

**Westminster Employment Forum Keynote Seminar:  
Creating modern workplaces: flexible working, workplace design and remote work access**

Timing: Morning, Tuesday, 7<sup>th</sup> July 2015

Venue: The Caledonian Club, 9 Halkin Street, London SW1X 7DR

Agenda subject to change

8.30 - 9.00 Registration and coffee

9.00 - 9.05 **Chair's opening remarks**  
**Dawn Lewis**, Acting Editor, Pay and Benefits Magazine

9.05 - 9.25 **Latest trends in flexible working practices**  
**Professor Carol Atkinson**, Professor of Human Resources Management and Associate Dean for Research, Business School, Manchester Metropolitan University  
Questions and comments from the floor

9.25 - 9.40 **An employer's perspective**  
**Dr Alister Scott**, Head of Health and Deputy Chief Medical Officer, BT Group

9.40 - 10.30 **The right to request flexible working so far - legal challenges, employee demand and impact**  
*How has the introduction of the right to request flexible working been received by employees and employers? What more could be done to raise awareness and to improve advice? How have employers, including smaller companies, responded to challenges, such as competing flexible working requests? What are early indications of any impact on levels on productivity and staff retention experienced by British companies? Following concerns expressed by employers, has the new right resulted in employers being required to bring in temporary staff to facilitate an employee's wish to work flexibly?*  
**Sally Brett**, Senior Policy Officer, Equality, TUC  
**Sarah Jackson**, Chief Executive, Working Families  
**Vanessa Johnson-Burgess**, Director, Availexe  
**Philip Landau**, Employment Lawyer, Landau Law Solicitors  
**David Nash**, Senior Policy Advisor, Federation of Small Businesses  
Questions and comments from the floor with **Dr Alister Scott**, Head of Health and Deputy Chief Medical Officer, BT Group

10.30 - 10.35 **Chair's closing remarks**  
**Dawn Lewis**, Acting Editor, Pay and Benefits Magazine

10.35 - 11.05 Coffee

11.05 - 11.10 **Chair's opening remarks**  
**Bridget Hardy**, Head of TW3 Engagement & Workplace Transformation Strategist, Cabinet Office

11.10 - 11.20 **Case study: Incorporating flexible working in office design**  
**Andy Griffiee**, Senior Partner, Marquis Media Partners and former Director, BBC New Broadcasting House Project

11.20 - 12.15 **Innovation in workplace design - costs, productivity and employee health and well-being**  
*Given the increasing cost of office facilities, what steps can be taken to help employers design productive workplaces? How could more UK employers make better use of hot-desking as a means of reducing costs? Can more be done to raise awareness of the impact of workplace design on employee health and well-being? What steps can be taken to encourage more employers to embrace incorporate 'active-working' areas such as desk stations that allow for periods of more prolonged standing, which have proven to deliver health benefits in Scandinavia? What are the benefits of using activity-based settings, as opposed to traditional, open-planned office space? What steps can be taken by government, local authorities and the private sector to encourage the creation of publically available 'workhubs', to provide access to low-cost facilities and meeting places for remote and home-based businesses across the country?*  
**Professor Derek Clements-Croome**, Emeritus Professor in Architectural Engineering, University of Reading  
**George Coffin**, Facilities and Real Estate Senior Manager, Europe and Africa, Plantronics  
**Steve Henigan**, Vice President, Regional Leader of Consulting, EMEA, HOK  
**Professor Sarah Sharples**, Human Factors Research Group, Faculty of Engineering, University of Nottingham and President, Chartered Institute of Ergonomics & Human Factors  
Questions and comments from the floor with **Andy Griffiee**, Partner, Marquis Media Partners and former Director, BBC New Broadcasting House Project

12.15 - 12.55 **Challenges for remote working - data security, technical issues and performance management**  
*How should employers be responding to challenges of managing remote workers and ensuring levels of high-performance; what is best practice for employers in ensuring effective collaboration between dispersed workers and the development of a team ethos? Could more employers benefit from a Bring Your Own Device (BYOD) policy; do the benefits of such policies outweigh the data and other security risks and possible legal issues they might incur? With the increasing use of cloud computing systems by employers, what are the principal security challenges of enabling remote access to company documents and how should they be addressed? Is the British labour market sufficiently developed in digital and IT skills to enable mass remote working? To what extent have remote workers found it difficult to make an impression on their employers and progress in their careers?*

**Dr Carolyn Axtell**, Senior Lecturer, Institute of Work Psychology, Management School, Sheffield University  
**Ingrid Waterfield**, Director, People Powered Performance, KPMG  
**Indi Sall**, Technical Director, IT Services Division, NG Bailey  
Questions and comments from the floor

12.55 - 13.00 **Chair's and Westminster Employment Forum closing remarks**  
**Bridget Hardy**, Head of TW3 Engagement & Workplace Transformation Strategist, Cabinet Office  
**Tom Overend**, Forum Lead, Westminster Employment Forum



**WESTMINSTER  
EMPLOYMENT  
FORUM**