

One Wood Street, London

19 October 2017

14th annual

Labour relations conference

Fair rights, effective representation?

There are trafficked and exploited workers in UK plc's supply chain. Some workers do have 'precarious' employment with worrying working conditions. But soundbite myths about zero-hour contracts, taxi and delivery drivers, self-employment and politicised strikes do not help. Nor does the claim that Brexit will inevitably undermine employment rights. Against this backdrop, the Taylor Review of employment practices will be published. It considers how employment needs to change to keep pace with modern business models and legislation may follow. This conference updates you on key current labour issues, including union and employer concerns, Trump and the Government's encouragement of employee voice and 'fairness'.

Speakers

Andy Bindon*HR Director,
Govia Thameslink Railway***Neil Carberry***Director for Employment
and Skills, CBI***Peter Cheese***Chief Executive, CIPD***Nita Clarke OBE***Director, IPA***Ronnie Goldberg***Senior Counsel, The
United States Council for
International Business***Marc Meryon***Head of Industrial Relations,
Eversheds Sutherland***Sarah O'Connor***Employment Correspondent,
Financial Times***Michael Portillo***Commentator***Roy Rickhuss***General Secretary, Community***Professor Roger Seifert***Industrial Relations and HR,
University of Wolverhampton***Matthew Taylor***Chief Executive,
Royal Society of Arts***Martin Warren***Head of Labour Relations,
Eversheds Sutherland***£479**
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One-day
conference

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Fair rights, effective representation?

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There is evidence that employers and investors, are listening to what Theresa May has had to say about employment and pay, and reforming their practices. It also appears that political change in the EU and the USA have not had the economic consequences that were predicted. Timed to follow the TUC and party conferences, this conference addresses the impact of international developments on the UK labour market.

Delegates will gain an insight into:

- will the Taylor Review make a difference?
- gig workers and trade unions: can they be engaged?
- where now for employee voice: a range of viewpoints
- “an economy that works for everyone”*: insights into Government policy
- latest views on Brexit and Trump; and the impact on employment and immigration
- insights into recent national disputes, plus good practice employer case-studies

**Theresa May, October 2016 Conference Speech*

Who should attend?

This conference is targeted at those responsible for labour relations and employment policy, including officers, directors and VPs of HR, ER specialists, in-house lawyers and corporate responsibility professionals.

Munich 20–21 June 2017

International labour issues conference

Speakers include:

Kim Dockstader Associate General Counsel, Labor & Employment, Lyondell Basell
Jan Eijsbouts Professor of CSR, Maastricht University
Hassan Imam Programme Head, Migration Programme, BRAC
Dr Norbert Kluge Head of Co-Determination Development, Hans-Böckler-Stiftung
Anna Myers Director, Whistleblowing International Network
Nick Thomas European Labour & Employment Leader, GE Corporate
Ame Trandem Network Co-ordinator, OECD Watch



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for more information

Programme

09.00–09.30 Registration and coffee

Setting the scene

Martin Warren

- employment issues and reputational risk, including pay
- the gig economy: it is not just a narrow or sector issue
- implementation of Trade Union Act: further measures?

Implementing the Taylor Review?

Matthew Taylor

- why we came to our conclusions
- work quality?
- further work to be done: tax?
- anticipated legislative response?

Campaigning, representation and influence

Roy Rickhuss

- save our steel
- self-employment
- politicised unions

Brexit update and the impact on HR

Michael Portillo

- the negotiations so far and analysis of the UK's current position
- predictions about the settlement
- Scotland?

Panel discussion: Worker rights and HR reputation

Chaired by Sarah O'Connor, panellists include Neil Carberry, Peter Cheese and Professor Roger Seifert.

Speakers

Andy Bindon *HR Director*

The Department for Transport awarded Govia the Thameslink, Southern and Great Northern franchise in May 2014 – the largest in the UK in terms of passenger numbers, trains, and employees. The seven year management contract, incorporated the Southern routes from July 2015. As part of the Executive Team, Andy is responsible for leading and delivering improvements that benefit customers.



