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## 130 years of supporting Lincolnshire businesses



**BY CHARLOTTE WATSON**

2019 is nearly over, can you believe it?

And this year we have celebrated 130 years of the Lincolnshire Chamber of Commerce which means 130 years supporting local businesses across the county.

We celebrated with members and non-members alike at our annual barbecue – the Chamber Birthday BBQ Bash.

As a Chamber, we have many key milestones over the years and we couldn't be prouder of what we have achieved, from 1889 the first local Chamber in Lincoln to today, 2019, stronger than ever, with a membership base of nearly 900 businesses across the county.

And growing with us are our members



and with this we are so delighted to be highlighting those business successes in our last Chamber Matters edition of 2019.

### January

Not only did we announce Gary Headland, CEO of Lincoln College as our new Chair and our QES results showed Lincolnshire businesses enter 2019 with confidence,

Andrew & Co started the new year with trio of new starters.

### February

The Lincoln Tea and Coffee Company were invited to showcase their Lincolnshire Tea inside Westminster and we announced the winners of the Greater Lincolnshire Construction and Property Awards 2019.

### March

Cope Safety Management who are a health, safety and employment consultancy celebrated a fantastic 30 years in business.

### April

Lincolnshire Co-op announced it is application for planning permission to

build a drive-thru and coffee shop and Minster Surfacing were shortlisted for five national awards for greener road surfacing.

### May

Lincoln College hosted Chamber members to discuss training solutions during #LoveOurColleges week.

### June

Not only did Duncan & Toplis renew their patronage with Lincolnshire Chamber of Commerce and Begbies Traynor joined as patrons, Reach Solutions win at British Media awards and PAB Languages celebrates 10 years.

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## Need branded staff uniforms and workwear? You need Needhams!

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## A note from Simon Beardsley CEO of Lincolnshire Chamber

Hello and welcome to the December edition of Chamber Matters, our final one before the festivities begin and we all start to wind down to enjoy some much-needed rest and relaxation.

It has been a big year for the Chamber, we have celebrated 130 years of supporting Lincolnshire businesses after first starting out in Lincoln in 1889 and to where we are today nearly 900 strong membership base, abundance of benefits to aid business growth and local networks to connect you with other like-minded people.

This year has been a tough year for business with the continued uncertainty around Brexit and now this will continue, however we will continue to work with British Chambers of Commerce to guide and support our members and wider business community.

Whilst we have seen this frustration, we are delighted to be documenting all the great things we have seen from our members throughout 2019 in our last edition of the year for Chamber Matters.

As always, our priorities remain with those of our members. Our focus is to connect businesses across the county through various networks and we will continue to champion, voice and support the views of our members.

Finally, I would also like to say a huge thank you to all of our members who have contributed to Chamber Business Matters over the course of the year, it continues to be an important platform for local business news and we hope you enjoy reading this edition which celebrates business achievements in 2019 and we look forward to working with you all again in 2020.

From all of us here at the Chamber, have a happy Christmas and a wonderful new year.

# Toasting the success of 2019 as we turn 130



2019 winners of the Greater Lincolnshire Construction and Property Awards

## From Page 9

### July

The Lincoln Hotel pledges support through the Chamber patronage and Community Lincs and YMCA Lincolnshire announced their intention to merge the two charities.

### August

Visual Print and Design celebrate 10 years with a rebrand and our patrons Duncan & Toplis celebrate 50 years in Skegness.

### September

Ellgia launched the first State of the

Region Report on Recycling and Waste Management and Wright Vigar offered free expert advice to celebrate Lincolnshire Day.

### October

Invest SK hires its first apprentice, Waldeck engineering students graduate from Lincoln College and businesses from across Lincolnshire were recognised at the Lincolnshire Media Awards.

### November

Roythornes Solicitors share a blog on 'who has the legal rights to your social media and online assets after death' and

we celebrated businesses at the South Holland Business Awards. These are just some of the many reasons why Lincolnshire businesses are great, and we are a great county with an abundance of amazing businesses doing even more amazing things.

At the Chamber we champion our businesses and the county as a whole, so a huge thank you to our members for being part of our community and helping Lincolnshire to grow and prosper as a place to invest, live and do business in. Have a merry Christmas and a happy New Year and we look forward to seeing even more great things from 2020!

## A Fresh look at Needhams

Following their recent move to new premises, Lincoln based uniform and workwear supplier Needhams have unveiled their new company branding.

