

Newsletter – Volume 11 – 01/01/2020

SPECIAL POINTS OF INTEREST

- Employment Law Changes
- New Year, New Goals
- Smart Objectives
- Drug Dealers Posing as Students

What Employment Law Changes Can Businesses Expect In 2020?



April 2020 is set to be a busy time, with multiple employment law changes coming into force that businesses need to be aware of. As with any employment law matter, firms need to think about how these changes affect them now and plan accordingly, rather than simply waiting for their introduction before taking appropriate steps.

Written statement of key terms

All workers, including employees starting work on or after 6 April 2020, will be entitled to a written statement of key terms on or before the date they start. This will need to include additional details such as any probationary period and training entitlements.

Key facts for agency workers

All employers will be required to provide agency workers with a key information document containing prescribed information including:

What Employment Law Changes Can Businesses Expect In 2020? - continued

- Their type of contract
- The minimum expected rate of pay
- How they will be paid and by whom (for example, an intermediary or umbrella company)
- Any deductions or fees that will be taken
- Any non-monetary benefits to which they will be entitled
- Any entitlement to annual leave and payment in respect of such leave, and an illustrative example of what this might mean for take-home pay

Holiday reference period

The holiday pay reference period for determining a week's pay is changing from 12 to 52 weeks. This will ensure those who do not work a regular pattern throughout the year are not disadvantaged by having to take their holiday at a quiet time of the year when their weekly pay might be lower.

The 52-week reference period will apply to all calculations of statutory holiday pay under the Working Time Regulations 1998, in which the 12-week reference period would otherwise have been used. In other words, this will affect workers with no normal working hours, and workers with normal working hours whose pay varies with the amount of work done or the times or days on which it is done. Employers need to make sure they are calculating holiday pay in the correct way.

https://www.peoplemanagement.co.uk/experts/legal/employment-law-changes-businesses-can-expect-in-2020?utm_source=mc&utm_medium=email&utm_content=pm_daily_19122019.Employment+law%3a+What+changes+can+businesses+expect+in+2020%3f&utm_campaign=7295441&utm_term=5550381

New Year, New Goals!

Have you started 2020 feeling ready to make changes to your life, but not sure where to begin?

Creating goals is one way to give yourself direction and motivation, and set yourself up for success.

Your goals need to inspire you to take action — so let's get started with goal setting!

What is goal setting?

Goal setting can be a powerful way of helping you to achieve what you want in life. This could be exercising more, saving money, buying a new house, changing job roles etc.

Goals are about identifying something that you want, or want to improve, and then focusing on the steps needed to achieve them.

How to set SMART goals

The way you create your goals is so important — if you don't set yourself the right kind of goals to begin with, you could actually be limiting your success before you even get started.

If you want to be effective, consider five main focus areas when creating your goals — you can remember this by using the acronym "SMART" to guide you.

SMART goals are:

Specific
Measurable
Achievable
Relevant
Timely

Some studies have shown that working towards specific, measurable, achievable, relevant and timely goals can improve your chances of achieving success.

Stuck for Ideas?

Be specific—clearly define your goal

Effective goal setting involves more than just writing down a vague idea of what you want to achieve. You need to get specific.

When you have a specific goal, it's easier to know if you have reached it, and to plan out the steps you need to take to achieve it.

For example, the goal "I want to get fit" is not specific enough. What do you define as fit? How will you be able to tell when you are fit? This goal doesn't provide you with a clear direction.

When setting a goal, thinking about the "who, what, when, where, why and how" of your desired outcome can help. Aim to clearly describe what you are trying to achieve.

An example of a specific goal could be: "I want to be able to do push-ups on my toes". Striving for this particular goal means you are working towards getting fitter and stronger. It also provides a focus for your training, which makes it easier to work towards.

Make your goals measurable

When you can track your goals against a benchmark, you know if you are getting closer to achieving them! This can help to motivate you to continue working towards the goal.

An example of a measurable goals would be:

Saving a set amount of money per month. Save £50 per month.

Why is it important to be able to measure and track your goal in this way? When goal setting, if you make your goals measurable it will make it easier to track when you have achieved that goal — as well as work toward it over time.

Returning to the saving example, a measurable goal would be: "I want to be able to save £50 per month from January to August".

By specifying how you want to save, you can then measure your progress by keeping track of how successful you are over time.

Your goals need to be relevant to you

You need to set goals that you can realistically do the work to achieve, considering your lifestyle and resources.

The goals you set should be relevant to your life, and appropriate for your health and lifestyle. Think about why you want to achieve your goal. Perhaps you want to feel stronger and healthier so that you can be more active with your children — this is a meaningful goal and, as a result, you might be more committed to working toward it. Similarly, if you decide to commit to five evening workouts at the gym per week when it doesn't suit your lifestyle (for example, if you have a young family or a lot of social commitments), then this might not be a relevant or realistic goal for you. Be sure to set your goals high but make sure they suit your lifestyle.

