

Programme

DAY TWO

08:30 – 09:00	Registration, refreshments and exhibition
09:00 - 09:45	Plenary three Motivational session
09:45 – 09:50	Welcome from the Canadian Payroll Association
09:50 – 10:20	Plenary four Submit the questions you would like to ask HMRC in advance to events@cipp.org.uk
10:20 – 10:50	Networking and refreshments with exhibitors
10:50 – 11:35	STREAM THREE
Workshop 11	<p>Millennials versus Baby Boomers? How to develop your team of the future with five generations in the room <i>Polly Sinclair MSc FCIPPdip MSET, programme tutor - management and professional apprenticeships, West Suffolk College</i></p> <p>The future of payroll is not just technology, it's people too. With many organisations now having an unprecedented five generations occupying the same office space, this session will show you how to use the experience of the baby boomer generation alongside that of the millennials, developing skills that robots can't to futureproof talent.</p>
Workshop 12	<p>Continuing the payroll journey into the reward space <i>Hazel Robinson MCIPP, associate director - head of reward, reward and wellbeing, Brunel University London</i></p> <p>Having seen Personnel develop into HR, the Payroll world transitioning closer to Rewards is the next logical step. The key areas to create this shift are:</p> <ul style="list-style-type: none"> • Engagement with Payroll • Identifying what Reward could be for the organisation • Gaining support from stakeholders • Recognising unknown allies • Creating confidence to shift culture • Celebrating success and be proud of who we are
Workshop 13	<p>Interactive discussion groups discussing the merits of payroll outsourcing or bringing back in house</p> <p>During this session, members of the CIPP policy team will host small discussion groups exploring the merits of payroll outsourcing</p>
Workshop 14	<p>Global Mobility – A best practise toolkit for compliance! <i>Tim Kelsey FCIPP AIPA, payroll consultant, Kelsey's Payroll Services</i> <i>Ros Hendren MSc CMgr FCMI dip FCIPPdip FHEA, consultant, Well Delivered Ltd</i></p> <p>This workshop is designed to provide a best practise approach for organisations preparing to support globally mobile employees, and also to provide an opportunity to sense check current practise for those who are already supporting this type of activity.</p> <p>The session will highlight critical activities required to maintain compliance, from the pre-assignment planning phase, through to the post assignment reporting requirements, and include topics such as:</p> <ul style="list-style-type: none"> • Visas and work permits - can your assignee actually work? • Shadow Payrolls - how to arrange • Identifying "true" remuneration for an Expat • Business visitor requirements • Social insurances - certificates and liability • Payroll relevant employment law - The Posted Workers Directive
Workshop 15	Project management in payroll

