



## July 2015 Newsletter

### *Not another Budget Special.*

#### No fault divorce v no fault dismissal

The previous government raised the possibility of no-fault dismissal – and then backed away from it. Under the current rules, if you want to part company with an employee, you've got to find a reason to start disciplinary proceedings, then adjourn them for the without prejudice discussion you wanted in the first place. If you skip the disciplinary bit, you'll end up losing a constructive dismissal claim. The act of starting the disciplinary action irritates the employee, thereby making the without prejudice negotiation even more bad tempered. It's just painful.

The same is true of divorce, with unreasonable behaviour being the catch all action.

For the last budget, the divorce lawyers got quite excited about a possibility of a rule change, but nothing happened. Maybe this time – for both issues.

This originated from a Harrison Clark article – it's a very busy website

<http://www.hclrlaw.com/news/blog/>



#### 10 questions you should never answer honestly at work

Great article in The Telegraph:

<http://www.telegraph.co.uk/men/thinking-man/11652018/10-questions-you-should-never-answer-honestly-at-work.html>

The neurotic amongst us are only interested in question 7 – What do you think of me as a boss? Tact (with enthusiasm) is the only option. Rather like sex?

#### 10 Black Swans

The whole black swan concept (unpredictable game changing event) is now banded about by business school graduates, but it still has legs. The trick now is to come up with a series of highly unlikely events which could derail the world economy and then wait for one to happen. When it does you get instant "Oracle of Delphi" status. And it's going to rain tomorrow.

<http://globoeconomicanalysis.blogspot.co.uk/2014/01/saxo-bank-outrageous-predictions-for.html>



## IT corner #1- Windows 10 to be released soon

This is the link to a tech site which gets very excited on the subject:

[http://www.zdnet.com/article/windows-10-summer-launch-date-is-first-step-in-a-slow-roll-out/?tag=nl.e555&s\\_cid=e555&ttag=e555&ftag=TR9b79da2](http://www.zdnet.com/article/windows-10-summer-launch-date-is-first-step-in-a-slow-roll-out/?tag=nl.e555&s_cid=e555&ttag=e555&ftag=TR9b79da2)

"Next year (sometime) Microsoft will release Redstone which is an update to Windows 10 that will include hefty items such as the Spartan browser which has been named Microsoft Edge." Me neither, but it sounds important.

Apparently, the upgrade to W10 from W7 and W8 is free if you do it quickly, subject to

small print.

## IT corner #2- security & paranoia

Edward Snowden is the man who compromised US security and then ran away to Moscow.

[This three minute video with John Oliver](#) is worth watching. It's about passwords, a perennial Geek favourite.



## What is emotional intelligence?

As a bit of home work for Mel's extravaganza in September, you might like to get your head around the concept. This is the cheerleader statement:

"Emotionally Intelligent people have self-awareness, are excellent communicators and can adapt their behaviour to a variety of situations. As a result, they are more likely to have the edge they need to lead, manage, and perform in today's competitive and complex marketplace. They are also adept at dealing with stress, low morale, conflict and change.

Emotionally Intelligent managers have fine-tuned people management skills which means that their teams tend to perform well, are motivated and have high morale, which contributes to improved productivity, staff loyalty and high retention.

Utilising Emotional Intelligence as a business tool will help you identify current employees and external candidates who can thrive in a dynamic, changing environment. It can also help you assess which areas your people need to develop going forward, especially with respect to people management."

Wow! Where are these people? Do they work in accountancy?

The sackings will continue until EI improves?

## Business ideas from the US fitness world

Ady turned up this US website and I thought the article on 8<sup>th</sup> June was pretty good. It's a blog, so further articles have been posted, but still worth a look.

<http://www.petedupuis.com/blog-1>

## This is not HR advice:

Whiplash can't remember where she found this, so:  
"Is an employee with diabetes disabled (and therefore requires special treatment)?

A bus driver with type 2, who diverted from his bus route to get a kebab, was fired. He claimed discrimination on the grounds of disability.

He was managing his condition with diet. The judge concluded that unless the condition was medicated, the individual was not disabled.

So, a bacon sandwich in work time could be gross misconduct."



## Disclaimer

Brown bears have no sense of proportion or humour.

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