

# Aberdeen Network Huddle

## 1<sup>st</sup> March 2019

### Agenda



9.30am – 10.00am	<b>Coffee &amp; Registration</b>
10.00am – 10.10am	<b>Welcome &amp; Table Introductions</b>
10.10am – 10.40am	<b>The importance of pre-assignment preparation for expatriates</b> <p>Expatriates face many challenges on international assignment and employers' have a duty of care to all employees and their dependents that they post abroad. Due to these challenges there can be high levels of assignment failure rates which can be very costly to businesses, some of which could be avoided with a pre-assignment preparation plan. This session looks at some of the challenges that expatriates face and tips on how to overcome them.</p> <p><i>David White, UnitedHealthcare Global</i></p>
10.45am – 11.15am	<b>When's a contractor not a contractor?</b> <p>Given the continued focus on cost management, many sectors are using contractors, including overseas contractors, to fill resource gaps. However, it can be a grey area as to when an individual is a contractor versus an employee, and this has significant implications for employers from a legal as well as a payroll and withholding perspective. In this session PwC will provide an update on HMRC's current practices as well as the proposals announced in the Autumn Budget regarding the treatment of off payroll workers.</p> <p><i>Scott McFarlane and Eleanor Stewart, PwC</i></p>
11.15am – 11.45am	<b>Tea &amp; Coffee Break</b>
11.45am – 12.45pm	<b>Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups</b>
12.45pm – 1.30pm	<b>Lunch</b>
1.30pm – 2.00pm	<b>How to flex your Global Mobility policy and why</b> <p>Building flexibility into policy has been a notable trend over the course of the last year. There are a variety of ways in which organisations achieve varying levels of flexibility. In this session Stuart will explore how organisations are providing flexibility within their policies, why they would want to and which pitfalls to avoid.</p> <p><i>Paul Elvin, Sterling</i></p>
2.05pm – 2.50pm	<b>Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups</b>
2.50pm – 3.20pm	<b>Tea &amp; Coffee Break</b>
3.20pm – 3.50pm	<b>Mobility Policy Trends, Employee Experience and ROI</b> <p>AIRINC will discuss the results of their recent Mobility Outlook Survey of 160 best practice organisations which explored trends around policy alignment, employee experience and return on investment. In addition, they will look at strategies you can adopt to achieve cost savings in your programme.</p> <p><i>Michael Joyce, AIRINC</i></p>
3.55pm – 4.25pm	<b>Transformation: The benefits of the proactive approach to change</b> <p>With global business changing so fast global mobility has two choices; to take the proactive approach or to react to the change going on around them. In this session Tim will visit this conundrum and look at how Global Mobility teams can use technology to turn business transformation to their advantage.</p> <p><i>Tim Wells, Equus</i></p>
4.25pm – 4.30pm	<b>Wrap Up &amp; Expat Academy Update: What's Coming Up?</b>
4.30pm	<b>Networking Drinks</b>