



IES Annual Snapshot 2016–2017

This snapshot document accompanies our full Annual Review. It tells the story of IES' work in 2016–17 in lists.

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(April 2016 –
March 2017)



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(April 2016 –
March 2017)



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Architects Registration Board
Audit Scotland
CAFOD
Clarion Housing Group
College of Policing
Department for Communities and Local Government
Department for Transport
Family Action
Foreign & Commonwealth Office
Government Communications Headquarters
Government Legal Department
Home Office
Infineum International Ltd
Institute of Cancer Research
ISG plc
Kingston University
Local Government Association
London Borough of Lewisham
London Councils
Ministry of Defence CivHR
Ministry of Justice
Network Rail
NHS Employers
Plan International
Royal Navy
Surrey Police
The Housing Ombudsman Service
Trinity Laban
University of Brighton
University of South Wales
Wellcome Trust Sanger Institute

IES events

Talkin' 'bout my generation: Ageing and pensions, 23 March
Getting value from your values, 23 February
Meaningfulness at work, 13 December
Annual Provocation and Fellows event: Intergenerational differences, 17 November
Annual Conference: A fresh look at work and wellbeing, 3 November
Gender pay gap reporting: full analysis and insight, 21 July
Collective ethical leadership, 21 June
Annual HR Directors' Retreat: Swimming against the tide, 27 & 28 April
High involvement change: from consultation to co-production, 7 April

HR Network members and IES events



Partner organisations



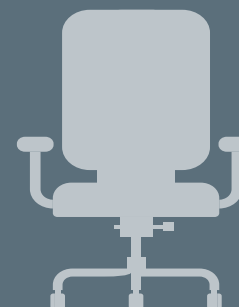
2020 Delivery
Alpha Plus
Amsterdam Institute for Advanced Labour Studies, Amsterdams Instituut voor Arbeids Studies
Aon Hewitt
Aston University Business School
Birches Group
BMG Research
BMT Defence Services
Brighton Business School
Cambridge Econometrics
Careers Research and Advisory Centre
Centre for European Policy Studies
Centre for Research in Language Learning and Use
Centre on Migration, Policy and Society (COMPAS)
Chartered Institute of Personnel and Development (CIPD)
Copenhagen Business School
Cracow University of Economics
Cranfield University School of Management
Democritus University of Thrace
Department of Public Health Sciences, Karolinska Institutet
Department of Public Health, University of Copenhagen
Economic and Social Research Institute
Ecorys
EurActiv
European Association for Information on Local Development (AEIDL)
GfK UK Ltd
Grenoble School of Management
ICF International
IDEA Consult
IFF Research
Incomes Data Research
Institute for Regional Development and Structural Planning
Institute for Structural Research (IBS)
Institute for the Study of Labor (IZA)
Institute for Work & Health
International Centre for Guidance Studies (iCeGS), University of Derby
Ipsos MORI
IRShare
Istituto di Ricerche Economiche e Sociali (IRES)
Istituto per la ricerca sociale (IRS)
King's College London
Koç University Social Policy Center
Kooperationsstelle Hamburg IFE GmbH
Learning and Work Institute
London Economics
Metropolitan University Prague
MigrationWork CIC
NatCen Social Research
National Institute of Economic and Social Research
National University of Ireland Galway
Norwegian Social Research
Old Bell 3
Optimity
ÖSB Consulting GmbH
Oxford Brookes University
Oxford Research AB
PACEC
People and Work Unit
Public Policy and Management Institute
RAND Europe
Researching Equity, Access and Participation Group
Roots Research
Scott Reward
Slovak Governance Institute
Social Policy Research Unit
SQW
Statistics Canada
Swedish Institute for Social Research
TARKI Social Research Institute
Technische Universität Berlin
Tempera
The London School of Economics and Political Science
The Research Institute for Labour And Social Affairs
TNO Research
University College London
University of Aberdeen
University of Brighton
University of Graz
University of Liverpool
University of Oviedo
University of Oxford
University of Salerno
University of Sheffield
University of Tartu
University of Tilburg
University of Trento
University of Turin
WA-Europe
Warwick Institute for Employment Research
Wilke, Maack and Partner
York Health Economics Consortium