It's the culmination of a program of changes that started with the firms relocation to more spacious, modern premises at Churchill Business Park in Bracebridge Heath. Owner Andy Needham explains 'Relocation has been an excellent opportunity to re-brand. It's a bit like the excitement you get when you first start your business but with the added reassurance that comes from already being established. It really does re-energise things and puts the focus back on achieving our goals'

The changes come on the back of recent success in securing notable contracts to supply uniform and workwear to Rolls



Royce owned ITP Aero, The International Bomber Command Centre, Age UK and The University of Lincoln to name a few.

'We've seen good managed growth over the last 18 months especially, and that's what gave us the confidence to move to bigger premises which will in

turn accommodate our future plans for expansion.'

In addition to new premises Needhams has fully rebranded their identity with a new logo, website re-design and of course staff workwear!

Andy is quick to point out that although the company has a new look, the values remain the same 'We're a business that prides itself on building a relationship with our clients. After 30 years in the industry we really know what we're doing, and we love to talk to our clients to fully understand their needs. Only then can they get the best out of us as we advise the best products and design ideas to meet their needs both in a practical and aesthetic sense'

Needhams supply all sectors with embroidered and printed staff uniform and workwear. If you'd like to talk with Needhams about your staff workwear requirements all their contact details can be found at [www.needhamsuniforms.co.uk](http://www.needhamsuniforms.co.uk)

## Ruddocks celebrates half a century at Great Northern Terrace

Long standing Lincoln based integrated design and print agency Ruddocks welcomed 100 clients and friends through their doors for an exclusive behind the scenes experience to celebrate 50 years since they moved to their purpose-built premises on Great Northern Terrace in 1969.

Over three days, guests were taken on a journey through Ruddocks' past, present and future, looking back in time as well as uncovering what the future looks like for them.

Ruddocks Chairman Henry Ruddock commented: "Although we have a history dating back to the 1800s, 1969 marked a significant milestone for the Ruddocks' business when my father commissioned the creation of these purpose-built premises to ensure we were equipped to deal with increasing demand and to future proof the business for a long and successful road ahead."

Starting in the design studio, clients were taken along the route a project would typically follow through the business; visiting digital and large format print, the lithographic press, and finishing department experiencing first-hand how a printed sheet is turned into the final high-quality product.



Visitors met and heard stories from their team of experts, some of whom have been part of the Ruddocks' team for over 40 years.

Paul Banton, Managing Director at Ruddocks said: "We are immensely proud of who we are and where we have come from; it has been wonderful to have so many clients and friends with us to celebrate our achievements."

"Whilst we love to celebrate the past, we are constantly looking to the future; to investment opportunities, new developments and improvements in line with our plans for continued growth. And for us, growth is all about our clients and focussing on continuing to deliver the excellence they have come to expect from Ruddocks."

## LEP welcomes Food and Drink Report's focus on supply chain skills

The Greater Lincolnshire LEP has welcomed a report published by the Food and Drink Sector Council which says that a supply chain focus for skills is needed to help the food and drink industry fulfil its potential.

Greater Lincolnshire's food chain is its largest sector, employing nearly a quarter of the area's workforce (over 100,000 jobs) and generating over 20 per cent of the area's GVA.

"The success of our food sector is essential to our economy, but its strength, growth and future are at risk if we don't have the skills needed," said Martin Collison, a food sector consultant at the Greater Lincolnshire LEP.

Both the Greater Lincolnshire Agri-Food Sector Plan and the emerging Local Industrial Strategy champion the potential to grow and future-proof our food sector and aim to double its value between 2012 and 2030.

The LEP has also welcomed the report's focus on management skills and the need to address the challenges of digitalisation. The food chain is a fast-paced sector in which the skills required to manage complex production processes are essential and likely to continue to grow.

The LEP has supported the University of Lincoln in developing a national role



as a centre for digitalisation of the food chain at both the National Centre for Food Manufacturing in Holbeach and the Lincoln Institute for Agri-Food Technology.

Ursula Lidbetter OBE, Chair of the Greater Lincolnshire LEP, Chief Executive of Lincolnshire Co-op and a member of the Food and Drink Sector Council, said: "Greater Lincolnshire can be rightly proud of its food sector and its national leadership in food chain skills at the National Centre for Food Manufacturing. If we all work together we can address the significant workforce and skills challenges which this report highlights."

The Food and Drink Sector Council's report, Preparing for a Changing Workforce, can be found on their website [www.fdf.org.uk](http://www.fdf.org.uk)

## Celebrating a successful vote

It's a YES! Lincoln BIG is celebrating success in its latest re-ballot which gave the not-for-profit organisation the green light to continue supporting its 800 levy payers for another five years.

It means that the Business Improvement Group, which provides a diverse range of about 40 support services, can look forward to delivering the exciting range of pledges outlined in its Business Plan for 2020-2025.

