Section A: UHR25 Conference Pathways by Specialism / Role

*See the end of this document for an explanation of our Programme Session Reference Number system

Please note this document was edited 26 March due to the withdrawal of Session WB4: Workforce Planning

Role / Specialism	Programme Session Reference No*	Summary of subjects covered
AI	WA1, BA1, WB1, SIG4, BC2	One HEI's AI Journey (WA1), AI in Staff Listening (BA1), AI for Job Evaluation (WB1), AI in Recruitment (SIG4), AI for Employee Experience (BC2)
Digital and Data	BB1, BB4, WC2, WC3	HCMs for Talent (BB1), Embedding Digital Skills (BB4), EDI Data (WC2) , Make Do and Mend (WC3)
Equity, Diversity and Inclusion	WA2, WA3, LA1, WB2, WB6, LB3, WC1, WC2, Plenary 5	Inclusive Feedback Loops (WA2), Women's Health Strategies (WA3), Philosophical Beliefs (LA1), Anti-racism Strategy (WB2), Inclusive Communities (WB6), Menopause (LB3), Intersectional Co-Operation (WC1), EDI Data (WC2), Call to Action (Plen5)
Employee Relations	WA4, WA6, Plenary 3, LB1, LB2, Plenary 4, SIG2, SIG3, WC6, LC3	Working with Legal (WA4), Landing New Grading (WA6), Mental Health (Plen3 and Plen 4), Industrial Relations Changes (LB1), Employee Investigations (LB2), Casual Workforce (SIG2), Staff Contracts (SIG3), Compassionate People Practice (WC6), Criminal Allegations (LC3),
Employment Law	WA4, LA1, LA2, LA3, LB1, LB4, SIG2, SIG5, LC1, LC2	Working with Legal (WA4), Philosophical Beliefs (LA1), Employment Rights Bill (LA2 and LC1), Sexual Harassment/Misconduct (LA3, LB4, SIG5 and LC2), Industrial Relations Changes (LB1), Casual Workforce (SIG2)
Engagement	BA1, BB2, SIG6, WC4, BC2, Plenary 5	AI in Staff Listening (BA1), Reward to Boost Engagement (BB2), Engagement Through Adversity (SIG6), Building Hybrid Culture (WC4), AI for Employee Experience (BC2), Call to Action (Plen5)
Enhancing HR Services	WA1, WA4, BA4, SIG3, WC3, Plenary 5	One HEI's AI Journey (WA1), Working with Legal (WA4), Empowering Communication (BA4), Reviewing Contracts (SIG3), Make Do and Mend (WC3), Call to Action (Plen5)
HR Business Partners	Plenary 1, BA4, LA1, Plenary 2, WB3, WB5, BB3, SIG2, WC5, BC4	Org Transformation (Plen1), Communicating Change (BA4), Philosophical Beliefs (LA1), Future Sustainability (Plen2), Proactive Financial Management (WB3), Academic Promotions (WB5), Supporting Effective Leaders (BB3), Casual Workforce (SIG2), Academic Workload (WC5), Compassionate People Practice (BC4)
HR Directors / Chief People Officers	Plenary 1, WA1, WA6, LA1, Plenary 2, WB3, BB3, LB1, Plenary 4, SIG5, LC1, Plenary 5	Org Transformation (Plen1), One HEI's AI Journey (WA1), Landing New Grading (WA6), Philosophical Beliefs (LA1) Future Sustainability (Plen2), Proactive Financial Management (WB3), Recruiting/Supporting Effective Leaders (BB3), Industrial Relations (LB1), Mental Health (Plen4), Sexual Misconduct (SIG5), Employment Rights Bill (LC1), Call to Action (Plen 5)
Organisational Development	Plenary 1, WA2, WA5, BA4, WB6, BB1, BB4, WC4	Org Transformation (Plen1), Inclusive Feedback Loops (WA2), Creative Approaches to Learning (WA5), Communicating Change (BA4), Inclusive Communities (WB6), HCMs for Talent (BB1), Embedding Digital Skills (BB4), Building Hybrid Culture (WC4)
Resourcing	BA2, WB5, BB3, SIG4	Attracting Global Talent (BA2), Academic Promotions (WB5), Attracting Effective Leaders (BB3), AI in Recruitment (SIG4)
Reward	WA6, BA3, WB1, WB5, BB2, SIG1, BC1, BC3	Landing New Grading (WA6), DC Scheme Flexibility (BA3), AI for Job Evaluation (WB1), Academic Promotions (WB5), Reward to Boost Engagement (BB2), Reward and Benefit Impact (SIG1), Modernising Pay Frameworks (BC1), USS Pension (BC3)
Wellbeing	WA3, Plenary 3, WB3, LB3, Plenary 4, BC4, WC6	Women's Health Strategy (WA3), Mental Health (Plen3 and Plen4), Proactive Financial Management (WB3), Menopause (LB3), Compassionate People Practice (BC4 & WC6)

