

inter-face

Business News from Darlington Borough Council

Extra

August 2009

inter-face Extra – your monthly business news update

Welcome to the latest edition of 'Inter-Face Extra', which supplements our Quarterly edition of 'Inter-Face' with the latest news and updates for Businesses in Darlington. Because there is such a large amount of news stories, we don't always have space to feature them all in 'Inter-Face' 'Inter-Face Extra' provides that little bit 'Extra', alongside the quarterly production cycle of the 'Inter-Face' e-newsletter.

The next edition of '**Inter-Face**' is scheduled for **September/October 2009**, with the next edition of '**inter-face Extra**' scheduled for **September**.

Revamp For Green Loan Scheme

The Government, through The Carbon Trust, has announced that the maximum amount available through the interest-free Energy Efficiency Loans scheme has doubled to £400,000. The lower threshold for assistance has dropped to £3,000 from £5,000 to assist micro-enterprises with a smaller budget. It is thought that funding worth more than a combined £100 million will be on offer to UK businesses over the next two years.

Energy and Climate Change Minister Lord Hunt said: "*Small and medium-sized businesses are the backbone of the UK economy and key to the move to the low carbon world. We are extending a helping hand to them in interest-free, unsecured loans at a time when bank funding is hard to come by. Our 0% loan offer is as close to free money as a business can get, and is flexible enough to help almost any small or medium business, from the corner fish and chip shop to a factory.*"

All loans are repayable over a four year period. SMEs in England and Scotland are eligible to apply.

For further information about the Energy Efficiency Loans scheme, visit: <http://www.carbontrust.co.uk/energy/takingaction/about-loans.htm>

HMRC Supports Aspiring North East Entrepreneurs

HM Revenue & Customs (HMRC) are holding free workshops to help fledgling businesses or the self employed with their paperwork. The workshops cover the often daunting parts of any new venture such as registering for tax, paying VAT or National Insurance, record keeping and recruiting and paying employees. Terry Malcolmson – Team Manager for HMRC's Advice team comments: *"There are a lot of people who consider setting up their own business but who are put off by what they think are complicated business factors such as registering for tax or national insurance. These workshops provide simple, straightforward advice and there are HMRC experts at hand to help answer questions and help solve problems. I would encourage anyone who is considering starting up their own business to register for one of our events and come along. The events are free and we even offer follow up sessions covering a broad range of topics such as help with self assessment and VAT workshops."*

Detailed below is a list of HMRC's summer workshops across the region:

Tuesday 11th August 2009 at Education Centre, Norton

Thursday 27th August 2009 at Morton Park Business Centre, Darlington and

Thursday 17th September 2009 at TAD Centre, Middlesbrough.

Workshops run from **9.45am - 13.15pm** and can be booked by calling **0845 603 2691**. Please book early to avoid disappointment.

HMRC Tees Valley Workshop Programme 2009

September

Calculating National Insurance for Directors

Date: Tuesday 8 September

Time: 9.45am – 12.15pm

Venue: Morton Park, Darlington

Self Assessment for the Self-employed

Date: Thursday 10 September

Time: 9.45am – 3.15pm

Venue: Morton Park, Darlington

Setting up a Limited Company

Date: Thursday 10 September

Time: 9.45am – 12.45pm

Venue: Morton Park, Darlington

Introduction to VAT

Date: Wednesday 16 September

Time: 9.45am – 13.15pm

Venue: Morton Park, Darlington

Statutory Payments for Parents

Date: Thursday 17 September

Time: 9.45am – 1.30pm

Venue: Morton Park, Darlington, DL1 4PJ

For Bookings Contact: HM Revenue & Customs Advice Team **08456 032 691**

Back to School

Darlington secondary schools are putting together an offer to employers. They are keen to help the business community by offering a range of training opportunities, as well as making their facilities available for both meetings and leisure activities. Some of the ideas put forward so far are:

- Language courses in French, Spanish, Russian, Mandarin Chinese and German;
- Introduction to Chinese culture/language for business;
- Introduction to Russian culture/language;
- ICT training including specialist training in CISCO and VMware;
- CAD/CAM;
- Electronics;
- Access to interactive whiteboards for meetings/training sessions;
- Access to a TV recording studio;
- Facilities for training sessions and meetings, and
- Facilities for social/leisure use by employees.

