HR Leaders Group

Wednesday 11 September 2024

Meeting summary

Chair – Dan Appleby, Head of HR, Loram UK
Partner – Rachel Mills, Partner, Nelsons
Rail Forum Host – Elaine Clark, CEO

The 5th HR Leaders Group took place on 11 September 2024 with 16 attendees on the day. The delegate list was issued with the joining instructions.

The event started with Dan Appleby providing a brief reminder about the purpose of the group and a summary of the variety of discussion topics covered over the last 12 months.

Rachel Mills, Nelsons provided a valuable employment update. Rachel touched on a new piece of legislation which comes into force in October that will require employers to take reasonable steps to prevent sexual harassment of their employees in the workplace. This extends to harassment by third parties. She also ran through a few recent employment tribunal cases. Slides from the session are available.

Elaine Clark, Rail Forum then provided a few quick updates and questions for the group.

- Military is Good for Rail. Following today's event Elaine asked for feedback about future events. Do we need to change the format to recognise there are fewer service leavers? What would be most useful for members? Would a format that provides some speakers at the start be more useful?
- Primary Engineer. Any companies interested in finding out more about supporting Derby / Lincoln cohorts please speak to Elaine asap.
- Apprenticeship Standards. We have had feedback from some companies that the standards aren't working for them (out of date etc). Elaine is speaking to NSAR on this so any companies that have similar issues please let us know so we can feedback collective views.
- For local employers the Derby College Rail Employment and Skills Academy Board will be relaunched in October so if you are interested to get involved, please speak to Elaine.

Please feedback any thoughts on any of the above to Elaine.

Dan then said he would be keen to hear from members what topics they would like to discuss/cover at future meetings. He also mentioned that with the new labour government there is likely to be a flurry of new employment legislation. Both the Rail Forum and Nelsons have the opportunity to respond to any consultations on planned changes and lobby on specific issues that would have a major impact on the sector. e.g. plans to ban zero hours contracts. Elaine said it would be good to be able to use the group as a bit of a sounding board on these issues as they emerge.

The next meeting is scheduled for 6 November (online) from 12.30pm – 2pm.

Event Partner

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