

Employing and Vetting Non-UK Nationals

Understand What the Permanent Cap Means for Your Organisation's Non-EU Recruitment

Tuesday 10th May 2011

CCT Canary Wharf - London

Programme Highlights:

- Put your questions to a **UK Border Agency** representative
- Understand how you can **challenge your sponsorship allocations**
- Examine the **Tier 4 Visa regulations**
- **Understand your liabilities** and possible penalties
- **Avoid discrimination** in your recruitment process
- **Recognise fraudulent documentation** and store documents appropriately



Chaired by:


Gerwyn Davies, *Public Policy Adviser, CIPD*



 **Linda Beedie**, *Associate, Bond Pearce LLP*

 **Philip Turpin**, *Solicitor, Turpin & Miller LLP*

 **Rosemary Barber**, *Global HR IM Client Relationship Lead, BP*


 **Tom Hadley**, *Director of Policy & Professional Services, REC*

 **Andrew Sherwood**, *HR Director, Bernard Matthews*


Interactive Q&A with:

Ian Robinson, *Assistant Director - Immigration Policy, UK Border Agency*



 **Julia Onlsow-Cole**, *Head of Global Immigration, PricewaterhouseCoopers Legal LLP*

 **Graeme Kirk**, *Head of Immigration Department, Gross & Co LLP*

 **Sally Knill**, *Group Reward Director, PZ Cussons*

 **Shahjahan Ali**, *Solicitor, Turpin & Miller LLP*



Organised by:



Employing and Vetting Non-UK Nationals 2011

Understand What the Permanent Cap Means for Your Organisation's Non-EU Recruitment

Back
by popular
demand!

The UK Government are due to enforce a permanent cap on skilled immigration in April 2011, what will this mean for you? For your update on the ins and outs of the permanent regulations book Symposium Events' 11th annual Employing and Vetting Non-UK Nationals conference. This event promises to deliver you a full update from the UKBA as well as two interactive legal sessions with three top immigration lawyers from Bond Pearce and Turpin and Miller who will guide you through your legal obligations and answer any concerns you may have.

Late last year the government announced it will introduce a cap on the number of skilled migrants of 21,700 for workers coming from outside the European Economic Area (EEA) from April 2011. With the highly anticipated permanent immigration cap regulations only months' away leading organisation are concerned about what April will bring for them. This conference will allow you to assess your immigration, recruitment and vetting procedures and get to grips with potential changes that are in store by discussing any problems or queries with senior recruitment and immigration professionals.

The impact of the permanent cap is sure to affect everyone involved in the employing and vetting of non UK nationals. Are you aware of the financial and reputational implications related to employing illegal workers? With experts from the CBI, BP and of course the UKBA speaking at the Employing and Vetting Non-UK Nationals 2011 this conference will ensure you understand and comply with the law to prevent any negative attention.

Benefits of Attending

- Interactive Q&A session with the UKBA
- Hear an insightful review of the permanent immigration cap
- Ensure you understand your liabilities
- Examine how to use inter-company transfers
- Understand alternatives to the Points Based System
- Determine how to prepare against changes to Tier 4

Who Should Attend?

- HR Decision Makers
- Heads of Recruitment and Resourcing
- Heads of Global Mobility
- Employee Relations Managers
- Lawyers and In-house Legal Advisers
- Heads of Immigration
- Diversity and Equality Advisers
- Rewards and Benefits Managers
- Vetting Managers
- HR Strategy Advisers

Who will be speaking?



Gerwyn Davies is Public Policy Adviser at the CIPD since 2000. He previously worked as a researcher for the Wales European Centre, Brussels and as a consultant for Central Lobby Consultants, Westminster. Gerwyn is jointly responsible for producing the CIPD/KPMG's influential quarterly Labour Market Outlook.



