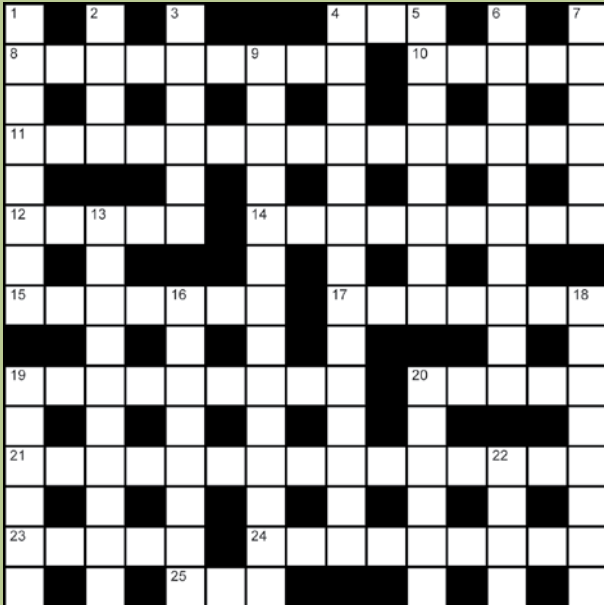




# in the shed

Our monthly puzzle page to keep you entertained when you're forced indoors..

## CROSSWORD



### ACROSS

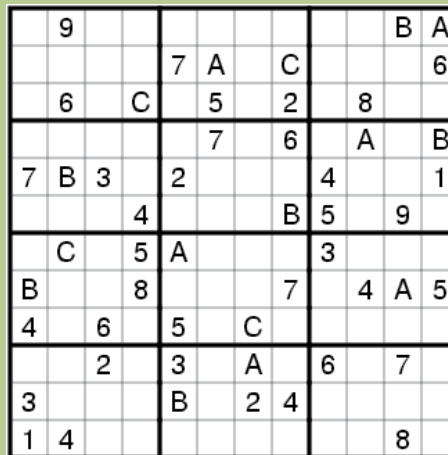
- 4 Temporary craze (3)
- 8 Large public exhibition also called Expo (5,4)
- 10 Main artery of the heart (5)
- 11 Shallow-fried dish of leftovers (6,3,6)
- 12 Administer, give out in portions (5)
- 14 In golf, a shot which is also called an ace (4,2,3)
- 15 Force which is instrumental in (often social) change (7)
- 17 Kenya's capital (7)
- 19 Sperm whale secretion once widely used in perfumes (9)
- 20 Japanese raw fish dish (5)
- 21 French underwater explorer, co-developer of the aqua-lung (7,8)
- 23 Unpolluted (5)
- 24 Clumsy, lacking in refinement (9)
- 25 Soluble substance used for staining or colouring (3)

### DOWN

- 1 Of a product, carrying the label of the store which sells it (3-5)
- 2 Thick, wormlike larva (4)
- 3 A block of less than 100 shares (3,3)
- 4 Cartoon character whose catchphrase was based on the Brylcreem slogan "A little dab'll do ya!" (4,10)
- 5 Rum and lime juice cocktail (8)
- 6 1986 album and single by Cyndi Lauper (4,6)
- 7 Girls' magazine published from 1964-1993 (6)
- 9 Creator of detectives Hercule Poirot and Jane Marple (6,8)
- 13 In US football, a position behind the defense (10)
- 16 John P ---, writer of the Mr Moto spy novels (8)
- 18 Wickedness, injustice (8)
- 19 Wretched, worthless (6)
- 20 Group of elements comprising a unified whole (6)
- 22 Online auction company which owns PayPal and Skype (4)

## QUICK 'NINE HOLE' QUIZ

1. Stuart Cink won The Open at Turnberry last month but who are the other winners of Turnberry Opens.
2. Name the three teams who were promoted from the Championship to the Premiership this year.
3. Name the coach of the 2009 British and Irish Lions.
4. In which sport do you start the game with a "Throw Up"?
5. London is hosting the Olympics in 2012 but in which two other years did the city host the Games?
6. How many racecourses are there in the UK 41, 51 or 61?
7. When was the only occasion that the Open Championship was held in Northern Ireland and who won?
8. How many separate pieces of wood are there on a cricket pitch at any one time?
9. Who was the commentator who uttered the words "They think it's all over. It is now"?



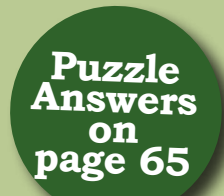
## MONSTER SUDOKU

Fill in the grid so that every row, every column and every 4x4 box contains the numbers 0 to 9 and the letters A to E.



