

City HR Association AGM

With guest speakers on Leadership of the Future
18th June 2020

Where are we now in 2020?

HR Community Chats relating to Covid-19 On-going from 24th March 2020

Topics Covered:-

- Latest Government Guidelines
- H&S including Workstation Assessment
- Remote Team Management & Training for Managers
- HR Policy Review
- Mental Health and Wellbeing
- Reward, Governance and Regulation: Parts 1 and 2
- Diversity and Inclusion
- Logistics for the Return to Work: Part 1
- Return to Work: Employee Relations and Workspace Planning: Part 2
- Mid year performance reviews and apprenticeships

HR Pulse Survey on Covid-19 completed by 64 firms on 28th April with results published on 7th May. Issues covered:-

- Impacted HR Policies
- What next for Recruitment, Graduates, Apprenticeships, Total Compensation and Organisational Design
- The Top Issues and Challenges

Watchlist for Members for remainder 2020:

- Reward, Regulation, Performance Management and PTSD.
- Restructuring and Career Support
- 2020 Events Schedule returns from 2nd July
- 2020 City HR Benchmarking Programme starts Autumn with results around year end.

What happened last year

	2019*	2018**
	£	£
Turnover	303,531	349,697
Loss/Surplus after tax	6,336***	1,107

* 998 members booked programmes + 168 at IUA = 1166 bookings

** 2018 was a benchmarking year

*** Delivered Train the Trainer SMCR Conduct Rules to 22 firms (on-going 2020)

Extensive Events Programme ANNUAL CONFERENCE ON EMPLOYEE EXPERIENCE
COMPENSATION FORUM *Oracle/City HR Metrics Club* HR NETWORK GROUPS
New Electronic Newsletter **Sexual Harassment in the Workplace**
Phase 2 SMCR EMPLOYEE CONDUCT RULES TRAIN THE TRAINER

City HR Board and Leadership



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UK & Ireland
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ANDREA ECCLES

City HR
CHIEF EXECUTIVE



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Global HR Reward, Performance,
People Analytics Governance Lead,
HSBC Bank plc.
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City HR Board and Leadership



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People Director
Ark
DIRECTOR



SAM BAILEY

Operations and Events Manager
City HR
EX OFFICIO

Appreciation to Sponsor and Associate Members

Oracle has been key sponsor since 2011

All Associate Members provide:

- Unparalleled Expertise and Insights
- Co-leaders of HR Discipline Groups
(eg Reward, Analytics and AI, Mental Health, SMCR)
- Generous Hosts of Fora, Networking and Learning Sessions
- Experiential Learning (eg Mock Employment Tribunals, Agile Working Exercises, Drama-Based Sexual Harassment Programme)