Neil Carberry *Director for Employment and Skills*

Neil is responsible for developing employment and skills policy. His team campaigns on behalf of members on labour market and skills issues, including employment law, ER, equality, pay, pensions, health and safety, and human rights.



Peter Cheese *Chief Executive*

Before taking up his current post in 2013, Peter was Global MD of Accenture's talent and performance consulting practice. He is recognised as a consultant, speaker and writer in the field of human capital and organisation, and has worked with many organisations, practitioners and thought leaders in this field.



Nita Clarke OBE *Director*

Nita had a long career in the trade union movement before becoming Tony Blair's Assistant Political Secretary. She was Vice-Chair of the Government commissioned MacLeod Review and co-author of the 'Engaging for Success' report.



Ronnie Goldberg *Senior Counsel*

The USCIB advances the global interests of American business. Their policy positions are developed by their membership, encompassing more than 300 global corporations, professional firms and industry associations.



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.



Sarah O'Connor *Employment Correspondent*

Sarah writes news, analysis and features on the world of work. She joined the FT in 2007 and has covered the US economy from Washington DC, and the financial crisis from Iceland. She was named Business and Finance Journalist of the Year in the 2014 British Press Awards.



Michael Portillo *Commentator*

Michael was a Government Minister for 11 years and had three cabinet positions in the Cabinet. After losing his seat he returned to the Commons between 2000 and 2005. He was Shadow Chancellor, and contested the leadership of his Party, unsuccessfully. Since leaving politics, he has devoted himself to writing and broadcasting.

Roy Rickhuss *General Secretary*

Roy began work in a steel mill in Wolverhampton in 1979. He became General Secretary in 2014. Community was formed in 2004 when the Iron and Steel Trades Confederation and the Knitwear, Footwear and Apparel Trade Union joined together. These two traditional unions had deep roots and strong regional identities.



Professor Roger Seifert *Industrial Relations and HR*

Roger acts as an adviser and consultant to large private and public sector companies, trade unions, and government departments. He appears on TV and radio, and writes for newspapers on issues of employment.



Matthew Taylor *Chief Executive*

Matthew took up his current role in 2006 before which he was Chief Adviser on Political Strategy to Prime Minister Tony Blair. In 2016 he was asked by Theresa May to review modern employment practices. The Royal Society for the encouragement of Arts, Manufactures and Commerce has been the intellectual home of some of the greatest thinkers and social activists.



Martin Warren *Head of Labour Relations*

Martin has 30 years of experience advising large employers on aspects of 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, is a member of the People Management editorial board.



What does a Trump administration mean for employers?

Ronnie Goldberg

- is a change of Government in Washington affecting employment in the US and internationally?

Voice and ROI?

Nita Clarke

- multi-channel listening mechanisms
- reputation and trust
- canary in the coal mine

John Lewis Partnership

Colleagues on the Board

Name Surname TBC

John Lewis staff elect employee representatives to serve on the Board. This case-study covers their role and influence.



The story of the Southern Rail strike – a personal view

Andy Bindon

- what led to the dispute
- what was it really about
- moving on
- with the benefit of hindsight

Negotiating tactics – using the law to get to a deal

Marc Meryon

16.00 Final comments, drinks and nibbles

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Cancellation policy

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.

Ethical HR Summer School

20–21 July 2017

Ashridge Business School



Speakers include:

Jane Ashcroft CBE
Chief Executive, Anchor

Jim Bligh *Director,
Public Affairs & Policy,
Tata Consultancy Services*

Emily Cox *Director of
Public Affairs, Virgin Money*

Stefan Stern *Management
Writer/Commentator and
Director of The High Pay Centre*

Jo Swinson *Director,
Equal Power Consulting*

This course is aimed at ambitious HR and OD professionals who want to be more effective in their role. Each talk is intended to help you think about how people processes influence corporate values.

Contact **nicholasedwards**
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£849 +VAT
including accommodation
and conference dinner

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