In addition, students engaged in vocational programmes would welcome the opportunity to work on real-life project briefs with employers. There are students in Design Technology, Media, Business, Art and Design, ICT, Performing Arts and Health and Social Care who could complete small scale projects with employers. They could, for example, undertake promotional work or carry out an ICT-related project. Further information and a full programme of activities for businesses will be available in September. However, if you are interested in any of the above or have any other ideas of how schools could work with businesses, we would like to hear from you.

Please contact Elaine Richardson on **07912 681 021** or email **Elaine.Richardson2@darlington.gov.uk**

Region's Contact Centres Urged to Enter Awards

Businesses and individuals in an important regional sector are poised to do battle for the industry's 'Oscar' awards. Contact centres in the North East are being encouraged to enter the 2009 North East Contact Centre Awards.

Entries for the awards, which are organised by Tyne and Wear Development Company in association with Sunderland City Council, can be made by visiting www.contactcentrewards.co.uk The closing date for completed applications is **Friday 4 September**.

Paul Buie, manager of Tyne and Wear Development Company, said: "*The region has a contact centre industry which it can be proud of with businesses making a major contribution to the area both in terms of jobs and investment. These awards go from strength-to-strength every year and are an opportunity to highlight achievements and raise the profile of the sector as an attractive career option.*"

For more information about the awards contact Sarah Gibson or Nicola Dale on **0191 516 9099** or email **enquiries@contactcentreawards.co.uk**

Nissan Recruits for Apprentices

Resilient car manufacturer Nissan is looking for recruits for its apprentice scheme. The car giant is hoping to recruit 20 trainee maintenance technicians for its 2009 apprentice scheme. The five-year programme begins in **September 2009**.

The first year will be devoted to training at Gateshead College's Skills Academy, with the remaining four years spent on-the-job training at Nissan's Sunderland plant, along with day release at the College. Nissan said it would give trainees a valuable insight into all aspects of automotive and manufacturing maintenance and enable them to gain five engineering-based qualifications.

Nissan believes it is bucking the current trend with recent research carried out on behalf of the Institute of the Motor Industry (IMI) showing a third of businesses are unlikely to take on an apprentice in the next year due to economic challenges in the motor sector. For further information, or to apply for an apprenticeship, visit: www.Nissan-recruitment.eu

Boost for North East Software Firms

More than 40 new jobs will be created in the North East after a £2.9m investment is to be given to the software industry. The University of Sunderland has secured funding from One NorthEast to cover its contribution to the Sunderland Software City (SSC), an initiative that is developing the region's software enterprises.

The investment will mean 120 businesses will be assisted to "develop, grow and exploit" commercial ideas, creating 47 new jobs in total. One NorthEast is providing £1.9m on top of £945,000 from the European Regional Development Fund's (ERDF) Competitiveness Programme. Head of One NorthEast's European and skills strategy, Lesley Calder, said: "*Demand for graduates in computing remains strong and businesses are increasingly reliant on top ITC talent.*"

The 'SSC Education & Innovation project' is focusing on graduate enterprise growth, and is part of the Solutions for Business, the government's portfolio of publicly funded business support to assist companies start and develop.

John MacIntyre, Dean of Applied Sciences at the University of Sunderland, said: *"Our main objective is to stimulate companies in the region to convert ideas into marketable software products. Funding will support product development and knowledge transfer activity amongst software companies across the region. We will also provide expertise and access to intellectual property generated through the university's research and development activities."*

CTC Marine Projects

CTC, owned by the American Trico Marine Group, are a major trenching, cable lay and subsea installation contractor who play a pioneering role in global subsea markets, with the ability to trench or install any product, in any water depth, in any region of the world. They also build ships and floating structures and manufacture instruments and appliances for measuring, testing and navigation, offshore services and other electronic and electric wires and cables for the Oil and Gas, Renewable Energy and Telecommunication Industries.

At present, they are enjoying a boom period having secured international contracts worth more than **£80m** this year, through new and extended contracts which represent a significant achievement. Their projects include:

- The engineering, installation and trenching of fibre-optic cable in the Ekofisk field;
- Installation and trenching work in Australia;
- Two newly-awarded projects in China;
- A subsea construction project for Petrobel in Egypt, and
- A contract award with an unnamed firm for installation of telecommunication cables starting next year.