It will do that by spending just over £1 million a year, made-up of levy payers' monies and other income generated.

Lincoln BIG's Chief Executive Sarah Loftus said: "I'm thrilled that city businesses and organisations have given us a clear mandate to continue our work. We believe that we are making a real difference, but for our re-ballot to succeed, we needed more than a simple majority vote – that vote had to represent the wide range of rateable values of levy payers' premises. This is a brilliant outcome."

The ballot revealed that 80 per cent of voting businesses said YES - representing a total Rateable Value of £20,381,150, with a 49.15% turnout.

Sarah continues: "Before we drew-up our 2020-2025 Business Plan, we thought hard about the kinds of support we are



already offering levy payers, considered the current economic climate and then asked businesses and organisations what sort of support they wanted from us in the years ahead."

"This helped us to come-up with three clear priorities – based on WELCOME, EXPERIENCE and VALUE. We want Lincoln to be well-managed and welcoming, to offer all visitors a great experience and to give our levy payers superb value for money to help the city centre to remain competitive and sustainable."

"Once again, I want to thank all levy payers who voted for us. We are really looking forward to making a visible difference in the years ahead and one that helps our levy payers to achieve more success." added Sarah.

**Lincolnshire and East Midlands Chamber Joint Christmas Lunch**  
Start the festive season with us!

**12th December 2019**  
12.00pm - 3.00pm  
Kelham Hall, Newark

To book: [www.lincs-chamber.co.uk/events](http://www.lincs-chamber.co.uk/events) or  
email [events@lincs-chamber.co.uk](mailto:events@lincs-chamber.co.uk)



## Lincolnshire Digital Agency Landscape Changes – SEO Agency 'Lynx19' launches



An experienced digital marketing team came together to launch a new agency, Lynx19, which focuses on bringing a unique experience to clients and sharing their excellence and passion to drive their specialism of Search Engine Optimisation (SEO). The agency is off to a flying start and is already making real waves within the agency landscape, securing clients both in the local area and as far afield as New York.

Located in Gainsborough, the agency is well situated to serve local clients and is headed up by Matt Williamson, well known worldwide for his SEO skills. The team have a combined experience of nearing 20 years, a noticeably long time within the digital marketing industry.

Williamson commented: "Taking and improving on previous experience as an agency director I am very passionate about going back to my roots and becoming more hands on with clients. Many

agencies claim to have SEO experience, but we are going to be really pushing our specialism in this area from Local to International SEO."

Joining the core team is Lauren Bovill and Kingsleigh McRoberts, both with experience in developing creative campaigns that generate real returns for clients.

Focusing on bringing their knowledge to all aspects that they service, including web design, the team is doing things differently.

Nick Williamson, Head of Operations, commented: "We don't just build a visually appealing website for clients, we also build it so that search engines love it. We often find good quality websites that are lacking from an SEO perspective. It's good to have an attractive website but there is little point if you aren't generating any traffic to grow the business."

Visit [www.lynx19.com](http://www.lynx19.com).

## Rilmac Asbestos achieve ARCA Gold Training Award 2019

Rilmac Insulation Ltd. are proud to have achieved the AwRCA (Asbestos Removal Contractors Association) Gold Training Award for 2019.

This award is only available to ARCA members who have undertaken ARCA training via Supervisors and Operatives courses. These courses must be attended by at least eight delegates who achieve an average score of 92.5% or better between them.

"We ensure that all our staff are highly trained and maintain the

standards we set," said Michael Woods, Rilmac Insulation Managing Director, "Achieving this award underlines all the hard work and effort our operatives put in. I congratulate them all."

Satish Patel, ARCA Training Manager said, "This is a considerable achievement and you and your team should be justifiably pleased. It is a testament to all your staff that have attained a higher than average score in training sessions to achieve this award."

## Lincoln City Football Club seen to be green with Ellgia Recycling

Lincoln City, also known as The Imps, compete in League 1 at their 10,120 capacity ground at Sincil Bank and generate around 20 cubic metres of waste every week from fans.

They were looking for a new reliable waste and recycling partner that could work with their collection schedule between games and training matches.

Alan Welsh, Stadium Manager for Lincoln City, said: "We want to work towards a better environment. We have a lot of waste due to the amount of drink and food that is consumed from our catering points, and we want to ensure that all goes to recycling as far as possible."

Ellgia Recycling are one of the leading waste management, recycling and skip hire businesses across Lincolnshire, South Yorkshire and East Anglia. They have invested heavily in their site in Scunthorpe in the machinery and processes to ensure that all materials are recycled or reused



working towards a target of "Zero to Landfill".

