

TIME	SESSION
8.30am – 9.20am	Registration/ Exhibition/ Teas and Coffees
	MAIN HALL
9.20am	Welcome Address
9.35am	Looking Back, Looking Ahead A look at the employment law developments that shaped the last year, and the changes, insights and opportunities that lie ahead for employers in Northern Ireland. Avril Alexander, Knowledge Manager, Labour Relations Agency Key topics: 1. Holiday Pay - The LRA's approach to existing claims. 2. The Good Jobs Bill & Good Jobs Charter. 3. Statutory Sick Pay reform. 4. The Fair Work Agency and its impact on NI employers. 5. Miscarriage Leave and Pay. 6. Impact of changes to the Data Protection legislation. 7. Domestic Abuse Safe Leave. 8. The widening gap between GB and NI employment law. NOTE: <i>The contents of this session may change to reflect what have been the most important and latest developments at November 2026.</i>
10.30am	The Good Jobs Bill & Union Access Increased trade union access rights under the Good Jobs Bill could significantly change how and when unions engage with your workforce. Stephen Kelly, CEO of Manufacturing NI, looks at what's coming, and how you can respond. Key takeaways: 1. What's changing, and why it matters: An overview of the proposed expansion of trade union access rights

	2. Forging better relations: How increased access could play out in practice, from workforce engagement to recognition and collective disputes. 3. Minimise the mayhem: Practical steps HR leaders can take now to manage risk, maintain effective employee relations and respond confidently to increased union presence.	
11.10am	BREAK & EXHIBITION	
	Main Hall	Parallel Hall
11.35am	Gender Pay Gap Reporting & Pay Transparency: Why Waiting Isn't a Strategy Gender pay gap reporting is coming to Northern Ireland, and alongside it, the growing influence of the EU Pay Transparency Directive. The direction of travel is clear, even if the timetable is not. This session looks at what lies ahead and why forward-thinking HR teams are acting now. David Lorimer, Partner, & LeeAnne Armstrong, Managing Associate, Lewis Silkin (NI) LLP Key takeaways: 1. What's coming (and why it matters now): An overview of gender pay gap reporting in NI and the wider impact of the Pay Transparency Directive.	Making a Multigenerational Workforce Work Today's workplace spans multiple generations, often framed as a source of difference. This session moves beyond labels to focus on what really drives performance, collaboration and knowledge sharing, and how HR can turn generational diversity into a practical advantage. Phillip Brady, Leadership & Executive Coach Key takeaways: 1. Cutting through the labels: Focusing on real behaviours, not generational stereotypes, to improve communication and performance. 2. Making knowledge flow: Practical approaches to embedding mentoring, reverse mentoring and cross-level learning. 3. Designing for inclusion: Building team practices that actively use diverse perspectives to strengthen contribution and outcomes.

	Including what we can predict with confidence despite uncertain timelines. 2. Getting ahead of the curve: The steps HR should be taking now to prepare. From data readiness and pay frameworks to governance and internal messaging. 3. Learning from experience: Practical insight into the realities of implementation. What works, common pitfalls and how early preparation strengthens compliance, reduces risk and supports your wider people strategy.	
	<i>Allow 5 mins for change over</i>	<i>Allow 5 mins for change over</i>
12.20pm	AI-Generated Employment Complaints – to Resolve or Fight? How Grievances Invented by Technology (GITs) are changing workplace disputes, and how employers should respond. Gareth Walls, Partner A&L Goodbody LLP and Scott Alexander, Scott Alexander Mediation Plus Key Takeaways:	Weaponised DSARs: Managing Tactical Data Requests How data subject access requests are increasingly used as a tactical tool in workplace disputes, and what HR teams need to do to stay in control. Laura Gillespie, Partner, Pinsent Masons LLP Key takeaways: 1. How DSARs are being deployed: in grievances, disciplinaries and litigation to gain leverage, test narratives and apply pressure.

