

Welcome to our August Enewsletter! READ ON.....

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### 1. HIGHLANDS & ISLANDS BUSINESS AWARDS

The Highlands & Islands Business Awards celebrate the wide range of achievement of businesses across the region. For the first time this year, you can nominate a business whom you consider to be a potential award winner. Closing date for entries is 11<sup>th</sup> August 2006 and further details can be gained from email: [A. Mearns](mailto:A.Mearns@hila.gov.uk)

### 2. NATIONAL MINIMUM WAGE UPDATE

If you employ staff, you must comply with the National Minimum Wage Act 1998, which requires you to pay staff specified minimum levels of pay set out by the [Department of Trade and Industry \(DTI\)](http://www.dti.gov.uk).

- At the moment, the minimum hourly rate for adult workers aged 22 or over is 5.05 before deductions. This will increase to 5.35 on 1 October this year.
- The current minimum 'development rate', for 18- to 21-year-olds and those on accredited training courses, is 4.25 per hour, but this will also rise, to 4.45 per hour, from the same date.
- The minimum wage for 16- to 17-year-olds currently stands at 3.00 per hour, but will go up to 3.30 per hour from 1 October.

All people aged 16 and over working in the UK are entitled to the minimum wage, and no employer is exempt from paying it, whatever the size of their business. There is no minimum period that a person must work before they qualify. The minimum wage is payable for the time when a worker is required to be at work or available for work, including time spent training and travelling for the purposes of the job.

However, there are a few exemptions:

- Apprentices under the age of 19 don't qualify for the minimum wage, and neither do apprentices under 26 who are in the first 12 months of their apprenticeship.
- People working and living as part of a family, such as au pairs, are excluded.
- Voluntary workers who work for a charity, voluntary organisation or charity shop, who receive reasonable expenses or benefits in kind, are also exempt.

### 3. CONGRATULATIONS TO!

**Tomorrows Child Ltd** has been Highly Commended for their fashion show earlier this year through the Real Nappy Week Campaign Awards. Link to press release attached.

<http://www.wen.org.uk/rnw/awards.htm>

**Inverlochy Castle** has been voted the best hotel in Europe in the Travel & Leisure magazine's list of Top 50 Hotels in Europe – a 1<sup>st</sup> for the UK. This is a huge achievement for the hotel from 13<sup>th</sup> place last year.

#### **4. NEW ARRIVALS AT THE OUTDOOR CAPITAL!**

It's all change in the office at the Outdoor Capital – after getting married in April, Jenny is moving onto pastures new (ie Glasgow!) and the Outdoor Capital has got two new part time staff. Lisa Wharton is the new Project Officer and Jane Bruce is the Project Administrator. Jane works Monday, Tuesday and Thursday and Lisa works Tuesday, Wednesday and Friday. Contact them on the same no. as usual 01397 705765 or [lisa@outdoorcapital.co.uk](mailto:lisa@outdoorcapital.co.uk) [jane@outdoorcapital.co.uk](mailto:jane@outdoorcapital.co.uk)

#### **5. THE QUEEN'S AWARD FOR ENTERPRISE PROMOTION**

This award "rewards people who have played an outstanding and significant role in promoting the growth of enterprise and/or entrepreneurial skills and attitudes in others". Nominations can be made between 21<sup>st</sup> April 2006 and midnight on 31<sup>st</sup> October 2006 for the 2007 Awards. For nomination forms and further details log onto [www.queensawards.org.uk/individual](http://www.queensawards.org.uk/individual)

#### **6. DOES YOUR BUSINESS NEED A GRADUATE?**

Lochaber Enterprise continues to run the Graduate Placement Programme aiming to attract graduates to work with local businesses. This is an excellent opportunity to bring high calibre skills into your business at a fraction of the cost.

As a local business you'd need to have a specific project or role which the graduate could undertake, this could be extremely varied, both in its scope and timescale. So, it could be related to, for example, marketing, engineering, IT, environmental issues, or a specific piece of work in its own right. Ideally it would be a project that would help to grow your business. In terms of timescale the placement would last for a minimum of 6 months, but would need to finish by the end of July 2007.

Lochaber Enterprise, with ESF assistance is able to assist financially by contributing 50% of the graduate's salary up to a maximum of £7,000 per annum. The package also includes a range of training options for the graduate.

