

Celebrating the past; Shaping our future

ECC 25th Annual Conference 21 November 2019

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Presentation slides and video interviews with the conference speakers are available at www.ecc.ac.uk.

Introduction

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The ECC Annual Conference 2019: **Celebrating the past; Shaping our future** was held on 21 November with more than 100 delegates from member organisations across the UK, representatives of partner organisations, and Malaysian public sector senior managers who had attended ECC training in London during the week.

We were delighted to be joined in celebrating our 25th year by a number of 'ECC Alumni' – staff and Board members who were instrumental in creating and developing the consortium.

I would like to take this opportunity to thank key colleagues and member organisations who nurtured ECC from concept to project to a successful consortium company that now delivers more than 200 consultancy and training days per annum.

Our keynote speakers are both notable thought leaders in the sector, and we are hugely grateful for their insights and support. Their presentations provided a comprehensive view of some of the key trends in HE and FE in past years, and also looked forward to the challenges and opportunities that lie ahead.

We also very much appreciated our subject experts who ran three practical workshops on the day.

Speakers' presentations and video interviews are available on the ECC website at www.ecc.ac.uk.

The minutes of the 2018/19 AGM which took place during the conference are available in the Members Area of our website.

Finally, the summaries of keynotes and workshops in this short report are my own impressions of the day – any errors or misrepresentation are my responsibility not that of our speakers.

December 2019

Keynote 1: Higher Education in turbulent times

Nick Hillman

Director

HEPI

<https://www.hepi.ac.uk/>

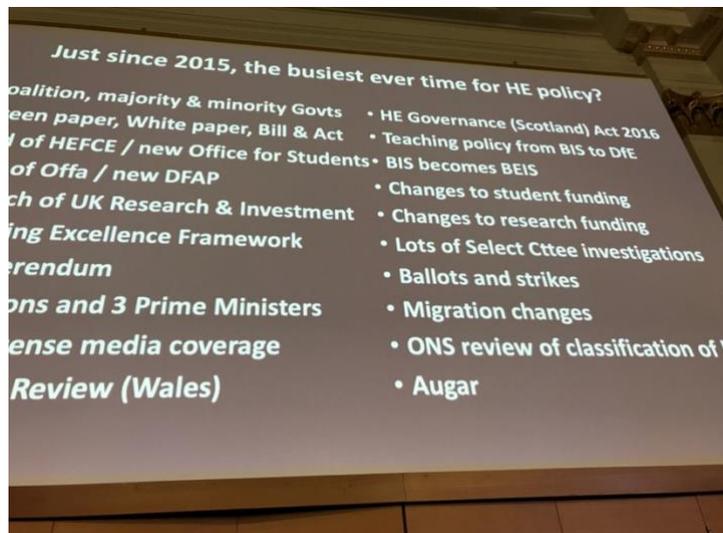


 @nickhillman

No stranger to addressing the ECC Conference, Nick Hillman outlined the large number of changes in HE and FE that had taken place over recent years. Not least the frequent changes of Universities Minister – seven in nine years (including Jo Johnson and Chris Skidmore having held the office twice each). Six of those held office in the past five years alone.

Nick observed that the period since 2015 has been the busiest ever time for HE policy, and referenced on a number of Green and White Papers, the creation of the Office for Students, changes to student and research funding, and the Augar Review.

Nick also shared HEPI's analysis which suggests another 300,000 university places will be needed in the next decade to keep pace with demographic change - the school population having increased by more than 725,000 over the last ten years.



In a highly topical presentation just three weeks before the 2019 General Election, Nick was also prepared to second-guess how the main parties' manifestos could impact education. Shortly after this Report is circulated we will find out how that may play out..!

Nick's video interview is available on our website.

Keynote 2: The Pay and Reward landscape

Helen Fairfoul
Chief Executive
UCEA

<https://www.ucea.ac.uk/>



We were fortunate to welcome Helen to the ECC Conference in her last academic year in post. Helen's presentation was well matched to our Conference theme, reflecting on changes over past years and considering in detail current and future challenges and opportunities.



She began by contrasting the 2010 national unions' claim of 10 pages with 2019/20's 16 pages which bring many more specific issues to the table such as zero-hour contracts, minimum hourly rates of pay, and gender and ethnicity pay gaps. Helen was very even-handed and avoided any critique of these sensitive issues.

Helen identified a number of opportunities for UK HEIs, including the need to demonstrate value for money in determining pay and reward; harnessing equality, diversity and inclusion as positive drivers for change; and innovations in career pathways in academic and professional / support roles.

Moving on to discuss the key components of reward and pay strategy, Helen gave delegates a robust summary of current thinking, including some of what is happening outside the HE sector.

Helen Fairfoul's presentation slides are available on our website.

