

Aberdeen Network Huddle

1st March 2019

Agenda



9.30am – 10.00am	Coffee & Registration
10.00am – 10.10am	Welcome & Table Introductions
10.10am – 10.40am	The importance of pre-assignment preparation for expatriates <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	When's a contractor not a contractor? <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	Tea & Coffee Break
11.45am – 12.45pm	Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups
12.45pm – 1.30pm	Lunch
1.30pm – 2.00pm	How to flex your Global Mobility policy and why <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 Paul 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	Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups
2.50pm – 3.20pm	Tea & Coffee Break
3.20pm – 3.50pm	Mobility Policy Trends, Employee Experience and ROI <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	Transformation: The benefits of the proactive approach to change <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 Vicki 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	Wrap Up & Expat Academy Update: What's Coming Up?
4.30pm	Networking Drinks