Tom Hadley is the Director of Policy and Professional Services at the REC his role focuses on lobbying key Government and EU officials on a range of employment and labour market issues. The work also involves highlighting REC initiatives to promote industry standards, including enforcement of a Code of Good Recruitment Practice.



Shahjahan Ali is a Solicitor at Turpin & Miller LLP, which is ranked by Chambers and Partners as Band 1 for Immigration in the Thames Valley Region. Shahjahan has been developing a niche practice in Corporate Immigration and Points Based applications since 2008.



Philip Turpin is a Partner at Turpin & Miller LLP. Philip has nearly 30 years experience in the field of Immigration and Nationality law. Over the years he has trained, mentored and supported many hundreds of solicitors and caseworkers and represented many thousands of clients. He is a former executive member and trainer with the Immigration Law Practitioners Association (ILPA).



Ian Robinson is the Assistant Director - Immigration Policy at the UK Border Agency. Ian has been working for the Home Office for around seven years and has worked in a number of migration and criminal justice roles. Ian currently works on policy and strategy relating to economic migrants and migration.



Linda Beedie is an Associate at Bond Pearce LLP, specialising in employment law. She supports employers with preventative advice, training and HR. Linda is also part of the Bond Pearce immigrations team, assisting employers with the complications of immigration control in relation to their increasing global workforces.



Rosemary Barber is the Global HR IM Client Relationship lead at BP with specific responsibility for Refining and Marketing, Corporate and Functions, Integrated Supply and Trading, and Alternative Energy. Rosemary is also the lead for UK Immigration at BP, covering both local hiring processes and expatriates entering the UK.



Julia Onslow-Cole is the Head of Global Immigration at PricewaterhouseCoopers Legal LLP Julia has over 20 years' experience in providing specialist immigration advice, is ranked in the highest bands in the legal directories, and has been voted the UK's 'Experts Expert' by Legal Business. Julia represents the International Bar Association (IBA) on the UKBA's Corporate Stakeholder Group & Employer Taskforce.



Graeme Kirk is the Head of the Immigration Department at Gross & Co LLP. He is one of the few UK immigration lawyers named in the 2010 edition of "Who's Who Legal" the International Who's Who directory of Business Lawyers, which lists leading business lawyers worldwide. Graeme is also recognised in the Legal 500 and Chambers Directories as one of the leading UK immigration lawyers.



Andrew Sherwood is the HR Director at Bernard Matthews. Andrew joined Carphone Warehouse in 1994 and had a number of operational roles including Area Sales Manager, Divisional Sales Manager and Commercial Manager (Ireland) before being appointed HR Director (UK) and then Group HR Services Director. Andrew made the move to Norfolk in 2006 joining Bernard Matthews, where he was given the remit to modernise the Human Resources Department.

