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3HR Legal Weekly

Immigration

Central London PSC

Q: My workplace is based in Central London. Are there any other Premium Service Centres (PSC) that I can go to besides the Croydon PSC?

A: After a successful test pilot, the Home Office has introduced a Satellite Premium Service Centre (PSC) at a central London location currently based in Victoria. For the majority of our clients, this is a welcome alternative to travelling to Croydon PSC. At present this has not been widely publicized by the Home Office. As we are committed to staying at the forefront of immigration law developments, we are pleased to be among the very first to bring this news to you.

Can I apply to use this service?

The Home Office will accept the same case types as the PSC in Croydon. It is therefore expected that applications under the Points-Based System, for example Tier 2 and Tier 5 cases will be eligible under this service. Applications under the 10 year long residency category are specifically excluded from using this service.

What is the Satellite Premium Service?

As with any other same-day premium service, applicants would need to book an appointment to submit their applications and have their biometrics taken. The Home Office fees and processing times would also be the same.

What appointment dates are available?

Being a newly introduced service, appointment slots are limited and only available on specific dates. The appointment service dates for the next 5 months are:

Satellite Premium Service Dates		
June 2015	30th	
July 2015	28th	
August 2015	25th	
September 2015	15th	29th
October 2015	13th	27th



How can I book this service?

Please contact 3HR Legal on +44 (0)207 194 8140 if you would like to find out more.

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HR

Motivation and Reward

Q: How can we ensure that our employees are making their best efforts and giving us their full commitment?

A: Reward can direct effort in specific directions and encourage particular types of behaviour. It should encourage "value added" performance –voluntarily going beyond the job description. If staff are motivated and incentivised they will put more effort and time into tasks. Motivation is complex, and what motivates one individual will not necessarily motivate another. Individuals may be incentivised by intrinsic or extrinsic motivation or a mixture of both.

It should also be remembered that different rewards will motivate different people at different times in their life. For example, companies that hire a lot of new graduates may offer a certain number of "duvet days" where an employee can take the day off at short notice without having to give a reason. Childcare vouchers and flexible working may appeal more to those in their child-rearing years.

Rather than making assumptions however, organisations should continually evaluate employees (through appraisal, surveys, focus groups etc.) to find out what will actually motivate them. When deciding where to work and on the level of commitment to give to their work, employees put a lot of emphasis on intangible rewards. In general, in addition to pay and benefits the following factors are widely believed to motivate staff:

- Recognition (including being involved in decisions that affect them)
- Work/life balance (including flexi-time and the chance to work from home)
- The Company culture
- Opportunities for development
- Environment (including job design and the physical workspace).

For more information on motivation and reward strategies, contact your usual 3HR consultant.

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