The Imps move to Ellgia Recycling is one of several green initiatives at the club such as a green compost bin for the grass cuttings at Sincil Bank and the training ground, and the Imp bins that are in place on the route from the City Centre for the fans to use before and after the game.

Our trained waste auditors have helped a number of businesses and clubs such as Scunthorpe United, Healing Manor and Marshalls and Addenbrooke's Hospital.

If you want a free waste audit please contact [sales@ellgia.co.uk](mailto:sales@ellgia.co.uk)

## The Christmas present that could cost you an extra £2,500

If a drone is on your Christmas present list – then make sure you are flying it legally or risk a hefty fine.

And, says Wilkin Chapman legal expert Tom Hickingbottom, the same applies to model aircraft as regulations come into force at the end of November, requiring operators to comply with rules designed to improve machines' safety.

Sparked by well-publicised drone incidents, one which caused the complete closure of Gatwick airport, the Government's new Drone and Model Aircraft Code has been published.

Running alongside this new code are mandatory regulations which apply to drones and model aircraft that weigh more than 250g. Failure to comply could mean a fine of up to £2,500 and a criminal conviction.

To meet the requirements operators must pay an annual £9 fee, pass an online test to get a flyer ID and register for an operator ID if you're responsible for a drone or model aircraft (must be over 18 years of age) - registration lasts for a year and must be renewed. You must also label any drones and model aircraft you're responsible for with your operator ID, and children under 13 can only register as a flyer with a parent or guardian present. Flyer registration lasts for three years.



Wilkin Chapman legal expert Tom Hickingbottom

In advising people of their responsibilities, Tom says operators should check machines' weights, apply for flyer or operator IDs, clearly label drones or model aircraft, ensure anyone flying a drone has a flyer ID if they are not the owner, read the Code and check before flying.

"As we know the reaction to the use of drones, and the perception of them, has been extremely mixed. On one hand we see them lauded for commercial use benefits, for example in the agricultural sector where their use has been pioneering, while on the other hand, we see the consequences of their apparent misuse," he said.

"It can only be hoped that in bringing these regulations into place, operators are more aware of the real dangers of misuse or flying in areas that could cause serious danger," added Tom.

The new Drone and Model Aircraft Code can be found online at [www.register-drones.caa.co.uk/drone-code](http://www.register-drones.caa.co.uk/drone-code)

## Over 1,000 children get a taste of industry at Construction Week 2019

In October, over 1000 students from Lincolnshire schools took part in hands-on activities to get a taste of what life is like in the construction industry during Construction Week, a three-day event at The Lincolnshire Showground.

The event takes place each year and is designed to raise awareness to the diverse range of careers available in the construction industry. Organised by The Lincoln Group Training Association (LGTA) in partnership with The EBP and Construction Industry Training Board (CITB), the event brings together businesses and schools from across the county.

Throughout the week, the event was supported by nearly 40 companies from large employers in the region to our micro businesses, each giving their time for free and providing a host of hands-on activities that ranged from reciprocal roof construction to operating mini diggers and site surveying.

Ayrton Cardoso, Business Development Manager at West Lindsey Landscapes said: "We attended Construction Week for the first time with the aim to provide young people with an insight to commercial landscaping. The children who took part in our activity have demonstrated



such enthusiasm and interest in each of the tasks involved. This hands-on event is a great way for young people to learn about the construction industry by physically carrying out activities of different trades."

All the activities were designed to give the students a taster of the varied careers that are available while also giving them a better understanding of the construction industry.

The free event continues to be popular and the opportunity allows schools and businesses to work in partnership for the benefit of children and young people. Last year 70 per cent of students who attended the event felt more aware of employment opportunities available in construction.

## The Preparation Group showcased virtual reality at Lincolnshire Construction week

The Lincolnshire Showground played host to Lincoln Construction Week in October and The Preparation Group once again promoted surface preparation, a specialist trade that hails from the local area and contributes a huge amount to the industry.

Lesley Collins, Business Development Manager, said: "We did something different this year. We worked closely with Paul Gaze from the HAE (Hire Association Europe) and as part of their ongoing initiative in raising standards for machine operator safety, they produced a virtual reality experience for our Scraper machine. The HAE have gained funding, so the VR experience will be rolled out to the whole of the hire industry. Through the VR, the children were introduced to how advancements in technology will assist future health & safety."

The Preparation Group displayed a range of surface and floor preparation, removal and finishing machines and laid on other interactive activities including a model of the Scraper that the children had to assemble. The knowledgeable staff introduced the diverse and interesting range of career options that this specialist trade offers.