Conference Programme

Tuesday, May 10th 2011 - Central London

Book Now!
020 7231 5100

09.00 – 09.30	Coffee and Registration	13.20 – 14.00	Panel Discussion: Clarifying Problem Areas
09.30 – 09.40	Introduction and Opening Address by Conference Chair Gerwyn Davies, Public Policy Adviser, CIPP		This section of the programme will give you the chance to be involved in a interactive discussion with top professionals. Allowing you the opportunity to share your views and have your questions answered.
09.40– 10.40	Interactive Q&A with UK BA This is an opportunity for you to put your personal questions and challenges directly to the UK Border Agency. The UKBA will lead this interactive session with the purpose of answering your queries and guiding you through the procedures for recruiting non-EU workers. Ian Robinson will also discuss: <ul style="list-style-type: none">• Implementing laws• Thinking about the future of immigration Ian Robinson, Assistant Director – Immigration Policy, UK Border Agency		The panel will focus on: <ul style="list-style-type: none">• Understanding what the permanent cap means for you• Tier 4 Visa's• Looking forward Rosemary Barber, Global HR IM Client Relationship Lead, BP Julia Onslow – Cole, Head of Global Immigration, PwC Legal LLP Tom Hadley, Director of External Relations, REC
10.40 – 11.00	Coffee and Networking	14.00 – 15.00	Interactive Legal Session: Understand Employers Liabilities Under Immigration Law
11.00 – 11.30	Interactive Legal Session: Overview and Update of the Permanent Cap <ul style="list-style-type: none">• Update on the Points Based System post 6 April• Recruitment/termination• Issues arising during the employment relationship• Other visa routes for migrant workers Linda Beedie, Associate, Bond Pearce		<ul style="list-style-type: none">• Recognising fraudulent documents• Learn how to collect and retain the correct documentation to avoid penalties• Understand alternatives to Points Based System applications which would enable lawful employment of overseas nationals Philip Turpin, Solicitor and Shahjahan Ali, Solicitor, Turpin and Miller LLP
11.30 – 11.55	Global Workforce: Inter Company Transfers <ul style="list-style-type: none">• The Ins and outs of intercompany transfers• International Mobility Graeme Kirk, Head of Immigration Department, Gross & Co LLP	15.00 – 15.20	Coffee and Networking
11.55 – 12.20	Case Study: Practical Implications of Employing from 'Difficult' Countries <ul style="list-style-type: none">• Examining challenges of different cultures• Ensuring you stay the right side of the law Sally Knill, Group Reward Director, PZ Cussons	15.20 – 15.45	Managing Your Workforce <ul style="list-style-type: none">• Employment of low paid migrant workers• Employing and vetting without an agency• Steps to be an employer of choice Andrew Sherwood, HR Director, Bernard Matthews
12.20 – 12.30	Questions and Discussion with Speakers	15.45 – 16.05	Effective Ways of Vetting Temporary and Contract Staff <ul style="list-style-type: none">• Carrying out appropriate checks• Creating a process that ensures an organisation complies with legislation Tom Hadley, Director of Policy & Professional Services, REC
12.30 – 13.20	Lunch and Networking	16.05 – 16.15	Questions and Discussion with Speakers
		16.25	Chair's Closing Comments and Close of Conference

Special Offer For All Attendees at this Event

Save **£100 + VAT** if you also book for our training workshop: **"Managing Work Permits and immigration for Recruiters"**

For more information see <http://www.symposium-training.co.uk> or call our BOOKING HOTLINE on 020 7231 5100

Symposium events
GOLD CLUB

WANT TO ECONOMISE ON HR TRAINING BUT STILL KEEP SKILLS UP TO DATE? JOIN THE SYMPOSIUM EVENTS GOLD CLUB!

10 great benefits of membership including:

Guaranteed **FREE** invitations to our topical events • **Discounts** and **Special Offers** • **Savings** on conference papers plus **much more..**
Sign up for Symposium Events Personnel **Gold Club**. Visit www.symposium-events.co.uk/goldclub

Employing and Vetting Non-UK Nationals 2011



Conference Booking Form

Delegate 1 Mr/Mrs/Miss/Ms _____
 Organisation _____
 Job Title _____
 Address _____

 Postcode _____
 Telephone _____
 Fax _____
 E-mail _____

Delegate 2 Mr/Mrs/Miss/Ms _____
 Job Title _____

Invoice details, if different from above

Invoice name _____
 Address _____
 Telephone _____

Venue
 CCT Canary Wharf - London
Date
 Tuesday 10th May 2011

Cancellations
 Cancellations received in writing up to one month before the event will be refunded in full, less an administration charge of £100 + VAT.

Sponsorship & Marketing Opportunities
 Exhibition, sponsorship and marketing opportunities are available at this and other Symposium conferences. For details contact Mr William Porter, 020 7231 5100 or email: wporter@symposium-events.co.uk

Can't Attend? Buy the Documentation
 If you cannot attend the conference in person, you can still ensure that you have access to the latest analysis and information presented at the event. Conference documentation, complete with copies of presentations, can be purchased for £145.00. Simply tick the box on the booking form and the documentation link to download online will be sent to you after the conclusion of the conference.



