

**10th**  
EVENT

# Employing and Vetting Non-UK Nationals 2010

Tuesday 16th November 2010, CCT Venues, Canary Wharf, London



**Interactive Session with the UKBA**  
**Your Unique Points Based System Queries Answered**

## Programme Highlights

- Understand how the introduction of the cap on immigration will affect you
- Prevent internal identity fraud
- Navigate the complicated web of immigration and employment law
- Understand your liabilities and possible penalties
- Explore solutions to challenging case studies
- Discuss future plans for economic migration policy

### Chaired by:

- **Ben Digby**, *Senior Policy Adviser – Pensions and Employment, CBI*



### Keynote Address by:

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



- **Mark Richards**, *Director of HR and Security, Museum of London*
- **Charles Wynn-Evans**, *Partner, Head of Employment Law, Dechert LLP*
- **Tom Hadley**, *Director of External Relations, REC*
- **Linda Beedie**, *Associate, Bond Pearce LLP*
- **Tim Cowen**, *Director of Communications, NSL Services Group*
- **Senior Manager**, *Centre for the Protection of National Infrastructure*

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# Employing and Vetting Non-UK Nationals 2010

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Symposium Events' 11th annual Employing and Vetting Non-UK Nationals conference has been specifically designed to provide you with up to date information, advice and guidance on current best practice and legislation, as well as new government policies including the controversial cap on immigration. We aim to address all your concerns through case studies and interactive workshops, thought-provoking analysis and lively discussion with experts and peers.

There has recently been a great deal of debate surrounding the introduction of the interim cap on immigration, designed to **avoid what Home Secretary Theresa May described as a 'closing down sale for migrant workers,'** and there is already much speculation regarding how the cap will work for employers, with worries that UK businesses could be left short-staffed or unable to bring in the talent they need to compete. Add this to the ongoing worries around effective screening of potential employees and handling sticky situations of suspected illegal working, and you have a big headache for those HR and recruitment professionals responsible.

By attending **Employing and Vetting Non-UK Nationals**, you will gain valuable insight into the **changes to immigration policy** made by the new coalition government, including their cap on the numbers of certificates of sponsorship issued and how this will affect you. You will also benefit from practical, interactive sessions to **guide you through the complicated web of immigration and employment law** to think about when managing foreign workers. Featuring analysis from the **UK Border Agency**, the **CBI** and the **Museum of London** this is a must-attend event in the run up to the introduction of the permanent cap on immigration.

## Benefits of Attending

- Discuss the new government's changes and plans for economic migration
- Reconcile the discrepancies between immigration and employment legislation
- Identify fraudulent documentation
- Review and clarify the Points Based System and how to apply for sponsorship
- Ensure you understand your liabilities
- Understand the details of the cap on immigration and how it will affect you
- 

## 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
- Company Secretaries
- Trade Unions and Employers Associations

## Who will be speaking?



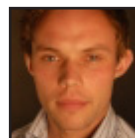
**Charles Wynn-Evans heads Dechert's London employment practice.** His work covers all employment-related matters, including the employment aspects of corporate transactions as well as unfair and wrongful dismissal, sex and race discrimination, industrial action, boardroom disputes, restrictive covenants, agreed terminations, tax issues and all employment-related litigation matters. He is a member of the Law Society's Employment Law Committee and the City of London Law Society's Employment Law Committee and is a CEDR accredited mediator.



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



**Mark Richards is currently the Director of Human Resources and Security at the Museum of London.** He has worked in HR for over 20 years and has managed the security function in organisations, at Director level, for over 10 years. He has experience of investigating serious fraud and organised crime as well as the recovery of assets via the civil courts in the UK and abroad.



**Ben Digby is a Senior Policy Adviser at the CBI.** He leads the CBI's policy work on migration, the European Working Time Directive and pay (including the National Minimum Wage). Ben joined the CBI after working for political information services company DeHavilland. He has degrees from the London School of Economics and Political Science and Durham University.



