



City HR Community Chat this week (and next!)

Employee Conduct Rules Training



Dear HR Colleague

This week's webinar focussed on governance and culture and we were delighted to welcome **Paul Hucknall**, Group Human Resources Director at **Quilter** to the City HR Chat. Paul is also current Master of the Guild of Human Resources Professionals as well as a former Chairman of the City HR Association. He shared with us his experience of governance at board level at Quilter, a FTSE 250 firm and previously at Lloyds Bank, and noted how the people elements of governance have changed in the past five years. Key to this is Section 172 of the Companies Act and the Senior Managers and Certification Regime. As well as fostering good relations with the Board (Chair and Company Secretary in particular) measures that he monitors include employee engagement, whistleblowing, conduct, succession, diversity and reward. Data and insight alongside policy and process has become a key consideration for HR Leaders.

We were equally delighted to welcome **Andy Hartwill**, **Charles Mayo** and **Jemima Coleman** from **Simmons & Simmons LLP** who took us through three insightful sessions. Between them, they looked at horizon scanning - looking 2 years ahead and what the 'new world' may bring, the Section 172 duty of directors under the Companies Act and the fairly recent introduction of workforce policies and practices. They reinforced the importance of SMCR, the FCA's four elements of cultural transformation, approaches to ESG, risk and diversity and the need to engage with the workforce. During Covid-19 firms should remain vigilant on conduct – particularly insider dealing.

It was impossible to do justice to the amazing detail in this session so a recording of these presentations is available on request from sambailey@cityhr.co.uk and slides from Simmons & Simmons are attached. With constant reminders of SMCR and Conduct – and mindful of the final deadline of 9th December for **Conduct Rules Training** – we have re-attached our training programme to help firms in this respect

During the HR chat we held a quick poll on COVID-19 anti-body testing which showed that few firms were proposing to implement this and you will find the results attached.

Next week's HR chat on 30th June will be looking at organisational redesign, the alternatives to redundancy and what is a good virtual career transformation, with **Marian Bloodworth** from Kemp Little and **Clinton Thomas** from LHH. More details to follow.

Stay safe

Kind regards,
Andrea and the City HR Team

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