

AUTUMN UPDATE

IN-HOUSE PAYROLL | CLIENT PAYROLL CONFERENCES

2 NOVEMBER 2017
HILTON LONDON BANKSIDE



Ian Hodson
Head of Reward
University of Lincoln



Reward Strategy: Without giving too much away, what do you think delegates will learn from your session at the Autumn Update?

Ian Hodson: Our reward session is really focusing on the future and looking how as a professional reward and recognition plays a major part in the achievement of company goals and strategy.

We will be trying to help create a clear line of vision between the reward proposition for employees and the organisational values and mission and making sure that the two don't become disconnected.

RS: What do you think are the biggest challenges facing pay and reward professionals at the moment?

IH: Well, we are still in a position where every business wants the pay budget to not only stretch further but to be rewarding the right things along with having a range of other benefits that make the workplace a good place to be.

I think getting the offering to be affordable and relevant remains a constant challenge. In terms of agendas we are starting to see the different social generations in the workforce and offerings such as technology, financial education and wellbeing needing to be made relevant both in respect of the offering but also in respect of communication and accessibility.

Legislation changes also continues to keep us on our toes with living wage, apprenticeship levy and salary sacrifice reviews all fresh in the mind.

RS: What other sessions are you looking forward to at this year's Autumn Update?

IH: I think GDPR will be a major project for reward professionals to deal with just because of the nature of our work and the volume of personal data that we are responsible for. The sessions that touch in this and start shaping the legislation in to action plans for professionals will be imperative.

RS: What do you think will be the big issue for pay and reward in 2018?

IH: Legislation wise and volume wise GDPR a will create a lot of reviews, conversations and actions as May 2018 approaches and we will also see more action in respect of how the apprenticeship levy can be packaged up in to offering staff additional benefits in respect of development and training opportunities.

In respect of the employee benefits agenda I think the focus will be on managing your external profile in the labour markets to attract talent and the branding of your organisation and peer reviews on sites such as Glassdoor will start to become more relevant to success.

RS: How do you see the role of payroll and reward professionals changing within their companies?

IH: I think we have already seen the progression on roles being transitioned in to strategic from operational and now the team delivery extends far beyond keeping the wheels turning to innovation, creativity and marketing.

The profile of the pay and reward team is now also a lot more externally focused with the team out and about in the business rather than being a back-office function. The knowledge that the team have always held is now not just about being able to do the job but it is being able to share this with others particularly around areas such as pensions, healthcare, and tax. These really are fantastic times to be a reward professional.

Brought to you by:

**REWARD
STRATEGY**
INCORPORATING PAYROLLWORLD