GREAT EXPECTATIONS
RESETTING EMPLOYMENT RELATIONS IN THE RECOVERY

IRN Conference 2016
DATE Thursday, March 10th, 2016
START 8.30am sharp
VENUE O’Reilly Hall, UCD

BOOK NOW

Supported by
McCann Fitzgerald
Will the economic lift-off be reflected in the findings and is there evidence that some firms are focussing on additional pay incentives to attract and retain staff?

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afternoon

2.00: Henkel Ireland: Workplace Change & Innovation

PETER QUINN, HEAD OF HENKEL AG/AE MANUFACTURING NETWORK, JIM FUERY, SIPTU SHOP STEWARD, AND MICHELLE QUINN, SIPTU ORGANISER.

Henkel employs over 400 people in Ireland in Adhesive Operations, Research and Development and Service functions. Led by the company and SIPTU’s Manufacturing Division, in conjunction with the Ideas Institute, a multi-union collaboration (SIPTU, TEEU, & UNITE) is in the process of developing a progressive employee engagement model. Union representatives believe that by buying into an innovation process, employees see the company’s goals as mutually beneficial. On a practical level, the benefits are immediate. New training programmes are being developed by production workers themselves, thereby reducing safety, quality and productivity issues and eliminating long-term frustrations within the workforce. This new engagement model enables problem solving, helping to foster an environment whereby innovation is a common goal for all.

2.50: The HR Challenge in Ireland’s Largest Employer: A View from Inside the HSE

ROSARI MANNION, NATIONAL DIRECTOR HUMAN RESOURCES, HSE.

Managing employment relations in the largest organisation in the country, with around 100,000 employees, is a daunting challenge. The HSE is in a critical space in a national context, attracting criticism from all sides, yet at the same time so often producing outcomes that are excellent, even inspiring. Communications, always a key tool for HR, is particularly important in an organisation that is so embedded in the national consciousness, and so important in all of our lives. The HSE’s National Director of Human Resources, Rosarii Mannion, will explain what she faces on a day-to-day basis; how ‘fire fighting’ in an organisation as complex as the HSE is managed, while keeping a sharp focus on strategic HR goals. These HR goals are essential in an organisation of such depth and complexity. Rosarii will provide us with an insight into her multifaceted HR role.

3.25: The return of the pay rise and Living and higher Minimum Wages – what is going on?

DUNCAN BROWN, HEAD OF CONSULTANCY, INSTITUTE OF EMPLOYMENT STUDIES, UK.

Recent unusual international pay developments, such as the totally unexpected hike in the ‘national living wage’ in Britain announced by Conservative Chancellor, George Osborne, and the adoption of a living wage by major companies in Ireland, such as IKEA, Lidl and Aldi, come on top of strange happenings further afield. For example, in the U.S. States of New York and Washington, public and private sector employees have benefitted from significant increases in minimum pay levels. How are we to interpret these developments, and what do they mean for employers, trade unions and the average worker? Duncan Brown, Head of HR Consultancy at the Institute of Employment Studies (IES) is an expert in this area. In his previous role as Principal in the Compensation & Talent Practice at Aon Hewitt, Duncan’s clients included major private sector companies such as National Grid and Lloyds Banking Group, UK government departments such as the Cabinet Office, and not-for-profit organisations such as Cancer Research and the United Nations.

4.00: Q&A

4.15: Conference Close
about the speakers

DUNCAN BROWN is Head of Consultancy, Institute of Employment Studies, UK. Duncan previously worked as a Principal of the Compensation & Talent Practice at Aon Hewitt. He has more than 20 years' experience in HR consulting and research, having also worked with PwC and Towers Perrin. Duncan’s clients have included companies such as BP and British Airways, government departments - such as the Cabinet Office - and not-for-profit bodies like Cancer Research and the U.K. He has participated on Government taskforces on pensions and ‘human capital reporting’ and was on the expert advisory group to the Hutton Review of Fair Pay.

MARY CONNAUGHTON is Director of CIPD Ireland. In this role, Mary leads the development of the HR profession and people management in Ireland, and is passionate about developing people and workplaces to be at their best. Mary has a wealth of HR experience having most recently 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 at Graphite HRM, as well as organisation leading companies on strategic HR and organisational development.

