

**EXAMPLE AGENDA ONLY**

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

**Facilities Management /  
Mechanical and Electrical  
(FM/M&E)**

**HR Workshop call**

**23<sup>rd</sup> October 2025**

**09:30 – 11:30am**

# 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 / introductions & updates from attendees.

## Pay trends update

- Paydata will present an analysis showing historic and current pay trends across this industry sector and across all industry sectors.
  - Includes an analysis of inflation vs pay movements.
  - Real Living Wage / National Minimum Wage - How are organisations managing the impact of increases?
  - Comparison of FM and M&E pay rates for comparable roles - Where pay premiums may apply.
- Paydata will also present a short analysis from the results of the UK Reward Survey, across all sectors and (sample dependent) within the sector.
  - Includes recruitment and retention trends (including labour turnover).

## Suggested discussion topics by group members:

- Benefits arrangements.
  - Mileage rates and EV mileage rates.
  - What benefits are employers leveraging to strengthen their Employee Value Proposition (EVP)?
- Reward and pay strategies.
  - Managing smaller pay budgets.
    - Performance-related pay – what are people doing in this area?
    - How do you navigate budget constraints while still offering competitive rewards?
  - Strategy.
    - How do you align your reward strategy with broader business goals and the overall employee experience?
    - Is your reward strategy linked to your DEI goals?
    - Innovative reward practices – Have you seen any that really work?
- Is Inductions.
  - How are people conducting them with their offline population?
  - How do you maintain consistency across your business?

## Open forum

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

## Next workshop

Date and content of the next HR Workshop.

Meeting closes.