



Noticeboard

New laws on zero hours contracts

Legislation proposed by former business secretary **Vince Cable** came in to force on **26th May 2015**.

Employers who do not guarantee staff any hours of work, but prevent them from working for another employer, could face legal ramifications from 26th May, under a provision in the Small Business, Enterprise and Employment Act.

The ban on the use of exclusivity clauses in zero-hours contracts, which was first proposed by the outgoing coalition government, comes into force after a lengthy public consultation. Employers were not prohibited from seeking exclusivity from an individual as this was considered a contractual matter between the employer and individual. However, after 83 per cent of respondents to the government's consultation voted in favour of a ban on exclusivity clauses, it is now a legal offence to

prevent staff on zero-hour contracts from seeking other employment.

Nick Boles, minister of state for the Department of Business, Innovation and Skills said: "Exclusivity clauses in zero hours contracts prevent people from boosting their income when they have no guarantee of work". "Banning these clauses will give working people the freedom to take other work opportunities and more control over their work hours and income. It brings financial security one step closer for lots of families."

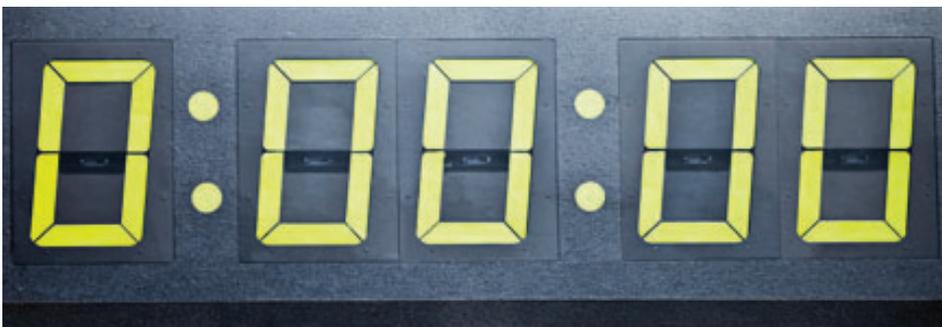
Neil Carberry, CBI director for employment and skills, said the banning of exclusivity clauses was a "proportionate response to tackling examples of poor practice". "But any further regulation must not damage our flexible labour market, which is an important success story of our economy, benefitting employers and employees alike," he added.

Gerwyn Davies, labour market adviser at the CIPD said he welcomed the changes but this was just the first step in changing the perception of zero-hour contracts. "We think that there has been a missed opportunity in relation to compensating zero-hour contract workers, or employees who have had their shifts cancelled at short notice," he said. "There should be some compensation to account for that employee who has travelled for a shift that has been cancelled at short notice.

"The flexibility of zero hour contracts can work incredibly well for both employer and staff, but it's about striking that balance," he added.

Grace Lewis

Chartered Institute of Personnel and Development.



Hertfordshire

Local Enterprise Partnership

invites you to its first

A10/M11 Growth Area Forum

with Mark Prisk, MP for Hertford and Stortford

Date: Friday 26th June

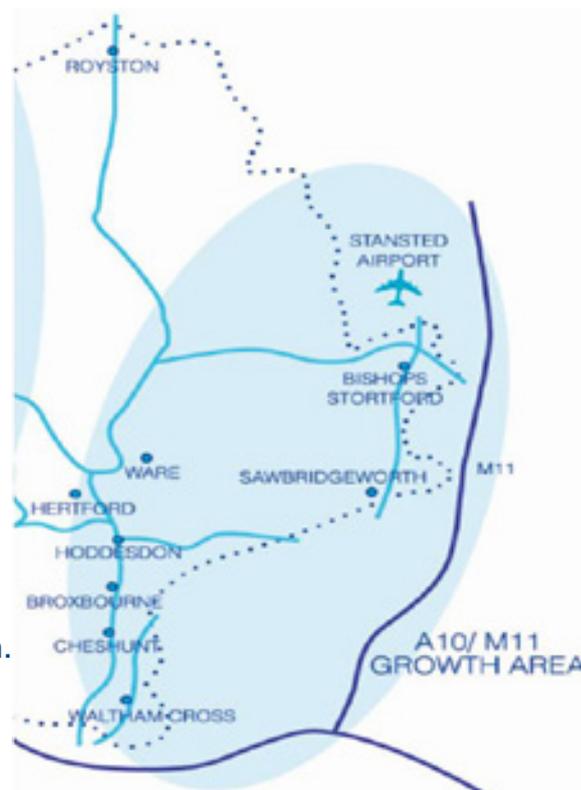
Time: from 8.30am-1.30pm, including Lunch

Venue: Ware Priory, SG12 9AL

Key Speaker: Transport for London Board Member Daniel Moylan on the benefits of Crossrail 2

Have your say on the economic priorities for this area.

RSVP info@hertfordshirelep.co.uk



BISHOP'S STORTFORD CHAMBER OF COMMERCE

networking breakfast

SUPPORTING



Please join us at:

Great Hadham Golf & Country Club
Great Hadham Road, Much Hadham

Tuesday 7th July 2015

8am for 8.30am

Speaker:

Tom Meeks

of Price Bailey

"Being a School Governor"

£15 prebooked • £17.50 on the day

(Bookings cancelled after 5th May 2015 will be charged)

Welcome new members

John Barfoot

CZ Design & Print

Nick Hyde

Live Financial

Bishop's Stortford Means Business

Still thinking about booking a stand at Bishop's Stortford Means Business? Over half the stands have already been booked, so contact BSMB to get the best choice. BSMB is being held at the Rhodes Centre and will take place on 21 October. The event has been running since 2001 and the 2014 exhibition was the biggest yet, attracting a large number of visitors from both the public and business.

