

# HR in the Public Sector 2010

Examining HR's role in transforming the public sector in these cost conscious and cut back driven times

5th  
ANNUAL

Thursday 25<sup>th</sup> November 2010

Thistle City Barbican Hotel, London

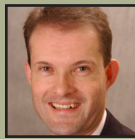
## Programme Highlights:

- Respond to the **Comprehensive Spending Review**
- Understand how to keep your **employees engaged** through difficult times
- **Transform** your organisation for greater **efficiency**
- Develop effective techniques to handle **organisational change**
- Use **restructuring as an opportunity** rather than a threat
- **Restructure your workforce** successfully and develop a new organisational structure
- Know how to work within **new legislation** and with unions effectively
- Develop **workforce planning measures that really count**
- Implement new strategies to cope with **pay freezes and cut backs**



## Chaired by:

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



- **David Amos**, *Former Senior Policy Advisor, Cabinet Office*



- **Andrew Jackson**, *Vice President of Government Solutions, Kenexa*



- **Nikki Duncan**, *Partner, Bond Pearce*



- **Peter Reilly**, *Director of HR Research & Consultancy, Institute for Employment Studies*



- **Karen Bridges**, *Head of Transformation Development, Birmingham City Council*



- **Melanie Wood**, *HR Business Partner, Birmingham City Council*



- **Colin Harnett**, *Deputy Director, National Offender Management Service*

## Keynote Address by:

- Rob Whiteman, *Managing Director, Local Government Improvement & Development Agency*



- **Simon Norris**, *Director of Human Resources, Tower Hamlets College*



- **James Dagleish**, *Head of HR, London Fire Brigade*



- **Leatham Green**, *Assistant Director, East Sussex County Council*



- **Alan Duffell**, *Director of Workforce and Learning, Sandwell Mental Health and Social Care NHS Foundation Trust*



- **Jan Parkinson**, *Managing Director, Local Government Employers*



- **Lucille Thirlby**, *Deputy Head of Local Government, Unison*



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# HR in the Public Sector 2010

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This Forum has been engineered to provide HR professionals with the skills to **tackle the issues around budget reductions**. The speaker panel consists of HR professionals that have proven strategies to deal with some of the key issues facing HR public sector organisations. This forum will deliver transferable techniques to enable HR professionals in the public sector to cover issues such as change management and reorganisation, employee engagement and workforce planning along with crucial advice and guidance from a top law firm and union.

## Background

With the new government coalition delivering a Comprehensive Spending Review, in October, of which the results will put an even greater strain on the UK's already fragile economy. Over the next 6 years the government budget measures hope to cut £66bn from spending. Therefore it has never been more important for the public sector to work on increasing efficiency and productivity with smaller budgets whilst keeping top talent and employee wellbeing.

Here's how... Attend **HR in the Public Sector 2010** and hear invaluable best practice scenarios across the board. We will ensure that you take home transferable up to date skills that you can use in your own organisation. Not only will you here the theory and methods on **restructuring your workforce** and **managing change effectively** you will hear case studies from organisations that have done it and done it successfully. To take up your opportunity to hear from leading HR professionals on how to respond to the **Comprehensive Spending Review** successfully **BOOK NOW!**

**68%**  
of HR managers claimed that 'cutting costs' is  
the single most important issue they face

*HRreview, Public Sector HR Survey 2010*

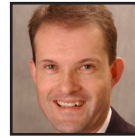
## Benefits of Attending

- Examine the **changing role of public sector HR**
- Maintain staff **engagement during downsizing**
- **Make efficiency savings** and improve your service delivery model
- Learn how to **develop vital leaders** in challenging times
- Understand how to **reward your retained talent cost effectively**
- Know how best to **manage a restructure**
- Facilitate change with **effective change strategies**

## Who Should Attend?

- Heads, Managers and Directors of Human Resources
- Pay & Reward
- HR Business Partners
- Employee Relations
- Workforce Planning
- Organisational Development
- Employee Wellbeing
- HR Shared Services
- Training & Development
- Outsourcing

## Selected speaker biographies



**Dean Shoesmith** is the **Joint Executive Head of Human Resources** working for the **London Boroughs of Sutton and Merton**. He is also the current **President of the Public Sector People Managers' Association (PPMA)** and has received the **IDEA national skills champion award** for two consecutive years (2008 and 2009) for his work to promote workforce skills and the **Skills for Life** agenda.



**Rob Whiteman** is **Managing Director of Local Government Improvement & Development (LGID)**. Rob works with councils to accelerate improvement and development. From 2005 to 2010 Rob was **Chief Executive of LB Barking & Barking and Dagenham** where the council was recognised by several awards including in 2008 the **Most Improved Council of the Year** and **Beacon status for Tackling Climate Change**.



