

Managing a Temporary Workforce

Optimise your use of agency, contract and temporary workers

Thursday 29 April 2010

CCT Venues, Aldersgate House, London

Programme Highlights:

- Consider how the **extended rights of agency workers** will affect your **resourcing decisions**
- Carry out **effective workforce planning** and keep agency **costs to a minimum**
- Explore the debate around how far we should go to **include and engage temporary workers**
- Uncover **practical tips** to introducing a **master vendor contract**
- Work successfully with **agencies, contractors and gang masters**
- **Increase workforce flexibility** through temporary workers



Chaired by:

Tom Hadley – Director of External Relations,
Recruitment & Employment Confederation



Keynote address:

Peter Jackson, Assistant Director - HR
The National Society for Epilepsy



Beachcroft Law
David Major, Solicitor



East Sussex County Council
Janet Webb, Personnel Manager



British Chambers of Commerce
Abigail Morris, Policy Adviser



The Metropolitan Police Service
Debbie Dady,
Head of Temporary Agency Workers



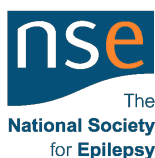
PricewaterhouseCoopers Legal
Linda Rowe, Solicitor



KPMG
John Chaplin, Director, Employment Taxes

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Managing a Temporary Workforce

Optimise your use of agency, contract and temporary workers

Back
by popular
demand!

The final period of consultation on the regulations for the Agency Workers Directive has ended and with few changes then likely to be made, even if a Conservative government comes into power, shrewd employers are already considering the impact that the Agency Workers Directive will have on their employment practices. If agency and temporary workers are given equal rights, what will be the impact on your holiday, sickness, maternity and absence policies - to name but a few? Will you still be able to use agency workers to increase flexibility or will they now become a burden?

It is well worth making an early to **assessment of your likely staffing needs** and plan now to **guarantee a future of trouble-free recruitment**.

Background

Attend Symposium Events' forthcoming conference; **Managing a Temporary Workforce**, and understand both the current legal minefield that surrounds the use of temporary workers, and the implications that the introduction of the Agency Workers Directive will have on your resourcing policies.

Discuss and debate with industry experts such topics as **current best practice** when employing temporary workers, how will the **extended rights** of temps affect your use of agency workers, and how viable are alternatives to meeting your demand for **workforce flexibility**. With the REC's latest Jobs Outlook indicating that 72% of employers expect to retain their levels of agency staff, and a further 5% expect to extend their temporary workforce in 2010, this is an event you simply cannot afford to miss.

Benefits of Attending:

- Benefit from the **increased flexibility** offered by temporary staff
- Consider how the Agency Workers Directive will affect your business
- Learn the value of **effective workforce planning** to reduce agency costs
- Engage in successful working relationships with **agencies and gang masters**
- Determine the **legal status and rights** of temporary workers
- Find out the available routes for **hiring foreign temporary workers**

Who Should Attend?

Heads, Managers and Directors of:

- Human Resources
- Resourcing
- Procurement
- Workforce Planning
- Legal
- Temporary Staffing
- Recruitment

Who will be speaking?



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.



John Chaplin is a director in KPMG's People Services team and specialises in employment taxes. He advises businesses on a range of employment related topics and heads the team that specialises in advising recruiters, their clients and providers. John has been heavily involved in discussions with HMRC surrounding recent legislation/ consultations such as managed service providers, false self employment and salary sacrifice arrangements and has helped numerous clients introduce best practice in these areas.



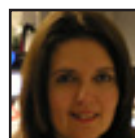
David Major is an employment law specialist within Beachcroft LLP's Employment and Pensions Group, providing practical guidance to employers, both in the UK and abroad, on a full range of strategic and day-to-day HR issues, complex employment disputes and commercial transactions, helping them to achieve the best outcome for their organisation.



Linda Rowe is a solicitor and part of the immigration team at PricewaterhouseCoopers Legal LLP. Linda specialises in business immigration and manages teams in both the UK and India. Linda was recently re-elected as a Director of the Immigration Law Practitioners Association 2009/2010. She also sits on the Business and Economic sub-committee and assists in drafting responses to new Government proposals and consultations and developments in business immigration law.



Peter Jackson is currently Assistant Director, Personnel, at The National Society for Epilepsy where he has been for 12 Years. He has a wealth of previous experience in Human Resources Management, including 34 years experience in construction, engineering and the care sector. He also spent 18 years working in HR in the care sector and six years with a charity for single homeless people before taking up his current post at the NSE. Peter is a Chartered Fellow of the CIPD.