Advisory, Conciliation and Arbitration Service (Acas)
Aon Hewitt
Architects Registration Board
Arts Council England
Association of Colleges
Audit Scotland
Birkbeck College – University of London
Breckland and South Holland Councils
Cancer Research UK
Care UK
Centre for Ageing Better (CfAB)
Centre for Research on Self-Employment (CRSE)
Chartered Institute of Personnel and Development (CIPD)
Childrens' Investment Fund Foundation (CIFF)
Civilian HR Capabilities team, Ministry of Defence (MOD)
Construction Industry Training Board (CITB)
Cornwall Council
Defence Human Capability Science & Technology Centre (DHCSTC)
Defence Science & Technology Laboratory (Dstl)
Department for Business, Energy & Industrial Strategy (BEIS)
Department for Business, Innovation and Skills (BIS)
Department for Education (DfE)
Department for Work and Pensions (DWP)
Education and Training Foundation
Engineering UK
Equality and Human Rights Commission (EHRC)
ESPON
EU Joint Programming Initiative – More Years Better Lives (JPI MYBL)

European Agency for Safety and Health at Work (EU-OSHA)
European Centre for the Development of Vocational Training (CEDEFOP)
European Commission
European Foundation for the Improvement of Living and Working Conditions (Eurofound)
European Parliament
Eurotunnel European Works Council
Eversheds Sutherland
Gatsby Charitable Foundation
General Medical Council (GMC)
Health Education East of England
Higher Education Council for England (HEFCE)
Home Office
Houses of Parliament
IDEA Consult
International Labour Organization (ILO)
Kingston University
KPMG
Leadership Foundation for Higher Education (LFHE)
Local Government Association (LGA)
London Borough of Lewisham
London Borough of Southwark
London Borough of Tower Hamlets
Measom Dryline Ltd
Migration Advisory Committee (MAC)
Mind
Ministry of Defence (MoD)
Ministry of Justice (MoJ)
Money Advice Service (MAS)
Newcastle University
NHS Employers
NHS Health Education England
NHS Leadership Academy
Norfolk County Council

Office of Manpower Economics (OME)
Ofgem
Open University
Plan International
Police Federation of England and Wales (PFEW)
Prospect
Public Health England (PHE)
Richard Benjamin Trust
Royal College of Veterinary Surgeons (RCVS)
Skills Development Scotland
Skills Funding Agency (SFA)
Social Care Institute for Excellence
St Helena Government
Sussex and Surrey Police
The Careers & Enterprise Company (C&EC)
The Health Foundation
Thirteen Group
UK Commission for Employment and Skills (UKCES)
Universities and Colleges Employers Association (UCEA)
Universities HR (UHR)
University of Brighton
University of Oxford
University of York
Welsh Government
Westminster Advisers

Clients



Reports and papers



Barbone L, Green M, Speckesser S, Broughton A (2017), *Brexit implications for employment and social affairs: facts and figures*, European Parliament

Bevan S (2017), *Dementia-friendly workplaces: IES Perspectives on HR 2017*, HR Network Paper 130, Institute for Employment Studies

BIS (2016), *SME lending and competition: an international comparison of markets*, Report 270, Department for Business, Innovation and Skills

Boys J, Hooley T (2016), *Understanding the careers cold spots: The Careers & Enterprise Company prioritisation indicators 2016*, The Careers & Enterprise Company

Broughton A, Adams L, Cranney M, Dobie S, Marangozov R, Markaki Y, Sumption M (2016), *Recruitment in Britain: Examining employers' practices and attitudes to employing UK-born and foreign-born workers*, Equality and Human Rights Commission

Broughton A, Green M, Rickard C, Swift S, Eichhorst W, Tobsch V, Magda I, Lewandowski P, Keister R, Jonaviciene D, Ramos Martin N E, Valsamis D, Tros F (2016), *Precarious Employment in Europe: Patterns, Trends and Policy Strategies*, European Parliament

Broughton A, Green M, Rickard C, Swift S, Eichhorst W, Tobsch V, Magda I, Lewandowski P, Keister R, Jonaviciene D, Ramos Martin N E, Valsamis D, Tros F (2016), *Precarious Employment in Europe: Country Case Studies*, European Parliament

