When a group of people act together, the more powerful have to listen. The TUC is right about this*. They are also right that some of the UK’s leading companies have vital union relationships, that the traditional union movement is getting smaller and that members and activists are getting older. But what new forms of organising are we seeing? Isn’t an internal WhatsApp group a form of ‘union’? What about an online petition, a Facebook page or a letter to The Times with multiple signatures? Because of social media, more than ever before, corporate power is becoming receptive to different collective voices and new unions are being heard. As the date when the UK leaves the EU draws near, this conference will consider Brexit’s impact on labour relations and the innovative ways in which employees and employers are engaging with each other.

*www.tuc.org.uk/building-stronger-unions

**Speakers**

**Thomas Player (Chair)**  
Partner, Employment Law

**Julie Armstrong**  
Group Airlines HR Director, Thomas Cook

**Sir Brendan Barber**  
Chair, Acas

**Neil Carberry**  
Chief Executive, Recruitment & Employment Confederation

**Nita Clarke OBE**  
Director, IPA

**Daniel Hannan MEP**

**John Hendy QC**  
Old Square Chambers

**Nigel Lewis**  
Head of Employee Relations and Policy, BBC

**Dr Andrew Lillico**  
Executive Director, Europe Economics

**Professor Alan Manning**  
Chair of the Migration Advisory Committee

**Marc Meryon**  
Head of Industrial Relations

**Dr Jason Moyer-Lee**  
General Secretary, Independent Workers Union of Great Britain

**Sally Nailard**  
Industrial Relations Specialist, Network Rail

**Martin Warren**  
Head of Labour Relations
Labour relations beyond Brexit
Together apart?

Most people felt the tribunal fee system was imperfect but it was collective action, culminating in Unison’s litigation, that changed Government policy. The #MeToo campaign is unifying people globally as well.

Timed to follow the TUC and party conferences, this conference covers recent labour relations developments including the future for collective voice and post-Brexit Britain.

Who should attend?
This conference attracts those responsible for labour relations and employment policy, directors and VPs of HR, ER specialists and in-house lawyers.

Delegates will gain an insight into:
- the UK after Brexit: implications for employment and employers
- freedom of movement: skills and labour supply?
- the future of collective voice: new forms, new unions and to what effect?
- gig and other casual workers: rights, representation and engagement
- insights into key cases, national disputes and recognition agreements

Conference speakers

Chair, Thomas Player | Partner, Employment Law
Tom specialises in labour issues including European works councils, modern slavery and business and human rights.

Julie Armstrong | Group Airlines HR Director
Before taking on her current role six years ago, Julie held HR and customer services director roles at Manchester Airport. Thomas Cook has over 100 aircraft and more than 8,000 staff.

Sir Brendan Barber | Chair
Brendan was the General Secretary of the TUC from 2003 to 2012. He is Deputy Chairman of the Banking Standards Board and a member of the Council of City University.

Neil Carberry | Chief Executive
Neil takes up his position at REC in June 2018. Prior to this he was Managing Director at the CBI. Neil is a member of the council of the conciliation service ACAS and of the Low Pay Commission.

Nita Clarke OBE | Director
Nita had a career in the trade union movement before becoming Tony Blair’s Political Secretary. She was Vice-Chair of the Government - commissioned MacLeod Review and co-author of the ‘Engaging for Success’ report.

Daniel Hannan | MEP
Dan is a writer and journalist. He has been the Conservative member of the European Parliament for South East England since 1999. His latest book is ‘What Next: How to get the best from Brexit’. He grew up on his parents’ farm in Peru.

Martin Warren | Head of Labour Relations
Martin has 30 years of experience advising large employers on labour law and ER. He has been involved in a number of significant test cases before the EAT and CAC. He chairs the CBI Employment Policy Committee.

Nigel Lewis | Head of ER and Policy
Nigel has been in his current role for three years having held similar positions in Lloyds Banking Group.

