

EXAMPLE AGENDA ONLY

The finalised agenda will be available around
one week prior to the session.

Channel Islands HR Workshop call

16th October 2025

09:30 – 11:00am

Workshop agenda

Please note, group members are asked to refrain from engaging in discussions (formal and/or informal) on any subject of a competitively sensitive nature, unless it is in the public domain. Specifically, members should not enter into discussions, which have a bearing on individual group member decisions in relation to negotiations with employees over planned/projected salaries/compensation or working conditions.

Welcome from Paydata

- Guidelines regarding discussion content.
- Background to the workshop.
- Introductions / updates from attendees.

Pay award and recruitment trends update

- Paydata will present an analysis showing historic and current pay award trends within the UK and the Channel Islands. Including:
 - Pay versus inflation.
 - Discussion topic - The Real Living Wage.
 - Are organisations accredited to it, or are considering accreditation?
 - How is this influencing pay budgets?
- Recruitment and retention challenges – Labour turnover.
 - Subject to sufficient sample populations, an analysis of employers in the Channel Islands will be included, as well as Nationally, across the UK.
 - Discussion topics:
 - Changes in recruitment activity – Supply vs demand.
 - Use of retention premiums for specialist roles.

Suggested discussion topics by group members:

- Performance Management Systems.
 - What system do you used?
 - If you do not have a system, how do you manage the process?

Open forum

An opportunity for attendees to discuss other HR issues and share views and experiences.

Next workshop

Agree date / time for the next workshop and potential topics for discussion.

Meeting closes

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