More details can be found at www.bsmb.co.uk, or email exhibition@bsmb.co.uk

Forthcoming Events

- 18 June Joint Networking with Harlow Chamber – Manor of Groves
- 3 July Annual Golf Day at Manor of Groves
- 7 July Breakfast Networking Meeting
- NO BREAKFAST MEETING IN AUGUST
- 11 September Lunch with Mark Prisk MP
- 15 October Meet the Buyers
- 21 October Bishop's Stortford Means Business

Speed Networking Event

The first Chamber Speed Networking Event took place on the 29th May at the Water Lane Bar & Restaurant. The event facilitator Jo Lezmore took control, explained the rules and introduced the concept. The cellar bar buzzed with the chitter chatter of 20+ individual business people swapping details and marketing their business.

The blasting of a "very loud" whistle and an excited Jo announced changeover time, breaking up the conversation and allowing the networkers to move on to the next table. At half time, an informative but entertaining quiz on employment law added another dimension to the evening, creating friendly debate

and learning. Business cards and business ideas were exchanged before finger food refreshments were provided by the hosts.

As the chicken wings, humous and roasties were devoured, the evening continued with a less formal pattern. Wine and drinks having flowed, the event finished as the last attendee left clutching his or her collection of business cards, and having successfully made some new potential business contacts.

The event proved to be a fun and friendly success; as such the Chamber intends to put it on again. Watch out for dates!

Google and mobile friendly websites

Google has recently changed the way that it serves results for users performing a search on a mobile device. It now takes into account how 'mobile friendly' each web site is and uses this as one of its ranking signals to determine how high the site should be positioned in its results. The sites which will suffer most from this update are those that were built before the recent growth in mobile phone internet access. The change became active in late April 2015 and is the latest in a string of improvements from Google to help mobile users get the best search results. The changes don't impact upon

searches performed on desktop machines and tablets are generally able to cope with most web sites due to their larger screens but this trend from Google is set to continue and all web site owners should be testing their own sites on mobile devices to see how they perform and considering a rebuild of their site if the results are less than ideal or the creation of a mobile version of the current site might be a better solution. Doing nothing is not an option though so take the first steps today and protect your Google position.

Mark Rainbird, Marketing Kinetics

Networking Business Class

We're delighted to be able to announce details of our brand new business networking event. You may have previously attended our '**Clarity Business Club**' events and we are grateful for your support and can't wait for you to join us at our new and improved networking event.

Our new 'Business Class' networking events will continue to be organised by St Clare Hospice, in partnership with Move Beyond, offering you a high value business networking event with a 'touch of class', they will be held monthly at Down Hall Country House Hotel in Hatfield Heath, Essex.

The aim of '**Networking Business Class**' is to create a highly supportive environment in which local businesses can build relationships for their mutual advantage. Our primary goal is to help your business thrive by building quality connections for both support and commercial growth.

So we are delighted to invite you to attend our inaugural

event which will also encompass the launch of this year's £50 Challenge.

Our next event will be held on **Tuesday 23rd June 2015 from 6.30pm - 9pm**



Move Beyond ●●●

This month's presentation: "Networking Mastery" with **Kyle Newman**. Kyle is the founder and CEO of Move Beyond, which works with people to help them live their dream, and Beyond the Leading Edge, which develops leaders and teams for enhanced commercial performance.

This month's sponsor: **Brown & Tiney**, award winning stationers for schools, colleges, universities and charities, Brown & Tiney, provide a comprehensive range of office supplies at affordable prices.



View from the Chair



Three months into my tenure, and I am still very much enjoying the role.

I am passionate about business and helping Bishop's Stortford businesses grow and prosper in what are going to be challenging times ahead for the town and surrounding area, and the Chamber needs to adapt to help our members through these times. I believe that we have been guilty over the past few years of not focusing enough on our members and understanding the issues that our members are facing in their day to day business lives and I am striving to change that. Please feel free to let me have your views and ideas as well as we exist to serve our members and need to know what issues you are facing. To help us to achieve that we will shortly be inviting all members to complete a short online survey and I would urge all of you to take 5 minutes to complete this as the results will help us plan the focus for the Chamber over the next year and beyond.

In my mind the Chamber should have 3 purposes:

1. **To lobby local government and authorities in respect of business matters and things which will affect business.**
2. **To provide a source of business information and support to the members and others interested in business in the town.**
3. **To help the members to grow and promote their business.**

With those pillars in mind we are changing some of the events we put on for members, and moving away from just providing a monthly networking breakfast. Last month we held an inaugural speed networking event at Water Lane which was well attended and very successful. I have to say that this was my first event of this type and I went along with some misgivings, but I found the event worthwhile and a great way to very quickly meet new people. We are looking at holding other events of this type over the coming months.

We are also planning to hold quarterly business lunches, as I know that some members cannot make the networking breakfasts, and these will commence in September when we have Mark Prisk MP as our guest. More details will follow nearer the time but at the moment just put a keep free in the diary for 11th September with the lunch being held at the Manor of Groves. Watch this space for who will be speaking at our Xmas lunch on 11th December at Water Lane.

I look forward to meeting more of you over the course of the coming months and look forward to seeing you at some of our upcoming events. The events we hold need to have a business purpose but they also need to be fun to attend. We are working towards achieving that goal and that as members you will start to notice the difference over the coming months.

Lee Freeman, Chairman,
Bishop's Stortford
Chamber of Commerce

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**

