

# Programme

## Morning

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| 09:00 | <b>Networking</b>  |
| 10:00 | <b>Welcome from the conference chair</b><br><i>Paul Wallace, Director of Employment Relations &amp; Reward, NHS Employers</i>  |
| 10:10 | <b>The magic of Morecambe Bay</b><br><i>Liesje Turner, Assistant Director of HR, University Hospitals of Morecambe Bay NHS Foundation Trust</i><br><br>Morecambe Bay Hospitals Trust recently won Personnel Today's employee engagement award for their improvement in staff morale. Liesje shares some of the secrets of their success and sets the scene for the day by exploring the impact reward can have.  |
| 10:25 | <b>Being the employer of choice</b><br><i>Sheena Cumiskey, Chief Executive, Cheshire &amp; Wirral Partnership NHS Foundation Trust</i><br><br>Innovation has driven the development of reward in the NHS, inspired by changing operational circumstances and the needs and emphasis of staff. In this session we look forward to the new challenges of designing appropriate and motivational reward in the context of local integrated, community owned, health care systems. |
| 10:50 | <b>Promoting the value of the NHS Pension Scheme</b><br><i>Hilary Salt FIA and Dale Walmsley, First Actuarial with an NHS employer</i><br><br>Hilary and Dale discuss the business case for promoting the NHS Pension Scheme and reflect on the latest scheme developments. An NHS organisation, yet to be announced, will also share the impact they have seen from promoting the scheme as a central part of their reward offer.   |
| 11:15 | <b>Refreshments, networking and exhibition viewing</b>   |
| 11:35 | <b>Breaking the taboo around financial health</b><br><i>Alison Balson, Director of Workforce, Wrightington, Wigan and Leigh NHS Foundation Trust and Dhiren Master, CMO and Insights Director, Salary Finance</i><br><br>Hear how and why Wrightinton, Wigan and Leigh implemented a financial wellbeing initiative to boost staff engagement and mental health, while also helping to break the taboo of talking openly about financial health in the workplace.              |
| 11:55 | <b>Using technology to communicate reward</b><br><i>Raffaella Goodby, Director of People &amp; OD, Sandwell and West Birmingham Hospitals NHS Trust</i>  |

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|       | Is your communication strategy future-proofed? Consider how to target reward communications to a multi-generational workforce after hearing how Sandwell and West Birmingham used technology to engage with staff. |
| 12:20 | <b>Lunch, networking and exhibition viewing</b><br>Seasonal mezze lunch provided.  |

## Afternoon

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| 13:20 | <b>Workshop: using reward strategically</b><br>Time for you to reflect on the reward issues you are currently facing and discuss potential solutions with colleagues.  |
| 14:20 | <b>Reward outside the NHS</b><br><i>Ian Hodson, Head of Reward and Rosie Damarell, Reward Officer, University of Lincoln</i><br><br>This session will discuss a case study from the education sector and how the reward package has been diversified to meet the challenges of attracting, retaining and motivating the required skill set to the sector.  |
| 15:00 | <b>Refreshments, networking and exhibition viewing</b>   |
| 15:20 | <b>Panel session: the future of reward</b><br>Discussion and Q&A lead by conference chair, Paul Wallace<br><br>The expert panel will include: <ul style="list-style-type: none"> <li>• Duncan Brown PhD, Head of HR Consultancy, Institute for Employment Studies</li> <li>• Claire Sullivan, Director of Employment Relations, Chartered Society of Physiotherapy</li> <li>• Sheena Cumiskey, Chief Executive, Cheshire &amp; Wirral Partnership NHS Foundation Trust</li> <li>• Raffaella Goodby, Director of People &amp; OD, Sandwell and West Birmingham Hospitals NHS Trust</li> </ul> |
| 16:00 | <b>Delivering reward within financial constraints</b><br><i>Tanya Whitehead, HR Business Partner, Great Ormond Street Hospital Charity</i><br><br>Hear how GOSH Charity addressed the challenge of motivating and retaining staff on a limited budget. Tanya shares the details of their reward strategy and how they improved engagement results by building a culture of recognition and encouragement, showcasing how a small budget can go a very long way.  |
| 16:25 | <b>Conference finale</b><br><i>Paul Wallace, Director of Employment Relations &amp; Reward, NHS Employers</i>  |
| 16:30 | <b>Close</b>   |

\*Please note: programme and timings are subject to change.

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