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IDS PAY PLANNING FOR 2012 CONFERENCE

GROWING A POST-RECESSION REWARD STRATEGY

THURSDAY 13TH OCTOBER 2011, LONDON

Expert speakers from IDS, Towers Watson, the University of Oxford, Aon Hewitt Consulting, the TUC and Ergon Associates will provide you with an authoritative review of pay and reward issues and labour market trends to assist you in:

- Planning your pay strategies in this delicate economic climate
- Understanding key market and economic data to ensure that your organisation remains competitive in the labour market
- Addressing the reward challenge and devising new and effective ways to attract and retain staff

Benefit from practical guidance, best-practice examples and innovative strategies, with case studies from industry leaders:

- Developing a reward strategy at Prudential
- Reward policy at Nissan Motor Manufacturing (UK) Limited

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IDS PAY PLANNING FOR 2012 CONFERENCE

THURSDAY 13TH OCTOBER 2011,
THE HALLAM CONFERENCE CENTRE, 44 HALLAM STREET, LONDON W1W 6JJ

Will stronger economic growth and lower rates of inflation produce a more positive outlook for pay strategies in 2012? Or will there still be uncertainty and an atmosphere of austerity...

The recent recession has made life difficult for both companies and employees. 2011 has seen a movement towards economic recovery, but companies are still treading cautiously — especially in the areas of employee rewards and pay planning. Many will be looking to focus on longer-term planning, with an emphasis on striking a balance between cost control and employee engagement.

The IDS Pay Planning for 2012 conference will provide you with an authoritative review of pay and reward issues and labour market trends, with a focus on positive pay planning in the post-recession era.

WHO IS THIS CONFERENCE RIGHT FOR?

This conference will be of most benefit to public and private sector Advisors, Analysts, Consultants, Directors and Managers working in:

- Human resources
- Reward and recognition
- Compensation and benefits
- Employee engagement and relations

YOUR ESSENTIAL GUIDE TO SUCCESSFUL PAY PLANNING

In attending, you will receive expert analysis of the key issues that will have an impact in the coming year, along with practical guidance, best-practice examples and innovative strategies that will assist you in:

- Planning your pay strategies in this delicate economic climate
- Understanding key market and economic data to ensure that your organisation remains competitive in the labour market
- Addressing the reward challenge and devising new and effective ways to attract and retain staff by rewarding employees outside of traditional remuneration model

UPDATE YOUR KNOWLEDGE

Leading industry experts will take you through:

- Current market pay trends and strategies for 2012
- UK economic forecast for the coming year and the outlook for the world economy
- Impact of inflation on public and private sector pay settlements
- Solutions to delivering an effective reward message
- Organisation case studies on implementing successful reward strategies
- Changes to employment law legislation that impacts on pay planning
- All the information you need to help you design your pay planning strategies for 2012
- An industry sector pay comparison
- Best-practice examples with case studies from leading organisations

Follow this event on



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09.00 REGISTRATION AND COFFEE

09.30 WELCOME AND OPENING REMARKS FROM THE CHAIR

Katharine Turner, Principal, Executive Compensation and Rewards, Towers Watson; Vice President, Performance and Reward, CIPD

09.35 PAY AND LABOUR MARKET TRENDS: PROSPECTS FOR 2012

Alastair Hatchett, Head of Pay and HR Services, IDS

Understanding pay and labour market trends is essential to help make decisions on rewarding staff.

- Key developments in pay and reward
- Inflation, earnings and the labour market
- The impact of Government policies on pay
- Pay prospects for the coming year

10.15 ECONOMIC OUTLOOK 2012

Professor Ken Mayhew, Pembroke College, University of Oxford

The turbulent economic environment is not quite behind us yet...

- The outlook for the world economy
- Economic forecast for the UK
- Sovereign debt
- The emerging supply side policies of the Coalition
- Higher education and the economy.

10.55 MORNING COFFEE

11.15 PAY SETTLEMENTS: PUBLIC AND PRIVATE SECTOR DEVELOPMENTS

Ken Mulkearn, Editor, IDS Pay Report

Detailed discussion and analysis of:

- How inflation has influenced pay setting
- Sector-by-sector analysis of pay trends
- Long-term deals and productivity
- Employers' intentions for 2012

11.50 THE REWARDS COMMUNICATIONS PARADOX

Duncan Brown, Principal, Reward and Engagement, Aon Hewitt Consulting

An analysis of how reward messages are delivered to employees and strategies to ensure that your messages are positively communicated and understood.

- Wonderful technology
- But lousy understanding of rewards
- Wrong media
- Wrong messages
- Resolving the paradox: being open, fair and transparent

12.30 Q&A WITH SPEAKERS

12.50 LUNCH

1.50 CASE STUDY: DEVELOPING A REWARD STRATEGY AT PRUDENTIAL

Simon Moffat, Senior Reward Consultant, Prudential

Designing a reward strategy is crucial for any business, particularly in tough economic times. Simon will take you through a case study of his experience at Prudential:

- Evolving reward strategy based on historical and future challenges
- Importance of knowing and agreeing the role of HR and the Business
- Linking performance to reward - absolute or relative?
- Being fit for purpose

2.25 THE TRADE UNION AGENDA FOR 2012 – PAY BARGAINING IN THE RECOVERY

Nicola Smith, Chief Economist, TUC

Cover the key economic and policy issues impacting on the trade union pay bargaining agenda for 2012:

- What the state of the recovery means for pay bargaining
- Trade union bargaining priorities
- Public and private sector pay
- Future prospects for industrial relations

3.05 AFTERNOON TEA

3.25 CASE STUDY: REWARD POLICY AT NISSAN MOTOR MANUFACTURING (UK) LIMITED

Phil Burrows, Manager HR (Strategy and Planning), Nissan Motor Manufacturing (UK) Ltd

Remaining competitive as a high cost manufacturer is a challenge. Nissan Sunderland was one of the first companies that moved out of the recession by winning new contracts to build new model vehicles and export them out to the rest of Europe. Explore how the reward policy at Nissan has impacted this 'competitiveness challenge'.

- Context – brief history of the factors that have shaped the reward policy and practice at Nissan
- Current reward policy and practice
- The competitiveness challenge – the impact of the reward policy on competing for new models

4.05 KEY DEVELOPMENTS IN EMPLOYMENT LAW

Steve Gibbons, Director, Ergon Associates

The coming year holds a number of important changes to employment law. A review of the key developments and their impact on pay and remuneration, including:

- New rules on agency workers
- Significant changes to maternity and parental leave rights
- Review of the Working Time Directive

4.45 Q&A WITH SPEAKERS

5.00 CLOSE OF CONFERENCE

THURSDAY 13TH OCTOBER 2011

The Hallam Conference Centre, 44 Hallam Street, London W1W 6JJ

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