

FedEE Global

法鼎國際有限公司

The Federation of International Employers
La Federación de Empresarios Internacionales



A Federation of International Employers (FedEE Global) Event

Employment Contracts and HR Policies

Adopting Best Practice and Avoiding the Pitfalls in a Multinational Enterprise

A one-day conference for HR Professionals and Lawyers

Venue: Holiday Inn London - Kensington Forum, 97 Cromwell Road, London, SW7 4DN, UK

Date: Thursday, January 28th 2016

Language: English

Cost: Non-members: £495.00, FedEE Members: £375.00, FedEE Fellows: £350.00, Hon FedEE Fellows: £150.00
plus VAT (where applicable).

Introduction:

All employers have a set of trusted contracts for different jobs and HR policies which they have developed generally over several years. These policies and associated procedures are normally assembled into an employee handbook.

But how effective are such documents in helping to meet corporate objectives and avoiding potential claims, disputes - and even litigation?

This conference will not only provide fresh ideas and approaches for reviewing the wording of contracts, policies and procedures, but also useful insights into their negotiation, legality, scope, interaction and communication in different jurisdictions.

We have drawn together top experts from around the world to share with participants their extensive know-how of this core area of HR accountability. This is an unmissable opportunity at a highly affordable price.

Jurisdictions:

Each speaker will cover at least three jurisdictions and the conference will focus in particular on the UK, Ireland, France, Germany, Italy, the Netherlands, China and the USA.

Agenda:

- 9.15 am:** Registration, Continental breakfast.
- 9.45 am:** Welcome by **Steve Evison. Chair of The Federation of International Employers and Director: Employee Affairs (EMEA), Ford Motor Company, Cologne, Germany.** (Conference Chairman)
- 10.00 am:** Why we all need to think again: A new perspective on employment contracts.
Gary Byrne. ByrneWallace, Dublin, Ireland
- 10.30 am:** Anatomy of an employment contract – Contrasting the UK, USA and China.
Robin Chater. Secretary-General of The Federation of International Employers, UK and France.
- 11.00 am:** Policies and handbooks – scope, coverage, pitfalls.
Bart Duijs. Bosselaar & Strengers Advocaten, Utrecht, Netherlands.
- 11.30 am:** Refreshments
- 12.00:** Employee Documentation: The values and dangers of templates.
Jon Heuval. Employment Law Partner, Penningtons Manches, London, UK and Jonathan A Segal. Duane Morris LLP, Philadelphia, USA
- 1.00 pm:** Lunch
- 2.00 pm:** Contractors, Mobile and Atypical Workers: Good Practice, Bad practice.
Pam Harrison. Director Human Resources, Talent, Organization Design and Diversity, Latham Watkins, New York, USA.
- 2.30 pm:** Background checks and restrictive covenants/non compete clauses in eight European Countries. **Dr Gerlind Wisskirchen. CMS Hasche Sigle, Cologne, Germany**
- 3.00 pm:** Refreshments
- 3.30 pm:** Negotiating, communicating and enforcing contractual and policy obligations.
Angela Hughes. Principal HR Consultant, Fa Ding International, UK and Hong Kong.
- 4.00 pm:** Developing a framework for the review and updating of contracts and policies:
Panel Discussion
- 4.30 pm:** Summary and conclusion by the Conference Chairman

Please note:

An informal drinks reception will be held on the evening of the 27th January for those staying overnight in London or living in central London.



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Biographical Summaries: Chairman and Speakers



Mr Steve Evison: Chair of The Federation of International Employers and Director: Employee Affairs (EMEA) Ford Motor Company
(Conference Chairman).

Steve is a graduate of the University of Warwick Business School, a Chartered Fellow of the CIPD and is a FedEE Fellow. He joined Ford in 1990 at the company's Halewood manufacturing plant and subsequently held a variety of HR roles within the UK. After senior UK and European HR assignments, including a secondment to Jaguar Land Rover, he served as Ford's UK HR Director before moving to his present position in mid-2014.



Gary Byrne: Consultant, ByrneWallace, Dublin, Ireland.

Gary is one of Ireland's most experienced employment lawyers. Gary established the legal department in Ireland's leading business organisation IBEC, before moving on to private practice where he set up what is now ByrneWallace, one of Ireland's largest commercial law firms and internationally recognised as a top employment law firm.

He is the author of *Transfer of Undertakings: Employment Aspects of Business Transfers in Irish and European Law*, a co-author of the *Law Society Manual on Employment Law* and contributor to a number of leading employment law publications.

Gary has been a Board member of The Federation of International Employers for the last ten years and is currently Deputy Chairman.



Robin Chater: Secretary-General and Founder, The Federation of International Employers.

Robin holds degrees from Leeds and Lancaster Universities and undertook post-graduate research at The London School of Economics whilst working for IDS Report - then the UK's principal labour relations publication. He is a Fellow of the Royal Statistical Society and Institute of Paralegals and a Chartered Member of the CIPD.