Brown D (2016), *The power of parity: A study of how Lewisham Council achieved gender equality at senior levels, the learning and*

implications, Institute for Employment Studies

Brown D (2017), *Talkin' 'bout my generation: just what does age and the ageing workforce mean for HR?: IES Perspectives on HR 2017*, HR Network Paper 129, Institute for Employment Studies

Brown D, Bevan S, Rickard C (2016), *A Review of Pay Comparability Methodologies*, Armed Forces' Pay Review Body

Brown D, Callen A, Robinson D (2016), *The relationship between total reward and employee engagement: An evidence-based review*, NHS Employers

Brown D, Munday S (2016), *Stability rhymes with agility, pay structure needs to go with flexibility*, Opinion Paper 26, Institute for Employment Studies

Callen A (2017), *Hidden voices and disengagement: the gift of learning from political earthquakes: IES Perspectives on HR 2017*, HR Network Paper 132, Institute for Employment Studies

Carter A (2017), *Strategic change-readiness for organisations: IES Perspectives on HR 2017*, HR Network Paper 134, Institute for Employment Studies

Carter A, Blackman A, Hay, R (2016), *What makes a coach effective?*, HR Network Paper 116, Institute for Employment Studies

Carter A, Tobias B, Spiegelhalter K (2016), *Mindfulness in organisations: Case Studies of Organisational Practice*, HR Network Paper 128, Institute for Employment Studies

Centre for Ageing Better (2017), *Fulfilling work: What do older workers value about work and why?: Research methodology*, Centre for Ageing Better

CIPD (2016), *Creating longer, more fulfilling working lives: Employer practice in five European countries*, Chartered Institute of Personnel and Development

Cox A, Hay G, Hogarth T, Brown G (2016), *Productivity in the Retail Sector: Challenges and Opportunities: Strategic Labour Market Intelligence Report*, Institute for Employment Studies

Cox A, Rickard C, Spiegelhalter K, Brown D (2017), *Employee financial well-being: why it's important*, Chartered Institute of Personnel and Development

De Coulon A, Hedges S, Nafilyan V, Speckesser S (2017), *Young people in low level vocational education: characteristics, trajectories and labour market outcomes*, Centre for Vocational Education Research

DWP (2016), *Intensive Activity Programme trial evaluation: Claimant research*, Department for Work and Pensions

DWP (2016), *Intensive Activity Programme trial evaluation: Evidence synthesis*, Department for Work and Pensions

Eichhorst W, Hadjivassiliou K, Rickard C, Swift S, Wozney F (2016), *Comparative overview of institutional arrangements in selected country case studies*, STYLE Working Papers D3.4, CROME, University of Brighton

European Commission (2016), *First results of the implementation of the Youth Employment Initiative: Greece*, European Commission

Gloster R, Marvell R, Buzzeo J, Hadjivassiliou K, Williams J, Huxley C (2016), *Mapping investment in adult skills: Which individuals, in what learning and with what returns?*, Research Paper 292, Department for Business, Innovation and Skills