CTC have also won its first contract in the offshore wind farm industry for E-ON Climate and Renewables UK. A spokeswoman for the firm said it was continuing to recruit new staff, although this was not directly related to any new contracts. CTC employs 243 staff, of which 137 are based in Darlington and an offshore marine base in South Bank, Teesside, and also has outposts in Singapore and Perth, Australia. For more information contact: Fiona Duckworth **01325 390 500** <http://www.ctcmarine.com>

Stone Technical Services

Stone Technical Services, who employ 24 people at their headquarters in Darlington, have secured a number of contracts in recent weeks. Firstly in Sunderland where they are shutting down the chimney stacks at the organic waste company SRM. Secondly, in North Tyneside they are installing lightning protection at Lonbenton's Community College's new campus and

thirdly, in Berwick-upon-Tweed they will carry out general high level repairs and lightning protection installation at the Swan Sports Centre.

The company has also secured a £2.5 million contract to carry out maintenance work at the Royal Courts of Justice, in London. In the latest contract, worth £20,000, the company will erect a 25-metre flagpole on top of the courthouse. It will also construct specialist access scaffolding and carry out general high-level maintenance on the building on The Strand, which was opened in 1882 by Queen Victoria. They have previously worked on St Paul's Cathedral, Selfridges in London and the Bowes Museum, in Barnard Castle. This contract will help the company achieve its target of increasing current turnover of £2 million by 25%. The eleven year old firm was launched with a £500 business grant by brothers David and Graeme Stone in 1998. Late last year, Stone invested £600,000 in tripling the size of its premises by moving to a new base in Kellaw Road, Darlington, enabling it to increase its workforce from 18 to 24.

Stone also works extensively with English Heritage and the National Trust to maintain historic buildings – Heritage accounts for 40% of its business. They also provide high-level maintenance services in other fields to clients including Ineos on Seal Sands, Teesside, as well as to British Aerospace and HM Prison Service.

Tees Valley Company Infoserve to create 70 new jobs

Infoserve, at Morton Palms, are embarking on a major recruitment drive to attract an additional 70 new sales people to its 120-strong team in Darlington. They are now offering flexi-time to cater for rising demands in that area. Mark Riley, Infoserve's Sales Director has said that the new move will benefit both new recruits and the company. *"We are continually on the look out for conscientious and enthusiastic people to help drive the business forward and we have identified a huge pool of talent out there who can only work during school hours,"* he said, *"By introducing flexible working between 9.30am and 3.00pm we can continue to grow our team by attracting additional high calibre people who will work alongside our full time sales staff."* Infoserve has achieved record sales as businesses realise that internet marketing is the way forward. Infoserve are in the position of having exclusive contracts with Google and Yahoo! and their own online business directory <http://www.city-visitor.com/> which receives more than four million visitors a month. Infoserve's recruitment hotline: **0845 367 7500**.

WRAP Reveals Fantastic Plastic Recycling Opportunity

Marcus Gover, Director of Market Development has revealed ambitious plans to boost plastic recycling by up to 40,000 tonnes a year. Government-funded waste watchdog WRAP is making grants worth up to £2 million available to increase mixed plastic recycling capacity in England, Northern Ireland and Wales. At the moment, more than 180,000 tonnes worth of plastic bottles are collected for recycling across the UK each year. But WRAP research has revealed that more than a million tonnes of other household plastic waste - such as margarine tubs, fruit trays and yoghurt pots – is currently being sent to landfill every year due to lack of suitable reprocessing facilities.

They are now looking to fund private, public or community sector recycling organisations to increase recycling capacity. Grants can cover up to 30% of the capital costs involved with either expanding existing facilities or building new recycling plants. Applications for funding have to be made by 10 September 2009, with shortlisted bidders invited to present their ideas in greater depth to a panel of industry experts. The successful proposals will be announced by 16 October 2009 and the projects will be up and running by 31 March 2011 at the very latest. For further information about the Mixed Plastics Capital Grant Competition, visit:

www.wrap.org.uk/wrap_corporate/funding/capitalgrants/mdp023mixed.html

Northern Pinetree Trust/Spirit of Enterprise

Northern Pinetree Trust/Spirit of Enterprise are pleased to advise that they are part of an access to a micro finance pilot project being delivered for One NorthEast. The pilot is now live. Within the pilot they will continue to offer micro business loans (£1-5,000 over a three year repayment period) to people with a disability either seeking to start up in business or expanding their business). During the period of the pilot they will also be offering extended eligibility to allow them to support and test the market for other communities who might otherwise have been ineligible for funding and who will benefit from their more flexible attitude to funding people who may generally find access to mainstream funding difficult. Their new eligibility is broadly any one who has a disability or who is disadvantaged because of circumstance, deprived or who lives within a deprived area. They are particularly interested in helping the following communities:

