WHERE ARE WE NOW?
Employment Relations in a time of heightened expectations

BOOK NOW
This presentation will look at the challenges and opportunities, from a HR perspective, in building a high performance talent organisation, for one of Ireland’s most successful companies, Kerry Group. These challenges include the need to attract and retain talent in a tightening labour market, domestically and worldwide. It will also explain how Kerry approaches staff development; how it assists in the integration of its diverse workforce; and its employee engagement initiatives.
2.00: **THE GENDER PAY GAP: GETTING AHEAD OF THE CURVE**

**JENNY SMYTH, WILLIS TOWERS WATSON & MARY BRASSIL, McCANN FITZGERALD**

In its *Programme for a Partnership Government* in May 2016, the Government put the reduction of the gender pay gap firmly on the political agenda by seeking to promote wage transparency through the introduction of wage surveys in companies where 50 or more are employed. Jenny Smyth and Mary Brassil will show how this has strong parallels with initiatives recently undertaken in the UK, where gender pay gap reporting legislation will soon be introduced. According to the latest statistics from the European Commission, the gender pay gap in Ireland is almost 14%. Willis Towers Watson have carried out a survey investigating what companies are doing, or planning to do, in relation to gender pay in Ireland. The implementation of gender pay gap reporting could potentially stimulate equal pay claims, while the ability of employers to recruit and retain key talent may also be impacted by adverse publicity over gender pay gap issues.

**Questions & answers**

2.55: **BREXIT: ‘FAIL TO PREPARE, PREPARE TO FAIL’**

While Brexit suggests many possible outcomes, we need to ask the right questions to come up with appropriate answers regarding the potential impact on our labour market, business, industrial relations and employment law. Ireland must consider a variety of scenarios as we stand on the brink of one of the toughest challenges faced by any Irish Government since the foundation of the state. Two contributors will speak in this session.

1. **BREXIT: HOW IT LOOKS FROM THE UK**

**ANDREA BROUGHTON, PRINCIPAL RESEARCH FELLOW, INSTITUTE FOR EMPLOYMENT STUDIES (IES)**

The task of extricating the UK from the European Union is set to dominate British policy-making for the foreseeable future. Andrea Broughton will assess the impact of Brexit on employment relations, workforce planning, migration and the labour market. How Brexit plays out for employers and trade unions in our largest trading partner will inevitably impact on HR and IR professionals in Ireland.

2. **BREXIT: HOW DOES IT GET IMPLEMENTED?**

**PHILIP ANDREWS, MCCANN FITZGERALD EMPLOYMENT LAW GROUP**

Philip Andrews, Head of Competition, Regulated Markets, EU & Trade Law explains how the legal process works, the Article 50 notification, subsequent negotiation path and possible legal model outcomes and economic implications for Ireland in trade and employment law, including free movement of people.

*Included in panel discussion: Arnold Dillon, Brexit Campaign Lead, Ibec; Blair Horan, Member European Social Fund Committee and former General Secretary, CPSU.*

4.15: **Conference close**
about the speakers

PHILIP ANDREWS is Head of McCann Fitzgerald’s Competition, Regulated Markets, EU & Trade Law Group. He has represented a wide variety of companies before the European Commission, the Competition Authority and national regulatory agencies. Philip is a past chair of the Law Society’s EU and International Affairs Committee and is co-author of Modern Irish Competition Law (Wolters Kluwer 2015), a leading textbook on Irish competition law and practice.

MARY BRASSIL is a Partner in McCann FitzGerald, specialising in employment, equality and industrial relations law. She advises on all matters arising out of the employer-employee relationship (such as drafting and negotiating contracts of employment, advising on the implementation of appropriate HR and IR policies and procedures and advising on termination of employment and restrictive covenants). She has considerable experience in advising domestic and international clients on the employment law aspects of corporate transactions, including cross-border mergers, outsourceings, restructuring and redundancy programmes. Her practice includes representing employers in contentious employment law disputes. Mary writes and lectures widely on all topics relating to her practice area.

ANDREA BROUGHTON is a Principal Research Fellow at the Institute for Employment Studies (IES), where she has worked since 2006. She has a degree in modern languages and a Masters in international industrial relations and human resource management. She has more than 20 years of experience of research and writing in the areas of employment relations, working conditions and industrial relations, specialising in international comparative research. She has wide experience of managing Europe-wide projects and coordinating international teams, working for clients such as the European Foundation for the Improvement of Living and Working Conditions in Dublin, the European Commission, the European Parliament and the European Agency for Safety and Health at Work.

MARY CONNAUGHTON is Director of CIPD Ireland. In this role, she leads the development of the HR profession and people management in Ireland. Mary has a wealth of HR experience, having headed up HR development at Ibec, engaging with leading companies on strategic HR and organisational development initiatives along with legislative and policy developments. Mary has also held a director position with Graphite HRM, as well as organisation development roles with Bank of Ireland and Emerge Consulting.