- Hadjivassiliou K, Tassinari A, Eichhorst W, Wozny F (2016), *Assessing the Performance of School-to-Work Transition Regimes in the EU*, Forschungsinstitut zur Zukunft der Arbeit (IZA)
- Hadjivassiliou K, Rickard C, Manzoni C, Swift S (2016), *Database of effective youth employment measures in selected Member States*, STYLE Working Papers D4.4b, CROME, University of Brighton
- Hirsh W (2017), *Talent management: responding to uncertainty: IES Perspectives on HR 2017*, HR Network Paper 136, Institute for Employment Studies
- Huxley C, Green M, Swift S, Pollard E (2017), *Accelerated degrees in higher education: Case study report*, Department for Education
- Marangozov R, Williams M, Bevan S (2016), *Beyond Brexit: Assessing key risks to the nursing workforce in England*, Institute for Employment Studies
- Marangozov R, Williams M, Buchan J (2016), *The labour market for nurses in the UK and its relationship to the demand for, and supply of, international nurses in the NHS: Final report*, Migration Advisory Committee
- Marvell R, Cox A (2017), *Fulfilling work: What do older workers value about work and why?*, Centre for Ageing Better
- Marvell R, Newton B, (2016), *The impact of STEM programmes on young people's employability skills*, STEMNET
- Mascherini M, Bisello M, Rioboo Leston I (2016), *The gender employment gap: Challenges and solutions*, European Foundation for the Improvement of Living and Working Conditions
- Mind (2016), *Blue Light programme research summary*, MIND
- Peruffo E, Jacobs W, Hurley J, Broughton A (2016), *European Restructuring Monitor Quarterly*, Issue 2, July, European Foundation for the Improvement of Living and Working Conditions
- Petmesidou M, González-Menéndez M C, Hadjivassiliou K (2016), *Policy synthesis and integrative report on Policy Transfer and Comparative Frameworks*, STYLE Working Papers D4.4a, CROME, University of Brighton
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- Pollard E, Hadjivassiliou K, Swift S, Green M (2017), *Accelerated degrees in higher education: Literature review*, Department for Education
- Pollard E, Hadjivassiliou K, Swift S, Green M (2017), *Credit transfer in higher education: A review of the literature*, Department for Education
- Pollard E, Swift S, Fohrbeck A, Cox A, Crumbie A, Stock D, Curry C (2017), *Teachers working longer review: annex B – employment practice*, Department for Education
- Reilly P (2016), *Performance Management: Making it work*, HR Network Paper 125, Institute for Employment Studies
- Reilly P (2016), *The path towards predictive analytics*, HR Network Paper 126, Institute for Employment Studies
- Reilly P (2017), *The HR function post-Ulrich's structural model: IES Perspectives on HR 2017*, HR Network Paper 133, Institute for Employment Studies
- Reilly P, Sheehan M (2017), *The role of HR in workforce innovation: IES Perspectives on HR 2017*, HR Network Paper 135, Institute for Employment Studies
- Rickard C (2017), *Supporting employee financial wellbeing: IES Perspectives on HR 2017*, HR Network Paper 131, Institute for Employment Studies
- Rickard C, Reilly P, Brown D (2016), *Applying a reward strategy in local government*, Local Government Association
- Rickard C, Spiegelhalter K, Cox A, Brown D (2017), *Employee financial well-being: practical guidance*, Chartered Institute of Personnel and Development
- Spiegelhalter K, Cox A, Brown D, Rickard C (2017), *Employee financial well-being: Behavioural insights*, Chartered Institute of Personnel and Development
- Swift S, Green M, Hillage J, Nafilyan V (2016), *Impact of the Cycle to Work Scheme: Evidence Report*, Report 509, Institute for Employment Studies
- Tamkin P (2016), *The Relationship between UK Management and Leadership and productivity: Strategic Labour Market Intelligence Report*, Institute for Employment Studies
- Tamkin P (ed) (2017), *Darkening skies? IES Perspectives on HR 2017*, Report 510, Institute for Employment Studies
- Tamkin P (2017), *Work... but not as we know it: IES Perspectives on HR 2017*, HR Network Paper 128, Institute for Employment Studies
- Tu T, Chhatralia K, Tipping S, Shah J, Hale C, Cox A, Marvell R (2016), *Employer Investment Fund (EIF) and Growth and Innovation Fund (GIF) Programme Level Evaluation: Final Report*, Briefing Paper, UK Commission for Employment and Skills
- Welsh Government (2016), *Final Evaluation of the ReAct programme 2008-2014: Final Report Summary*, Welsh Government
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- Williams J, Pollard E, Hinks R, Huxley C, Marvell R(2016), *The customer journey to initial teacher training: Appendices*, The National College for Teaching and Leadership
- Wilson S, Sinclair A, Huxley C, Spiegelhalter K,(2016), *Evaluation of Mind's Blue Light Programme: Strand 2: Workplace Wellbeing*, MINDArticles and chapters

Multimedia outputs and blogs



Videos

Broughton A (2016), *Changes to UK employment law following Brexit*, Institute for Employment Studies