- People with a physical, mental or sensory disability;
- People with learning disabilities;
- Incapacity Benefit claimants;
- 50+;
- Long term unemployed;
- Offenders, ex offenders and those at risk of offending;
- Substance abusers who are rehabilitating;
- Veterans and ex services personnel;
- Homeless and those living in deprived areas, and
- Other disadvantaged individuals.

Loans can be used for capital or revenue. The loans can be used stand alone or as part of a package of funding. Interest rates will begin at 8.7% APR. Applications are invited from individuals seeking support.

Application forms can be obtained from: www.northernpinetrust.co.uk via the link to Spirit of Enterprise, or directly to: www.spiritofenterprise.info

What a Waste

Envirowise have a free online guide available for small builders working in challenging economic conditions to unlock valuable cost benefits. The Guide walks you through the process of identifying the main causes of waste on site and could save builders as much as 40% on waste disposal costs. Potential liabilities (fines) from improper waste management processes can be reduced through good management. Savings can be achieved by making simple low-cost or no-cost changes with little or no up front investment required, such as segregating waste at source. For example, reducing waste by 20% can cut a businesses waste disposal costs by 40% and waste to landfill by 60%. With annual landfill tax rises recently confirmed until 2013, it is clear that businesses should take action now. Contact Envirowise online or call the Advice Line: **0800 585 794**.

Government Outlines Technology Investment Fund

A venture capital fund, the new UK Innovation Investment Fund, which could invest £1 billion into high technology firms over the next 10 years, has been unveiled by Prime Minister Gordon Brown. It will support high growth spin-outs and early-stage companies in the clean technology, digital and life sciences, and advanced manufacturing sectors. Up to £150 million has been pledged by the Government and matched by the private sector. This is all part of the Building Britain's Future strategy.

The Prime Minister said, "*Venture Capital Finance is the lifeblood of innovation and crucial to ensuring the commercialisation of the discoveries coming out of our research base. The fund will boost future UK competitiveness.*"

The UK Innovation Investment Fund will not invest directly in companies, but will be used to back a small number of specialist technology funds with the expertise and track record to make suitable investments. Simon Walker, CEO of the British Venture Capital Association (BVCA), has hailed the new scheme, claiming it offered an "*exciting economic incentive*" for up-and-coming firms.

Clive Dix, Chairman of The BioIndustry Association (BIA) said, "*We believe it will make a significant contribution to securing the long term health of the life science sector in the UK, providing much needed follow-on investment to early stage companies developing innovative technologies for the patients that need them.*"

University Plans Given Approval

Darlington College is set to become a satellite campus of the University of Teesside accepting its first students in September 2011. The university hopes to construct a £13m purpose-built campus at Central Park next to Darlington College. Plans to open a temporary university campus in Darlington have been passed by Councillors bringing students to the town two years early. Darlington Borough Council's Cabinet Group has approved plans for the university to use Eastbourne School, from September 2009. The school closed at the end of the Summer term and will move into the new Academy premises in the autumn.

Following the meeting, University Vice-Chancellor Prof Graham Henderson said: *"We are looking forward with great excitement to our new state-of-the-art university building opening in Darlington in 2011, but we are keen to begin offering more higher education opportunities for people in the Darlington area as soon as possible."* The University will carry out some improvement works to the Eastbourne building before opening.