## SUDOKU

Fill in the grid so that every row, every column and every 9 box shape contains the numbers 1 to 9.



## FORMAL MEETINGS - PART THREE: The Role of the Companion

**In the previous two articles in this series we covered what happens during a disciplinary meeting and what happens when a formal grievance has been raised.**

In this final article in this series we now turn our attention to the role of the Companion.

### Role of the Companion

**Staff have the right to be accompanied at any of the 3 types of meetings detailed below:**

- Formal disciplinary meetings
- Formal grievance hearings
- Appeal meetings

**Who is allowed to 'accompany' at these types of meetings?**

- A work colleague
- An accredited trade union representative (an employee does not need to be a member of a trade union to have a union representative present. If a union representative is accompanying then they will be asked to provide proof that they are either employed by the trade union or accredited by the trade union to attend such meetings in the capacity of companion)

These are the only 2 categories of people allowed to accompany (unless company rules and procedures allows for any other category of person to attend)

If someone wishes you to accompany them then they will need to ask you. You are not obliged to attend as a companion and you cannot be forced to attend as a companion.

**Your employer can reject who attends as a companion if:**

- The person does not come into the categories detailed above
- The company feels that the companion's presence would prejudice the hearing
- The company can reject a request if the companion is from a remote geographical site when someone suitable and willing is available on site

If the chosen companion is not available on the scheduled date of the meeting, then the employee can ask for a postponement of up to 5 days in order for the chosen companion to attend.

**What is the role of the companion at such meetings?**

The companion can play an important role at such meetings:

- The companion can take notes
- They are at the meeting to provide the employee with support
- The companion can ask questions of the meeting
- The companion should be given the opportunity to address the meeting on the employee's behalf
- However, if a question is asked directly of the employee, the companion cannot respond on the employee's behalf
- If the employee does not wish the companion to speak then the employee can ask for this
- The companion and the employee can ask for a short break to speak privately
- The employee can have a short time with their companion prior to the meeting in order to prepare for the meeting
- The companion cannot prevent the employer from explaining their case

**When is a companion not allowed to attend?**

When a meeting is an informal discussion/chat, where the meeting is merely an investigatory meeting or where the meeting is a counselling session.



## in the shed answers

### QUICK 'NINE HOLE' QUIZ ANSWERS:

1. Tom Watson (77), Greg Norman (86) and Nick Price (94)
2. Wolves, Birmingham, Burnley.
3. Ian McGeechan 4. Shinty
5. 1908 and 1948 6. 61
7. 1951 by Max Faulkner at Royal Portrush
8. 12. Six stumps four balls and two bats
9. Kenneth Wolstenholme

### CROSSWORD

O	G	O		F	A	D	T	J	
W	O	R	L	D	F	A	I	R	A
N	U	D	G	E	I	U	C		
B	U	B	B	L	E	A	N	D	S
R		O	T	F	U	C	K		
A	L	L	O	T	H	O	L	E	I
N	I		A	I	R	L			
D	Y	N	A	M	I	C	N	A	I
	E	A	H	T		R	N		
A	M	B	E	R	G	R	I	S	S
B	A	C	Q	I	T	Y			
J	A	C	Q	U	E	S	C	O	U
E	K	A	T	N	T	B	I		
C	L	E	A	N	I	N	E	L	E
T	R	D	Y	E		M	Y	Y	

### MONSTER SUDOKU

5	9	4	2	8	6	3	1	7	C	B	A
8	1	B	3	7	A	4	C	9	5	2	6
A	6	7	C	9	5	B	2	1	8	4	3
C	8	5	1	4	7	9	6	2	A	3	B
7	B	3	9	2	8	5	A	4	6	C	1
6	2	A	4	C	3	1	B	5	7	9	8
2	C	1	5	A	4	8	9	3	B	6	7
B	3	9	8	1	2	6	7	C	4	A	5
4	A	6	7	5	B	C	3	8	2	1	9
9	5	2	B	3	C	A	8	6	1	7	4
3	7	8	6	B	1	2	4	A	9	5	C
1	4	C	A	6	9	7	5	B	3	8	2

Monster Daily SuDoku: Wed 22-Jul-2009 very hard

### SQUIGGLY SUDOKU

5	7	2	1	6	4	3	9	8
8	4	3	9	5	7	2	1	6
1	9	6	3	2	8	4	7	5
9	1	4	6	8	2	5	3	7
2	6	8	7	3	5	1	4	9
7	3	5	4	1	9	8	6	2
3	2	1	5	7	6	9	8	4
4	5	7	8	9	1	6	2	3
6	8	9	2	4	3	7	5	1

Daily SuDoku: Wed 22-Jul-2009 hard