**Tom Hadley's 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, audit schemes and the recently launched Diversity Pledge.



**Linda Beedie, Associate, Bond Pearce LLP,** specialising in employment law. She supports employers with preventative advice, training and HR assistance and in employment disputes and claims where she has represented employers in both the Scottish and English Employment Tribunals. Linda is also part of the Bond Pearce Business Immigration Team, assisting employers with the complications of immigration control in relation to their increasingly global workforces.



**Tim Cowen is Director of Communications at NCP Services,** the leading employer of parking attendants in the UK. His role involves managing reputational risk and ensuring the company's operations receive balanced and fair coverage from the UK media. NCP Services employs migrant workers from more than **100 different nations**, and **Tim has developed media strategies to deal effectively with the reputational issues around the employment of non-UK Nationals**

# Conference Programme

Tuesday 16th November 2010 - CCT Venues, Canary Wharf, London

Book  
Now!  
020 7231  
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09.00-09.30 Coffee and Registration

09.30-10.00 Introduction and Opening Address by Conference Chair

**Ben Digby**, *Senior Policy Adviser – Pensions and Employment, CBI*

10.00-10.50 **Economic Migration Policy: Government Plans**

- Government plans and the outcome of the MAC consultation
- The introduction of the cap on immigration: why the decision to introduce it, how will it work and how will it affect you?
- Thinking about the future of immigration
- Questions?

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

10.50-11.20 Coffee and Networking

11.20-11.45 **Managing Reputation when Employing Non-UK Nationals**

- Managing external communication
- Getting internal communication right
- What to do when it all goes wrong

**Tim Cowen**, *Director of Communications, NSL Services Group*

11.45-12.10 **Role of Pre-Employment Screening in Helping Successful Recruitment from Overseas**

- Importance of knowing who you employ
- Meeting legal requirements
- What is pre-employment screening and why it matters
- Carrying out overseas checks - available resources
- Value of establishing good links between security and HR

*Senior Manager, Centre for the Protection of National Infrastructure*

12.10-12.45 **Knowledge Share Networking Session**

- Discussing different tiers of the points based system and changes that may have an effect on employers
- Thinking about how to achieve best practice and ensure compliance

12.45-13.45

13.45-15.15

13.45-14.30

14.30-15.15

15.15-15.30

15.30-15.55

15.55-16.20

**Lunch and Networking**

**Interactive Legal Sessions**

Delegates will attend both of the following interactive workshop sessions to learn the latest immigration and employment law to be aware of when employing foreign nationals

**Interactive Immigration Law A**

This workshop will provide you with the chance to talk through the practical problems and issues faced when navigating immigration rules in the workplace, including:

- Understanding changes to the points based system and what it means for you
- Overcoming challenges for recruitment for licensed sponsors
- Other routes for workers wanting to come to the UK?
- Case studies to stretch your knowledge

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

**Interactive Employment Law B**

This workshop will provide you with the chance to discuss the issues and complications around employment law and migrant workers

- Outline of key employment law issues
- Avoiding discrimination throughout the recruitment process
- Managing dismissals and illegal working: balancing the risks
- Practical tips to consider

**Charles Wynn-Evans**, *Partner, Head of Employment Law, Dechert LLP*

**Coffee and Networking**

**Trends and Changes**

- Looking at the current climate
- Recent trends in migration and their affect on the labour market
- The effect any changes in policy may have for the UK employers and workforce

**Tom Hadley**, *Director of External Relations, REC*

**Preventing Fraud**

- Being aware of the risk of fraud
- The importance of effective vetting and screening
- Best practice to prevent internal identity fraud
- Thinking about both financial and reputational damage caused by fraud

**Mark Richards**, *Director of HR, Museum of London*

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#### Venue

CCT venues, Canary Wharf, London

#### Date

Tuesday 16<sup>th</sup> November 2010

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Thursday 25th November 2010
- **Leveraging HR Technology**  
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