Workshop 1: 10 top tips for HR professionals to embrace digital transformation and employee engagement

Run by Ian Rummels, PES

<https://www.wearepes.co.uk/>



@PESBoss

Ian packed a lot of ideas and thinking into his workshop, focusing on the impact of employee experience on organisational performance. Practising what they preach, PES themselves make clear links between the organisation's values and employee benefits and reward.



The workshop outlined a range of approaches to employee wellbeing. A pre-conference survey of delegates had identified mental health as a key priority, and Ian confirmed that this is very much on the radar in all sectors.

Principal amongst his top tips are the need to communicate clearly about the benefits available to employees, and to make best use of technology in doing so.

Ian's presentation slides and video interview are available on our website.

Workshop 2: From job design to employee performance

Run by Trudy Stedman and Kerry Bullen, ECC Consultants

<http://www.ecc.ac.uk/about-us/our-staff/>

In celebration of our 25th Anniversary, the workshop was designed to demonstrate ECC's continued commitment to putting members first by keeping up with changing needs in the field of grading and reward.

The workshop demonstrated ECC Online developments which now enable users to go beyond role analysis to job design and employee performance. In response to an identified need amongst ECC members for support around senior role definition and reward, Trudy and Kerry provided a sneak preview of a new service currently in development.

Showcasing new functionality within our ECC Online flagship software, they demonstrated how senior role competencies can be derived from HERA or FEDRA, and overlaid with organisational values to produce a comprehensive recruitment pack.

Using a fictional example of a Chief Operating Officer role to be deployed from 'The University of ECC' to a new campus in New Zealand, Trudy used the International Pay Calculator within ECC Online to determine the equivalent pay rate necessary overseas.

Kerry led attendees through the recruitment pack, which contained a clear role description and leadership characteristics. These can be tailored precisely to your own requirements.

The team is now working with members to further refine and develop our service offering around senior roles, with a view to launching the new service in early 2020.

Members keen to be involved in the further development of the service are invited to contact the team at contactus@ecc.ac.uk

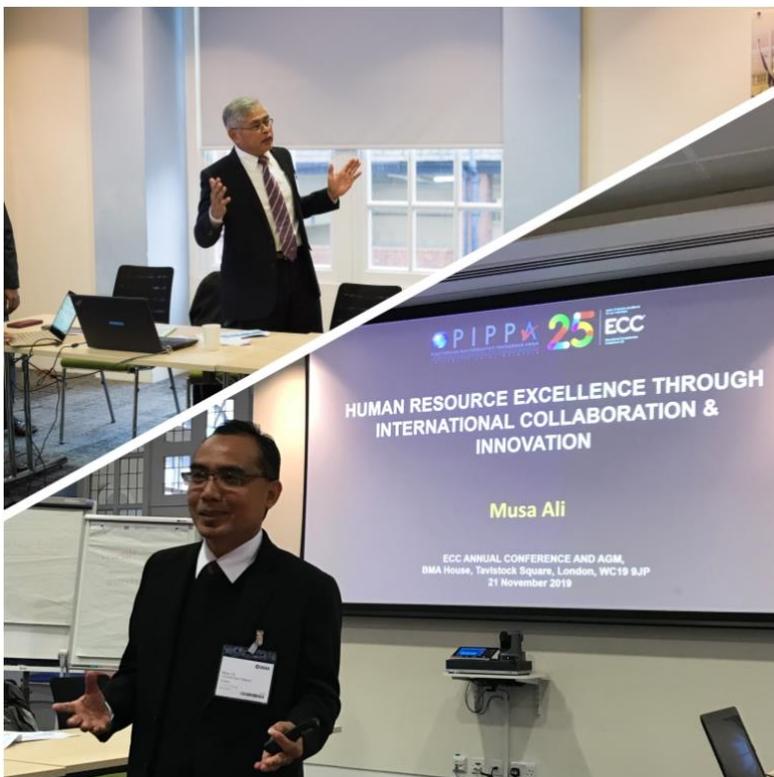


Workshop 3: HR excellence through international collaboration and innovation

Run by Dr Musa Ali, Chairman, Human Resources Committee for Malaysian Public Universities, and Registrar of Universiti Sains Malaysia (USM)

<http://pippa.usm.my/index.php/en/about-pippa/director-message>

Beginning with an innovative approach in action, Dr Musa asked participants to visit the <https://www.mentimeter.com/> website to vote on a number of questions around planning and performance.



Displaying responses in real time, Musa was able to draw conclusions about the organisations represented in the room.

In a wide-ranging presentation, Musa, aided by Prof Jantan of USM, described the importance of innovation and collaboration, and emphasised the need to look outside one's own organisation and sector to find fresh thinking.

Drawing on his experience of creating international partnerships in a range of countries (including with ECC in the UK), Musa shared lessons including the importance of taking a long-term strategic view rather than solely looking for short-term gains.

Musa's presentation slides and video interview are available on our website.