



A big **Thank you** to everyone who responded to our plea for help with 'A day in the life.....'. We have a superb selection of businesses and will be working with them to ensure a superb presentation in March.

Meanwhile listed below are the contents of this month's newsletter.

Stop Press – Attention CIS contractors
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Creation of a new Closed shop?
Get more from less and save money!

Stop Press – Attention CIS contractors

Have you put your returns in?

From October 19th penalties are being charged for late submission so get your returns in now and don't get caught.

If you put your returns in on time and are still being penalised, then we want to know! Drop a line to Vivienne.Rayner@fsb.org.uk with the details.

Capital Gains Tax – FSB members were quick off the starting blocks telling us how unhappy they are with the proposed change to Capital Gains Tax. Members' fast response enabled the FSB to get together with other Business Organisations and meet with the Chancellor less than 2 weeks after he published his proposals.

The message was loud and clear. In seeking to catch the private equity firms his proposed changes will seriously damage many thousands of small businesses. The rapid response by members, especially here in the SW, enabled us to demonstrate issues around moving from one business to another, around using share options as a form of golden handcuffs to keep valuable staff and the impact on retirement income.

Such has been the rapid and united response to the proposals that we have real hopes of getting them withdrawn – **watch this space!**

Leadership and Management

Recent conversations with the SW Regional Development Agency seem to indicate that they are now convinced of the case we have been making about Leadership and Management.

Our case is that leadership and management skills are something that needs to be developed from the very start of a business. By the time most people employ 20 staff, they have learnt the hard way, which is painful and can be expensive. We consider that if the South West is to really benefit, businesses needs a development progression that starts when the business starts. And

the programme has to be suitable for small business – not just ‘cut down’ from one for large businesses who have a different set of requirements.

Several organisations are looking at developing such a programme, maybe a small business can show them what should be done? Meanwhile, we will be pressing for the RDA to firmly put this on the Business Development Agenda, maybe even providing some seedcorn funding.

If you REACH out, will it still be there?

Do you use Chemical substances? Then you need to do something NOW to make sure that the chemicals you may rely on continue to be available. From 1 June 2007, the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation will apply across Europe and will affect all businesses that use, manufacture or import chemical substances.

SW Businesses are urged to check with their suppliers to make sure substances that are important to the business are going to be pre-registered. If the business should register but does not do so by 30 November 2008, it will not legally be able to supply that substance in the European Union (EU).

For more information on REACH, go to this website

<http://www.businesslink.gov.uk/bdotg/action/ruDetail?type%3cbr%3e=REGUPDATE&site=106&itemId=1079214327&r.s=s>

For active branches, April 27th is a must!

Many members will be reeling at the speed and variety of changes in the Local Council situation. As well as Local Strategic Partnerships, we have local area agreements and multiple area agreements, plus supplementary business rates!

To help branches sort it all out and to find out what works in other places, we are holding a ‘study day’ in Bristol on Sunday April 27th.

The event will be next to the main railway station at Temple Meads in the conference rooms of Government Office!

Each branch will be invited to send 2 delegates. More information later – and if you are involved with your local council or want to find how, put April 27th in your diary!

Creation of a new Closed shop?

Why would a voluntary association set up an accreditation scheme and charge an annual fee for membership?

Why does it then invite owners of graveyards to register with the scheme and only use the members of its scheme?

That is the situation facing memorial masons. An FSB member has been a memorial mason for over 30 years, but unless he pays the annual fee he will be shut out from working in certain parts of the country.

To make matters worse, we understand the accreditation only covers a small part of the essential skills of a mason. Will this leave customers in the affected areas open to sub standard service at inflated prices?

Has anyone else come across a similar scheme?

As always please send your information and thoughts to Vivienne.rayner@fsb.org.uk

Get more from less and save money!

Any branches wanting to help members save money as well as saving their own budgets should get in touch with Rob Graham at the RDA - rob@robgraham.co.uk or Alasdair Brown at Alasdair.brown@southwestrda.org.uk

The RDA wants to help businesses be more efficient in the way they use resources and to manage waste, so they are offering both speakers and funding for a members' meeting.

Although WEEE and the new landfill directive are not specifically listed, there is the opportunity to write them in. I mention this as these are issues which have been exercising members' minds recently.

But hurry as funds are limited. Meetings need to be held before the 31st March.

Vivienne Rayner
15th November 2007