Enterprising Branksome School Pupils

Business Studies pupils have set up an enterprising food business as part of their studies and they plan to sell the produce to the local community and the school's kitchen for use in meals, while the school's home economics department has also bought the produce to use in lessons. Students from across a range of courses at Branksome School, in Darlington, taking construction and rural studies, have combined to set up the project. They have built an allotment and beds to grow organic herbs and vegetables and hope to diversify and extend the project with animals including rescued battery hens. Environmental Regeneration Charity, Groundwork and a project which works with schools on sustainable projects, Clervaux Trust, have helped the pupils. Officers from Darlington Borough Council's recycling team have helped to build a compost heap and paper recycling team. A community effort has proven itself with local resident, Pauline Cole, helping tend the allotments in the holidays, with young people from the area. Councillor Jenny Chapman, Cabinet Member for Children and Young People, said: *"This project is a great way for pupils from different courses to get outdoors, work together and develop many skills."*

An Introduction to DIUS and the Skills Funding Agency

There are some major changes planned in respect of adult education and skills training commencing in April 2010, when the Learning & Skills Council (LSC) ceases to exist. A single Skills Funding Agency aims to streamline the contractual arrangements and bureaucracy that can potentially inhibit the uptake of Train to Gain funding, by working solely on adult skills through employers, colleges/providers, and other key partners.

The Agency will improve on existing arrangements and aims to be:

- More responsive;
- More cost efficient;
- More co-ordinated, and
- Less bureaucratic.

Its main function will be to route funding swiftly, efficiently and securely to FE colleges and other providers in response to customer (employer and learner) choice (Train to Gain). Operating through customer focused, demand led, services:

- *National Apprenticeship Service (NAS)* – which will have end to end responsibility for apprenticeship programmes;
- *Employer Skills Services* – a national skills service to all sizes of business in all sectors via Skills Funding Agency managed programmes – Train to Gain and the National Employer Service;
- *Adult Advancement and Careers Service* – a universal advice service for individuals, both in and out of work;
- *Learner Skills Services* – including Skills Accounts, FE College and provider based funding, integrated employment and skills services for the unemployed, offender learning, and informal adult learning.

As the single contractor for all publicly funded post-19 education and training (with the exception of Higher Education) the commissioning and funding arrangements will be simpler and employers will find it easier to access the training and trainees they need. Information, advice and guidance on access will be provided through one of two focused brokerage services; Business Link for small and medium sized businesses and the National Employer Service for those with over 5,000 employees.

The Skills Funding Agency will also work with employers and other key partners including Jobcentre Plus to secure the integration of employment and skills services. For further information, please visit:

www.dius.gov.uk/~media/publications/S/090630SFAQforemployersv30

New Department for Business, Innovation and Skills (BIS)

BIS has been created by the Government by merging two departments, BERR, (*previously the DTI*) and DIUS (*who are an amalgamation of DCSF with BIS*), whose key role will be to build Britain's capabilities to compete in the global economy. They will do this by creating the jobs of the future through a regulatory environment that encourages enterprise, skilled people, innovation, and world-class science and research by consolidating the parts of the government with key expertise in these areas.

The combined focus of BIS will include:

- Shaping the enterprise environment,
- Analysing the strengths and needs of the various parts of British industry,
- Building strategies for industrial strength;
- Expertise in better business regulation;
- Expertise in maintaining world class universities,
- Expanding access to higher education;
- Investing in the UK's science base;
- Shaping skills policy, and
- Innovation through bodies such as the Technology Strategy Board.

The new department is the institutional realisation of the approach to promoting UK competitiveness and productivity as set out in the '*New Industries, New Jobs*' paper of April 2009, produced jointly by BERR and DIUS.

Pandemic Flu - Guidance for Employers and Employees

As the cases of swine flu (officially known as influenza A H1N1) are increasing across the country here is some simple advice and guidance to help with some common queries that are arising around work and staffing issues.

Some people have asked whether additional personal protective equipment (PPE) is required such as masks. The Government advice is that this is not required at the moment but there are further discussions ongoing especially in the health and social care community.

6 things you need to know about Pandemic Flu

1: "Pandemic Flu" simply means that an influenza virus, new to humans, has appeared, is spreading and is causing disease in many parts of the world; The World Health Organisation (WHO) has raised its pandemic alert to level 6.

2: The WHO bases the analysis on the geographic global spread, not the severity, of the disease for making this declaration.

3: The vast majority of cases of swine flu in the UK have been mild with a small number of more severe cases.

4: While the virus continues to spread within the UK, national guidance is that the vast majority of people should go about their normal activities, including going to school or work.

5: Remember to Catch it, Bin It, Kill It.