	<p><i>Karen Beckett BA(Hons) ChFCIPP, head of payroll and benefits, Dorset HealthCare University NHS Foundation Trust</i></p> <p>As Payroll professionals, we are involved with various projects at all levels. How do we make sure that Payroll, Pensions and Reward are involved at the right time and are not 'late coming to the party'? And do we manage our own projects or do we engage with a project manager?</p> <p>This session will take a look at project management both from a payroll professional prospective as well as from within payroll, pensions and reward. The role that payroll professionals have in project implementation will also be explored including:</p> <ul style="list-style-type: none"> • What makes a successful project • Transition from payroll professional to project manager • Some top tips
11:40 – 12:25	STREAM FOUR
Workshop 16	<p>The end of the paper payslip – and other things! <i>Stuart Price MCIPPDip, lead business analyst, MHR</i></p> <p>Other than cost and environmental savings, the shift from paper to electronic payslips has given few benefits. Payslips still generate more questions than answers and utilise valuable payroll resource. By empowering employees to analyse pay, self-answer questions and simulate the outcome of theoretical changes, is this the end of the traditional payslip and the birth of a digital pay statement? This session will also look at the move to digital for all things – payslips, P60s, P45s, etc. What if paper disappeared altogether?</p>
Workshop 17	<p>Flexible benefits – identifying suitable benefits and boosting their adoption <i>Helen Livesey MBA MREC CertRP, senior business director - national payroll channel lead, Hays Payroll Management</i> <i>Rosemary Lemon, group head of reward, Hays Payroll Management</i></p> <p>This session will discuss what employees want when looking for a job and what will attract them. It will also cover what can be offered and how best to promote to staff</p>
Workshop 18	<p>Payroll: A career to be proud of so own it and let's take it to the next level <i>Nick Day ACIPP, managing director, JGA Recruitment</i></p> <p>A motivational and interactive session examining how payroll professionals can take their careers to the next level. If you are not progressing, then you are going backwards. Changes in technology and legislation offer more opportunities than ever to progress. But are we taking advantage? A brutally honest talk requiring delegates to be self-reflective, open-minded and prepared to TAKE ACTION.</p>
Workshop 19	<p>The dreaded RSU's through Payroll! <i>Iqbal Rupra, senior international payroll analyst, Snap Group Ltd</i></p> <p>This session will show the eager payrollers the theory behind the earning and deduction codes needed to process RSU and even NQS. The reason why these codes have been created i.e. RSU Gain, employers NI and RSU Offset. How and why employees net pay can increase/decrease when processing these through the payroll.</p>
Workshop 20	<p>Recognising mental health issues and how to address them <i>Dr Phil McCreagh MB ChB BAO MD MRCP (UK) FRCP (Glasg) MFOM MFOM (RCPI), chief medical officer, BHSF</i></p> <p>This session will include:</p> <ul style="list-style-type: none"> • Recognising mental health issues • Stress • Supporting mental health in the workplace
12:25 – 13:25	Lunch and networking with exhibitors
13:30 - 14:15	STREAM FIVE
Workshop 21	<p>RPA and Payroll: Why automation alone is not enough <i>Simon Puryer, managing director, i-Realise Ltd</i></p> <p>This session will explore how payroll can really benefit from Robotic Process Automation (RPA) and reap the rewards. You will discover:</p> <ul style="list-style-type: none"> • What RPA is and how it could transform areas of the employee journey that most impact payroll.

	<ul style="list-style-type: none"> • The importance of process transformation to unlock the full benefits of RPA and how to tackle that. • How to re-risk RPA-enabled change management • Real-life case studies and show you a 'bot' in action!
Workshop 22	<p>Pension Contributions and Record Keeping - A Legal Perspective <i>Jeremy Harris, Partner, Fieldfisher LLP</i></p> <p>This session will highlight some recent ombudsman's rulings and recommendations as a guide to good practice. The main topics include:</p> <ul style="list-style-type: none"> • Automatic enrolment issues • Pensions Ombudsman Determinations • Public sector pensions disputes • Disputes with pension providers
Workshop 23	<p>Advisory panel Q&A and topical debate <i>Angela Adams MCIPPdip, policy and advisory officer, CIPP</i> <i>Gemma Mullis ACIPP, policy and advisory officer, CIPP</i> <i>Jill Smith MCIPPdip, policy operations manager, CIPP</i></p> <p>This is your opportunity to ask the CIPP Advisory Service and policy team any burning questions that you may have relating to payroll, either in general or related to specific scenarios within your organisation. Don't forget that you can submit your questions to the team in advance through the conference app.</p>
Workshop 24	<p>HMRC employer compliance reviews <i>Susan Ball ACIPP CTA(fellow) ATT, partner, RSM UK</i></p> <p>This session will cover the different types of HMRC reviews seen and key hot topics HMRC are picking up during such reviews.</p>
Workshop 25	<p>Ethics in Payroll <i>Eira Hammond ChFCIPPdip, managing director, Eira Consulting Ltd</i></p> <p>This session is for professionals who understand their role but want to ensure ethics are followed and receive guidance on best practice. The session will cover business and professional ethics, including confidentiality, integrity, legality, compliance and security. It will also look at ethical control of payroll, payroll in disrepute and an example Code of Ethics that you can take away.</p>
14:15 – 14:45	Networking and refreshments with exhibitors
14:45 – 14:50	Welcome from the Irish Payroll Association
14:50 – 15:30	Plenary five Implications of Brexit following the end of transition period
15:30 – 16:10	<p>Plenary six Employment Law update <i>Jade Linton, HR business partner, Thursfields Solicitors</i></p> <p>This session will give you the latest updates on employment law</p>
16:10 – 16:30	Conference close and prize draw
19:30 – 01:00	The CIPP's 17th annual excellence awards and entertainment

Programme and/or speakers subject to change without prior notification