

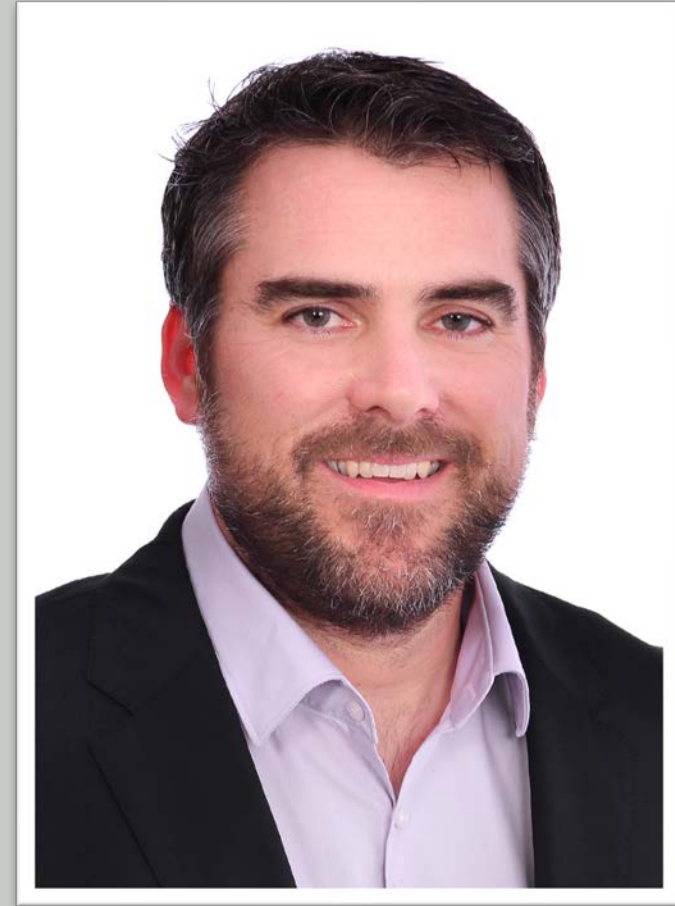
PAYROLL & REWARD

Conference

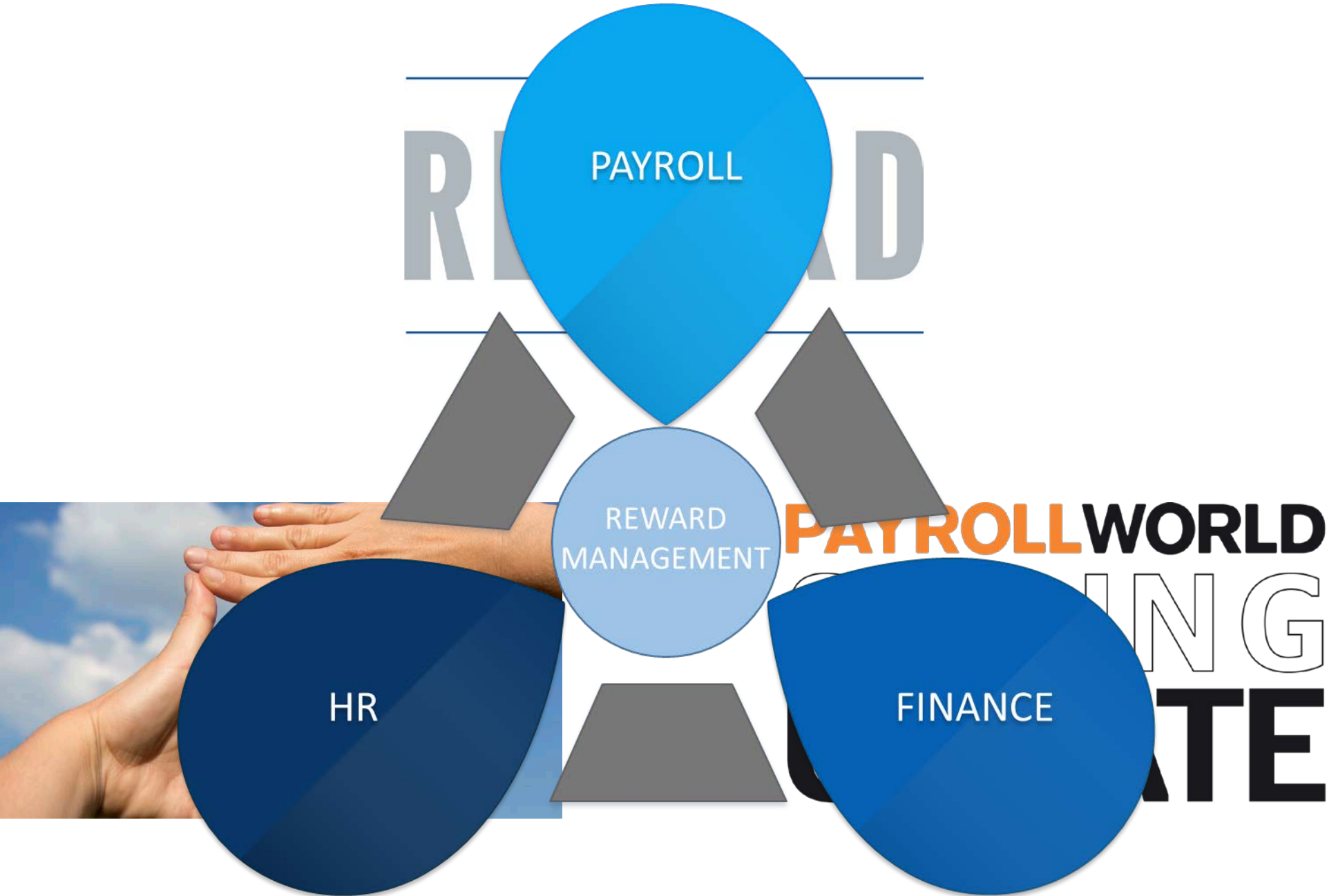
REWARD STRATEGY • LEARN PAYROLL



Neil Hollister,
CEO,
The Learn Centre



Luke Broadhurst,
Managing Director,
Reward Strategy



THE FUTURE IS

NOW LOADING...



“The world is facing a Customer Digital Tax Revolution and the payroll profession is a crucial part of this.

The payroll profession is the frontline for 30m PAYE individuals: it has always had a hugely important symbiotic relationship with HMRC and this must continue.

HMRC’s MTD, and the blurring of lines between employees and contractors, are huge challenges for the payroll profession.”

**Key Note Speaker: Sir Edward Troup,
Ex-Executive Chair and
First Permanent Secretary, HMRC**

Audience polls and questions





What would you like to hear Edward Troup focus on in his keynote presentation?

1. The future of the tax system
2. Making Tax Digital
3. The future role of the payroll profession in the tax system
4. Why don't HMRC's customer service agents ever answer the phone?



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#PayrollReward18



“Reward Professionals face ever-increasing change, including:

- Certainties, such as changes to termination payments and Class 1A NI in real time, and the digitalisation of tax
- Possibilities, such as “off payroll” working in the private sector and the likely implementation of the Taylor Review of modern working practices.”

Plenary session - The Future of Payroll: Ken Gurr, The Learn Centre

“Technology is becoming ever more integrated in how we work and will hugely benefit and support Reward and Payroll Professionals”

**The Future of Technology and Its Impact on the Reward Industry:
Richard George, The Learn Centre**





“The gig economy will co-exist with the non-gig economy.

As Businesses evolve so the type of HR to support it will evolve.