Tracey Glew, The Preparation Group's Managing Director, comments: "As part of the team that developed the NVQ for our industry 10 years ago, we appreciate the significant impact that training has for both individuals and companies.

"To be able to increase awareness of work opportunities and apprenticeships is vital to secure the future of practical skills. It is an important message to relay



to school children when considering their future work choices."

For more information about the services that The Preparation Group offers, visit: [www.ppcgroup.co.uk](http://www.ppcgroup.co.uk)



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## Waving the flag for British manufacturing at Agritechnica

Househam Sprayers received from the Department of International Trade and East Lindsey District Council grant funding to attend the recent Agritechnica in Germany. The show is the largest agricultural show in the world and takes place every two years.

All the leading companies in the industry present their innovations at Agritechnica, which is viewed as the showcase for the global agricultural engineering industry and a forum for the future of plant production. More than 2,750 exhibitors attended from 51 countries and 450,000 visitors from 130 countries travelled to do business.

Agritechnica is really where engineering changes and is the meeting place for decision makers.

Robert Willey, Managing Director of Househam Sprayers commented: "As the market place is mature in the UK we need to look to developing markets like the

Baltics, CIS countries and Ukraine, Africa to both sustain and grow our business."

Landowners, farmers, and government officials all attend the show to find out the very latest technology being used in farming. Househam Sprayers looks to the future as both an influencer and an innovator in this sector.

Portfolio Holder for Rural Economy at East Lindsey District Council, Councillor Adam Grist, said: "Househam Sprayers is an ambitious business with huge potential to develop a wider customer base outside the UK and we hope that attending this show gave them the platform to do just that."

Dale Atkins, Department of International Trade commented: "We believe that engineering and our businesses in the East Midlands must be supported in order to compete in a global market place and we are delighted to help Househam Sprayers".

## Law firm recognised by two national publications

Sills & Betteridge LLP is a firm with a lot to celebrate as it enters, for the first time, The Lawyer UK 200 Annual Report and once again receives recognition in the latest Legal 500 Guide. Both publications are impartially researched based on collection of data and interviews.

The Lawyer UK 200 is a list of the UK's largest firms by revenue, where Sills & Betteridge were ranked 186.

The Legal 500 is the leading directory of law firms in the UK. It recognises firms that have real expertise and can provide high level advice. Corporate and general counsel, companies and individuals use the guide as an important referencing source when appointing a lawyer. The firm's Corporate and Commercial, Family Law and Contentious Trusts and Probate teams received recommendations in the guide with 15 lawyers named individually.

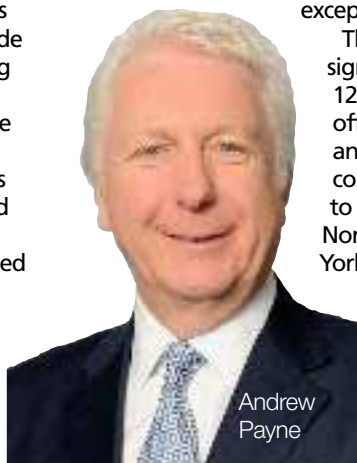
The Legal 500 acknowledges the firm for its "strength in depth of good lawyers, including an excellent bunch of young

lawyers progressing through the ranks". It goes on to say that "Sills & Betteridge LLP offers a rare combination of commitment to the client, excellent knowledge of the law, and an impressive work rate."

Andrew Payne, Senior Partner, comments: "Achieving a recommendation in The Legal 500 is always extremely satisfying because the research is completely independent and based on feedback from clients. The comments we have received this year are especially pleasing as they acknowledge not just our technical expertise but our exceptional delivery of service."

The firm has expanded significantly over the last 12 months, having opened offices in Grimsby, Doncaster and Northampton and completed two mergers to expand its presence in North Lincolnshire and South Yorkshire.

Sills & Betteridge LLP is now one of the largest independently owned firms in the region and employs over 300 people across 14 offices.



Andrew Payne

## Arab horses Esme and Genie get a second chance at life

Last year, Bransby Horses were involved in a rescue with the RSPCA and other equine charities across the UK to rescue a number of Arab horses being kept in very poor conditions.

Ryan Rouse, Head of External Welfare at Bransby Horses was present at the rescue: "The horses were in such poor condition when we arrived. Some were visibly showing they were in a lot of pain by restricted movement or trembling. Some were unable to walk out when caught because of how steep the muck was inside; the sheer weight of dirt inside had pushed through the doors which made it impossible to access the stables easily. Their feet were twisted and overgrown. The entire site was dirty and unsuitable for any animal."

