



## **Paydata HR and Reward Conference**

### **Schedule of Events**

10th September 2025, 9:30am - 4:30pm

Royal College of Physicians, St Andrews Place, London.

## Paydata HR and Reward Conference 2025

Join us this September for the fourth Paydata HR and Reward Conference. As always, we have an exciting agenda lined up, 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 upskilling the workforce, impactful EDI strategies and rethinking reward.



### 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 confident it will be another very interesting and worthwhile day. Hope to see you there!

Best wishes,



**TIM KELLETT**

Managing Director  
Paydata Ltd

## Tickets

### Full Price

£340 +VAT

£300 +VAT\*

### Additional Delegates<sup>^</sup>

£250 +VAT

£225 +VAT\*

**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).**

*\* Not for profit discounted price*

*<sup>^</sup> Discounted rate available for additional delegates attending from the same organisation.*

## Schedule of Events

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

**LOCATION:**  
**LOWER HALL / PLATT ROOM**

**9:30 – 10:10 AM**  
**PAY AWARDS IN 2025 AND BEYOND:  
TRENDS, INFLUENCES & WHAT'S NEXT**

**LOCATION:**  
**SELIGMAN THEATRE**

*Speaker: Tim Kellett, Paydata*

As inflationary pressures ease, 2025 has seen a stabilisation in pay awards. Yet challenges remain. Skills shortages in key areas and limited affordability persist and employers must make difficult decisions in an increasingly complex reward landscape.

Join us as we examine the evolving nature of UK pay awards - what's driving them, what's changing and what does the future hold?

Discussion topics include:

- Historic pay award trends and their long-term implications.
- Key influences on pay – past, present and looking ahead.
- Is the annual pay award less of an influence in the reward landscape?
- What does the future hold? Are employers facing a “perfect storm” when considering affordability, productivity and technology?

**10:10 – 10:55 AM**  
**STAYING THE COURSE:  
EDI WITH IMPACT, NOT JUST INTENTION**

**LOCATION:**  
**SELIGMAN THEATRE**

*Speaker: Grace Mosuro, Inclusion & Culture Strategist*

In a world where Equality, Diversity and Inclusion initiatives face increasing scrutiny and budget constraints, true leadership means maintaining commitment beyond good intentions. This session offers HR/ reward managers and senior HR leaders the strategies needed to protect EDI progress, even as political narratives shift.

- The Global Moment - Why UK EDI must chart its own course rather than following regressive international trends.
- The Quiet Retreat - Understanding the real drivers behind organisational backpedalling on inclusion.
- Holding the Line - Practical strategies to protect progress during leadership changes and budget constraints.
- EDI & Reward Integration - How to make inclusion metrics matter in your reward strategy and performance frameworks.
- Evidence for Hope - Research-backed reasons to remain committed to your EDI journey despite current headwinds.

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

**LOCATION:**  
**PLATT ROOM**

**11:15 – 11:45 AM**  
**PANEL DISCUSSION: NAVIGATING MANDATING  
A RETURN TO THE WORKPLACE**

**LOCATION:**  
**SELIGMAN THEATRE**

*Panel: Tim Kellett, Paydata - Amy Tullis, Laing O'Rourke - Olivia Hill, AAT*

As the debate around mandating a return to the workplace continues, this session offers a candid look at how organisations are navigating the shift. Hear directly from leaders who have implemented return-to-workplace mandates - what drove their decisions, how they managed the transition and what they've learned along the way.

Bringing together voices from across industries, this panel will explore the real-world benefits, challenges and implications of where and how we work today. Whether you're setting policy, managing teams or evaluating your own working preferences, you will walk away with insights that challenge assumptions and provide practical guidance.

**11:45 – 12:30 PM**  
**FORGET TITLES—FOCUS ON SKILLS:  
WHY UPSKILLING SHOULD BE YOUR PEOPLE STRATEGY**

**LOCATION:**  
**SELIGMAN THEATRE**

*Speaker: Nelson Sivalingam, HowNow CEO. Author of 'Learning at Speed'. Host of the 'L&D Disrupt' Podcast.*

It's time to face the music: without a killer upskilling strategy, your talent is hitting "Unsubscribe" faster than you can say "exit interview." In today's cutthroat talent market, learning isn't just an L&D initiative - it's the lifeblood of a successful people strategy. This session will challenge you to rethink how learning connects to your organisation's core people strategy.

Discover how to:

- Stop the brain drain: Turn upskilling into your secret weapon for retention and stop losing top talent to "greener" pastures.
- Build a learning culture, not a program: Build a buzzworthy culture of growth that your people can't stop talking (or learning) about.
- Bridge the talent gap: Think of upskilling as your internal recruiting team, delivering the right talent, right now. Tie learning directly to people metrics like retention, engagement, DEI progress and succession readiness.
- Prove the ROI: Show the skeptics that learning doesn't just cost - it pays (in engagement, retention and results).

**12:30 – 13:15 PM**  
**LUNCH AND NETWORKING**

**LOCATION:**  
**PLATT ROOM**

**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**

**CASE STUDY: RETHINKING REWARD**

**LOCATION:  
SELIGMAN THEATRE**

*Speaker: Ian Hodson and Carina Monnelly-Owen, Housing 21*

In this session Housing 21 will provide insights in to how they are reshaping their employee offering around both the current workforce and the attraction of the future workforce. The session will include reshaping benefits, data driven decisions, the role of technology and consumer experience for employees.

**15:15 – 15:30 PM**

**REFRESHMENT BREAK / NETWORKING**

**LOCATION:  
PLATT ROOM**

**15:30 – 16:15 PM**

**PEOPLE-POWERED TRANSFORMATION:  
HR LEADERS AS CATALYSTS FOR CHANGE**

**LOCATION:  
SELIGMAN THEATRE**

*Speaker: Craig McCoy, Chair of London HR Connection, Advisor to Boards and C Suite*

The HR team is seen by too many leaders as a behind the scenes operational function, ensuring people are paid correctly and keeping the business legally compliant. But it doesn't have to be this way!

One HR leader who has demonstrated that HR can be a powerful force for change is Craig McCoy, a seasoned HR leader with over 40 years experience across multiple sectors. Craig has held Chief People Officer and HR Director roles for over 20 businesses including Sky, BT and BUPA. In his many interim positions over the last 12 years, Craig has been specifically appointed to lead business change projects, building on his similar experience of leading change in his previous career as a permanent executive.

During the session, Craig will reflect on his experience leading a wide range of change programmes, providing practical insights and takeaways for driving change in your own organisation.

**16:15 – 16:30 PM**

**CLOSING REMARKS / THANK YOU**

**LOCATION:  
SELIGMAN THEATRE**

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