

## **EXAMPLE AGENDA ONLY**

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

# **Water**

# **HR Workshop call**

**5<sup>th</sup> November 2025**

**09:30am – 12:00pm**

# 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 from Paydata

- Guidelines regarding discussion content.
- Introductions / updates from attendees.

## Pay trends update

- Paydata will present an analysis showing historic and predicted pay trends nationally and (subject to sample populations) across this industry sector. Includes the following discussion topics:
  - Wage negotiations – Status and if other organisations have completed theirs or are still ongoing?
  - National Living Wage / Minimum Wage – How people maintain pay differentials / manage pay compression.
- Paydata will also present a short analysis from the results of the UK Reward Survey – covering recruitment and retention trends.

## Suggested discussion topics by group members:

- Pay and career progression.
  - Approaches to pay progression and career development across organisations.
  - Balancing fairness, motivation and internal equity in progression frameworks.
- Benefit arrangements.
  - Car benefits – Allowances / perk cars offered at which levels of seniority?
  - Professional fee reimbursement – What do people offer?
- Pay transparency.
  - How are people managing pay progression – Using pay structures?
  - Approaches to communicating pay transparency and reward decisions made.
- ESG & People Metrics.
  - How people are collecting, tracking and sharing these metrics externally.
- Technology and automation.
  - Systems used to streamline processes and improve data visibility.
- Total reward statements.
  - Systems used to communicate total rewards to employees.
  - Usage and frequency.
- Mental health and wellbeing initiatives used.
  - Employee opinions / attitudes towards AI being implemented.

## Open forum

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

## Next workshop

Date / content of the next workshop.

Meeting closes