**David Amos** has until recently worked in the **Public Services Workforce Team at the Cabinet Office**, supporting efforts to promote jobs and skills across the public services during, and coming out of, the economic downturn. This involved working across government departments, with public service employers and trade unions and the vast range of bodies engaged with employment and skills agenda.



**Jan Parkinson** took up post as **Managing Director of Local Government Employers (LGE)** in 2006. She was **President of the Public Sector People Management Association (PPMA)** in 2005. She is also a non-executive member of **Four Housing Group**, a **Council Member of the University of Newcastle**, a **visiting fellow at the business school of the University of Northumbria**, and a **Commissioner on the Women and Work Commission**.



**Karen Bridges** is **Head of Transformation Development at Birmingham City Council**, leading on the development of business transformation and driving forward business change. Karen has held a position in both local government and the **National Health Service** for 20 years being involved in management and organizational development as well as having a corporate role in driving forward transformational change.



**Simon Norris** is the **Director of Human Resources for Tower Hamlets College**. Simon joined the **THC** in 2009 to lead the next phase of **College restructuring** and improve **HR capability**. Simon has hands on experience of delivering the significant change required for **downsizing, post acquisition restructure** and rapid growth. He has also worked in both heavily unionised and non-unionised environments.



**Alan Duffell** has been the **Board level lead for HR at Sandwell Mental Health and Social Care NHS Foundation Trust** since 2007, responsible for workforce and learning, and for the 2 previous years was the **Assistant Director** for his current trust. Joining the **NHS** after leaving the **Royal Air Force** in 2001, he then took up the role of **Head of Education, Training and OD**, within **North Staffordshire**.



**Lucille Thirlby** is **Deputy Head of Local Government for UNISON's Local Government Service Group** covering 750,000 members. She is **assistant trade union side secretary for the National Joint Council for England, Wales and NI** and is a **Joint Secretary of the Chief Officers JNC** for local government.



**James Dagleish** is currently **Head of Human Resources at the London Fire and Emergency Planning Authority** (London Fire Brigade) a post which he has held for the last eight years. In that role he is the **chief HR adviser to the National Employers on Fire related matters** and is also the **Local Government Association's technical adviser on Fire fighter Pension schemes**.

# Conference Programme

Thursday 25<sup>th</sup> November 2010 - Thistle City Barbican Hotel, London

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|               |  |               |
|---------------|--|---------------|
| 09:00 - 09:30 | <b>Coffee and Registration</b>   | 13:05 - 13:15 |
| 09:30 - 09:40 | <b>Introduction and Opening Address by Conference Chair</b><br><b>Dean Shoesmith, President, Public Sector People Managers Association</b>   | 13:15 - 14:00 |
| 09:40 - 10:15 | <b>Responding to the Comprehensive Spending Review</b> <ul style="list-style-type: none"> <li>Performing the same or better with a smaller budget</li> <li>Public service efficiency and reform</li> <li>Place based budgeting</li> <li>Increasing workforce productivity</li> </ul> <b>Rob Whiteman, Managing Director, Local Government Improvement &amp; Development Agency</b>   | 14:00 - 14:30 |
| 10:15 - 10:40 | <b>Transformers – The Arts and Skills of Changing Public Sector Organisations</b> <ul style="list-style-type: none"> <li>Understand and find the skills necessary for transformation</li> <li>Prepare for the challenges and changes for front line managers</li> <li>Effective techniques to handle organisational change from leaders to the shop floor.</li> </ul> <b>David Amos, Former Senior Policy Adviser, Cabinet Office</b>                                      | 14:30 - 14:55 |
| 10:40 - 11:05 | <b>New HR for New Times: Leading and Engaging Employees Through Strategic Change</b> <ul style="list-style-type: none"> <li>Face the need to change HR practices</li> <li>Prove the value of professional people management</li> <li>Cohesive ways in which to assess and engage employees</li> <li>Embracing technology</li> </ul> <b>Andrew Jackson, Vice President of Government Solutions, Kenexa</b>  | 14:55 - 15:20 |
| 11:05 - 11:15 | <b>Questions and Discussion with Speakers</b>  |               |
| 11:15 - 11:35 | <b>Coffee, Exhibition and Networking</b>   |               |
| 11:35 - 12:15 | <b>Legal Issues: Interactive Q&amp;A Session</b><br>This is an interactive session where the topic of discussion will be decided by you. This is your opportunity to raise any of your legal concerns and put your legal questions to our expert presenter. Suggested talking points: <ul style="list-style-type: none"> <li>Practical approach to the Equality Act</li> <li>Redundancy</li> <li>Using Agency workers</li> </ul> <b>Nikki Duncan, Partner, Bond Pearce</b> |               |

## Questions and Discussion with Speakers

## Lunch and Networking

## Knowledge Share Networking Session

This is your chance to discuss and debate the key issues and seek solutions to your concerns. Knowledge Share is a great opportunity to talk through challenging issues in a structures environment with your peers. Split into roundtable groups to brainstorm and discuss with your peers:

- What are the best areas and methods of being creative in cutting costs?
- How best to engage and retain top talent while making redundancies?
- How to incentivise during restructures and pay freezes?