If you have a suitable placement for a graduate, or for more information on the programme then please contact [Roddy MacPhee](mailto:Roddy MacPhee) on 01397 874402 or [Lesley Benfield](mailto:Lesley Benfield) on 01397 708888.

Employers please note that graduates with marketing, IT and environmental skills have expressed interest in the programme and as yet have not been placed.

#### **7. HIGHLAND 2007 - ARTS CAPITAL FUND**

The Scottish Arts Council, working in partnership with Highland 2007, has made £250,000 available for Highland 2007 projects that relate to the arts. The deadline for applications to this fund is 1 September 2006. For more information visit [www.highland2007.com](http://www.highland2007.com)

#### **8. HIGHLANDS & ISLANDS TOURISM AWARDS 2006**

For the first time these Awards embrace the whole of the Highlands and Islands and we would like your help to encourage as many tourism enterprises as possible from Lochaber to enter for the Awards. The Award categories, the Award criteria and the sponsors are to be found at [www.highland-tourism-awards.co.uk](http://www.highland-tourism-awards.co.uk)

The theme for the evening will be the Region as a location for film and TV productions. This will provide a platform to celebrate our landscape, heritage, language and culture. This year's sponsors are all shown on the web site and include VisitBritain who are sponsoring a special award to recognise the best media coverage of the Region in the past 18 months. Please help us make this the biggest field of candidates the Awards has received. If you are considering an entry and would like further help to strengthen your application, please contact [Mairi Adam](#) or [Robert Linton](#)

### **9. WEBSITE OF THE MONTH**

[www.out-law.com](http://www.out-law.com) – This is an IT and e-commerce legal help site.

### **10. ARE YOU CONSIDERING EXPORTING?**

Scottish Development International has the following trade missions planned:

Düsseldorf / Germany, 9 – 12 October 2006

Turkey 6 – 9 November 2006

Japan 27 November – 1 December 2006

Boston / USA 22 – 25 January 2007

India 19 – 23 February 2007

Shanghai / Hong Kong 12 – 16 March 2007

Financial assistance is available to companies that are new exporters to these markets, to companies that have no previous exports to the market within 12 months that is greater than 25% of company turnover and who do not have existing representation in the markets. This funding is provided by Scottish Development International.

If you have any queries regarding this mission, please contact [Mairi Adam](#) further details on these markets can be found on UK Trade & Investment website

[https://www.uktradeinvest.gov.uk/ukti/appmanager/ukti/countries?\\_nfls=false&\\_nfpb=true](https://www.uktradeinvest.gov.uk/ukti/appmanager/ukti/countries?_nfls=false&_nfpb=true)

### **11. WHAT'S ON?**

#### **IDEASFACTORY: HIGHLAND STREAM – Web streaming course – September 3<sup>rd</sup> & September 10<sup>th</sup> 2006.**

Video Streaming is the way of broadcasting video across the Internet and allows anyone to produce movies for a worldwide audience online.

Are you a short film-maker based in the Highlands & Islands who wants to learn...?

- how to film for streaming on the Web
- how to edit your work for web screening
- choose the optimum encoding format

Ideasfactory: Highland Stream will take you through shooting, editing and encoding for the web. As part of the course you will make a short streamed programme which will be uploaded to

Channel4's website. To apply go to [www.channel4.com/ideasfactoryscotland](http://www.channel4.com/ideasfactoryscotland). Closing date 11<sup>th</sup> August

### **REGISTERED CHILDMINDING**

Do you enjoy working with children? Have you thought about becoming a registered childminder? Enrol on a FREE course to be held in Spean Bridge Hotel on 6<sup>th</sup>, 13, 20<sup>th</sup> & 27<sup>th</sup> September : 10.00am – 3.30pm. Assistance with childcare costs may be available. Pre-booking always required. For further details contact: Scottish Childminding Association – Tel: 01463 715545 / Email: [gail.duff@childminding.org](mailto:gail.duff@childminding.org)

### **AN INTRODUCTION TO THE HIGHLANDS & ISLANDS DIRECTOR DEVELOPMENT NETWORK**

**Wednesday 30 August, 5 for 5.30-7.15pm, The Green House, Inverness**

Running a business is an all-consuming activity. It is all too easy to lose sight of your direction and to find yourself isolated from others. This Network is part-funded by HIE and is organised and managed by the Institute of Directors - Scotland. You will be able to meet some of the coaches who lead the specialist sessions, hear from some of the Network's existing members who will share their experiences of it, and take part in one of two "Taster" sessions to give you a feel for how it all works.

