

'Early Bird'  
rates apply on  
all bookings  
made by  
31st July.



## Paydata HR and Reward Conference

### Schedule of Events

19th September 2023, 9:30 - 4:30pm

Royal College of Physicians, London

## Paydata HR and Reward Conference 2023

Join us this September and help prepare for the year ahead, as we explore all things HR and Reward at Paydata's HR and Reward Conference.

A cross sector event, the conference brings together expert speakers, providing a safe space to share experiences and to learn about solutions to tackle current HR and reward challenges.



### Presentations

The conference features a fantastic agenda of presentations from experts who are at the forefront of HR and Reward. You'll hear from speakers on everything from neurodiversity in the workplace, to embracing the employee experience, and how people analytics can be used to make better informed decisions.



### HR Workshops

Exchange advice and experience on common challenges in our industry breakout sessions, with an agenda set by the attendees.



### Networking

Take the opportunity to network with your peers at lunch and during the refreshment breaks.

I'm sure it will be a very interesting and worthwhile day. Hope to see you there!

Best wishes,



**TIM KELLETT**

Managing Director  
Paydata Ltd

### Tickets

#### Full Price

£295 +VAT

£260 +VAT\*

#### Early Bird

£255 +VAT

£230 +VAT\*

\* Not for profit discounted price

Discounts available for additional delegates attending from the same organisation.

**Places are limited and available on a first come, first served basis. To reserve your place, please email [events@paydata.co.uk](mailto:events@paydata.co.uk).**

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## Schedule of Events

**9:00 – 9:30 AM**  
**REGISTRATION AND REFRESHMENTS**

**LOCATION:**  
**LASDUN HALL**

**9:30 – 10:00 AM**  
**PAY AWARD PLANS AND EXPECTATIONS**

**LOCATION:**  
**COUNCIL CHAMBER**

*Speaker: Tim Kellett, Paydata*

How has the pay landscape altered over the last few years and what does the future hold? This year, more than ever before, interest in annual pay awards has been significant. We explore:

- **Historic pay award trends before, during and after Covid:** Key factors that have influenced historic annual pay awards and out-of-cycle increases.
- **How pay awards have changed throughout 2022 and 2023:** Pay awards this year are at an historic high. We examine how they have changed between the Summer of 2022 and 2023.
- **Cost of Living initiatives:** With inflation at a 40-year high, we examine what employers have been doing to support employees, in 2022 and in 2023.
- **Inflation versus earnings:** A look at how historic pay and earnings have tracked against inflation in the last 5 to 10 years.
- **Expectations for 2024:** What is the outlook for 2024 pay awards? We have collected more market trends, earlier than ever before on this key area.

**10:00 – 10:45 AM**  
**THE RACE FOR TALENT**

**LOCATION:**  
**COUNCIL CHAMBER**

*Speaker: Emma Johnston and Lynette Jacobs, Pinsent Masons*

Amid the cost of living crisis, inflationary pressure and wage demands, employers continue to face acute challenges to recruit and retain the people they need. The remarkable acceleration in flexible and hybrid working since the global pandemic has only highlighted the demands of the workforce.

This race for talent has widened the skills gap further and employers must act. So, how can employers navigate the pitfalls and tackle the challenges around retaining and recruiting staff to stay ahead in this race for talent?

**10:45 – 11:15AM**  
**REFRESHMENT BREAK / NETWORKING**

**LOCATION:**  
**LASDUN HALL**

**11:15 – 12:15 PM**  
**EMBRACING THE EMPLOYEE EXPERIENCE**

**LOCATION:**  
**COUNCIL CHAMBER**

*Speaker: Rishita Jones, New Routes for Growth HR*

How can organisations blueprint their path to success by prioritizing and enhancing the employee experience? This inspirational talk will be interactive, packed full of valuable and forward-thinking insights and meaningful actions leaders can take to create a thriving workplace for all.

The talk will cover the following topics:

- Understand the employee experience and what it entails
- Recognise the benefits of embracing the employee experience
- Introduce the concepts of 'agency' and 'rules of the mind'
- Explore how organisations can embrace change
- Identify meaningful actions leaders can take to get started on this journey

**12:15 – 13:00 PM**  
**LUNCH AND NETWORKING**

**LOCATION:**  
**DORCHESTER LIBRARY**

An opportunity for delegates to network with like-minded professionals; and to replenish and rest with a delicious RCP buffet lunch, ready for the invaluable afternoon sessions.

Contact us for any specific dietary requirements.

**13:00 – 14:00 PM**  
**BREAKOUT SESSIONS: INDUSTRY  
HR WORKSHOP DISCUSSIONS**

**LOCATION:**  
**BREAKOUT ROOMS**

Exchange advice and experience on current industry challenges. Split into industry groups facing common issues, attendees will be invited to submit discussion topics in advance of the day to ensure a valuable session.

Taking a similar approach to the Discussion Topic and Open Forum sections of our popular online HR Workshops, topics can be as diverse as software recommendations, mileage rates or hybrid working arrangements.

**14:15 – 15:00 PM**

**CASE STUDY: THE POWER OF PEOPLE ANALYTICS**

**LOCATION:  
COUNCIL CHAMBER**

*Speaker: Mhairi Boland, Lendlease*

Having embedded analytics in their People & Culture strategy, discover how Lendlease are utilising data to make better informed decisions, along with plans for the future. Join us for this insightful session and explore:

- How to get started on your data analytics journey
- The 'So what?' factor - why are you sharing this analysis?
- How to embed People Analytics into business strategy
- What next? Exploring the future of analytics.

**15:00 – 15:20 PM**

**REFRESHMENT BREAK / NETWORKING**

**LOCATION:  
LASDUN HALL**

**15:20 – 16:20 PM**

**NEURODIVERSITY IN THE WORKPLACE**

**LOCATION:  
COUNCIL CHAMBER**

*Speaker: Helen Eaton, HKE Training*

In this insightful session, workplace neurodiversity specialist, Helen Eaton, will explore the role of neurodiversity in the workplace, drawing on personal experience and her involvement working with many of the UK's leading brands. The session will explore:

- What Neurodiversity means
- What it may be like to be Neurodivergent in the workplace
- The relevance of the Equality Act 2010 and the need for Reasonable Adjustments
- How to support managers around disclosure and creating an inclusive workplace

**16:20 – 16:30 PM**

**CLOSING REMARKS / THANK YOU**

**LOCATION:  
COUNCIL CHAMBER**

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