Two of the horses are now in the care of Bransby Horses, with others being cared for by other equine charities. Esme is a white grey mare who is 15 years old and Genie is a steel grey mare who is five years old. The pair are very timid but learning to trust the Bransby Horses team and getting the treatment they need to give them the best chance of a happy and healthy life.

Ryan added: "This rescue was too



big for one organisation alone but by working together with the RSPCA, HAPPA, World Horse Welfare and Redwings, with excellent vet support, the team were able to make a huge impact on all the horses that were saved."

Esme and Genie will continue to receive care and support from the Bransby Horses team. Through knowledge, caring and patience, each horse will learn to trust the team at the charity, make a recovery and get the second chance at life they deserve.

For more information about Bransby Horses, visit: [www.bransbyhorses.co.uk](http://www.bransbyhorses.co.uk)

## Hospice fundraisers complete 50km Great Wall of China trek

An incredible group of St Barnabas Hospice staff and supporters have trekked for 35 hours over five days, covered more than 50km and reached the dizzying heights of 2,200 metres above sea level.

In some places on the wall, the team were walking on unrestored sections which were less than a metre wide and had sheer drops on either side. They stayed with local lodges each night and sampled a whole range of local delicacies during their stay, as well as being able to immerse themselves in the local culture.

Caroline Swindin, Corporate and Community Lead at St Barnabas Hospice, is one of the brave staff members to take on this challenge. Caroline said: "What a fantastic experience, I couldn't have asked for a better group of people to share it with."

"My mum was cared for by St Barnabas several years ago and the care both her and the whole family received was second to none. A close friend also received exceptional St Barnabas care. I will be forever grateful and will always continue doing all I can to raise money and awareness."

Becca Hooton, Community Fundraiser



at St Barnabas Hospice, added: "It was very emotional when we completed the trek, and even more so when we arrived back in England and were reunited with our family. My mum, dad, neighbour and friend have all been cared for in a hospice and my journey was for them."

Next year, St Barnabas Hospice are asking supporters to take on the challenge of trekking to the summit of Mount Toubkal in Morocco.

To view more information or sign up, visit [www.stbarnabashospice.co.uk/toubkal2020](http://www.stbarnabashospice.co.uk/toubkal2020).

## Boost for Divi card holders

Dividend card holders are set to benefit from a bonus of £1.9m after a successful trading year for Lincolnshire Co-op.

It comes after a positive financial year for Lincolnshire Co-op. Total sales in the 53-week year to September 7, 2019 were up 5.6 per cent to £347m. Trading surplus of £15.5m was down by £2.2m on the previous exceptional year but was above budget.

Lincolnshire Co-op's food stores saw customer numbers grow and sales rose by 8.4 per cent to £208m – a record performance. A 'reduced to sell' policy led to a 37 per cent reduction in food waste. Sales of Love Local products went up by 16 per cent – worth £3.8m to the local economy.

The society's pharmacies offer more than just prescriptions and increased numbers of patients are taking advantage of community health services.

Lincolnshire Co-op's travel branches are independent, providing the financial security of ABTA and ATOL bonding.

The funeral services team provide clients with an ever-growing range of choice.

Lincolnshire Co-op uses local firms where possible on property schemes and spent £16m with businesses from the area this year.

Investment included a major renovation of Whaplode Food Store and Filling Station, a new funeral home in Scunthorpe, new food stores in Scawby and Lincoln's Sincil Street, plus a new combined food store and pharmacy on Newark Road in North Hykeham.

Major property schemes led by Lincolnshire Co-op also moved forward in the year, with new tenants opening in Lincoln's Cornhill Quarter and work beginning on the second phase of the Lincoln Science and Innovation Park.

Colleagues working at Lincolnshire Co-op were rewarded with a profit share bonus totalling the equivalent of an extra week's wage.

The Society's Community Champions scheme raised £582,591 for 237 local groups including air ambulances, environmental charities and organisations tackling financial exclusion.

Lincolnshire Co-op's Chief Executive Ursula Lidbetter said: "Our positive performance means we can play our part to make life better in our communities,"



## What will be new for employers in 2020?

Chris Moses, MD of Personnel Advice & Solutions tells us what will be new for employers in 2020.

Currently the legal requirement is for contracts to be issued no later than two months after the start date but from April 2020 new recruits will need to be given their terms and conditions on their start date.

This requires employers to issue particulars including names of both parties, start date, pay and payment method, working hours, holiday and sick pay entitlements, pensions, notice requirements, job title and related activities, location of work and any collective agreements. The details do not have to be in a contract, a letter of appointment could include the details.

