

Major Sponsors

guardianjobs

HM HARPER MACLEOD

MACROBERTS
solicitors

The Herald



Conference 2009

The Society is grateful for the support we receive from the following conference sponsors

ASSISO

ECS

Euro RSCG Riley

FG Advertising

Harper Macleod Solicitors

Hay Group

MacRoberts Solicitors

Miller Samuel

Monster

Municipal Journal

Munro Consulting

Penna Barkers

The Courier

The Guardian

The Herald

The Scotsman Publications Ltd

Sunday Times Scotland

TMP Worldwide



Conference 2009



4th - 6th November

Conference 2009



Dear Delegate

I am delighted to welcome you to the 2009 conference of the Society of Personnel Directors Scotland at St Andrews.

The title of this year's conference, "Delivering Excellence in Times of Change", embraces some of the current and relevant issues the HR profession must address at a strategic level across Local Government and together with partners across Scotland.

HR professionals are key in helping all of our organisations to identify and release the potential of our greatest assets; the people we employ to deliver vital services to our local communities.

It is essential in the delivery of first class services that we get the best from our workforce by employing the finest people we can, helping them develop their skills to reach their highest potential and using these skills to best advantage through effective workforce planning; keeping them motivated and leading them with strategic vision.

This however, will be somewhat more difficult in the next few years given the challenges facing the public sector. There is a significant need for business change to help us through such times. Within such an environment, it is crucial that the HR profession and its partners work together to achieve the best we can for our organisations and communities across Scotland.

We must deliver strong and effective people strategies which in turn will require excellent leadership, a clear vision and goals which allow change to happen whilst simultaneously maintaining and delivering excellent services.

I am confident that the Society has put together a stimulating and informative programme which you will find valuable in developing strategies for your own organisations to deliver excellence in times of significant change. Equally, there are a number of networking opportunities and I would encourage you to take advantage of these to build relationships, share ideas and discuss the challenges facing us with colleagues, our guest speakers and conference sponsors.

I would like to offer my appreciation and thanks to those colleagues who have worked tirelessly behind the scenes in organising this conference on your behalf. Also, thanks goes to our conference sponsors, without whom we wouldn't have such an excellent event in the magnificent surroundings of the Old Course Hotel.

I look forward to meeting you all at St Andrews.

Karen Algie

President

Society of Personnel Directors Scotland

Conference 2009

PROGRAMME

4th - 6th November 2009

"Delivering excellence in times of change"

Wednesday 4 November 2009

14.00 – 14.15

Welcome/President's address

Karen Algie, President – Elect

(Tea and coffee will be available from 1.30pm)

14.15 – 15.15

The role of HR in a downturn

Gillian Hibberd, Corporate Director of People & Policy, Buckinghamshire County Council, President PPMA

15.15 – 16.00

Public services: challenges ahead for HR

Irene Lucas, Director General for Local Government & Regeneration, Department for Communities & Local Government

16.30

SPDS A.G.M.

20.00

SPDS Annual Dinner (Dress: black tie)

After-dinner speaker: Stewart Smith

13.30 – 14.20

Leadership on the front line

*Colonel Clive Fairweather, former HM Chief Inspector of Prisons & ex-SAS
Ian Bruce, former defence correspondent, The Herald*

14.20 – 15.20

Right sizing

*Alan Greaves, Interim Manager, North Tyneside Council
Dr Lesley Garrick, Associate Director, Hay Group*

15.20 – 15.40

Afternoon Tea

15.40 – 16.30

The skills contribution

Dr Janet Lowe, CBE, chair of joint skills committee for the Funding Council & Skills Development Scotland

20.00

Dinner and Charity Raffle (Dress: Lounge Suit)

Thursday 5 November 2009

09.30 – 10.30

The Guardian Lecture: Change under pressure

Baroness Eliza Manningham Buller, DCB.

10.30 – 11.00

Morning Coffee

11.00 – 12.30

The Herald Debate: The future of the public sector

Mary Pitcaithly, Chief Executive, Falkirk Council and Chair of SOLACE Scotland

Jack Dromey, Deputy General Secretary, T&G Unite

and other special guests

Session chaired by Iain MacWhirter, political columnist from

The Sunday Herald

12.30 – 13.30

Lunch

Friday 6 November 2009

09.30 – 10.20

The power of leadership

Anne Gibson, Head of HR & OD, Norfolk County Council

10.20 – 10.40

Morning Coffee

10.40 – 11.30

Critique of Employment Tribunal developments

Paul McMahon, Partner, Harper MacLeod

11.30 – 12.30

Review of equal pay developments and prospects

Stephen Miller, Partner & Head of Employment Law, MacRoberts

12.30 – 12.40

Closing Remarks

Vice President, SPDS