

Symposium Network Huddle

8 January 2019



Agenda

9.45am Coffee/Tea and Registration

10.00am Introductions

10.20am 2019 Objectives – All

10.50am Corporate Update: Lockheed Martin: Learnings, challenges and opportunities – *Greg Smith*

11.10am Brexit

In light of the latest developments, this session will provide you chance to put your Brexit questions and issues to the network with input from our immigration and tax partners.

How are companies dealing with the risk of potential currency devaluation of the pound from an expat perspective? Is anyone delaying COLA adjustment until March or planning an interim review in April etc? - *Ed Sides, Equinor*

I would be interested in whether Companies are experiencing an increase in virtual workers/commuters and how they are dealing with the risks associated with this type of assignee and the implication of Brexit. – *Donna Casement, Nestle*

There has been much focus on the process and practical steps for EU/EEA nationals wishing to regularise their status in the UK post-29 March. There does not seem to be as much practical detail available for those in the reverse situation i.e. UK nationals in the EU. Are you doing anything out-of-the-ordinary to ensure that this population does not feel left versus their EU in UK counterparts? – *John Kerr, Freshfields*

12.30pm Lunch

1.15pm Corporate Update: NES Advantage – *Georgia Frangou*

1.35pm Technology

This session provides an opportunity to discuss use of technology solutions within the Symposium Network:

What are you using bespoke technology for?

Does the business acknowledge the need for change in technology in the mobility space?

How important within your organisation is data and technology reporting?

2.30pm Coffee/Tea Break

2.45pm Network Huddle – Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups

EU Posted Worker Directive, to discuss how people are managing it? - *Michelle Stubbs, BT*

Support for partners of expats – is anyone doing anything creative? - *Ed Sides, Equinor*

How are other companies supporting our LGBT+ community where, for example, being in a same sex relationship/marriage is not recognised and considered illegal? – *Mary Maude, Mott Macdonald*

Do all companies use data providers for all their assignment data and how often do they update it? - *Lizzie Bodington, Capco*

Core flex – for those who have implemented it what are the biggest challenges and if you could do it again what would you do differently? What would be your one piece of advice for someone exploring this option? – *Jacky Morkham, Unilever*

We are reviewing our permanent transfer policy and it would be good to understand what elements people offer under core, and if schooling would be included as a flexible benefit or if at all? - *Mel O'Hara, Tesco*

For host based assignments, how do you manage the transition for people moving from high to low salaries on host based policies? Is there a transitional allowance/salary supplement of some sort? – *Mel O'Hara, Tesco*

3.50pm **Expatriate Academy Update and Wrap Up** – *James Holder*

4.00pm **Networking Drinks**