	1. What's changed: how AI is shaping the tone, volume and complexity of complaints. 2. What's at risk: the cost and challenge of handling AI-driven cases through standard processes. 3. What works better: when to use mediation, arbitration or other alternatives to resolve issues earlier.	2. The operational and legal challenges this creates for HR: from managing volume and scope to protecting privilege and maintaining timelines. 3. Practical strategies for responding effectively: including scoping requests, coordinating internal stakeholders and delivering defensible, proportionate disclosures.
1:00pm – 2:00pm	LUNCH & EXHIBITION	
2:00pm	Top NI Employment Cases of 2026 Expect clear explanations, practical implications and the key lessons every employer should take into the year ahead. Jason Elliott BL, Barrister and Deputy Head of School of Law, Ulster University 2026 NI cases: 1. <i>Re Dillon's Application</i> [2024] NICA 59 2. <i>O'Gorman (Morrison) v Belfast Film Festival Ltd</i> [2026] NIFET 83/23 3. <i>Armagh City, Banbridge and Craigavon Borough Council v O'Neill</i> [2025] NICA 61.	Grit Under Pressure Following the remarkable impact of her leadership programme in Legal Island, we knew this was a conversation that needed to reach a wider audience. Join one of the industry's most respected leadership coaches as she reveals strategies to help top leaders remain resilient, decisive and at their best when the pressure is on and every decision counts. Paula Milligan, Senior Partner, Dynamic Partners 1. Future-proof your leadership talent: Learn how to develop leaders who can thrive in today's high-pressure business environment and lead with confidence when it matters most.

	4. <i>Bell v Scotts Electrical Services Ltd and Pronto Engineering Group Ltd</i> [2026] NIIT 17377/24. 5. <i>O'Neill v South Eastern Health and Social Care Trust</i> [2026] NIIT 41857/24. 6. <i>AA v YY</i> [2026] NIIT 44879/24. 7. <i>Agnew v Chief Constable of the PSNI</i> (Part 2?) NOTE: Subjects covered in this session may vary from those shown and will focus on the most important NI cases by November 2026.	2. Hear from one of the industry's most respected leadership coaches: Gain exclusive insights and practical techniques from a coach trusted to support senior leaders through their toughest challenges. 3. Turn pressure into performance: Discover strategies that help leaders remain resilient, make better decisions and deliver results, even when the stakes are high.
	<i>Allow 5 mins for change over</i>	<i>Allow 5 mins for change over</i>
2.50pm	Bullying & Harassment: You Make the Call Step into the decisionmaker's role in this interactive, case-led session. Seamus McGranaghan, Director, O'Reilly Stewart Solicitors	AI is Easy. Change is Hard What if you didn't have to "drive" AI adoption? This session explores why resistance to AI is often misunderstood and drawing on evidence-based change principles, shares a more human-centred approach to build trust, confidence and change readiness across the organisation. Deirdre Morrison, Co-founder of Dynacorum and Chief Strategy & Innovation Officer at the Institute of Applied and Organisational Neuroscience 1. Rethinking resistance Learn how to recognise resistance as information rather than an obstruction to adoption.

		2. Understanding the human side of change Why people respond to change biologically, emotionally and socially, and what this means when introducing AI into the workplace. 3. Building trust and readiness for adoption How two-way communication, context and critical thinking can support more informed engagement with AI-related change.
	<i>Allow 10 mins for change over Teas and coffee available</i>	<i>Allow 10 mins for change over Teas and coffee available</i>
3.45pm	Why Good Tribunal Cases Fail How to prepare for an employment tribunal and present your case with clarity and confidence. Sean Doherty BL Key Takeaways: 1. What tribunal judges look for: prepare documents, witnesses and timelines that land well. 2. How to present your case under pressure: from giving evidence to handling cross-examination. 3. Mistakes that weaken cases: straightforward steps on things to avoid.	When Absence Gets Complicated Most absence cases don't start as high-risk. They start with good intentions... and then slowly unravel when different managers start handling the same case in completely different ways. We'll discuss the most common mistakes in absence management and what HR can do differently. Gillian McGann, Business Coach, Leadership Expert and Workplace Wellbeing Advocate Key Takeaways: 1. Spot risk early: recognise when cases are becoming complex and act before they escalate 2. Drive consistency: equip managers to handle absence and mental health issues in a clear, aligned way

		3. Act with confidence: balance support and process to deliver fair, defensible outcomes
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