

EXAMPLE AGENDA ONLY

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

Purpose-built Student Accommodation

HR Workshop

27th November 2025

10:00am – 2:00pm

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 and Introductions

- Introductions / updates from attendees.

Paydata – Pay and recruitment trends update

- Paydata will present an analysis showing historic, current and predicted pay trends both across all sectors and, subject to sample populations, within the PBSA sector.
 - Discussion topic - Impact of the National / Real Living Wage.
 - What pay compression issues is this producing?
 - How are organisations preparing for / keeping up with it in the future?
- Key trends from Paydata's UK Reward Survey – Covering recruitment and retention challenges (e.g. labour turnover trends).

Group members – Suggested discussion topics:

- 2025 Autumn Budget impact.
 - Challenges to address / benefits to organisations and employees.
- Family-friendly benefits.
 - Maternity and paternity provisions
 - Flexible working options before and after leave is taken.
 - Discounts for friends and family discount – practices and examples.
- Holiday arrangements.
 - Do you include Bank Holidays or separate them out?
- Pay and reward.
 - Pension changes / impact.
 - Annualised hour contracts – Best practices and risks.
- Wellbeing support arrangements.
 - Support for operations teams in cases of fatalities and wellbeing incidents.
 - Providers used.

Open forum

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

Meeting closes.

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