Dr Andrew Lilico | Executive Director
Andrew works extensively on major finance and regulatory questions, for clients such as the European Commission, UK government departments and regulators, industry associations and large firms. He is Chairman of the IEA/Sunday Times Monetary Policy Committee.

Professor Alan Manning | Chair, Migration Advisory Committee
Alan is professor of economics at the LSE and Director of the Centre for Economic Performance’s research. His expertise is on labour markets including, but not confined to, the impact of migration.

Marc Meryon | Head of Industrial Relations
For 25 years Marc has helped employers with organisational change, including preventing and mitigating the impact of strikes, responding to corporate campaigns, and human rights. Marc is an honorary visiting fellow at City University.

Dr Jason Moyer-Lee | General Secretary
Jason began his involvement with the IWGB while studying for his PhD at SOAS. He began by successfully campaigning with cleaners to earn better terms and conditions. He continues to fight for the cleaners, couriers, security officers, foster care workers and private hire drivers.

Sally Nailard | Industrial Relations Specialist
Sally is an experienced HR professional who worked for British Airways before joining UNITE as a Regional Officer based at Heathrow. She has worked for Network Rail for over a year.

Martin Warren | Head of Labour Relations
Martin has 30 years of experience advising large employers on labour law and ER. He has been involved in a number of significant test cases before the EAT and CAC. He chairs the CBI Employment Policy Committee.
Programme

09.00am - 16.30pm

**AM**

09.00–09.30 Registration and coffee

**Setting the scene**
Tom Player

**Labour law developments**
Martin Warren
- the Government’s response to the Taylor Review
- gig economy recognition and status cases
- continuing European influence?

**The UK post-Brexit**
Dan Hannan
- timeframes, hurdles and likely outcomes
- optimism about the deal and trade
- Washington and Brexit

**Labour migration: an update**
Professor Alan Manning
Commissioned by the Home Secretary, the Migration Advisory Committee is an independent public body that provides transparent, independent and evidence-based advice to Government.

**Labour supply and pay growth**
Neil Carberry
- labour supply post-Brexit
- retention and pay rises
- the impact of minimum wages

**The outlook for the UK economy**
Dr Andrew Lilico
- GDP, inflation and pay
- unemployment, migration and productivity
- best case scenarios and worst

**PM**

**Representing precarious workers**
Dr Jason Moyer-Lee
- ‘Good work’ and the Taylor Review: reflections
- small unions and well-funded employers
- cases, actions and real change

**Panel discussion:**
21st century collective voice?
Chaired by Sir Brendan Barber, with Julie Armstrong, Nita Clarke and Sally Nailard

**Reviewing terms and conditions**
Nigel Lewis
- doing things differently
- a new approach with unions
- learning from mistakes
- internal and external influences

**Labour law under Labour**
John Hendy QC
- reinstating a Ministry of Labour
- reintroducing sectoral collective bargaining
- enforcing workers’ rights

**Implications of Labour’s proposals for employers**
Marc Meryon

16.30 Final comments, drinks and nibbles
Further information

Booking conditions
It is a condition of attendance that the course fee has been pre-paid. Your booking will be confirmed in writing within five working days of our receiving your completed booking form. If you do not receive confirmation within ten days, please telephone us on +44 113 200 4040.

Joining instructions
These are issued by email direct to the delegate one week before each course.

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Any cancellation must be notified at least two weeks prior to the seminar date otherwise you will be charged for the place. Alternatively a substitute can attend at no extra cost.

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nicholasedwards@eversheds-sutherland.com

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  Global Practice Group Head: Employment & Labor,
  Eversheds Sutherland

- Valerie Hughes-D’Aeth
  Group HR Director, BBC

- Geoff McDonald
  Former VP HR, Marketing,
  Communications & Sustainability, Unilever

- Dr Emma Parry
  Professor of HRM, Group Head of Changing World of Work, Cranfield University

- Dr Megan Reitz
  Associate Professor of Leadership and Dialogue, AshridgeHult Business School

- Yvonne Sonsino
  Co-Chair of the DWP Fuller Working Lives’ Strategy Group, and Partner at Mercer

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