

# HR in the Public Sector Forum 2008

2nd Annual

Improving Public Sector Efficiency through Effective Performance Management, Partnership Working and Change Management

MULTIPLE BOOKING DISCOUNT  
**£75**

## Programme Highlights:

- Identifying and developing public sector leaders
- Examining the modernisation agenda and change management strategies
- Implementing an innovative, modern approach to pay and reward
- Developing partnerships and shared services in the public sector
- Creating talent management and succession planning processes
- Establishing effective wellbeing strategies

Wednesday 15<sup>th</sup> October 2008

CCT Barbican, London

## Chair:

- Dean Shoesmith - *Vice President, Public Sector People Managers Association*

## Speakers From:

- **Westminster City Council** - Graham White, *HR Director*
- **Department for Work and Pensions** - Jerry Arnott, *Director of Organisational Capability*
- **Greater Manchester Police** - Andrew Marston, *Assistant Chief Officer HR*
- **Lancashire County Council** - Carol Mills, *HR Director*
- **Cabinet Office** - Jacquie Heany, *HR Professionalism, Civil Service Capability Group*
- **Cumbria County Council** - Jim Savege, *Corporate Director of HR*
- **Fife NHS Board** - Professor Jim Mcgoldrick, *Chairman*
- **London Borough Tower Hamlets and Tower Hamlets PCT** - Deborah Clarke, *Director of HR*
- **Unison** - Heather Wakefield, *Head of Local Government*
- **West Yorkshire Probation Service** - Ian Brandwood, *HR Director*
- **Somerset County Council** - Richard Crouch, *Head of HR and Organisational Development*
- **Bolton Metropolitan Council** - Chris Hyams, *Head of Organisational Development*
- **Welsh Assembly Government** - Peter Kennedy, *Deputy Director, HR*



**Keynote Presentation**  
**Jerry Arnott**  
*Director of Organisational Capability*  
Department for Work and Pensions

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## HR in the Public Sector Forum 2008

Join Symposium Events' 2<sup>nd</sup> annual conference exploring HR challenges in the public sector. This is an unrivalled opportunity for leaders in the public sector to discuss and debate the issues facing their industry. Key insights by public sector professionals for public sector professionals will focus on the unique hurdles that your employees face. This unique event will help you establish solutions and strategies to tackle your key challenges.

### Background

Public sector organisations have experienced a large prevalence of change and there is still more to come as they face major pressures to become more streamlined and more accountable. Adding to the many challenges they face is the negative press that has been reported over public sector working in recent time. Developing talent and skills remains critical for the role of HR and it is imperative to develop people management strategies capable of delivering the organisational objectives. **HR in the Public Sector Forum** will analyse in detail the current state of HR public sector reform. Through a series of case studies from across the sector you will be given the opportunity to discuss your HR challenges with your peers.

### Why should you attend?

- Examine the **future of public sector HR** with HR leaders in central and local government
- Build a framework for **talent and leadership development**
- Transform performance and efficiencies through **partnership working and shared services**
- Improve your **wellness strategies** to minimise absenteeism
- Manage your **relationship with your union** efficiently
- Create clear frameworks in your approach to **pay and reward**

### Who Should Attend?

Directors, Heads and Managers of:

- Human Resources Personnel
- HR Business Managers
- Employee Relations
- Pay & Reward
- Corporate HR
- Training & Development
- Workforce Planning
- Organisational Development
- Employee Wellbeing
- Outsourcing
- HR Shared Services

### Speakers



**Jerry Arnott** joined the Department in February 2007 having run his own consulting and coaching business for the previous 4 years. During this time he supported a number of organisations including Transport for London, BT, Lloyds TSB, National Grid and Canon.



**Ian Brandwood** has worked in a variety of local authority roles in which he was primarily responsible for preparing the organisations to successfully respond to the challenges posed by compulsory competitive tendering.