JOHNNY FOX is an assistant general secretary with IMPACT Union. He joined the staff in 2001. Previously Johnny worked for the Communications Workers Union (CWU). He has worked with IMPACT’s health, local government, municipal employees and education divisions. He currently has national responsibility for IMPACT Union members at the Irish Aviation Authority, state forestry company, Coillte, as well as members working at Irish Water, Vodafone, Aer Lingus, the Dublin Airport Authority, Shannon Airport Authority, the Marine Institute, Sea Fisheries Protection Agency and P&O Maritime.

JIM FUERY, a SIPTU steward at Henkel Ireland, has worked in manufacturing for 27 years for 3 different companies, 18 of these with his current employer. He works in the logistics department of Operations & Research, part of the technologies division. Jim is a member of the workplace innovation (JUMP AHEAD) steering team, and is on the Pharma, Chemical & Medical Devices Sector committee in SIPTU’s Manufacturing Division. He qualified as a Mediator (MII) and earned a Cert & Special Achievement Award in Union Studies at the NCI. He also has a Cert in Teamworking from Quality & Qualifications (I).

SINEAD GOGAN is the Vice-President and Head of HR for Fidelity Investments Ireland, where she is responsible for strategy, policy and programmes to attract, retain and motivate exceptional talent. Having joined Fidelity in 2006, Sinead has held various global HR leadership roles at Fidelity across EMEA and North America. In 2014, she completed an international assignment as Head of HR for Fidelity’s global delivery centre in Dalian, China. Sinead holds an honours BA in HR from the NCI and has post-graduate qualifications in employment law, dispute resolution and OD from TCD, UCD and Roffey Park Institute. UK. Sinead joined Fidelity from Ibec where she worked in the IR/HR division.

ROSARII MANNION is HSE National Director Human Resources. Rosarii has over 15 years of human resources experience, including management experience in Community and Hospital Services in the HSE. She has held a number of senior management roles, her most recent posts being Assistant National Director Human Resources, Dublin North East and Group HR Director in RCSI Hospitals. She is a Chartered Fellow of CIPD, a qualified Mediator, Conflict Coach and holds a BA, HDip, MA and an MSc.

TERENCE McCRANN - 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.

BRENDAN MULLIGAN is Director Human Resources, Irish Aviation Authority. Brendan joined the IAA in March 2010, having previously worked as Head of Corporate Employee Relations with the Health Service Executive. He formerly held senior management positions in Iarnród Eireann, both in operations and human resources. Brendan holds a B.A. in IR and Personnel Management from the National College of Ireland and a MSc in HRM from Sheffield Hallam University, UK. He is a member of the CIPD.

MICHELLE QUINN is an Industrial Organiser in the SIPTU Manufacturing Division, responsible for 3,000 members in pharma, chemical & medical devices firms. She has successfully led SIPTU initiatives on job sustainability and increased employment. Michelle has built up significant knowledge on effective engagement and workplace innovation and the contribution these can make to employee well-being and sustainable development. Michelle works closely with the SIPTU Ideas Institute, which identifies how new thinking and new services can be introduced into the workplace.

PETER QUINN is Head of Henkel AG & AE Manufacturing Network. He is currently responsible for a network of five adhesive chemical manufacturing plants in Ireland, Italy and Belgium. He has held a number of senior leadership positions in the Electronics, Software and Pharmaceutical sectors having worked for companies such as Digital Equipment, Ciaris, Visio, Organon, Schering Plough and MSD. He graduated as an Industrial Engineer from NUIG.

WILLIAM K. ROCHE is Professor of Industrial Relations & Human Resources at the School of Business UCD and Honorary Professor at the Management School, Queen’s University, Belfast. He obtained his doctorate from Oxford, where he was Heyworth Memorial Prize Research Fellow of Nuffield College. He has published extensively in leading peer-reviewed journals in IR and HRM. Recent books include ‘Managing Conflict at Work: Alternative Dispute Resolution in Ireland’, Dublin: IPA, 2015 and ‘Recession at Work: HRM in the Irish Crisis’, Oxford and NY: Routledge, 2013.

PAUL TEAGUE is a Professor of Management at Queen’s University, Belfast. He holds a PhD from the LSE and has been a Fulbright Scholar at the University of Massachusetts. He has written widely on the theme of the employment relations consequences of deeper European integration. The themes of social partnership and employment performance, workplace conflict management and HR in the recession now dominate his research activities. He has worked with the Irish Government, the EU and the ILO to develop policies and programmes in these areas. He is a co-author of ‘Recession at Work: HRM in the Irish Crisis’.