Before founding the Federation in 1988 he held senior positions in HAY Management Consultants and ADL/Cambridge Consultants. He was an Advisor to the European Commission for ten years, consultant to the UK Information Commissioner and European Space Agency in the Netherlands and has undertaken numerous HR projects around the world. He has also been a newspaper columnist, visiting University lecturer, written many books and published articles and appeared frequently on TV (Bloomberg, BBC, CNN, CNBC, Sky) and radio.

Robin is Managing Director of Fa Ding International Ltd (Management Consultancy), Focela Ltd (Events Management) and ButN Ltd (Business Networking).



Bart Duijs: Employment Partner from the Utrecht (Netherlands) office of law firm Bosselaar & Strengers, a Multilaw firm.

Bart's ability to think ahead makes him an excellent strategist and negotiator. He always maintains an open and direct relationship with his clients and sometimes likes to inject a little humour into proceedings.



Jon Heuval: Employment Partner from the London, UK office of the law firm Penningtons Manches LLP, a Multilaw firm.

In addition to his domestic practice, Jon has a particular focus on the international aspects of employment, from advising start-ups in the UK to dealing with cross-border issues for multinational clients. A regular author and speaker on a range of employment issues, Jon has appeared on TV and national radio as an expert commentator.



Dr Jonathan A Segal: Employment Partner from the Philadelphia, USA offices of international law firm Duane Morris LLP, a Multilaw firm.

He is Managing Principal of the Duane Morris Institute and a long-standing Consultant to the Federal Judicial Center in Washington, D.C. An adroit litigator, Jonathan focuses on advice and counsel in areas such as employment contracts, employer policies, gender equality, social media, wage and working time compliance. Jonathan is a nationally recognised speaker (top-rated at numerous SHRM National Conferences), TV commentator and author on a myriad HR issues. In 2013 he was awarded Temple University's "Outstanding HR Leader Award" and in Chambers he is described as 'the king of making legal answers work in a business context'.



Dr Gerlind Wisskirchen: Partner with CMS Hasche Sigle, Köln, Deutschland.

Gerlind is a leading authority on both labour and employment law and their impact on international corporations. She is closely involved with many Management and Supervisory Boards in Germany and elsewhere, advising them on cross-border projects such as business reorganizations (outsourcing, off-shoring), compliance issues, cross-border compensation programmes, cross-border audits and internal investigations, co-determination, matrix structures, European works councils, the implementation of codes of conduct and whistleblowing systems, the posting of employees and data privacy protection issues. Gerlind teaches on the MBA programme "International Human Resources Management" at Cranfield University, one of the leading European business schools, and has published numerous articles in both German and English.



Pam Harrison: Director Human Resources, Talent, Organization Design and Diversity, Latham & Watkins, New York, USA.

Pam is Psychology graduate and Human Resources expert adept at operating successfully in the most complex, multi-national, multi-cultural matrix environments. She thrives on constant challenges to solve the most complex global HR issues. She has both large and small company experience and has worked in Hong Kong and other locations across the globe.

Pam was formerly managing Director, International Human Resources and EMEA with Marsh Inc, Director of Human Resources for Protiviti, Director Human Resources with Arthur Andersen and Director Human Resources with Mastercard. She has also held senior HR positions with Pepsico and Liz Claiborne Inc.



Angela Hughes, Principal HR Consultant, Fa Ding International (UK and Hong Kong).

Angela is a widely experienced HR professional. She is an honours graduate in business and finance, Chartered Member of the CIPD, qualified Alternative Disputes Resolution Mediator and FedEE Fellow. She has held International HR Management positions with Maclaren, Aris Global, Univar Europe and national HRM roles with the Institute of Chartered Accountants and the National Energy Foundation. For the last five years she has been a board member of the Federation of International Employers.

The Federation of International Employers is the leading non-sectoral organization for multinational enterprises. It was established in 1988 with financial assistance from the European Commission, but today operates as an independent HR training, information and support service with corporate members around the world.



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Booking form:

To book your place at this event please complete the following form and return it to the Events Department, The Federation of International Employers (FedEE Global), 5th Floor, Broad Quay House, Prince Street, Bristol BS1 4DJ, UK or by email attachment to Cassandra.lu@fedee.com. You may also book [here](#) online.

This conference is being organised by Focela Ltd, the Federation's events management company. Places are strictly limited, so please book as early as possible.

Please reserve **place(s)** at FedEE's Employment Contract and HR Policies Conference in London on January 28th 2016.

I/We qualify for the Non-member/ Member/ Fellow/ Hon Fellow **rate**

Name:

Position:

Name:

Position:

Name:

Position:

Company Name:

Company Address:

Post/Zip Code:

Telephone:

Email:

Purchase Order Number: (if applicable)



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