HR is always about the well-being of people, even with the advent of Technology such as AI and Robotics”

Plenary session - The Gig Economy:

Sola Osinoiki, Global People Operations Lead, Deliveroo



“In the modern workplace the ability to motivate and engage employees with the organisational agenda is strategically important for recruitment, retention, recognition and ultimately business productivity.

The boundaries are being pushed all of the time and the line between home and work life becoming blurred as we instead look at creating a relationship with employees as a person.

Come along to our conference session to understand how your benefits can reflect your organisation and make a dynamic and engaged workforce.”

Workplace Benefits:

Ian Hodson, Reward and Benefits Manager, University of Lincoln,

Aaron Mudd, European Pay and Benefits Manager, Lush Cosmetics

“The first round of gender pay gap reports were published in April 2018 with some predictably difficult to explain results for many employers.

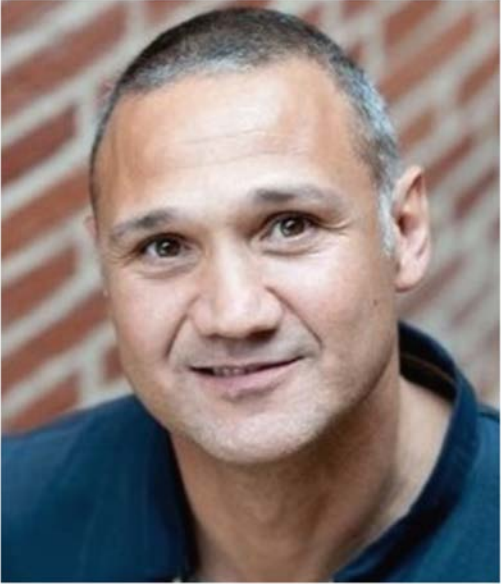
It will be interesting to see what the Government’s response will be if businesses a) do not comply with their reporting obligations or b) are not seen to be doing anything about their gender pay gap.

In the same month HMRC closed the loophole that previously allowed employers to make payments in lieu of notice free of tax and NI contributions if their contracts of employment were worded in a particular way.

Costs for employers will increase if employees are not to lose out in termination packages.”

**Plenary session - Employment Law:
Mike Tremeer, Employment Partner, Fladgate LLP**





“Performance = Potential – Interference”

The Gender Pay Gap:

Gamiel Yafai, Diversity & Inclusion Strategist, Diversity Marketplace

"The Gender Pay Gap is a screaming example of how businesses cannot effectively identify and develop talent. In the near future calibration meetings will be a thing of the past, instead employees will be empowered by technology to identify their own strengths and opportunities, while managers will collaborate with intelligence to define strategic talent allocation."

The Gender Pay Gap:

Harriet Wright, Co-Founder & CEO, Panopy.co





“The emergence of multi country Payroll shared service centres processing payroll for companies across a global group will continue to grow and accelerate.

For those seeking an interesting and enriching career in our industry learning the payroll rules of more than one country will become the route to a better paid and more stimulating role.

And if you can, try learning Polish or another central European language to help you manage your new team more effectively”

**International Payroll and HR Update:
Tim Kelsey, The Learn Centre**

Our sponsors



Reward Professionals are faced with increasing complexity and require instant access to ever more information, education and support



Learn Payroll and Reward Strategy, will continue informing, educating and supporting the payroll industry.



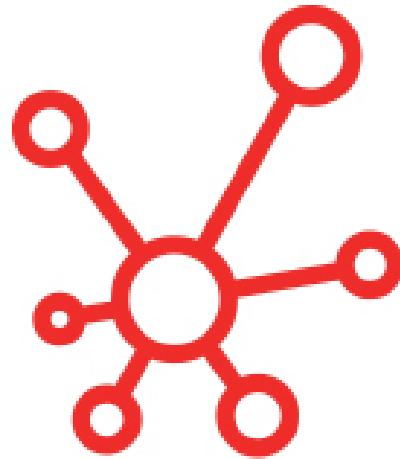
Payroll Alliance

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REWARD
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