Goals should be time-specific

Setting a start time and deadline for your goal is important. This allows you to work out a plan to achieve the goal by breaking it into daily actions and smaller milestones. When you set yourself a realistic time-frame, it's easier to plan and schedule the time you'll need to dedicate towards achieving your goal, and you're more likely to be motivated to work towards a specific deadline.

Regularly reassess your progress

With any goal, it's important to keep track of your progress. You may need to be flexible — it's possible you'll have to revise your ambitions if you encounter a setback or you'll have to challenge yourself if you reach your goals sooner!

Another meaningful way to chart your progress over time is to keep a journal to record whether you've achieved the smaller goals and actions that are part of your plan to achieve your bigger goals.

Now that you know how to set SMART goals, it's time to take action!

As you plan your goals, write down your reasons for selecting that goal and the specific details of the goal itself. Once you know exactly what your new goal is, you can map out a plan to achieve it!

When setting your SMART goals, it's so important that they are YOUR goals and are meaningful and relevant to you — don't compare your goals to others, as everyone is on an individual journey with unique challenges!

It may seem like a lot of work goes into setting and working towards a goal, but once you've done it once and achieved your goal, it'll be easier to set the next goal!

County lines dealers 'posing as students to sell class A drugs'



A major police force is working with a university to prevent county lines drug dealers infiltrating campuses and setting up there to sell cannabis and cocaine.

It comes as academics and a charity warn that academic institutions are increasingly being targeted as a possible market for class A drugs across England and Wales.

Those involved in the county lines phenomenon – where substances are moved from cities to provincial locations, often using children as mules – are either enrolling on courses or employing young people at academic institutions as dealers and using their halls of residence as a base from which to sell drugs.

Insp. Jon Aspinall of North Wales police said the force was aware of the problem in their area and working closely with Bangor University to safeguard students. “We have a number of county lines running in from Merseyside, one of the highest areas of county lines numbers being released,” he said.

“We have found on occasions that if we stop individuals, they do purport to be students. There are a couple of occasions where that has happened and people have subsequently been found to be in possession of large quantities of drugs and cash.”

He said that in other areas, dealers would “infiltrate university and sign up as a student

and run a line from that institution”.

Aspinall added: “We have become aware of that, as we are a close-knit community and have a good working relationship with the university, so we have an information-sharing agreement that helps us safeguard people.”

He said national sources had said it was a “tactic that can be used”. The force has a police community support officer assigned to the university, Aspinall added: “Anyone who they are concerned about they have got the reassurance that they can contact us and we can lawfully share information to help safeguard students.”

Mohammed Qasim of LSE’s Mannheim centre for criminology said: “Growing numbers of universities are now seeing county lines drug dealers who are posing as students. But the issue is that some universities are reluctant to talk about it as it damages their reputation. From my discussions with people – both academics and people on the ground – this has been established as something that is happening at increasing numbers of universities.”

Late last year a student who ran a county lines drug operation from his hall of residence was jailed for 30 months. Seif Hashim, 20, enrolled in a physiotherapy course at Kent University as cover while he was selling large quantities of cocaine, heroin and cannabis. Hashim used his course in Gillingham, Kent, to hide his activities.

Junior Smart, who founded the SOS Gangs Project, run by the St Giles Trust to help young people and ex-offenders, said it was not a new phenomenon. “If you imagine county lines is criminality evolved ... a university is a prime space to run a business. Recreational drug use is commonplace at university, as well as colleges. So [in] some areas like Brighton, the move into university and student accommodations is an obvious one,” he said.

“[County lines dealers] might say to a young person, ‘We will pay for you to go to university’, but want the halls of residence. Or they may recruit someone already at university and say, ‘Here is a way to make money’.”

Smart said he would like to see more universities engaging with the problem and said further work needed to be done.

“The hidden truth is that county lines is not just operated [around] crack cocaine and heroin. There are loads of other recreational aspects to it. Powder cocaine and ‘uppy’ drugs are common,” he said.

Dr Qasim said it was an issue in a rising number of universities. He added: “I don’t think the universities are really focusing their energy on this. I think it is not being looked at as closely as it should and of course universities would say they have their reasons for not pursuing this given that they are reputable places trying to attract students from across the world.”

Dr Simon Harding, professor of criminology at the University of West London and

director of the National Centre for Gang Research, said he was aware there were county lines boys who were using student accommodation or using people enrolled there as runners.

“It would be a lucrative little number if you are put up for free in someone’s bedsit and you and this student distribute drugs to relative groups. You could make a hefty sum that way,” he said.

Last year, the scale of the national drugs network crisis was laid bare as figures analysed by the Guardian showed the soaring number of cases in which vulnerable children were linked to gangs.

In 2017 - 18, 8,650 assessments by children’s services in England noted young people as being vulnerable, with gangs identified as an issue. This included 1,290 cases from the north-west and 3,130 from London, up from 3,680 in 2014-15.

MPs, academics and charities described the findings as shocking, saying the rise of organised criminal groups that use children to traffic drugs from inner-city areas to provincial towns, where they are used to sell drugs, was a key factor in the surge.

<https://www.theguardian.com/uk-news/2020/jan/06/county-lines-dealers-posing-as-students-to-sell-class-a-drugs-experts-warn>