

NEWSLETTER

February 2010

We have some interesting topics for you this month, with draft regulations likely to be discussed in Parliament that will have an affect on the recruitment processes for many employers, so we've also added our guide for running a seamless recruitment campaign, (now we're told we are out of recession)

An Extra Bank Holiday in 2012

The Queen celebrates her Diamond Jubilee in 2012. Business Secretary Lord Mandelson has announced that workers will get an extra bank holiday on Tuesday 5 June 2012. In addition, the late May bank holiday will be moved to Monday 4 June to create a long weekend.

This extra day will be a one-off and will not change employee's holiday entitlement.

Why is Equality and Diversity Important?

We highlighted in our January Newsletter that the Equality Bill, which forms part of the Government legislative programme, if implemented, is expected to come into force from Autumn 2010. This Bill is designed to modernise and streamline discrimination legislation.

[Equality and diversity](#) is becoming more important in all aspects of our lives and work for a number of reasons.

We live in an increasingly diverse society and need to be able to respond appropriately and sensitively to this diversity.

Companies should implement equality and diversity in all aspects of work to ensure that employees feel valued, motivated and treated fairly. [Read more...](#)

Draft Regulation - Use of Blacklists

The UK Department for Business, Innovation and skills recently highlighted that new draft regulations will make it unlawful to refuse employment to, or dismiss, employees as a result of them appearing on a blacklist (and also for employment agencies to refuse to provide a service on this basis). Individuals or unions will be able to claim compensation or take action against those who compile, distribute or use blacklists.

The Government plans that Parliament consider the draft regulations as soon as possible. If approved, they could be brought into effect early next year.

The Recruitment Process

[The Recruitment Process](#) can take up a great deal of management and administration time and be a costly exercise if the wrong person is selected.

The following steps should be considered to assist with the process and help to 'get it right first time.'

And Finally...

RIBI launches Haiti Earthquake Appeal

[Rotary International in Great Britain and Ireland](#) (RIBI) is launching an appeal for donations to help rebuild the thousands of lives shattered by the Haitian earthquake.

RIBI President, David Fowler is calling for contributions, which have so far helped victims of the Australia bush fire, the 2007 Flood Appeal and the Boxing Day Tsunami. The gifts will be used to provide long-term and sustainable support for the earthquake survivors.

Any donations should be sent to:

**RIBI Donations Trust
c/o Rotary International in Great Britain and Ireland
Kinwarton Road
Alcester
B49 6PB**

Please make cheques payable to RIBI Donations Trust and clearly mark your envelope with **Haiti Earthquake Appeal**.

If you would like to Gift Aid your donation, please download download the

[Gift Aid Form](#)

or

make a donation online to [ShelterBox](#). By donating to ShelterBox, you can help alleviate the suffering of people all over the world who have been made homeless by natural or manmade disaster.