

In this issue:

1. Pet&r gets a facelift
2. Never work with children or animals?
3. Lynne's London Jaunt
4. Business start-up seminars
5. Pet&r Goes Fairtrade
6. Stop Press
7. Courses and Services Offered

Pet&r gets a facelift

Pet&r has been going for 5 years now and has seen many changes in that time including professional accreditation and membership as well as adding many new courses and services to our portfolio.

We thought it was time to update our exhibition materials and website to take into account these changes.

To this end we have asked Pearsons to design and print 2 banner stands for us to take to exhibitions. These will be in our corporate blue and include photos of past clients to act as story hooks for visitors.

We have also commissioned Koodoo Creative to develop our new website. This will include a brand new domain name of www.petandr.co.uk and a more detailed and interactive content.

We plan to develop a number of simple guides and information leaflets on topics ranging from HR policy development to practical Sustainable Lifestyle tips. These will be available to buy on the website in PDF form.

We are also looking at the possibility of running some open courses in the region and you will be able to book and pay for these courses through the website.

This is very exciting for us but it won't happen overnight and not all the facilities will be available immediately but we will get there eventually just bear with us and watch this space!

Never work with children or animals?

Is what W C Fields allegedly said but Lynne has worked with children and animals for over 25 years and thoroughly enjoyed it.

Recently Lynne volunteered on the Young Enterprise Scheme. People probably know of the secondary version of this scheme, which gets pupils to design and run a small business, but they also run a primary scheme to introducing the world of work.

Lynne has delivered 2 of their programmes on Our Community and Our World which help pupils understand such concepts as what a community is, voting, where food comes from and global trade. Teachers are always present and the activities are fun and educational.

Each programme is 5 hours long usually done on consecutive weeks but can be done in 2 hour blocks to suit individual needs.

Young Enterprise are always looking for volunteers to deliver their programmes so if you fancy working with children and can give up 5 hours of your time why not contact Alison Gittins alison.gittins@yene.org.uk

For over 2 years, Pet&r has worked with the Tees Valley Professional Services Group. This involves giving 5 pro bono days a year to organisations who would not normally be able to access our services.

Our latest project involved helping the Saltburn Animal Rescue Association charity employ their first member of staff to manage their brand new animal sanctuary at Foxrush Farm in Redcar.

Pet&r helped the charity develop a job description, person specification and job advert. We helped them shortlist candidates for interview and sat in on the interviews in an advisory capacity. We also designed all the necessary employment policies to suit their needs and current legislation.

As a result the charity were confident that they had selected the most appropriate candidate and met all the necessary legal requirements on equality & diversity and employment law.

If you are able to give up 5 days to help organisations such as SARA, which not contact Linda on L.Leach@teesvalleyfoundation.org

Lynne's London Jaunt

For over 2 years Pet&r has been a member of the Federation of Small Business and in December Lynne decided to become more actively involved and joined the Tees Valley Branch Committee. As a result she was the branch observer delegate at the FSB Annual Conference in London.

Highlights included meeting Sir Trevor MacDonald and hearing him recount anecdotes from his professional and personal life, watching Moira Stewart trying to control Boris Johnson during London Mayoral Question Time and meeting up again with Dr David Bellamy who remembered Lynne from a train journey they shared two years ago!



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There was an extensive entertainment programme including a darts tournament with Jim Bowen and Eric Bristow, and a diamond and tiara themed ball for which Lynne just had to buy a ball gown! (Is that an allowable business expense?).

It wasn't all play and no work (so Lynne says). The talks were informative and gave practical advice to small businesses and some ideas for Lynne to work on in the future. There was also an exhibition and Lynne made contact with an environmental organisation based in Yorkshire interested in doing partnership work on educational resources.

All in all a very interesting and useful experience, and Peter got 3 days peace and quiet!

Business start-up seminars

Pet&r was asked by Business 2 Business to deliver seminars at 4 events in partnership with Business Link North East aimed at new start-up businesses. They included how to Recruit and Build a Winning Team at all 4 events and How to Run a Business from Home at 2 of the events.

This was a great opportunity to meet people interested in starting their own business and use our own experiences to help them navigate their way through the issues surrounding business start-up.

The seminars nicely compliment our services to start-up businesses which include coaching before start-up, developing HR policies from scratch, simple financial management systems and mentoring new businesses.

Pet&r Goes Fairtrade

The issues of the Environment and Ethical Business are hot topics these days, from Climate Change to Far East sweatshops. Everyone is being encouraged to think before they buy and take into consideration the impact their purchases and services have on the environment and on people in developing countries.

Pet&r has now changed its purchasing procedures to take these issues into consideration.

We now use Fairtrade tea, coffee and sugar and ask for it at venues. Fairtrade is a strategy for poverty alleviation and sustainable development. Its purpose is to create opportunities for producers and workers who have been economically disadvantaged or marginalized by the conventional trading system. This means they are encouraged to grow and operate sustainably and not use forced labour and in return they get a fair price for their goods thereby relieving poverty.

Secondly, we have sourced high quality recycled paper for all our stationary requirements. We also recycled all our printer cartridges through the Wildlife Trust, buy organic cleaning products, use energy saving bulbs and recycle and re-use all our paper

People often get confused as to what they as individuals or businesses can do to make them more Sustainable and ethical.

Pet&r can help you develop appropriate Corporate Social Responsibility and Environmental Policies which will enable you to reduce your environmental impact and raise your profile in the community. They can also result in financial savings and improved impressions within tender applications.

We also offer the NCFE certified courses in Sustainable Development and Volunteering which will help you and your employees develop environmental and socially responsible activities both at work and at home.

For a practical, focused and cost effective approach to a wide range of HR issues leading to real and sustainable change in workplace culture.

If you would like to know more about our work, please visit the web-site or contact us.

Stop Press

Qualifications and Credit Framework (QCF). From May the ILM VRQ's will transfer on to the QCF. This means that learners will be able to get a Unique Learner Number which will be kept for life and can be transferred between different providers. They will also be provided with a Learner Achievement Record which will record achievement and help employers measure achievement and choose training options that closely match business and employee needs.

Amendments to the Sex Discrimination Act 1975 came into force in April to make it compatible with the EU Equal Treatment Directive. Employers are duty-bound to protect their staff from sexual harassment by customers, suppliers and others they encounter in the course of their work. Workers can seek damages from employers who fail to take reasonable steps to protect them from harassment by a third party, if bosses knew that at least two incidents had already taken place.

Courses and Services offered

HR Consultancy, Research, Advice & Guidance; Policy & Strategy Development; Management Coaching & Mentoring; IIP Support & Corporate Action Planning.

Leadership, Management, & Supervisory Development; Customer Care & Interpersonal Skills; Equality & Diversity Training; Conflict Resolution, Harassment & Bullying.

Work Team Health Checks and Repair Clinics, Recruitment Training, Interviewing and Selection Testing.

Public Consultation, Social Research, & Event Management. Sustainable Development and Sustainable Lifestyle Training, Volunteer Development.