**Deb Clarke** is the first ever Director of Human Resources for both a local authority and a primary care trust. Her background is in local government and she has worked in a variety of local authorities in the West Midlands.



**Richard Crouch** is Head of HR and OD at Somerset County Council, a council that has moved from an Audit Commission rating of 2 Star 'Fair' to the highest possible rating of 4 Star 'Excellent'. Richard believes that this improvement has been down to the Council's strong leadership team.



**Jacquie Heany** is currently Deputy Director, HR Professionalism at the Cabinet Office. This role gives her the opportunity to guide and influence the professional development of the 10,000 strong Government HR community.



**Chris Hyams** is Head of Organisational Development at Bolton Metropolitan Council where Chris has implemented a strategic approach to change. Chris also works across the Greater Manchester region where she contributes to the regional Improvement and efficiency agenda.



**Peter Kennedy** is Deputy Director – Human Resources for the Welsh Assembly Government. He joined the organisation in 2004 having worked for several years within the Ministry of Defence. He is a HR professional with many years experience of both operational and strategic Human Resources.



**Andrew Marston** created the Greater Manchester Police's first integrated HR Branch. He led the introduction of the Performance Appraisal Scheme, major recruitment campaigns including Project 8000, devolution of HR activities and GMP's Leadership Programme.



**Jim McGoldrick** is Chairman of the Fife NHS Board and a Member of the Board of NHS National Services Scotland. He previously served as a Member of the Scottish Higher Education Funding Council until its merger with the Further Education Funding Council.



**Carol Mills** is responsible for providing Organisational Development, Learning and Development, HR and Health and Safety Services for over 43,000 employees at Lancashire County Council, 645 schools and a number of external partners.



**Jim Savege** is the Corporate Director of HR and OD for Cumbria County Council. His aim is to drive change and service improvement across the authority. Jim moved from Staffordshire County Council where he was involved in developing one of the largest HR Shared Services in the public sector.



**Heather Wakefield** is National Secretary for UNISON's Local Government Service Group covering 1.5 million employees and responsible for the Local Government Service Group's policy and campaigning activities.



**Graham White** has recently taken over as Director of HR at Westminster City Council where he is responsible for delivering the entire HR remit for the Council's workforce, including Strategic Human Capital Management, Career Succession Planning, Talent management and Pay & Workforce Planning.

**Dean Shoesmith** is currently sharing two roles covering the Head of HR for both London Borough of Sutton and the London Borough of Merton. He has led an innovative partnership scheme to transform recruitment services across London.

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# Conference Programme



9.00 - 9.30 Coffee and Registration

9.30 - 9.50 **Introduction and Opening Address by Conference Chair**

- Shared services and the likely impact on HR in the public sector for the future

**Dean Shoesmith, Vice President, Public Sector People Managers Association**

9.50 - 10.10 **Opening Keynote Address**

**Developing Leaders in the Public Sector**

- The leadership imperative across the Civil Service
- The story so far in the DWP
- Building a framework for leadership and management development
- Identifying those key for successful implementation

**Jerry Arnott, Director of Organisational Capability, Department for Work and Pensions**

10.10 - 10.35 **Effective Performance Management**

- Evaluating operational effectiveness
- Redefining strategies talent and leadership strategies
- Supporting managers through change

**Graham White, HR Director, Westminster City Council**

10.35 - 10.45 **Questions and Discussions with Speakers**

10.45 - 11.20 **Knowledge Share Networking Session**

This is your chance to discuss and debate the nitty gritty issues and seek solutions to the HR challenges you are facing. Knowledge Share is a great opportunity to talk through challenging issues in a structured environment.

