

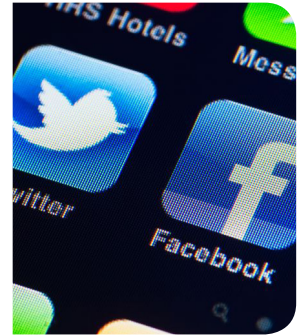


SPONSORED BY:



Northern Employment Conference 2012

for the Voluntary and Community Sector & Not-for-Profit Organisations



PRESENTED BY:



Monday 5th March 2012
Royal York Hotel, York

Key employment issues for voluntary, community and not-for-profit organisations



- Disability and Employment**
- Managing Absence**
- Leadership in the Sector**
- Performance Management**
- Social Networking**
- Managing Conflict**
- Employment Law Update**



PROGRAMME OF EVENTS:

- 09.00 Registration**
- 09.30 Opening Welcome**
- 09.35 Judy Robinson - Involve Yorkshire and Humber**
- 09.45 Opening Speech:**
Charity Regulation and the role of employment law
Professor Gareth Morgan will focus on issues of charity regulation, especially those relating to employment issues.
- 10.15 WORKSHOPS**
- 11.30 Refreshment break**
- 11.45 WORKSHOPS**
- 13.00 Lunch**
- 14.00 Employment Advice Services**
with **Bob Curry** and **Anne Gilchrist**
- 14.15 WORKSHOPS**
- 15.30 Refreshment break**
- 15.45 Tomorrow's World**
A judge from the **Leeds Employment Tribunal** and **Peter McGee** from **ACAS** will review forthcoming changes in employment laws and tribunal practices
- 16.25 Closing remarks and evaluations**

GUEST SPEAKERS INCLUDE:



Marcus Armstrong is a Corporate partner with **Shulmans Solicitors**, specialising in the health and care sector.



Tiggy Clifford is a partner at **Denison Till** and an employment law specialist. She regularly advises companies, organisations and senior executives and provides commercially sensitive advice.



Angela Baron is advisor to the **CIPD** on organisational development and performance management. She is co-author of **Human Capital Management - Achieving Value Through People**.



Marie Horner is Head of the Employment Law team at **Harrowells Solicitors** with broad experience of law issues in both the corporate and voluntary sector organisations.



Philip Bartey is CEO of **Autism Plus** and Chief Executive of the **Adsetts Partnership**. He was both Charity Times Principal of the Year and Yorkshire & Humber IOD 'Not for Profit Director' in 2010.



Peter McGee is the Director of **ACAS for Yorkshire and Humber**, following 14 years in chief officer roles in the voluntary sector.



Ange Brockett is the Operations Manager for **Disability Action Yorkshire** following her previous role as Advisor with Business Link.



Michael Millward is Chair of the **North Yorkshire CIPD** and Chief Executive of the **Abeceder Consultancy**. Michael has a particular interest in the value of volunteering in personal development.



Solat Chaudhry is one of the founding members and Chief Executive of the **National Centre for Diversity**.



Professor Gareth Morgan is Director of the **Centre for Voluntary Sector Research** with particular research interests in organisational structures and regulation of charities.



Alex Clements is a partner with **Schofield Sweeney**, advising on Employment Law with particular interest in social media issues.



Lee Stephens is an associate Employment solicitor with **Shulmans Solicitors**, specialising in reorganisation issues and care homes.

MORNING WORKSHOPS



choose 1 from 4

10.15-11.30

MIDDAY WORKSHOPS



choose 1 from 4

11.45-13.00

AFTERNOON WORKSHOPS



choose 1 from 4

14.15-15.30

Equality and Diversity

Two years after the passing of the Equality Act what successes and challenges are there for issues of equality and diversity in the sector?



Solat Chaudhry

Nat. Centre for Diversity

Understanding Employment Status - Employee or Worker?

This workshop will clarify the issues of status and rights, reflecting the legal changes in the past year.



Marie Horner

Harrowells Solicitors

Social Networking - Current Legal Issues

Misuse of social media is a rapidly expanding problem for employers. This session clarifies where the law stands and has advice on protecting your organisation.



Alex Clements

Schofield Sweeney

Employment Issues for Care Homes and Hospices

The critical employment practices and HR issues in care homes and hospices, and an opportunity for participants to discuss issues current to them.



**Marcus Armstrong
Lee Stephens**

Shulmans Solicitors

Performance Management

The national CIPD study in performance management and its implications for the sector. Plus, practical tips for managing performance.



Angela Baron

CIPD

Managing Conflict and Stress in Organisations

Conflict places strain on managers and staff. How can mediation help resolve conflicts? Ros Campbell reflects on the experiences of the PERS mediation service.



Ros Campbell

PERS

Leadership - Promoting Employment in the Voluntary Sector

What type of leadership is needed to take voluntary, community and not-for-profit organisations forward?



Philip Bartey

Autism Plus

Managing Leave

Changes in 2011 with promises of more to come in 2012 will provide much needed clarification on a complex but fundamental area of employment law.



Anne Gilchrist

PERS

Effective Management for Staff with Disabilities

Illustrating through case studies how organisations can help disabled employees and how employers need to address the issues of reasonable adjustment.



Ange Brockett

Disability Action Yorks.

Managing Absence Effectively

Absence management frequently challenges voluntary organisations, often because they have acted too late. This session addresses the issues.



Michael Millward

CIPD

Lone Working

The management of lone workers is often overlooked. This session will look at issues of effective management as well as issues of security and safety for the lone worker.



Maggie Lawton

NYYF

Managing Volunteers and Legal Implications

Supporting volunteers and understanding employment issues associated with volunteers - and the fine line that distinguishes some volunteers and employees.



Tiggy Clifford

Denison Till



NORTHERN EMPLOYMENT CONFERENCE 2012 - BOOKING FORM

Name:

Organisation:

Address:

Telephone:

Postcode:

Email:

Do you have any access requirements?

A lunch will be provided.
Please indicate any dietary requirements

Other requirements:

WORKSHOPS



Please indicate preferred workshops - choose **one** from each:

MORNING WORKSHOPS

- Equality and Diversity
- Employment Issues for Care Homes and Hospices
- Leadership - Promoting Employment in the Voluntary Sector
- Managing Absence Effectively

MIDDAY WORKSHOPS

- Understanding Employment Status - Employee or Worker?
- Performance Management
- Managing Leave
- Lone Working

AFTERNOON WORKSHOPS

- Social Networking - Current Legal Issues
- Managing Conflict and Stress in Organisations
- Effective Management for Staff with Disabilities
- Managing Volunteers and Legal Implications

CONFERENCE FEES



Please indicate:

- Voluntary sector organisation with a turnover of £100k or less **£40**
- Voluntary sector organisation with a turnover over £100k **£70**
- Statutory and private organisations **£95**

I enclose a cheque for **£**

Please send invoice

COMPLETE & RETURN



Please complete one form per person and return with payment to:

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Please make cheques payable to NYFF



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Closing date for bookings is 21st February