Most employers are aware that holiday pay for people whose pay regularly fluctuates cannot be based on the minimum contracted hours. If workers receive overtime, bonuses and commission, these need to be included in the holiday pay calculation. Currently employers calculate the average pay over the 12 weeks leading up to the period of paid leave.

Many employers prevent staff from taking leave during busy times of the year, and then allow them to take time off when things quieten down. This

means that the 12-week calculation period may well cover the busy times, when workers were possibly doing a lot of overtime. Consequently, their holiday pay will be higher than during quiet periods.

This can result in a rush of holiday bookings by staff to take time off after busy periods. To resolve this, the reference period is being moved from 12 weeks to 12 months.

Contractors working in the private sector will need to complete the HMRC IR35 online test to establish their self-employed status and exempt their customer from having to deduct PAYE and NI from their payments.

Many people who are engaged on a zero hours contract often actually work regular hours. In practice they can expect to work a minimum number of hours per week, plus additional hours when needed.

In effect they are not zero-hour workers but guaranteed minimum hours workers. From 2020 they will be able to request a change of contract from zero hours to guaranteed minimum hours. The employer can object, but objections would need to be based on specific statutory reasons.

For more information: [www.personneladviceandsolutions.co.uk](http://www.personneladviceandsolutions.co.uk)

## Next step for Streets Law

Streets Law has been set up as the dedicated legal services practice of Streets Chartered Accountants, a top 40 UK accountancy firm. The move is one that is certainly pioneering for a mid-tier multi regional firm like Streets.

Whilst the 'Big 4' accountancy firms have taken the lead in establishing a legal services provision in one form or another, most accountancy practices have not followed their lead. Following changes in government legislation, accountancy practices can now own and operate firms that are independently authorised by the Solicitors Regulation Authority.

Streets' Chairman and Managing Partner, Paul Tutin, said: "The pace of business has never been so fast and our clients' affairs seem increasingly complicated. The ability to offer a multi disciplinary approach, including financial, tax, business and legal advice is becoming ever more essential."

"With a mutual understanding of clients' affairs and a close working relationship, we are well placed to provide our current clients with legal solutions that consider their circumstances."

Commenting on his new role as Managing Director and commercial lawyer with Streets Law Ltd, Adam Aisthorpe said: "I am really excited at



Paul Tutin and Adam Aisthorpe of Streets Law

being able to build a new law firm practice from the ground up, one that reflects the changing needs and expectations of clients."

"Our main focus will be on corporate and commercial law. With a track record in mergers and acquisitions work, business restructuring and refinancing and providing legal support to businesses generally, my work is very much business focused. In due course the intention is to provide our clients with a wider offering, including employment law, litigation and real estate advice and services."

Streets Law provides support and advice to clients of Streets Chartered Accountant's sixteen offices located across Yorkshire, the East Midlands, East of England, London and the Thames Valley area.

## Investment opportunities at MIPIM

Businesses across Lincolnshire are being encouraged to take part in the Midlands UK delegation at this year's MIPIM (Cannes, 10-13 March 2020), the world's largest property event.

Billions-of-pounds' worth of investment is agreed each year at the international property and real estate show, with major regional projects such as Greater Lincolnshire's Grantham £80 million Southern Relief Road tracing their origins back to the event.

For the fourth year in a row, the Midlands UK delegation will bring together the region's public and private sector leaders to showcase their most important regeneration and development schemes. This presence at MIPIM aims to grow the Midlands' reputation as a globally competitive investment destination.

MIPIM provides the opportunity to profile businesses and projects, strengthen networks and share knowledge with industry peers. The show is the world's largest real estate event, bringing together a global audience of more than 26,000 delegates from key markets such as the USA, Middle East and Western Europe.

To date, major businesses including platinum partners Birmingham Airport and St Joseph have signed up to join the Midlands UK delegation for MIPIM



2020. Others include Bruntwood, Lovell Partnership and Arup.

In 2019, £11 billion of major development schemes were presented at the Midlands UK Pavilion to potential investors, partners, clients and suppliers. A busy event programme, comprising 43 events and 97 speakers, also highlighted the region's most significant investment opportunities.

Greater Lincolnshire's Grantham Southern Relief Road took a step forward after conversations at MIPIM. The project will unlock £1 billion of sustainable growth by improving connectivity and journey times and secures significant housing and employment opportunities.

The West Midlands Growth Company is organising the Midlands UK presence at MIPIM 2020. To find out more about becoming a partner for MIPIM 2020, get in touch by emailing [mipim@wmgrowth.com](mailto:mipim@wmgrowth.com) or visiting [www.midlandsukmipim.com/mipim-2020-packages](http://www.midlandsukmipim.com/mipim-2020-packages)

## Minster Group awarded for supporting Armed Forces

Civil engineering group Minster Group has achieved an MoD Employer Recognition Scheme (ERS) Silver Award from the Armed Forces Covenant.