### Stream III ABSENCE MANAGEMENT & WELLBEING

**Improving Wellbeing for Staff in an Operational Setting**

- Manage absence and wellbeing
- Promote occupational health
- Teach managers to handle stress for themselves and employees

**Colin Harnett, Deputy Director, National Offender Management Service**

### Stream IV TALENT & LEADERSHIP DEVELOPMENT

**Restructuring your Workforce in a Period of Zero Investment**

- Develop a new organisational structure
- Achieve redundancies successfully
- Ensure that vital skills are retained during restructures
- Support staff throughout downsizing
- Minimise the impact on your organisation

**James Dalglish, Head of HR, London Fire Brigade**

### Reducing Absence and Increasing Wellbeing

- Reduce absence effectively
- Changing attitudes to absence
- Actively implement wellbeing
- Apply programmes using a 'shoestring' budget.

**Leatham Green, Assistant Director, East Sussex County Council**

### Workforce Planning Measures that Really Count

- The need for workforce information
- Linking with business planning
- Key workforce metrics
- Recruit and/or develop staff?
- Organisational staff profiling
- Approaches to role-redesign

**Alan Duffell, Director of Workforce and Learning, Sandwell Mental Health and Social Care NHS Foundation Trust**

|               |   |   |               |
|---------------|---|---|---------------|
| 12:15 - 12:40 | <b>Stream I<br/>CHANGE MANAGEMENT &amp; REORGANISATION</b><br><b>Does Structural Change Mean you need to Spend to Save</b> <ul style="list-style-type: none"> <li>De-layer your organisational structure</li> <li>Navigate shared services</li> <li>Utilise outsourcing</li> <li>Use partnership models</li> </ul> <b>Peter Reilly Director of HR Research &amp; Consultancy, Institute for Employment Studies</b>  | <b>Stream II<br/>EMPLOYEE ENGAGEMENT</b><br><b>Eyes on the Prize: Can Staff be Positively Engaged During Difficult Times?</b> <ul style="list-style-type: none"> <li>Build morale and motivation through restructuring</li> <li>Enhance performance and productivity through engagement</li> <li>Examine engagement strategies</li> </ul> <b>Karen Bridges, Head of Transformation, and Melanie Wood, HR Business Partner Birmingham City Council</b> | 15:20 - 15:30 |
| 12:40 - 13:05 | <b>Key Lessons Learned from HR Shared Services</b> <ul style="list-style-type: none"> <li>'Organic' shared services v legislative frameworks</li> <li>The leadership requirements for shared services</li> <li>The conditions for enabling shared services</li> <li>Organisational redesign</li> <li>Business process re-engineering</li> <li>Practical lessons learned from a shared service implementation</li> </ul> <b>Dean Shoesmith, President, Public Sector People Managers Association</b> | <b>Leading and Learning: Restructuring as More Opportunity than Threat</b> <ul style="list-style-type: none"> <li>Widen responsibility and scoping bigger roles</li> <li>Use information to empower managers</li> <li>Use key skills development to improve engagement</li> <li>Learn through structured communication and feedback</li> </ul> <b>Simon Norris, Director of Human Resources, Tower Hamlets College</b>                                | 16:10 - 16:35 |

## Questions and Discussion with Speakers

## Coffee, Exhibition and Networking

### Can We Freeze Pay Any Longer or Will Things Really Hot Up?

- Cope with pay freezes and cut backs
  - The role of national bargaining and modernisation of terms and conditions
  - Take your workforce with you
  - Rights and responsibilities
- Jan Parkinson, Managing Director, Local Government Employers**

### What's in it for the Workforce – Change Through Fear?

- Cuts, vacancy freezes, more for less, reorganisation, redundancies
  - Pay and conditions 'modernisation' from a trade union perspective
  - Work with unions to improve Service Delivery
- Lucille Thirby, Deputy Head of Local Government, Unison**

## Questions and Discussion with Speakers

## Chair's Closing Comments and Close of Conference

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**Venue**

Thistle City Barbican Hotel, Central Street,  
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**Date**

Thursday 25<sup>th</sup> November 2010

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