



# Brentwood Chamber of Commerce Newsletter

January 2010

[www.brentwoodchambers.co.uk](http://www.brentwoodchambers.co.uk)

## Dear Member

Happy New Year! Here we go again, as last year, with blistering wintry conditions ringing in 2010.



tricky to cope with!

Just as we thought that disruptions had finished with the completion of the high street makeover, we are all having to cope with polar weather imported into Brentwood. Very fetching to look at, but

The stock market has started the year with a bounce and more pundits are sensing that the UK is pulling out of recession than those who take the pessimistic view. Let us hope the former are correct.

Brentwood Chamber is starting the New Year on a positive note. The re-launch of our **Member Discount card** is imminent and you will be receiving yours soon. A full programme of networking events is lined up – of interest to the increasing numbers of businesses which benefit from this kind of direct business contact.

Our website is in very good shape, flexible, and there for you to use to promote your business. If access to finance is an issue for you, Essex County Council's Banking on Essex initiative could be of interest to you.

Lord Hanningfield reports that the operation to set up the bank is on schedule, with phase one completed. They can lend up to £100,000 for eligible businesses. More information can be found out by visiting [www.bankingonessex.com](http://www.bankingonessex.com)

Essex Council is hosting several "Meet the Lenders" business events on 14<sup>th</sup> and 28<sup>th</sup> January as well as on 11<sup>th</sup> February 2010 at County Hall. If this sounds interesting to you, why not go along?

Going back for a moment to 2009, our pre-Christmas activities went down well, with Chamber's first ever Christmas dinner, coupled with a dance, at the Holiday Inn. It seemed to go down well with all who attended.

We also organised the Shenfield Best Dressed Windows competition (prizes won by Bliss and Four Seasons Travel). Also we arranged for the Mayor to switch on the Shenfield lights.

Enough of last year and more of the New Year, with the opportunities it presents. We would like to celebrate our members' achievements by highlighting them in these Newsletters and on our website. Let us share them with a wider audience.



So, send us your 'good news' stories. An example is that Marygreen Manor Hotel's Tudors Restaurant was nominated for and won the *Best Hotel Restaurant 2009 Award*. Congratulations to them.

There must be other examples already around, and perhaps 2010 will bring yet more. Just let us know.

Good trading for the year ahead.

**Mike Hawkins**  
Executive Secretary

This month's Newsletter has been sponsored by:



**Mandy Carr**  
HR Solutions  
01277 848405  
[mandy@hrsolutions99.co.uk](mailto:mandy@hrsolutions99.co.uk)  
[www.hr-solutions-uk.com](http://www.hr-solutions-uk.com)



Do you know how much absence costs your business each year?

Are you aware that Tribunals can award over £60,000 for a successful unfair dismissal claim?

Do you have policies that comply with the 2009 ACAS Code of Practice for Grievance and Disciplinary Procedures?

Do you know that employees should receive a written statement of particulars within 8 weeks of commencing work?

You'd be surprised how many companies also answered NO to these questions.

That's why **HR Solutions** offers a local, comprehensive range of practical, jargon-free HR support services to assist businesses when they require it. By working with clients as and when they need us **HR Solutions** provides a cost effective alternative to employing an in-house HR specialist.

Current clients include an IT services company, a logistics/transport company, a foundry-based engineering company, a recruitment agency, a performing arts school, a restaurant/pub, and a nursery. Whether you have just 3 employees or 100+ employees **HR Solutions** has the experience to help your business.

Whether it's

- **HR documentation, processes and procedures** - Reviewing existing HR documentation to ensure compliance with current legislative requirements and advise on new policies to meet business requirements. Policies can be either standard or tailored to individual business needs.
- **Day to day HR Management support** - Ad hoc HR management services to support internal processes, including managing disciplinary and grievance processes, implementing absence management procedures restructuring, TUPE and advising on remuneration and benefits strategies including pensions.
- **Recruitment and Selection** - Preparing job descriptions, person specifications, recruitment advertising and short-listing of applicants.
- **HR Training for Managers** - Bespoke training for managers and those with responsibility for HR to give them confidence to manage their teams and ensure good practice in employee relations.
- **Performance Management** - Implementing new or reviewing existing appraisal and performance management systems to make sure that they focus on the achievement of your key business objectives.
- **Career Counselling and Outplacement** - Services include CV preparation and interviewing skills.
- **Training and Development** - Delivering in-house skills workshops including modular leadership programmes, change management workshops and team building sessions. We also offer one-to-one management coaching using NLP, Myers Briggs or other psychometric tools.

**HR Solutions** will only give advice that is appropriate to each client's specific business needs. So whatever challenges your company faces, you can have confidence that **HR Solutions** will have the expertise to help you overcome them.

For an informal chat about your current challenges or to arrange a free one hour meeting, please contact Mandy Carr on 01277 848405 or alternatively email [mandy@hrsolutions99.co.uk](mailto:mandy@hrsolutions99.co.uk). Further information can also be found on our website at [www.hr-solutions-uk.com](http://www.hr-solutions-uk.com)

**HR Solutions** won't manage your business for you but will work with you and your team to succeed in your goal; business success.



