



Paydata HR and Reward Conference

Schedule of Events

17th September 2024, 9:30am - 4:30pm

BMA House, Tavistock Square, London

Paydata HR and Reward Conference 2024

Join us this September for the third Paydata HR and Reward Conference. Once again, the agenda has been designed to help address topical HR and Reward challenges.

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 AI in HR, to best practice around menopause support and maximising the impact of your employee benefits.



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

£325 +VAT

£285 +VAT*

Additional Delegates[^]

£245 +VAT

£215 +VAT*

Places are limited and available on a first come, first served basis. To reserve your place, please email events@paydata.co.uk.

* Not for profit discounted price

[^] Discounted rate available for additional delegates attending from the same organisation.

Schedule of Events

9:00 – 9:30 AM
REGISTRATION AND REFRESHMENTS

LOCATION:
PAGET ROOM

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

LOCATION:
SNOW ROOM

Speaker: Tim Kellett, Paydata

How has the pay landscape altered over the last few years and what does the future hold?

This year we have witnessed another year of unprecedented pay awards, once again fuelled by high inflation. As inflation has fallen, there are questions over how quickly pay awards will fall back to pre-pandemic levels. The weighting of different influences on future pay awards is shifting. Affordability is a prominent concern for employers. However, whilst inflation has fallen, challenges around meeting employee expectations and the recruitment and retention of key skills persist.

We explore:

- **Pay award trends:**
 - Key factors that have influenced annual pay awards and out-of-cycle increases.
 - How pay awards have altered over the last few year.
 - Inflation versus earnings.
- **Expectations for 2025:**
 - The factors set to influence 2025 pay decisions.
 - Pay award expectations for the year ahead.

10:10 – 10:55 AM
THE ROLE OF LEADERS AND MANAGERS IN DRIVING HIGH PERFORMANCE

LOCATION:
SNOW ROOM

Speaker: Daniel Roberts-Green, People Business

According to recent Gartner research, managers are overwhelmed by the breadth and complexity of their people responsibilities. Meanwhile, talent teams are tasked with developing and retaining management capability but struggle to find the time and budget to deliver targeted learning that delivers tangible business benefit. This session will cover:

- How organisations can effectively set themselves up for success, harnessing an environment of psychological safety to achieve high-performance.
- The part Learning, Development & Performance Management has in enabling managerial effectiveness and the tools to help them.

10:55 – 11:15AM
REFRESHMENT BREAK / NETWORKING

LOCATION:
PAGET ROOM

11:15 – 11:45 AM
IS THE FUTURE OF WORK A 4-DAY WEEK?

LOCATION:
SNOW ROOM

Speaker: Joe Ryle, Director of the 4 Day Week Campaign

Everyone has been talking about a four-day working week, but is it a realistic proposal for most employers? Joe will be speaking about the benefits, pitfalls and everything else in between when organisations try to implement a four-day week, with no loss of pay for workers.

11:45 – 12:30 PM
MENOPAUSE MATTERS AT WORK

LOCATION:
SNOW ROOM

Speaker: Lesley Salem, Over The Bloody Moon

As leaders in helping organisations become menopause inclusive, Lesley will join Tim for a fireside chat to share:

- Why is menopause a business issue?
- Legal obligations and current guidance.
- Over The Bloody Moon's best practice framework for menopause inclusivity.
- Case study insights.

After the session, you'll have an opportunity to chat to some of the team at Over The Bloody Moon and try on the world's first hot flush simulator, MenoVest and their VR headsets where you can step into the shoes of a Perimenopaiser.

Should you wish to submit any questions in advance, please contact lesley@overthebloodymoon.com

12:30 – 13:15 PM
LUNCH AND NETWORKING

LOCATION:
PAGET ROOM

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

Contact events@paydata.co.uk for any specific dietary requirements.

13:15 – 14:15 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.

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

14:30 – 15:15 PM

**AI IN HR: THE THEORY, THE PRACTICE, AND HR'S
ROLE IN LEADING THE AI TRANSFORMATION**

**LOCATION:
SNOW ROOM**

Speaker: Angela Moyle, elementsuite

Join Angela as she guides you through AI for HR – from its origins and evolution, its current context in reshaping HR functions, through to how AI can support your business objectives today through measurable frameworks and productivity measures.

15:15 – 15:30 PM

REFRESHMENT BREAK / NETWORKING

**LOCATION:
PAGET ROOM**

15:30 – 16:15 PM

**A BRAVE NEW WORLD FOR EMPLOYMENT
AND EMPLOYEE BENEFITS?**

**LOCATION:
SNOW ROOM**

Speaker: Steve Herbert: HR & Employee Benefits Expert

After a uniquely turbulent first half of the decade, does 2025 and beyond offer the opportunity for more stability and better business growth?

Steve will consider this question and ask what role carefully considered and well-promoted employee benefits can play in strengthening the workforce wellbeing “triangle” of physical, mental, and financial health. This fast-paced, informative, and even fun session will look at a variety of employee benefit offerings, employee engagement and productivity; and will consider some practical and pragmatic solutions that employers can implement to improve employee wellbeing.

16:15 – 16:30 PM

CLOSING REMARKS / THANK YOU

**LOCATION:
SNOW ROOM**



Paydata

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