

Programme

DAY ONE

12:00 – 13:30	Registration, Lunch and networking with exhibitors
13:30 – 13:55	Welcome from the CIPP <i>Jason Davenport MCIPP MIoT, Chair, CIPP</i>
13:55 – 14:35	Plenary one - Keynote speaker
14:35 – 14:40	Welcome from main sponsors <i>Workday</i>
14:40 – 15:10	Refreshments and networking with exhibitors
15:10 – 15:55	STREAM ONE
Workshop 01	<p>How to raise your profile and secure a place for payroll at the top table <i>Ana Laiu MCIPPdip, head of payroll, PPHE hotel group</i></p> <p>In this session, the speaker will discuss how technological advances have helped us, payroll professionals, to change our focus from the transactional payroll processing to a more strategic role, where we are in partnership with the business.</p>
Workshop 02	<p>Financial wellbeing - University of Lincoln case study <i>Ian Hodson MSc ChMCIPPdip, head of reward/deputy director of human resources, University of Lincoln Victoria East BA (Hons) Dip PFS, National Business Development Manager, WEALTH at work</i></p> <p>A presentation of a client case study:</p> <ul style="list-style-type: none"> • Need for financial wellbeing • Taking a holistic approach – how University of Lincoln embedded financial wellbeing into their overall wellbeing strategy • How payroll and reward professionals can be natural champions in leading and shaping financial wellbeing in the workplace • Effective communication • Maintaining financial wellbeing from hire to retire
Workshop 03	<p>Pay rises during maternity leave <i>Fiona Smith MCIPPdip, trainer, CIPP</i> <i>Julie Northover ChFCIPPdip, trainer, CIPP</i></p> <p>Do you want your conference to work harder for you? Why not fit in some training while you're here!</p> <p>Do you dread the thought of pay rises whilst employees are on Maternity Leave? Have you heard of the Alabaster ruling, but you're honestly not sure of the implications? Julie and Fiona have a training solution for you. In this session, they will take you through how to ensure you are paying the right amount of Statutory Maternity Pay, including that infamous Alabaster calculation.</p> <p>Come along and refresh your understanding of a key payroll obligation.</p>
Workshop 04	<p>IR35 - What's happening now? <i>Justine Riccomini MSc FFTA AIPA Chartered MCIPD ChFCIPP, head of taxation (Scottish taxes, employment and ICAS tax community), ICAS</i></p> <p>This session will discuss recent cases, exploring why some cases are won and some lost. Provide delegates with understanding of current legislation as interpreted by employers, individual workers & judiciary. Provide insight on latest position from a policy and practical perspective, and review how new IR35 proposals</p>

	implemented in the private sector on 6 April 2020 have bedded in.
Workshop 05	<p>Managing change in turbulent times <i>Danny Rice, Manager - UK Payroll Product Management, Workday</i></p> <p>This session is an overview of some of the latest trends impacting payroll from supporting front line workers through to technology changes and how these can be harnessed to drive your payroll forward.</p>
16:00 – 16:45	STREAM TWO
Workshop 06	<p>Delivering ‘wow’ now: digital transformation without capital expenditure – how is that possible? <i>Glyn King, managing director, Datagraphic Ltd</i></p> <p>Robotics, AI: technology that could take payroll into the future & help create a digital workplace. But how do you turn ‘wow’ moments into reality? The speaker will share examples of how you can achieve your digital goals, without lengthy and costly change projects. They will also provide value stories of payroll peers who have begun their digital journey with document automation and achieved results in weeks not years.</p>
Workshop 07	<p>What to think about when developing an Employee Engagement strategy <i>Elaine Gibson MSc, ChFCIPPdip, FHEA, MCMI, director of people and quality, Dataplan Payroll Ltd</i></p> <p>An interactive session exploring strategies to encourage employee engagement, leading to improved productivity/service provision. This session will;</p> <ul style="list-style-type: none"> • Share real experiences to facilitate best practice • Consideration to some of the “what not to do’s” and “what works in practice”
Workshop 08	<p>Holiday Pay calculations <i>Fiona Smith MCIPPdip, trainer, CIPP</i> <i>Julie Northover ChFCIPPdip, trainer, CIPP</i></p> <p>In the second of our training sessions here at annual conference, our trainers will be holding a 45 min session on the ins and outs of holiday pay as it currently stands. The session will cover the basics of holiday pay and will equip you with the knowledge you need to avoid the pitfalls of ever-changing case law and ensure your holiday pay remains compliant.</p>
Workshop 09	<p>Statutory payment update <i>Shaun Tetley FCIPPdip, payroll and pension manager, Portsmouth and Gosport Councils</i></p> <p>A topical update covering the newest statutory payments, the increasing take up of shared parental leave and pay and looking ahead to the statutory payments likely to be introduced in the near future.</p>
Workshop 10	<p>Do you have what it takes to be part of a high performing team? <i>Dr Sue Smith EdD MA BEd FHEA FCMI Cmgr Assoc CIPD, education director, CIPP</i></p> <p>High performing teams require refined skills, motivation, dedication, sacrifice, relevant training, strong character, hard work and maybe some talent; and enough resilience to get up when you're knocked down!</p> <p>Are you fit enough to perform alongside your fellow-athletes?</p> <p>Drawing parallels from the sports arena, this talk looks at key attributes and how consistency in performance, teamwork, competition, setbacks and changing priorities can impact on outcomes. As an England International Masters squash player, Sue looks back on her sporting journey and discusses the parallels to the professional world of business and how she has learned to apply these qualities to further her professional career.</p>
16:50 – 16:55	Welcome from the American Payroll Association
16:55 – 17:40	<p>Plenary two Payroll legislation update <i>Helen Hargreaves MSc, ChFCIPPdip, Associate director of policy</i></p> <p>This session will look at the hot topics affecting payroll right now and what is on the horizon.</p>
17:40 – 17:45	Day one close
19:30 – 22:00	Networking buffet

Programme and/or speakers subject to change without prior notification