Hillage J (2016), *The impact of Brexit on the world of employment: Jim Hillage outlines his three areas to monitor*, Institute for Employment Studies

Marangozov R (2017), *Post-Brexit immigration systems and the impact on skills and labour supply: Update January 2017*, Institute for Employment Studies

Marangozov R (2016), *Post-Brexit immigration systems and the impact on skills supply*, Institute for Employment Studies

Tamkin P (2016), *The Brexit effect on HR. Part one: The immediate issues*, Institute for Employment Studies

Tamkin P (2016), *The Brexit effect on HR. Part two: The medium to long-term issues*, Institute for Employment Studies

Podcasts

Brown D (2016), *Podcast: Gender pay gap reporting: full analysis and insight*, Institute for Employment Studies

HR blogs

Atkinson K, *Ageing and learning in the workplace: Is age just a number?*, Guest blog, 26 October 2016

Bailey K, *Meaningful work: Part one: Where can we find it?*, Guest blog, 29 September 2016

Bailey K, *Meaningful work: Part two: How to destroy the meaning of work*, Guest blog, 6 October 2016

Bevan S, *Don't get 'sniffy' with hay fever victims at work*, 24 August 2016

Bevan S, *Older worker health – a looming crisis?*, 22 April 2016

Bevan S, *Pension deficits, bond yields and quantitative easing: Why HR professionals need to take note*, 26 August 2016

Bevan S, *Poor musculoskeletal health and workforce productivity*, 5 July 2016

Bevan S, *Post-referendum uncertainty demands a focus on employee engagement*, 30 August 2016

Brown D, *Back to the future: from pay benchmarking to Brexit-induced strategic HR planning*, 17 August 2016

Brown D, *Build bridges not walls, inclusion over diversity*, 3 February 2017

Brown D, *Changing change management: From executive edict to empowered employees*, 12 May 2016

Callen A, *Moving the mountain. Can HR open minds to unlock learning?*, 18 April 2016

Reilly P, *Should HR focus more on prioritisation?*, 6 March 2017

Rickard C, *An opportunity to be bold for gender pay equality*, 8 March 2017

Rickard C, *It's Financial Capability Week; what are you doing?*, 14 November 2016

Employment policy blogs

Bevan S, *Two cheers for the PM's focus on mental health at work*, 9 January 2017

Bevan S, *Working beyond retirement – the new prescription for good health?*, 8 December 2016

Broughton A, *Prekarious work – a slippery concept?*, 9 September 2016

Broughton A, *Who cares for working carers?*, 9 June 2016

Cox A, *Silver hairs will purchase us a good opinion: reflections on teachers working longer*, 14 March 2017

Hedges S, *EU immigration: impacts and prospects for the UK labour market*, 26 August 2016

Hillage J, *What does Brexit mean for employment?*, 29 June 2016

Marangozov R, *A third of nurses due to retire in the next 10 years. Who is going to plug the gap?*, 8 July 2016

Marangozov R, *Brexit, population ageing and nursing shortages: A perfect storm?*, 20 December 2016

Marvell R, *Careers advice is crucial, but what can schools do?*, 20 June 2016

Marvell R, *Older women at work: doubly disadvantaged?*, 8 March 2017

Pollard E, *Time for employers to take up the social mobility baton from HE*, 15 April 2016

Sumption M, *Immigration and Brexit: Four challenges*, Guest blog, 1 September 2016

Swift S, *Absolutely Favelas: Rio as a catalyst for sustainable growth*, 5 August 2016

Williams J, *Higher education in a post-Brexit world*, 28 September 2016

Wilson S, *Women, work and caring: unspoken expectations and stifled careers*, 8 March 2017

Yeandle D, *How will Brexit impact UK employment legislation?*, Guest blog, 19 September 2016