## MEMBER NEWS

### The following companies have joined us recently and we welcome them to membership of Chamber:

**O2 UK Ltd** (Speedcom Telecom Ltd), 38 High Street, Brentwood ~ Mobile Phone retail  
**Antony Batty & Co LLP**, Swan House, Crown Street, Brentwood ~ Accountants  
**Accord Industrial Design Ltd**, Regus, 3 The Drive, Brentwood ~ Product Design  
**All Wise Thinking Ltd**, Flat 6, The Green, 3-4 Seven Arches Road, Brentwood ~ Life Coaching etc  
**Aztec Consultants (GB) Ltd**, 29 Wash Road, Hutton, Brentwood ~ Management Training etc  
**Liberty – VA Services**, 24 Toft Avenue, Little Thurrock, Grays ~ Secretarial / Personal Assistant  
**Sterlings Accountancy Solutions Ltd**, 18 Springfield Avenue, Hutton, Brentwood ~ Accountants  
**Timmins Property Services**, Unit3, Cockriden Farm Estate, Brentwood Road, Herongate, Brentwood ~ Property Maintenance  
**The Raj**, 21 Kings Road, Brentwood ~ Indian Restaurant  
**N.K Plumbing & Heating**, 28 Beech Avenue, Brentwood ~ Plumbing & Heating  
**C.K Comms Ltd t/a C.K Communications**, Ashwood, 5 Woodside Close, Hutton, Brentwood ~ Telecommunications/Data  
**Covert Investigations & Security Ltd**, Unit D2, Great Ropers Business Centre, Great Ropers Lane, Great Warley ~ Investigators

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### KIRBY'S BATHROOM CENTRE

Kirby's Bathroom Centre in Brentwood with a showroom in Coptfold Road has many years of experience in the plumbing and heating business. The showroom is staffed with experts on a very personal basis backed up by computer generated images to ensure the bathroom you require becomes a reality.

Kirby's have recently announced the acquisition of S.O. Interiors who specialise in high class joinery and cabinet work. This acquisition adds another dimension to the Company as bathroom fitting becomes more and more a specialised business and the need for high class joinery.

**Kirby's Bathroom Centre Ltd, 5-7 Coptfold Road, Brentwood, CM14 4BN – 01277 262732**

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### Shenfield High School

Business & Enterprise School  
Alexander Lane, Shenfield, Brentwood, CM15 8RY



Would you like to try a new keep fit regime, brush up on your maths or improve your computer skills?  
Then the following courses may be of interest to you:-

Yoga	Monday 5.00 – 6.15pm
Pilates	Wednesdays 5.30 – 6.30pm
Maths	Tuesdays 7.00 – 8.30pm

Coming soon ....

Ebay – buying and selling on the internet  
Excel Course  
Word Course

All of these courses are run at the school in our new high tech facilities with first rate tutors and subsidised rates.  
**Please ring Mary Walsh-Pammen or Christine Watson for further details on 01277 219131 extension 296**

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### HARLEY CARPETS

Long standing Chamber members Harley Carpets have moved from their premises in Hutton Road, Shenfield, where the family-run business has been situated for almost 50 years. In the face of recession, rising rents and rates, they have now moved to Perth House on the Hutton Industrial Estate in Wash Road, Hutton. David Harley, who has been the owner for more than 20 years, feels that the move has actually worked out really well for them, as they are now able to combine a trade counter, showroom and warehouse, enabling them to sell carpets at warehouse prices. Next time you need a new carpet why not pay them a visit, thus keeping business local and supporting Chamber members.

**Harley Carpets, Perth House, Wash Road, Hutton, CM13 1TA – 01277 224015**

## DATES FOR YOUR DIARY

### Executive Committee Meeting Dates for 2010 are:

21<sup>st</sup> January, 18<sup>th</sup> February, 18<sup>th</sup> March - Joint with Council, 15<sup>th</sup> April, 20<sup>th</sup> May – AGM,  
17<sup>th</sup> June, 15<sup>th</sup> July, 16<sup>th</sup> September – Joint with Council, 21<sup>st</sup> October, 18<sup>th</sup> November

*If you have any issues you want to be raised at an Executive Committee meeting, please contact the Chamber office a week or so before the relevant meeting and we will put it on the agenda*

Email: [info@brentwoodchambers.co.uk](mailto:info@brentwoodchambers.co.uk)

## NETWORKING EVENTS

The next **Breakfast Club** is **Wednesday 20<sup>th</sup> January 2010**, 7.30 to 8.45am  
Future planned dates: 17<sup>th</sup> Feb, 17<sup>th</sup> March, 14<sup>th</sup> April, 19<sup>th</sup> May and 16<sup>th</sup> June

The next **Networking lunch** is on **18<sup>th</sup> February 2010**, details being finalised. Check on our website

*To book your place and pay online:*

<http://www.brantdesignstudio.co.uk/brentwoodchamber.html> or telephone Elaine Othen 01376 564955

## Member Discount Card Scheme

**This month, you will be receiving a new discount card for use in securing good deals at 'Acceptors' (Chamber members who have agreed to offer special terms when the card is presented).**

**You will also receive an up-to-date Acceptors Directory.**

**Do take advantage of the deals on offer.**

## *Sign Off*

As hopefully you will have spotted, this Newsletter has been sponsored by Chamber member HR Solutions and we are grateful to them for that. If you have not already sponsored an edition, why not give it some thought? It is a good opportunity to showcase your business and it not only gains exposure for the month it is distributed, but it also features for a long time afterwards on our website.

The only cost to you is literally the cost to us of photocopying the Newsletters, £100. It is popular with members but we should have some editions available to sponsor from the mid-part of this year. Just email or give us a call to book your edition.

Best wishes in your efforts to get through this severe weather spell intact and may your business prosper in 2010.

**Mike Hawkins**

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