

Voluntary Sector HR Benchmarking

Benchmarking pay & conditions in social care

Wednesday 10th May 2023, 9:30am - 1pm

Strathclyde Business School, Stenhouse Wing, SW204 (also accessible online)

Agenda

9:00am Refreshments on arrival

Welcome 9:30am	Megan Williams Policy & Development Officer Coalition of Care and Support Providers Scotland
Key findings from the benchmarking survey 9:35am Q&A 10:15am	Professor Ian Cunningham, Dr Alina Baluch, Marina Nikolova University of Strathclyde University of St Andrews
HR Voluntary Sector Forum response to the survey findings 10:30am	Kevin Staunton Head of HR at Turning Point Scotland and Chair of the HR Voluntary Sector Forum
Provider response to the survey findings 10:45am	Alistair Dickson Director of HR at Quarriers

11:00-11:30am Coffee break

Update on national actions to support the sector 11:30am Q&A 11:50am	Ian Turner Deputy Director, Adult Social Care Workforce & Fair Work Division, Scottish Government
SSSC Future Proofing Programme: Changing qualification requirements 12.00pm	Laura Lamb Acting Director of Workforce, Education and Standards at SSSC
Final remarks 12:25pm	Rachel Cackett Chief Executive Coalition of Care and Support Providers Scotland

12.45pm Lunch provided

Professor Ian Cunningham's speciality is Employment Relations. He is an Academic Fellow of the Chartered Institute of Personnel and Development and between 2010 - 2013 he was Treasurer of the British Universities Industrial Relations Association (BUIRA).

Ian's research interests include voluntary sector employment relations, sickness absence and disability management, employee involvement and participation and public sector employment relations during austerity. He has published in a wide range of HR and public administration journals and has strong research links with scholars from Canada and Australia.

Dr Alina Baluch is a Senior Lecturer at the School of Management at the University of St Andrews. She also serves as the Co-Deputy Head of School (Research) and Associate Director of the *Centre for the Study of Philanthropy and Public Good*.

Prior to joining St Andrews in 2012, Alina worked as a Lecturer at the Leibniz Universitaet Hannover at the Institute of HRM where she received her PhD. I was awarded an MA in European Studies from the Leibniz Universtitaet Hannover and graduated with high distinction from the University of Virginia, USA (BA in History).

Marina Nikolova is a Doctoral Researcher at the Department of Work, Employment & Organisation at the University of Strathclyde. She has a strong interest in the sociology of work and organisational behaviour. This is reflected in her current research into the impact of employment conditions and social job characteristics on staff turnover in commissioned social care.

Marina holds a Bachelor of Business Administration and an MSc in Human Resource Management, both from the University of Strathclyde. Previous academic achievements include the Peter Bain prize for best Honours dissertation in HRM.