- Bevan S (2016), 'Workplace Health in the UK', *American Journal of Health Promotion*, Vol. 30, No. 5, May
- Bevan S (2016), 'Analysing, monitoring and costing labour turnover', in Saridakis G, Cooper C (eds.), *Research handbook on employee turnover*, Cheltenham, June
- Bevan S (2016), 'Why mental illness at work need not be a solitary journey', *Occupational Health and Wellbeing*, June
- Bevan S (2016), 'What can we learn from HR's emerging talent?', *HR Magazine*, July
- Bevan S (2016), 'HR professionals are still the people who tell you that you can't do something', *Personnel Today*, September
- Bevan S (2016), 'What does the future of HR look like?', *HR Magazine*, November
- Bevan S (2016), 'Next generation HR: Part two', *HR Magazine*, December
- Bevan S (2017), 'Managing fluctuating health conditions at work', in *What next for health at work? Five years on from the Black/Frost review of sickness absence*, Unum, February
- Broughton A (2016), 'EU-Level: Posted workers proposal gets 'yellow card' from Member States', *EurWORK Spotlight Report*, June
- Broughton A (2016), 'EU-level: European Commission outlines its vision for a collaborative economy', *EurWORK Spotlight Report*, July
- Brown D (2017), 'How gender reporting could change pay strategy', *Reba*, March
- Brown D (2016), 'Is the national living wage good, bad or just best fit?', *People Management*, April
- Brown D (2017), 'Are employees becoming more influential in driving benefits strategy?', *Employee Benefits*, April
- Brown D (2016), 'Making the case for flexible benefits', *Employee Benefits*, May
- Brown D (2016), 'Opinion: The unpredictable digital age calls for a fresh approach to reward management', *People Management*, July
- Brown D (2016), 'Opinion: Reporting on gender pay gaps won't close them on its own', *People Management*, October
- Brown D (2016), 'Opinion: It's a bad time for women's politics and pay', *People Management*, December
- Carter A, Blackman A, Hicks B, Williams M, Hay R (2017), 'Perspectives on effective coaching by those who have been coached', *International Journal of Training and Development*, Vol. 21, Iss. 1, March
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Bevan S, 'Workforce health: what works and why?', *Workforce health promotion*, London, 11 May 2016

Bevan S, 'Overview of the current national policy and initiatives: What employers need to know', *Health @ Work Summit 2016*, London, 12 May 2016

Bevan S, 'Working Anywhere: Digital Disruption to the Idea that Work is a Place', *6th European HR Directors Circle Forum*, Lisbon, Portugal, 19 May 2016

Bevan S, 'Chronic Musculoskeletal Pain and Work Productivity in Europe', *Societal Impact of Pain 2016: Time for Action*, Brussels, Belgium, 23 May 2016

Bevan S, 'Workforce health as an asset', *Health at work metrics*, Washington DC, USA, 6 June 2016

Bevan S, 'The strengths and weaknesses of health and work strategies in global companies', *Workforce health in global businesses*, London, 5 July 2016

Bevan S, 'Interventions – evidence and options', *Wellbeing at work, The At Work Partnership*, London, 5 July 2016

Bevan S, 'Working futures: Rhetoric meets reality', *Board of Unum*, London, 6 July 2016

Bevan S, 'Fluctuating conditions in the workforce: organisational and individual roles and responsibilities', *The Third Annual Work, Health and Wellbeing Conference 2016*, Salford, 7 September 2016

Bevan S, 'Identifying the challenges and implementing the strategies', *Annual Conference: Health and work in a changing world*, London, 5 October 2016

Bevan S, 'Workforce health strategies – the role of good work and digital health in employee well-being', *Employee Benefits Live 2016 Conference*, London, 11 October 2016

Bevan S, 'Best practice in employee well-being', *Spotlight Session, Work & Well-Being, London*, 12 October 2016

Bevan S, 'The true cost of absence', *Workplace Health 2016*, Warwickshire, 13 October 2016

Bevan S, 'The employment impact of chronic illness and chronic pain', *European Commission Social Protection Committee*, Brussels, Belgium, 17 October 2016

Bevan S, 'Health and work: The economic, political, legal and social consequences of ill-health in the workforce', *PhD seminar on Health at Work*, Bergamo, Italy, 7 November 2016

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Bevan S, 'Balancing incentives, regulation and reflective bargaining', *Job quality and mental health*, Paris, France, 21 November 2016