11.20 - 11.45 Coffee, Exhibition and Networking

11.45 - 12.15 Choose Between *either Stream I or Stream II*

## Stream I

**New Approaches to Public Sector Pay**

- Improving approaches to pay in the Welsh Assembly Government
- Realigning pay grades
- Establishing new benefit structures

**Peter Kennedy, Deputy Director HR, Welsh Assembly Government**

## Stream II

**Developing Leadership Talent**

- Identifying and developing leadership potential
- Creating talent management and succession planning processes
- Developing existing leaders

**Andrew Marston, Assistant Chief Officer HR, Greater Manchester Police**

12.15 - 12.45 Choose Between *either Stream I or Stream II*

**Implementing a Progressive Modern Approach to Pay**

- Creating clear frameworks
- Delivering total reward
- Examining the complexities of cross sector pay
- Looking at the challenges for the year ahead

**Jim Savege, Corporate Director of HR, Cumbria County Council**

**Aligning HR Agendas**

- Workforce planning and service delivery
- Talent management of an older workforce in the public sector
- Workforce retention

**Professor Jim Mcgoldrick, Chairman, Fife NHS Board**

12.45 - 13.45 Lunch, Exhibition and Networking

13.45 - 14.15 Choose Between *either Stream III or Stream IV*

## Stream III

**Taking a Partnership Approach to Employment in the Public Sector**

- Developing a common approach to employment
- Anticipating workforce challenges
- Getting synergy from a joined up approach
- Examining working arrangements

**Deborah Clarke, Director of HR, London Borough Tower Hamlets and Tower Hamlets PCT**

## Stream IV

**Developing Effective Wellness Strategies**

- Examining the root cause of absence
- Investing in sickness prevention
- Encouraging healthy lifestyles
- Finding a balance between employee and employers responsibility

**Carol Mills, HR Director, Lancashire County Council**

14.15 - 14.45 Choose Between *either Stream III or Stream IV*

**Transforming Local Government through Public & Private Sector Partnerships**

- The Transformation Agenda in Somerset
- The role of the private sector in turning dreams into reality
- The role of HR and OD in a joint venture relationship
- Balancing the needs of your people with those of the business to create a winning formula

**Richard Crouch, Head of HR and Organisational Development, Somerset County Council**

**Stress and Leadership**

- Creating standards of excellence
- Innovative improvements
- Fostering collaborations and creating team spirit

**Ian Brandwood, HR Director, West Yorkshire Probation Service**

14.45 - 15.05 Coffee, Exhibition and Networking

15.05 - 15.30 **Delivering Change in a Four Star Council**

- Bolton Council – Our journey
- Building the capacity and confidence for change
- A strategic approach to change
- Whole organisation improvement
- Delivering change, and real outcomes for people

**Chris Hyams, Head of Organisational Development, Bolton Metropolitan Council**

15.30 - 15.55 **Public Sector Pay Improvements**

- Looking at and improving the relationship between unions and the public sector
- Examining the latest developments in national negotiating
- Improving employee morale

**Heather Wakefield, Head of Local Government, Unison**

15.55 - 16.20 **Closing Keynote Address**

**Developing HR Talent and HR Careers in a Changing Environment**

- Spotting and Developing Talent
- Identifying the right competencies
- Ensuring flexibility during changing times
- Closing skill gaps

**Jacque Heany, HR Professionalism, Civil Service Capability Group, Cabinet Office**

16.20 - 16.30 **Questions and Discussion with Speakers**

16.30 **Chairman's Closing Remarks**

16.35 **Close of Conference**

# HR in the Public Sector Forum 2008

## Conference Booking Form

MULTIPLE BOOKING DISCOUNT

£75

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 Job Title \_\_\_\_\_

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**Venue**  
 CCT Venues  
 The Barbican  
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 135 – 137 Aldersgate Street  
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**Date**  
 Wednesday 15<sup>th</sup> October 2008

**Cancellations**  
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9th October 2008
  - **Public Sector HR Forum**  
15th October 2008
  - **Employee Wellbeing Forum**  
23rd October 2008
  - **HR and Change Management Forum**  
13th November 2008
  - **Leveraging HR Technology**  
20th November 2008
  - **Bullying and Harassment at Work 2008**  
27th November 2008

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### Documentation (Delegates receive one copy free)

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