

Paydata Business Insight
Seminars and Training

Electricity

HR Workshop call

5th March 2026

09:30 – 11:30am

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 current pay award trends across this sector and nationally, across all industries.
 - Includes a comparison of inflation vs pay movements for discussion.
 - Discussion.
 - Impact of the Autumn Budget on pay decisions - Implications for reward, benefits and workforce planning.
 - Is there more of a focus on paying for progression than other sectors? e.g. COL increase plus additional amount to progress pay.
- Paydata will present an analysis showing current recruitment and retention trends (e.g. labour turnover) across this sector and nationally, across all industries.

Suggested discussion topics by group members:

- Pay models / structures.
 - Grading systems used.
 - How do people create salary brackets?
- Total Reward Statements.
 - Do people produce them?
 - Digital vs. paper.
 - Typical content.
- Private medical insurance – Provider experiences / minimising cost rises.
- Gender Reporting Requirements – What to change for 2027?

Open forum

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

Next workshop

Timing and contents of next workshop.

Meeting closes