Section B: UHR25 Conference Pathways by UHR Member Network

UHR Member Network	Programme Session Reference No*	Summary of subjects covered
Career Pathways Network	Plenary 1, WA2, WA5, BA4, WB5, BB1, SIG2, WC5	Org Transformation (Plen1), Inclusive Feedback Loops (WA2), Creative Approaches to Learning (WA5), Communicating Change (BA4), Academic Promotions (WB5), HCMs for Talent (BB1), Casual Workforce (SIG2), Academic Workload (WC5)
Employee Investigation Network	WA4, LA1, LA3, LB2, LB4, SIG5, WC6, LC2, LC3	Working with Legal (WA4), Philosophical Beliefs (LA1), Sexual Harassment/ Misconduct (LA3, LB4, SIG5 and LC2), Employee Investigations (LB2), Compassionate People Practice (WC6), Criminal Allegations (LC3)
Engagement Group	BA1, Plenary 3, WB3, BB2, Plenary 4, SIG6, WC1, WC4, BC2	AI in Staff Listening (BA1), Proactive Financial Management (WB3), Reward to Boost Engagement (BB2), Engagement through Adversity (SIG6), Staff Networks (WC1), Building Hybrid Culture (WC4), AI for Employee Experience (BC2), Mental
HR Operations Network	WA1, LB1, SIG3, SIG4, WC3, LC1	One HEI's Journey with AI (WA1), Industrial Relations Changes (LB1), Reviewing Staff Contracts (SIG3), AI in Recruitment (SIG4), Make Do and Mend (WC3), Employment Rights Bill (LC1)
Inclusive Recruitment Network	WA3, BA2, WB2, WB6, SIG4, WC1, WC2, Plenary 5	Women's Health Strategies (WA3), Attracting Global Talent (BA2), Anti-racism Strategy (WB2), Inclusive University Communities (WB6), AI in Recruitment (SIG4) Intersectional Co-Operation (WC1), EDI Data (WC2), Call to Action (Plen 5)
REF, Research Assessment, Research Culture	BA2, WB5, WB6, WC2, WC5	Attracting Global Talent (BA2), Academic Promotions (WB5), Inclusive University Communities (WB6), EDI Data (WC2), Academic Workload Planning (WC5)
Policy Network	WA4, WA6, BA4, LA1, LA2, LA3, WB2, WB5, WC6, LB1, LB3, LB4, SIG5, LC1, LC2, LC3	Working with Legal (WA4), Landing New Grading (WA6), Communicating Change (BA4), Philosophical Beliefs (LA1), Employment Rights Bill (LA2 and LC1), Sexual Harassment/ Misconduct (LA3, LB4, SIG5 and LC2), Anti-racism Strategy (WB2), Academic Promotions (WB5), Compassionate People Practice (WC6) Industrial Relations Changes (LB1), Menopause (LB3), Criminal Allegations (LC3)
KPI & Data Analytics Forum	WA1, BA1, BB1, BB4, WC2, WC3, BC2	One HEI's Journey with AI (WA1), AI in Staff Listening (BA1), Talent-Driven University (BB1), Embedding Digital Skills (BB4), EDI Data (WC2), Make Do and Mend (WC3), AI for Employee Experience (BC2)
Ways of Working Group	Plenary 1, WA2, WA5, BA4, Plenary 2, BB4, WC4, BC4	Org Transformation (Plen1), Inclusive Feedback Loops (WA2), Creative Approaches to Learning (WA5), Communicating Change (BA4), Future Sustainability and Transformation (Plen2), Embedding Digital Skills (BB4), Building Hybrid Culture (WC4), Compassionate People Practice (BC4)

*Decoding our Programme Session Reference Numbers:

- ➤ Letter 1 indicates a **W**orkshop, **B**usiness Session or **L**egal Session
- ➤ Letter 2 indicates the conference day: **A** = Day 1 (Tues 13 May), **B** = Day 2 (Weds 14 May), **C** = Day 3 (Thurs 15 May)
- ➤ The number identifies the specific session within each block
- ➤ Special Interest Topic Discussions are given the unique indicator SIG and all take place on Thurs 15 May

So, for example:
- - WA1 is the first **W**orkshop session on Day 1
- - LB2 is the second **L**egal session on Day 2
- - BC3 is the third **B**usiness session on Day 3
- - SIG1 is the first Special Interest Topic Discussion (all on Day 3)