A light buffet will be provided, giving you the chance to network with other delegates and, if you wish, to talk to the speakers more informally.

There is no charge for attending this event. However, please book your places via [www.fusionlinking.co.uk/EventsBook.html](http://www.fusionlinking.co.uk/EventsBook.html)

### **ENTREPRENEUR'S CLUB EVENT:**

Lochaber Enterprise is hosting a theatre production of 'Illicit' on Thursday 17<sup>th</sup> August in Ben Nevis Distillery, 6.15pm for 6.30pm until 8.30pm. This 45 minute comedy show is based around the theme of business start-up and whisky. For more information or to book your place please contact [alison.boyle@hient.co.uk](mailto:alison.boyle@hient.co.uk) or [Sarah Donaldson](#)

This is an ideal opportunity for anyone considering starting up a business or has recently started up a business. The evening will be entertaining, inspiring and informative and after the performance Lochaber Enterprise staff will be on hand to deal with enquiries and answer questions. We would also encourage existing businesses to come along, especially those facing new challenges at present.

### **TOP UP YOUR JACK BLACK MINDSTORE TRAINING**

Did you attend the Jack Black Mindstore for Business Course at the end of March and felt the need to get more from the event after it was all over..? Well, you're not alone. Many people have been interested in meeting up perhaps once a month to discuss issues with like minded people utilising the learning from this inspiring & exciting course. The first meeting has been planned for Wednesday 30th August on board Soutar's Lass at 6.30pm.

If you're interested in coming along to join in and be inspiring, please contact [Tina Davenport](#) and we'll email you back with confirmed details.

### **UHI/INVERNESS COLLEGE – 3D MODELLING SOFTWARE/RAPID PROTOTYPING COURSE**

Inverness College would like to hear from anyone who may be interested in a 3D Modelling Software. Course for individuals or employers, from engineers to jewellers. Expertise in solid modelling (life-like 3D CAD) is the gateway to Rapid Prototyping and allows the production of complex items directly from a drawing using the College's state of the art "3D printer". This is a great opportunity to enhance your business technology and production skills and to make use of technology in a way previously impossible.

For further information contact either Davie Shepherd or Gavin Finlay on 01463-273513 or email [davie.shepherd@inverness.uhi.ac.uk](mailto:davie.shepherd@inverness.uhi.ac.uk) or [gavin.finlay@inverness.uhi.ac.uk](mailto:gavin.finlay@inverness.uhi.ac.uk)

## **12. LOCHABER LARDER**

### **Lochaber Agricultural Show, Saturday 26<sup>th</sup> August, 2006**

The Lochaber Larder food tent has been a very welcome addition to the show for the last two years and this year it is hoped to be bigger and better than ever. There will be hot and cold ready to eat food available and also plenty of products to take away. To book a table to sell your products please contact [Alan Boulton](mailto:alan.boulton@lochaber.co.uk) on 01397 708891.

#### **GOOD LUCK MESSAGES:**

We are delighted to see that Nevis Range, one of our leading tourist attractions, is back up & running and would like to add our message of support for the future to the many they have already received.

We also understand that the plan for the three businesses on the High Street following the fire at the beginning of June is to re-build and we would like to wish all three best wishes for the future.

#### **About this eNewsletter**

Please, please send us your comments about our eNewsletter. Our aim is to keep you up-to-date with the support and assistance that we provide, and to inform you about any forthcoming events. Is it interesting? Is it boring? Is it too long? Is it too short? How could it be better? Do you bin it immediately? Did you not receive it??? Or is it absolutely perfect? We don't think so, and are patiently waiting for your feedback.... Please e-mail [Donna](mailto:donna@hient.co.uk).

Please feel free to forward our eNEWSLETTER to anyone else who may be interested. If you wish to be added to, or removed from this distribution list, please e-mail [Donna](mailto:donna@hient.co.uk).

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[www.lochaberjobs.co.uk](http://www.lochaberjobs.co.uk) ~ work in the perfect location!

#### **DISCLAIMER**

Our newsletters are produced to keep our customers and contacts informed on issues affecting the HIE Network and the Lochaber area. Whilst Lochaber Enterprise has taken all reasonable steps to ensure the accuracy of the information contained in this newsletter, the articles are of a general descriptive nature, and are not therefore intended to be exhaustive treatments of the relevant topics and should not be relied upon as such. Please contact Lochaber Enterprise if you require further assistance or information.