KEVIN FOLEY is currently Chairman of the Labour Court and was previously Deputy Chairman of the Court (from 2015 to 2016). Prior to his appointment to the Court he was Director of Conciliation, Mediation and Facilitation Services with the Labour Relations Commission. He had worked as a Conciliator and Manager with the Commission since 1991 and Director since 2005. He has been involved in Labour Affairs, including a period working with the then Employment Equality Agency, in Ireland for over 30 years and has been involved as a third party in many of the most significant labour disputes occurring in the Irish economy since 1991. He has served as Independent Chairman of national fora in the Construction, Health, Energy, Transport, Retail, Higher Education, and Public Sectors over a period of many years.

DOREEN GERETY is Human Resource Director, EMEA at Kerry Group. Doreen has achieved considerable expertise at a senior HR level, while also specialising in organisational development, training, coaching and mediation. She has over 20 years’ experience in large scale international organisations, including NEC Semiconductors, Intel, Elan and Alkermes. She was a key project leader in the 2011 merger of Alkermes with Elan Drug Technology. A creative and resourceful leader, Doreen has managed and coached teams and individuals through periods of significant change. She has also served as National Chairman of CIPD (2011-2013). She is a graduate of UCD.

MAURICE KELLY is Senior Human Resources Director at Kerry with HR responsibility for Global Functional Ingredients and Global Finance and ICT. He is a member of the Global HR Leadership team. Maurice is an experienced HR leader with more than 18 years’ experience in multinational companies. He holds a Masters in Business and HR from University of Limerick and is a Chartered Fellow of the CIPD. He is a qualified Executive Coach accredited by the European Mentoring and Coaching Council (EMCCC). Prior to joining Kerry, Maurice held International HR roles with global companies across many sectors, namely: Integra Lifesciences (Medical Devices), Eaton Automotive (Automotive), Magna Corporation (Automotive) and Essilor International (Healthcare). His experience has seen him lead HR teams and strategic HR initiatives across Europe, US and Asia Pacific. He has a passion for developing talent and creating agile organisations.

BRENDAN McGINTY Managing Partner of Stratis Consulting, and is a leading expert in people strategy, employee relations, employment policy, communications, change management and dispute resolution. At Stratis he leads a highly experienced and innovative team of practitioners. The business operates at Leadership Team, Chief Executive and Board levels to support organisations in the areas of Employee Relations, People Strategy and Workplace Innovation. Brendan worked with Ibec until 2013, where he was Director of IR & HR Services. He engages with trade unions, government, state agencies, and other stakeholders. He was a member of the National Implementation Body, is Chairman of the Board of Skillnets Ltd and Deputy Chairman of the Governing Body of the NCI. He is a member of the board of Resolve Ireland. He was previously a Board member of the LRC (now the WRC).

TERENCE McCRANN is Head of the Employment Group at McCann FitzGerald. Terence advises many organisations throughout the public and private sector, including several multi-national companies based in Ireland, on all aspects of employment, equality and industrial relations law. Terence is a former chairman of the Employment and Equality Law Committee of the Law Society, as well as the Irish Board member of the European Employment Lawyers Association (EELA) and is a CEDR accredited mediator.

SHEILA NUNAN is General Secretary of the Irish National Teachers’ Organisation. She has been a member of the executive of the INTO since 1995 and was INTO President in 2005-2006. She is also on the Public Services Committee of the ICTU. In 2006 Sheila was elected Deputy General Secretary/ General Treasurer of INTO, and served in that role until her election as General Secretary in 2009. Sheila is a former primary school teacher and principal.

OWEN REIDY was appointed to the role of Assistant General Secretary of the ICTU, with responsibility (primarily) for Northern Ireland in November 2016. Previous to this he worked for SIPTU in a number of different representative capacities in the organisation and representation of workers in the public, private and commercial semi state sectors. During his 18 years in SIPTU he covered sectors including Aer Lingus, State Agencies, Insurance and Finance, Security and Contract Cleaning. He was a member of the SIPTU senior management team from 2013-16, heading up one of the unions’ 5 industrial divisions, the Transport, Energy, Aviation and Construction (TEAC) Division, with over 24,000 members. He is from Donegal.

JENNY SMYTH Head of Talent & Rewards, Willis Towers Watson. Jenny is a highly experienced HR Consultant having joined Willis Towers Watson from PwC to lead the Talent and Reward practice in Ireland. Jenny has over 20 experience in human resources management consulting. She has worked with clients on HR strategy, organisation design, reward and performance management across the private, public, semi-state and not-for profit sectors. Prior to joining PwC, Jenny acted as an independent consultant / interim reward manager for over 12 years. She undertook various assignments at a national and international level across industry, including a interim European Management role in Diageo plc. Jenny has a BScScC and an MBS (HR and IR) from UCD and Diploma in Business and Life Coaching. Jenny is a member of the CIPD and IMCA. 