



THE IRISH FUNDS INDUSTRY ASSOCIATION PRESENTS:

The IFIA HR & Training Conference

16th September 2008, Clarion Hotel, IFSC, Dublin 1

Key topics facing the international investment funds industry will be addressed including:

- » Employment trends in the funds industry - IFIA 2008 survey findings
- » Immigration legislation - impact on the funds industry
- » How tax benefits can assist in recruiting and retaining employees
- » Developing and promoting the funds industry as an employer of choice
- » Management excellence in the funds industry - a new training initiative
- » Increasing demand for flexible working - how the funds industry is responding
- » Work/Life balance and flexible working - a case study
- » Exploring effective change strategies

For further information please contact the IFIA:
Tel: +353-1-670-1077 or log on to www.irishfunds.ie

ifia
IRISH FUNDS
INDUSTRY
ASSOCIATION

The IFIA HR & Training Conference

16th September 2008, The Clarion Hotel, IFSC

8.30 – 9.00 **REGISTRATION & CONTINENTAL BREAKFAST**

9.00 – 9.45 **EMPLOYMENT TRENDS IN THE FUNDS INDUSTRY - IFIA SURVEY FINDINGS**

Speaker: **GARY PALMER**, Chief Executive, IFIA

9.45 – 10.30 **IMMIGRATION LEGISLATION: IMPACT ON THE FUNDS INDUSTRY**

- Overview of current legislation
- How the new immigration system has impacted the funds industry
- Components of a successful application
- Documents to be retained under the Employment Permits Act 2006

Speaker: **JEANETTE RYAN**, Senior Manager, Global Employer Services/Immigration & Tax, Deloitte

10.30 – 11.00 **COFFEE**

11.00 – 12.30 **DEVELOPING AND PROMOTING THE FUNDS INDUSTRY AS AN 'EMPLOYER OF CHOICE'**

How external accreditation and benchmarking, to build effective people practices and processes, can assist in promoting the funds industry as an attractive employment proposition.

Speaker: **MICHAEL MCDONNELL**, Chairman of 'Excellence Through People' FAS and Chairman of the Chartered Institute of Personnel and Development

CASE STUDIES

Perspectives from three organisations that have successfully attained nationally recognised accreditation and awards from the 'Excellence Through People' and 'Best Companies to Work For' programmes.

Speakers:

» *Equifax*, **PAUL CUMMINGS**, Learning & OD Manager (UK & Ireland), (Platinum Level Company, ETP)

» *Building organisational capability through people – the PWC journey*, **MARK CARTER**, Partner, PWC (winner 'Best Companies to Work For' 2008)

» *Temple Street Children's Hospital*, **MONA BAKER**, HR Manager & **MARY MCMAHON**, Occupational Health Physician ('Top 10 'Best Companies to Work For' 2008, 2007 & 2006)

(Panel Discussion with above participants)

12.30 – 1.45 **LUNCH**

1.45 – 2.15 **INCREASING DEMAND FOR FLEXIBLE WORKING ARRANGEMENTS. HOW IS THE FUNDS INDUSTRY RESPONDING?**

- Current industry trends (Survey Results)
- Why we should be flexible

Speaker: **ALAN BURKE**, Human Resource Manager, Citco Fund Services

2.15 – 3.15 **MANAGEMENT EXCELLENCE IN THE FUNDS INDUSTRY - A NEW TRAINING INITIATIVE**

- Closing the gap - why industry wide management development training is needed
- What exactly is an industry wide management development programme?
- How will it be delivered?
- Why it is unique and different to other management development programmes?

Speakers: **ANDREW BLAIR**, HR Director, Bank of Ireland Securities Services

JOHN LOUGHRAN, Chief Executive, People in Mind

3.15 – 3.40 **COFFEE**

3.40 – 4.10 **TAX EFFICIENT REWARD - RECRUITMENT AND RETENTION**

- Taxable pay
- Tax efficient items
- Payroll impact and PAYE settlement agreements
- Finance Act 2008 - salary sacrifice issues

Speaker: **BILLY BURKE**, Tax Director, KPMG

4.10 – 4.40 **EXPLORING EFFECTIVE CHANGE STRATEGIES**

- Understanding the change dynamic
- Individuals personal response to change
- How we manage change will impact business performance and personal career decisions

Speaker: **BERNADETTE KIELY**, Director, HR Strategy and Operations

4.40 – 4.45 **CLOSING REMARKS**

4.45PM **CLOSE OF CONFERENCE**

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Booking Form

Venue: Clarion Hotel, IFSC, Dublin 1

Time: 8.30am – 5.00pm

Fees: **€150** per delegate (IFIA members) / **€300** per delegate (non-members)
Please make cheque payable to IFIA.

(For member firms sending 3 or more delegates, a specially discounted group rate of **€100** will apply to the third and additional delegates only. For non-member firms sending 3 or more delegates, a specially discounted group rate of **€200** will apply to the third and additional delegates only. If you are booking more than one delegate, please photocopy the booking form for each additional delegate.)

ATTENDEES (for multiple attendees, please copy the booking form and complete)

NAME

JOB TITLE

COMPANY

EMAIL

(required to issue confirmation)

TEL

Please return the booking form with fee by Monday, 15th September 2008 to

Email info@irishfunds.ie

Fax +353-1-670-1092

Post IFIA, 1 Gandon House, Mayor Street, IFSC, Dublin 1

If you have any queries please call IFIA on + 353-1-670-1077

Who should attend

- » Human Resources & Training Executives, Managers and Staff
- » Chief Executives, Operations Managers and Team Leaders in the Funds Industry
- » Anyone with an interest in Human Resources in the Funds Industry