Bevan S, 'WorkLife podcast', *WorkLife Hub Podcast*, 18 December 2016

Bevan S, 'Good Work and Good Health – Top Tips for Employers', *Health at Work Best Place to Work: Health and Wellbeing at Work Conference 2017*, Birmingham, 7 March 2017

Bevan S, 'Sorting your staff sickness struggles', *Spotlight Webinar, BrightHR*, London, 9 March 2017

Bevan S, 'Chair of judging panel', *EU-OSHA Good Practice Exchange Event and Award Ceremony*, Brussels, Belgium, 22 March 2017

Bevan S, 'How Blue is the Thin Blue Line? – Police officers and mental health', *Police Federation Annual Conference 2016*, Bournemouth, 18 May 2016

Broughton A, 'Precarious Employment in Europe: Patterns, Trends and Policy Strategies', *European Parliament Employment Committee*, Brussels, Belgium, 1 September 2016

Broughton A, 'Creating longer, more fulfilling working lives: employer practice in five European countries', *DWP Fuller Working Lives: International Evidence Day*, London, 7 December 2016

Broughton A, 'Über-flexible working: patterns and trends', *Über-flexible working: Employment models and rights*, London, Birmingham, Manchester (4 seminars), March 2017

Broughton A, 'Brexit: How it looks from the UK', *Where are we now? Employment Relations in a time of heightened expectations*, Dublin, Ireland, 9 March 2017

Brown D, 'UK Reward Trends', *Pay & the labour market CIPD West London Branch Seminar*, London, 10 May 2016

Brown D, 'To PRP or not to PRP, that is the question', *UHR Annual Conference*, Brighton, 19 May 2016

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- Brown D, 'Total reward and employee engagement: as easy as 'A' to 'B'?', *Employee Engagement and wellbeing: Sector projects and wider perspectives*, London, 21 September 2016
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- Brown D, 'Gender pay reporting: Important, undesirable or irrelevant?', *E-Reward Annual Conference*, London, 4 November 2016
- Brown D, 'The latest research on equal pay', *Close the Deal, Fill the Gap: Final Conference*, Brussels, Belgium, 11 November 2016
- Brown D, 'How to comply with new legislation on Gender Pay Gap reporting and advice on addressing Gender Pay Gap issues', *CityWorks Expert Series: Gender pay reporting*, London, 13 March 2017
- Brown D, Rickard C, 'Review of pay comparability methodology', *OME conference: Research on public sector pay*, London, 18 October 2016
- Carter A, 'Implementing health coaching at scale and pace', *6th Annual Research Conference of the European Mentoring and Coaching Council*, ELTE University, Budapest, Hungary, 7 July 2016
- Carter A, 'Embedding change within organisations', *A new conversation: empowering patients and communities*, Liverpool, 26 September 2016
- Carter A, 'Coaching for Health: Lessons from Introducing Health Coaching at Scale and Pace Across the NHS in East of England', *Coaching and Coaching Psychology: Health and Wellbeing at Work Conference 2017*, Birmingham, 7 March 2017
- Carter A, 'What employees really want from coaching', *Coaching Knowledge Sharing Event*, London, 30 March 2017
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- Cox A, 'Managing Older Workers: Challenges and opportunities', *Mourant Ozannes/CIPD Jersey Annual Conference*, St Helier, Jersey, 22 June 2016
- Cox A, 'Engagement and empowerment', *Challenging Times: Developing workplaces for sustainable work and retaining an ageing workforce*, London, 13 September 2016
- Ford E, Marvell R et al, 'Panel member', *University Admissions and Careers in Anthropology*, London, 30 June 2016
- Hadjivassiliou K, 'Successful school-to-work transitions', *Teens and Toddlers seminar: Levelling the Playing Field*, London, 31 January 2017
- Hirsh W, 'Performance management: Seeing the wood through the trees', *UCEA Conference: The changing world of performance management: challenges and opportunities for HEIs*, London, 12 April 2016
- Hirsh W, 'How careers work: observations of an applied researcher', *Inaugural Professorial Lecture*, University of Derby, Derby, 8 June 2016
- Hirsh W, 'Supporting graduate employability: Employer and university perspectives', *Churchill College Cambridge Seminar*, Cambridge, 8 July 2016
- Hirsh W, 'Chair', *Wellbeing and the bottom-line*, *Eversheds HR Summer School 2016*, Windsor, 13 July 2016
- Hirsh W, 'Changing employer practices in graduate recruitment', *Effective graduate recruitment September 2016*, *Graduate Recruitment Bureau network event*, London, 13 September 2016
- Hirsh W, 'Finding and using ideas in career development', *Rethinking career development for a globalised world*, *National Institute for Career Education and Counselling conference*, Derby, 21 September 2016
- Hirsh W, 'Effective succession and talent management', *London HR Summit 2016*, London, 26 September 2016
- Hirsh W, 'Taking charge of your own skill and career development', *Newnham College Cambridge Seminar*, Cambridge, 28 November 2016
- Hirsh W, Pollard E, 'Challenges and changing practices in graduate recruitment: the real experiences of employers', *CIPD Applied Research Conference 2016*, London, 19 December 2016
- Hirsh W, 'Facilitator', *Succession planning – strengthening your talent pipelines*, *Universities & Colleges Employers Association workshop*, London, 22 March 2017
- Marangozov R, 'Launch of interim report on the integration of immigrants', *Panel discussion – APPG on Social Integration*, London, 5 January 2017
- Marangozov R, 'Promoting a progressive agenda on migration and integration at the city level', *Asylum, Refugee & Migration Network*, York, 15 March 2017
- Marangozov R, 'Brexit and beyond: A perfect storm for our nursing workforce?', *NHS National Temporary Staffing Conference 2017*, Newmarket, 16 March 2017
- Marangozov R, Broughton A, 'Potential Brexit implications for the UK labour market, skills and employment law', *Brexit forum on citizenship*, Leicester, 24 March 2017
- Meager N, 'Chair', *FEAD Network launch conference*, Brussels, Belgium, 2 June 2016
- Meager N, 'Self-employment: independent 'enterprise', or precarious low-skilled work? The case of the UK', *Self-employed without personnel: between freedom and insecurity*, Utrecht, The Netherlands, 1 July 2016
- Newton B, 'Labour market for young people: today and tomorrow', *DfE: Future of work and employability at age 19*, London, 2 June 2016
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Pollard E, Artess J, 'Influencing recruitment: changing employer practices in graduate recruitment', *AGCAS Annual Conference for HE Careers and Employability Professionals*, Chester, 8 September 2016