Debbie Dady is currently Head of Temporary Agency Workers for the Metropolitan Police Service. Debbie has had two previous roles during her nine year career with the Met, that of Head of Marketing and Advertising and Head of Recruitment.



Janet Webb is currently a Personnel Manager at East Sussex County Council, responsible for various HR projects, including the management of casual and temporary workers. As well as working in Local Government she has HR experience in the NHS and the retail sector. Her background is mostly in Training and Organisational Development.

Conference Programme

CCT Venues, Aldersgate House, London

Book
Now!
020 7231
5100

09.00 – 09.30

Coffee & Registration

09.30 – 09.40

Introduction and Opening Address by Conference Chair

Tom Hadley, Director of External Relations, Recruitment and Employment Confederation

09.40 – 10.25

The Status and Rights of Temporary Workers

- Determining the status of temporary workers;
- The rights of temporary workers
- Preparing for the Agency Workers Regulations

David Major, Solicitor, Beachcroft Law

10.25 – 10.50

Practical Steps to Introducing a Master Vendor Contract

- Who is responsible: Procurement or HR?
- Working closely with procurement
- Choosing the right organisation to work with
- Lessons learned in the Metropolitan Police

Debbie Dady, Head of Temporary Agency Workers, The Metropolitan Police Service

10.50 – 11:00

Questions and Discussion with Speakers

11:00 – 11:30

Knowledge Share Networking Session

Split into round table groups and discuss your key concerns with your peers:

- To what extent should temporary workers be included in the organisation; should we try to engage them and increase productivity, or is it better to keep a distance? Does this depend on their purpose or place within the corporate structure?
- Is it feasible to use existing structures like nurse banks in private organisation?

11:30 – 11:55

Coffee, Exhibition and Networking

11:55 – 12:30

Tax and Compliance: Making the Right Decisions when it comes to Temporary Labour

- Managing intermediary contracts
- Transference of debt and other tax risks
- National Insurance Contributions and salary sacrifice arrangements
- Planning for the implementation of the Agency Workers Directive
- Creating best practice policies and procedures for engaging temporary workers

John Chaplin, Director - Employment Taxes, KPMG

12:30 – 12:50

The Impact of the Agency Workers Directive

- The importance of the flexible labour market
- How the Directive will affect UK businesses and the jobs market
- The effects of postponing its introduction to help the economy recover
- To what extent will the extended rights for agency workers impact on an employer's decision to hire them?

Abigail Morris, Policy Adviser, British Chambers of Commerce

12:50 – 13:00

Questions and Discussion with Speakers

13:00 – 14:00

Lunch, Exhibition and Networking

14:00 – 14:25

Casual Bank Workers - Meeting the Need for a Flexible Workforce

- The need for casual bank workers
- The bank system explained
- 'Contract' with bank workers
- Who wants bank work?

Peter Jackson, Assistant Director - HR, The Epilepsy Society

14:25 – 14:50

Practical Tips for Working with a Procurement Company

- Setting yourself up to succeed
- Working with an agency
- Lessons learned

Janet Webb, Personnel Manager, East Sussex County Council

14:50 – 15:00

Questions and Discussion with Speakers

15:00 – 15:20

Coffee, Exhibition and Networking

15:20 – 15:45

Employing Temporary Workers from Outside the UK

- Employing and vetting non - EU nationals
- Understanding tier 5 of the Points Based System of Immigration and routes for temporary workers that have now closed
- Working successfully with agencies and gang masters and what to do if they aren't compliant

Linda Rowe, Solicitor, PricewaterhouseCoopers Legal

15:45 – 16:20

The Future of HR and the Next Ten Years in Recruitment: A Panel Discussion

This is your chance to discuss and debate the future of HR and recruitment: where will the profession be in ten years time? And what about agency workers; is the Agency Workers Directive the first step towards total equality for permanent and temporary staff, and should it be?

16:20 – 16:30

Chairman's Closing Remarks and Close of Conference

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Venue

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Thursday, 29 April 2010

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27 April 2010
- **Managing a Temporary Workforce**
29 April 2010
- **European HR Leaders Summit**
11/12 May 2010
- **Health @ Work Summit**
8/9 June 2010
- **Employer Branding Summit**
16 September 2010
- **RPO & eRecruitment**
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