PRICES

Delegate Rates	Qty.	Total
Standard Rate	<input type="checkbox"/> delegates @ £564 + VAT = £648.60	<input type="text"/>
Public Sector Rate	<input type="checkbox"/> delegates @ £489 + VAT = £562.35	<input type="text"/>
Charities Sector Rate*	<input type="checkbox"/> delegates @ £389 + VAT = £447.35	<input type="text"/>
Supplier Rate**	<input type="checkbox"/> delegates @ £1250 + VAT = £1437.50	<input type="text"/>

Symposiumevents
GOLD CLUB
 Join our Gold Club to receive reduced rates and be invited to attend up to 4 other events completely FREE of charge.
 JOIN NOW visit www.symposium-events.co.uk/goldclub

Documentation (Delegates receive one copy free)
 Copies for non-attendees @ £145 + VAT = £166.75

Plus 2% credit card surcharge.

TOTAL

*Charities Sector Rate: Applies to registered charities only - quote registration here.
 **Supplier Rate: Consultants and Vendors to the market - Why not exhibit? Call William Porter on 020 7231 5100 for a quote today!

HOW TO PAY

Cheque enclosed N.B. An invoice / receipt will be issued once your order has been processed
 GBP (£) made payable to Symposium Events.

Bank Transfer Payments should be remitted to: Natwest Bank, 15 Bishopgate, London EC2P 2AP. A/C name: Symposium Events Ltd., Account number: 20713029, Sort Code: 50-00-00

Credit Card

Visa/MasterCard/Access Debit Card Other

Please note 2% credit card surcharge. Apologies, but we cannot accept American Express.

Card Number _____
 Valid from _____ Expiry _____ Issue No _____ CVN* _____
 Signature _____

*Card Verification Number. Last three digits above the signature strip on the reverse of the card

Post: Symposium Events Ltd, Suite 5, No 1 Mill Street London SE1 2DF
 Tel: +44 (0)20 7231 5100 Fax: +44 (0)20 7231 5227
 Online: www.symposium-events.co.uk

Upcoming events



- **Stress Prevention and Mental Wellbeing Forum 2011**
 Thursday 7 April 2011
- **The Learning Forum 2011**
 Thursday 19 May 2011
- **Workplace Equality & Diversity Forum 2011**
 Tuesday 24 May 2011
- **Expatriate Management & Global Mobility 2011**
 Tuesday 9 June 2011
- **International HR Leaders Summit 2011**
 Wednesday 22 & Thursday 23 June 2011
- **Health @ Work Summit 2011**
 Wednesday 14 & Thursday 15 September 2011
- **RPO & eRecruitment Summit 2011**
 Thursday 6 October 2011
- **Talent Management Forum 2011**
 Thursday 13 October 2011

CONDITIONS

This booking form constitutes a legally binding agreement. Please note that full payment is required in advance of the event and Symposium Events reserves the right to refuse admission if payment is not received. If you are sending a purchase order please attach a copy to the booking form. All discounts lapse if invoices are not paid within 30 days of issue date, at which point the full registration fee will be payable. Staff at the event will request a credit card guarantee for delegates without proof of payment. Please note, details of attendees are included on the delegate list in the conference documentation and are shared with organisations directly connected with individual events, including event hosts, exhibitors and sponsors. In addition we may use your data to contact you about Symposium Events products (including this one) and / or allow carefully selected third party companies to let you know how you can benefit from related offers. If you do not wish to receive marketing information please tick the relevant box:

Symposium Events Mail e-mail
 Third Party Companies Mail e-mail

If you would like to update or amend any contact details, please use the online mailing list amendment form at: www.symposium-events.co.uk

The organisers reserve the right to make changes to the programme before the event and accept no liability for any programme changes on the day due to circumstances beyond their control.