

Finance and HR Annual Conference 2019

‘Working Smarter Together’

Thursday 30 and Friday 31 May 2019

Dalmahoy Hotel & Country Club, Kirknewton, Edinburgh EH27 8EB

TRIBAL



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Many public sector organisations are turning towards smarter ways of working to address the challenges faced through rapidly changing technologies and the growing pressures on finances. Some workplaces are looking at how to improve the environments that their people work in and the systems they use, leading to better productivity, increased efficiencies and improved services.

This conference will bring together the Finance and HR networks from across Scotland to review and showcase what can be done to enable change through smarter working, digital innovations and shifting cultures.

Programme

Day One

1130 **Registration**

1200 **Lunch**

1300 **Welcome and Introductions**

Alan Ritchie Director of Finance and Estates, West College Scotland and Vice Chair of Finance Development Network Steering Group and Debbie Kerr, Head of HR and Development, Borders College and Vice Chair of HR Development Network

Alan and Debbie will welcome delegates and provide a brief introduction to the event.

1305 **Desert Island Disks**

Sue Livermore, Equality and Diversity Officer, Dumfries & Galloway College

A short icebreaker to get to know your colleagues – what would you take to the mythical Desert Island? Guess the choices made by past castaways for the famous Radio 4 institution., and share your own...

1330 **Tax Really Does Matter – Making Tax Digital and Other Stuff**

Alan Glen, Director and Scott Craig, Partner, Scott-Moncrieff

Scott and Alan have held the hand of many of their clients on their journey towards and through MTD. They will share their experiences with you and help you to ensure that your College is MTD ready. They will also highlight the traps and pitfalls so you don't fall in like others have. In the second half of the session Scott and Alan will provide an update on other VAT and tax issues affecting Colleges and discuss recent HMRC activity in the sector.



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- 1415 **Effective Recruitment and Workforce Development**
Julie Cavanagh, Head of Partnerships and Communication, SCQFP

The SCQFP is well known throughout colleges as Scotland's lifelong learning framework. However, it is also a tool which supports effective recruitment and workforce development for employers including allocating SCQFP levels to jobs to ensure you recruit the right candidates, job evaluation and skills audits. Julie will explain more about this aspect of the Framework and how it can help HR colleagues in their roles.

- 1445 **Coffee Break**

- 1500 **Scottish Funding Council (SFC) Update**
Lorna MacDonald, Director, SFC

SFC will present an update on a number of topics very close to the heart of what we do. These will include 5 Year Financial Planning, Accounts Direction 2019 and Funding Settlement 2019-20. Should time permit she will be able to take a few questions at the end of the presentation.

Workshop Sessions

Delegates will be able to attend each of the workshops on offer. You will be allocated a group on arrival which can be identified on your name badge.

- 1545 **Workshop Session One**

- 1625 **Workshop Session Two**

- 1700 **Legal Update and What's Coming Over the Hill**
Andrew Brown, Partner, Anderson Strathern

Anderson Strathern will present an update to delegates on topical HR and wider legal issues likely to impact the FE sector in the coming period. There may be an opportunity to discuss any relevant issues you may want to raise.

- 1730 **Shared Services**
Angus Warren, Chief Executive, Advanced Procurement for Universities and Colleges (APUC)

Angus will give a short presentation on the Shared Services Agreements which are currently available and future potential shared services including Project Management and Business Improvement.

- 1750 **Round up of Day One and Close**
Alan Ritchie, Director of Finance and Estates, West College Scotland and Vice Chair of Finance Development Network Steering Group

Alan will close Day One of the Conference.



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- 1900 **Pre-Dinner Drinks**
- 1930 **Dinner**
Sponsored by bluQube
- 2130 **“The Pub Quiz”**
- 2300 **Drinks**



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Workshops

<p>Workshop</p>	<p>Delicately Pulling on all the Right Levers to Tackle the Challenges of Efficiency and Attainment Whilst Maintaining Student Satisfaction Nick Pidgeon, Head of Surveys & Benchmarking and Phillip Moseley, Senior Consultant, Tribal</p> <p>In this session we illustrate how colleges are using benchmarking techniques to inform strategies to improve both their financial sustainability, and their capacity to deliver on student attainment expectations, whilst enhancing value for money and student satisfaction.</p>
<p>Workshop</p>	<p>Risk and Robots- what could possibly go wrong? David Forster, Head of UK Risk, Zurich</p> <p>The 4th Industrial revolution is upon us. What was once science fiction is increasingly becoming science fact. Machine learning, Artificial Intelligence, Predictive analytics, Data lakes and Robotics are becoming part of the language of Public Service innovation. There are truly inspiring and remarkable projects in place or in planning. Opportunities to reshape the provision of services and create a new landscape for engagement with the community.</p> <p>But, this is a different kind of innovation to traditional technology. Described as more like 'gardening' than 'engineering', there is a new world of governance and risk to be explored. And organisations are just getting to grips with this. How can you maintain good governance, accountability and assurance, when the technology has a mind of its own, and ethics and morality may not feature in its decision making?</p> <p>Zurich Municipal has been exploring this subject with organisations active in this new digital world, and the insight is intriguing. Please join us for a session around the challenges of managing risk in the age of machines. It will change your world.</p>



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Day Two

Breakfast

Breakfast is served daily from 0630.

0900 **Registration and Coffee**

1000 **Welcome and Introduction**

Alan Ritchie, Director of Finance and Estates, West College Scotland and Vice Chair of Finance Development Network Steering Group

Alan will welcome delegates and provide a brief introduction to the day.

1005 **Good Working**

Dr. John McGurk, Head of Regional Policy and Insight, CIPD

John will be speaking about the CIPD Good Work agenda and how this can bring Finance and HR closer together – so move closer to the person you are sitting next to and the job is done!

1045 **Coffee Break**

1100 **Project Management – How to Avoid the Cliff Edge**

Nicky Wilkins, Head of Customer Engagement, bluQube

Nicky will talk about the 'Pitfalls of Implementations' and what to look out for, that might not be quite as obvious as you first thought!

1130 **National Bargaining Update**

Heather Stevenson, Interim Director of Employment Services, Colleges Scotland

This session will provide an update on National Bargaining in the sector for both lecturing and support staff. As well as NJNC matters, information will be provided on the progress of projects including job evaluation and professional registration, with an opportunity for a question and answer session.

1200 **Evidence Based Selection and its Value for the Appointment of Senior Leaders in the Further Education Sector**

Anne Lamont, Business Psychologist, MK Business Psychology

After providing a brief overview of MK Business Psychology the case will be presented for using evidence-based selection methods, provide insight about the core requirements to achieve best in class results, and offer guidance on how to apply best practice to select senior management talent within the further education sector.



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1230 **And Now for Something Different/Closing Remarks**

Alan Ritchie Director of Finance and Estates, West College Scotland and Vice Chair of Finance Development Network Steering Group

Alan will round up the conference.

1245 **Close with Lunch**

Thank you for supporting this first joint Finance and HR Conference and look forward to seeing you next year

Depart – safe journey home

Golf – delegates rates are available

Gym/Spa Facilities – included in the delegate rate so please enjoy



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