

Paydata Business Insight
Seminars and Training

Construction

HR Workshop call

4th March 2026

09:30am – 12:00pm

Paydata
making lives better at work

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.
- Introductions / updates from attendees.

Pay award and labour trends update

- Paydata will present an analysis showing historic and future pay trends across this industry sector and nationally, across all industries.
 - Includes an analysis of inflation vs pay movements.
 - Discussion.
 - Disciplines and specialisms experiencing increased pay expectations.
 - Diversity & Inclusion considerations in relation to pay and benefits.
- Paydata will also present a short analysis of recruitment and retention trends across this industry sector and nationally, including labour turnover.

Suggested discussion topics by group members:

- Forthcoming legislative changes, including:
 - EU Pay Transparency legislation – Key requirements, timelines and anticipated impact for employers.
 - The Employee Rights Bill / implications for PAYE construction workers.
 - Financial Conduct Act – Impact on umbrella companies as a labour source.
- Working away from home - Recognising and rewarding.
 - Mobility Allowances – As an incentive to encourage people to travel.
 - Wellbeing initiatives for site-based / travelling employees.
- Private Medical Insurance – Recommended providers and one's to avoid.
- Family-related benefits.
 - Maternity, paternity and shared parental leave.
 - Eligibility criteria and duration of enhanced pay.
 - Adoption and surrogacy leave.
 - Waiting periods, and seniority-based entitlements.
- Company car allowance - approaches others are taking in way of increasing/not increasing.

Open forum

An opportunity for attendees to discuss other HR issues and gather information.

Next workshop

Agree the timing and content of the next Workshop.

Meeting closes