very tight leash right from the start so that no-one is in any doubt about what the rules are.

12. What has been your most satisfying moment in business?

The business was started in 1999 with the goal of opening 10 Domino's Pizza stores in 10 years, it was immensely satisfying to get that 10th store open in November 2008.

13. What is the most important thing you look for in new recruits?

We look for people who are outgoing and friendly. We can train people to do virtually anything else but you can't change someone's personality.

14. If you could work in a completely different field, what would it be?

I would be a train driver, no doubt about it. I love trains for some reason. It would have to be a fast one though, I love speed as well!

15. How important do you think a university education is to success in business?

It was important in building my confidence, meeting my business partner Kevin Butler (who is a Captain for British Airways) and giving me a general understanding of the principles of marketing, accountancy etc. I would say it's been pretty useful actually.

16. What was your biggest mistake in business?

I've sent some emails in the heat of the moment which I shouldn't have done. I've learnt the hard way that emails are easy to write but can have a pretty damaging effect on relationships when they're not as constructive as they could be. I'm trying to pick up the phone and speak to people more at the moment, it's so easy to spend the whole day emailing but you can't beat meeting people in person or having a conversation over the phone.

17. If you could employ anybody from the world of business who would it be, and why?

Having just watched the final of The Apprentice I guess the answer would have to be Alan Sugar. Two reasons, firstly to say you're hired and then to be able to utter the immortal words, ALAN YOU'RE FIRED!!

18. What advice would you give to an aspiring entrepreneur?

My top 5 tips are: 1. Work hard. 2. Don't expect it to be quick or easy. 3. Be prepared for people to let you down. 4. Be prudent with your forecasts. 5. Give praise and be a nice person.

19. If you could choose to work for any company in the world which would it be and why?

Unless it was driving a train I wouldn't want to work for another company, you literally can't beat working for yourself. I never take that for granted!

20. If you could turn the clock back, what would you have changed about your business career?

I've been incredibly lucky with Domino's Pizza and joined at a great time. In terms of the stores I've opened I don't regret any of them and wouldn't have been able to achieve what I have without making sacrifices. Having said that, it would probably have been better to have worked a little less during the early years and kept in mind that there's only so much that one person can do!