Minster Group, which includes Minster Surfacing and Alliance Recycling, has been recognised as a business that shows support towards the Armed Forces community in the world of work.

The Armed Forces Covenant is a promise by the nation ensuring that those who serve, or who have served, in the Armed Forces, and their families, are treated fairly.

The Employer Recognition Scheme was launched in 2014 to reward employers who support Defence People objectives and encourage others to exhibit the same behaviours. The scheme encompasses Bronze, Silver and Gold Awards for employer organisations that pledge, demonstrate or advocate support to Defence and the Armed Forces Community.

In order to achieve the Silver Award, Minster met the requirements of having signed the Armed Forces Covenant, is employing at least one member of the Armed Forces community and supports any staff through their Reserve or Cadet Force Adult Volunteer training

responsibilities.

James Allibone, Foreman at Minster, is a former paratrooper who joined the team three years ago. Managing Director of Minster Group, Bruce Spencer-Knott said: "James came to Minster shortly after leaving the Armed Forces and he's a brilliant addition to our team. Being based in "Bomber County" Lincolnshire, we know how important it is that companies look after service personnel when they return from active duty."

Minster is one of just 23 public and private sector organisations in the East Midlands to be recognised and, this year, more organisations than ever before have earned the Silver Award.

Minster regularly works on behalf of Lincolnshire County Council, which has also been awarded for its participation in the scheme. Both organisations attended a formal presentation evening on 21st November and were officially presented with the award.

For more information about Minster Group, please visit [www.minstergroupltd.com](http://www.minstergroupltd.com)

To find out more about the Employer Recognition Scheme and the Armed Forces Covenant, visit [www.armedforcescovenant.gov.uk](http://www.armedforcescovenant.gov.uk).

# Welcome to our new members



**Red Hill Farm Free Range**

**Fibonacci Project Solutions Ltd**

**Auto Elite Detailing**

**Evans Halshaw Lincoln Car & Commercial**

**4-5 Gray's Inn Square**

**Ground and Project Consultants**

**KryptoKloud Ltd**

**ActionCOACH**

**Majestic Bingo**

**Gauri**

**Abbey Access Centre Ltd**

**Altogether Compliant Ltd**

**Energie Fitness Boston**



**AS A CHAMBER MEMBER I'M WELL CONNECTED**

## Chamber welcome new business development executive

Lincolnshire Chamber of Commerce are delighted to announce they have appointed Francesca East as their new Business Development Executive.

Francesca joins the Chamber with a wealth of experience in business development having worked with businesses of all sizes nationwide exploring the benefits of industry

membership schemes.

Francesca East, Business Development Executive at Lincolnshire Chamber of Commerce, said: "I love Lincolnshire and the amazing variety of businesses that are based within the county. Joining the Chamber is a fantastic opportunity to meet many of these and the wonderful individuals

that are involved with them.

Francesca concluded: "The team at the Chamber are so committed to what they do, and I can't wait to be a part of it!"

If you aren't a member of the Chamber but interested in what we offer, please get in touch with Francesca on 01522 846916 or via email francesca.east@lincs-chamber.co.uk



## Events

### Communication Skills Workshop

4th December

Time: 8.45am – 4.30pm

FREE

Location: Duncan & Toplis Office, Henley Way, Lincoln

### Spalding Business Network

5th December

Time: 7.00am – 9.00am

£14.40 incl. VAT

Location: Woodhouse Farm Hotel & Spa, Spalding

### Sleaford Business Network

6th December

Time: 12.00pm – 2.00pm

Member: £24.00 incl. VAT

Non-Member: £30.00 incl. VAT

Location: The Agra, Sleaford

### Lincolnshire and East Midlands Chamber Joint Christmas Lunch

12th December

Time: 12.00pm – 3.00pm

Member: £48.00 incl. VAT

Non-Member: £66.00 incl. VAT

Exhibition spaces available on a first come first serve basis

Location: Kelham Hall, Newark

### Director Development Workshop

8th January

Time: 8.45am – 4.30pm

FREE

Location: Thonock Park, Gainsborough

**Our annual Greater Lincolnshire Construction and Property Awards will be taking place on 6th February, 2020 at DoubleTree by Hilton, Lincoln.**

**For more events and bookings, please see our events page: [www.lincs-chamber.co.uk/events](http://www.lincs-chamber.co.uk/events) or call the team on 01522 523333.**

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