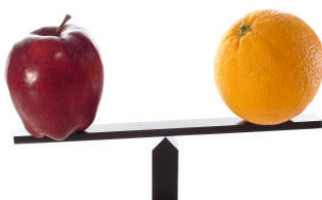


Equality Act Could Cause Headaches for SMEs

The Equality Act 2010 which recently achieved royal assent, seeks to combine and expand equality legislation from the past 40 years. The majority of its provisions will come into force in October of this year but guidance from the Equality and Human Rights Commission is threatening to swamp small businesses without specialist HR departments or legal advice. The sheer volume of guidance may prove off-putting for owners, despite their desire to comply with the new requirements. The Act uses familiar concepts of discrimination, with some significant changes, but adds a further 2 - combined discrimination, allowing claims because of a combination of two protected characteristics, and detriment



arising from disability, replacing the concept of disability-related discrimination. Equal pay will feature two new comparators in order to establish cases of pay discrimination and employees will be allowed to freely discuss their pay; larger employers could be forced to publish their gender pay gap.

There will be a ban on asking job candidates about their health before offering them

work, unless those questions are specific to the performance of the role. The Act is intended to tackle the employment gap for people from minority ethnic communities and encourage positive action from employers. From April 2011, it will create a public sector equality duty that will include race, gender and disability but will be extended to cover age, sexual orientation, religion or belief, pregnancy, maternity and gender reassignment. Public bodies will also need to think about the needs of all these groups when designing and delivering services.

However, definitive actions for small businesses will need to be forthcoming to prevent them falling foul of the new rules.

Thanks to workplacelaw.net

REC honours Catch 22 again



Catch 22 was recently re-awarded the REC's Audited status, the industry's gold standard, after first achieving it in 2005. The award verifies that our policies and procedures meet the exacting requirements of both agency legislation and their own code of

practice. Head of Professional Standards for the REC, Fola Tayo, said 'gaining this award acknowledges the dedication and professionalism that you and your staff deliver and ensures these stringent standards of compliance are met on a daily basis. In attaining it, Catch 22 is a credit to the REC and the reputation of the industry.'

Catch 22's Quality Manager, Simon Aspinall, commented 'our commitment to providing a professional quality service to our customers and candidates is reflected in this award. We strive continuously to maintain and improve our performance.'

Major London organisation chooses C22 for new Framework

After a process lasting 7 months, Catch 22 has won a place on a new Framework for the supply of Temporary Workers in the category of Health & Safety, Quality & Environment. Competing against much more famous names with far greater turnover, Catch 22 was selected in this technical category, which also includes drivers & porters - a great boost for the company in 2010.

Providing Quality People

catch ²²

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Meditor Scoop 2nd Quiz Win

The brainboxes from investment advisors Meditor Capital Management stole the show for the second year running at the 11th Catch 22 Charity Pub Quiz recently. They are seen pictured with Marcus Buckland, the Sky TV presenter.

Meditor racked up a 55 point victory over the second placed



2010 Winners, Meditor

Lord's Taverners team in what was one of the toughest tests ever set in this annual event.

The main winners though were the charities—Scope, Breast Cancer Campaign and The Lord's Taverners—with almost £5000 being raised on the evening through entry, raffle and auction proceeds. Meditor join FM World as winners of two consecutive events and will be looking to create a new record in 2011. Our thanks go to everyone who took part, and especially to Sony BMG, Fremantlemedia, Lord's Indoor School and Chesneys for their fantastic generosity. Here's to another great night next year.

Warm Up for the BIFM Golf Season



It's that time of year again when BIFM members with golfing ambitions start thinking about qualifying for the National Finals in September! Each BIFM Region holds its own golf day to find the best golfers in the area to represent them at the Finals and you can find details of these events on the BIFM website or in the Diary section of FM

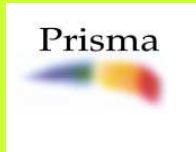
World. The 2010 Finals will be held at St Pierre GC, Chepstow on September 15th and details of sponsorship opportunities are available from Vince Parker on 020 7821 1134 or vince@c22.co.uk

For all other enquiries, please call Don on the same number or on don@c22.co.uk

Catch 22 Partners with Prisma Recruitment

catch ²²

Prisma



Catch 22 has recently formed an independent partnership alongside fellow well-established recruiters Prisma to offer a more comprehensive service to our clients. Prisma covers a range of staff categories including jobs for Architects, Technicians (Technologists), Interior Designers and CAD users in the design sector, jobs for Moves Managers, Client Project Managers, Space Strategy people, Spaceplanners (CAD) and re-

lated support staff in the workplace sector. This offering complements Catch 22's own specialist areas within Facilities and Property Management and enables us to satisfy client requirements, however diverse they might be.

Prisma MD, Tim Loftus says 'While both firms will retain their independence and continue to work with existing clients and candidates, this collaboration provides the opportunity to offer a greater spread of candidates across more sectors *and* many more job opportunities for candidates across a larger selection of employers.'

Tel 020 7630 9788 info@prisma-recruitment.com