General hygiene can help to reduce transmission of all viruses, including the swine flu virus. This includes:

- Covering your nose and mouth when coughing or sneezing, using a tissue when possible and washing hands as soon as possible;
- Disposing of dirty tissues promptly and carefully;
- Maintaining good basic hygiene, for example washing hands frequently with soap and water to reduce the spread of the virus from your hands to your face or to other people;
- Reminding children to do all the above, and
- Cleaning hard surfaces (such as door handles) frequently using a normal cleaning product.

6. Visit www.nhs.uk for a symptom checker and more information, or call the Swine Flu information line on **0800 1513 513**.

Business owners may wish to set up their own protocols to include guidance such as dealing with staff who are confirmed as having swine flu by their GP; staff who are showing symptoms of swine flu but have not had this confirmed by their GP, and staff who do not have any symptoms, but who have a relative or family member who has been in contact with somebody who has had swine flu confirmed. For further information, a dedicated website which houses up-to date information regarding signs, symptoms and protocols has been established. Please visit: www.businesslink.gov.uk/swineflu

The National Pandemic Flu Service

The National Pandemic Flu Service went live in mid July. The service seeks to take the pressure off GP surgeries and hospitals. Online and/or by phone, any employees will be able to check their symptoms and receive a diagnosis and receive a voucher that they can use to pick up antiviral medicines from a local collection centre or have a 'flu friend' collect on their behalf.

Considering Self Employment? Free Training Courses at SASDA

SASDA Limited, The Development Agency based in Newton Aycliffe is running a series of FREE workshops on behalf of Business Link North East for anyone who is looking to becoming self employed:

Thursday **16th July - Marketing Your Business -**

Creating the right image for your business, how to promote your business on a small budget.

Thursday **24th September - Researching Your Market**

How to get customers interested, closing the sale and getting repeat business.

Wednesday **14th October - Manual Book Keeping**

An introduction to keeping financial records. Is your business making money?

Thursday **12th November - Understanding Accounts**

Summarising the information produced in bookkeeping to help owners and managers manage their business.

Thursday **21st January - Be Your Own Boss**

An introduction to self employment, pros and cons, skills required. Is self employment for you?

Thursday **18th February - Sources of Finance**

How to approach your bank, possible grant funding, how to finance purchase of business assets.

Thursday **18th March - Business & the Law**

Your legal obligations on starting a business, who you need to inform, how to safeguard your interests.

These courses are available on different dates and times in other areas. To book a place, please go to www.eventsnortheast.co.uk and register, then book onto the relevant seminar you are wanting to attend, if you have any problems doing this please ring **0845 600 9006**. If you do not have access to a computer then please phone SASDA on **01325 310 730**.

Newsflash

A programme is being launched to make the most of opportunities provided by offshore wind energy. The Northern Wind Innovation Programme is being funded through the Northern Way Partnership, and will be delivered in part by the North East-based New and Renewable Energy Centre.

It will provide a £2.6m research fund and aims to increase co-operation between academia and industry in the renewable energy sector. Six launch events will be held next month – including one in Middlesbrough – for companies with an interest in entering the wind sector. Companies can find out more about the events at www.nwip.org

Inter-face Issue 6 - 'Special Edition' for Darlington Businesses

The next issue of Inter-face is a special edition which will showcase Darlington's business community, promoting the wealth and diversity of businesses in the town. Therefore, if you have something unusual or unique about your business in Darlington, which you feel is newsworthy and you would like to publicise this, then please get in touch. It could be that you are the world's only manufacturer of a certain product; maybe you have some celebrity clients, or perhaps you've won a special award. Darlington has some great businesses and we would like to publicise them.

Please e-mail your news stories or case studies to:

emma.waring@darlington.gov.uk with an associated image or logo, or contact: **01325 348 861** if you have any queries.

- Maximum article word count: 350 words.
- All images and logos must be in jpeg format.

In the event that we receive substantial amounts of stories, we reserve the right not to feature all stories within the publication due to space limitations.

Businesses – We'd Like to Hear From You!

If you are a Darlington-based business or an organisation providing business support services within the Darlington area and want to inform the local business community of any interesting features, good news stories or information that is relevant to local businesses, or if you have any comments on the newsletter then we would like to hear from you. Please email business.support@darlington.gov.uk
Also, perhaps you'd like to receive electronic copies of this monthly newsletter and the quarterly, 'Inter-Face' for posting on your staff Intranet? Please let us know – we'd be happy to oblige.

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