Reilly P, 'Chair', *Utility Week HR Forum 2016*, Birmingham, 13 September 2016

Reilly P, 'Chair', *Mission Critical HR Analytics 2016*, London, 15 September 2016

Reilly P, 'HR Shared Services: a necessary evil or a better way of organising?', *Shared Services Conference 2016*, Greater Manchester, 22 November 2016

Reilly P, 'Grappling with performance: how organisations are changing their approach', *Local Government Staff Commission Conference*, Belfast, 8 December 2016

Reilly P, Hirsh W, 'Facilitators', *Workforce planning in uncertain times – issues, tools and techniques*, *Universities & Colleges Employers Association workshop*, London, 30 January 2017

Reilly P, 'Is your appraisal working?', *Is the appraisal dead? Building a performance management culture*, London, 22 March 2017

Spiegelhalter K, Brown D, 'How to Create an Effective Approach to Employee Financial Wellbeing – 'Shaping good choices', *CIPD Applied Research Conference 2016*, London, 19 December 2016

Stefan Speckesser, 'EU Network event', *Making the PES Business Case, European Commission*, Brussels, Belgium, 17 January 2017

Tamkin P, 'New performance management systems and trends', *2nd Human Resources Management for Power and Utilities Industry 2017*, Berlin, Germany, 24 February 2017

Tamkin P, 'Brexit workforce implications for local government', *London Councils' Greater London Employment Forum*, London, 9 February 2017

Wilson S, 'Organisational responses to mental health', *Mental Health at work, The At Work Partnership*, London, 3 February 2017

Wilson S, 'Finding the Right Balance, What Works for Working Carers', *Long Term Conditions: Health and Wellbeing at Work conference 2017*, Birmingham, 7 March 2017

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