

CHANGE FOR SUCCESS

POLICE REHABILITATION AND RETRAINING TRUST
10TH ANNIVERSARY CONFERENCE

MONDAY 12TH OCTOBER 2009



BDO Stoy Hayward



The Police Rehabilitation and Retraining Trust is pleased to announce the details of this conference marking the 10th anniversary of our work, and to recognise how the model we have developed has assisted in the positive management of change, bringing about the successful achievement of clients' professional and personal goals.



As an organisation, our aim is to meet the assessed needs of clients through the provision of specialist expertise, in a holistic integrated approach, by offering psychological therapies, physiotherapy,

personal development and employment transition services and training and education programmes. Clients have proactively embraced the multi-disciplinary expertise within our professional teams to achieve and sustain their chosen work/life balance. Whether as individuals or organisations, we function in a changing environment with often exacting challenges; our experience of change will be influenced by how we respond to it. Our conference theme is therefore *Change for Success*.

We are delighted that a senior NIO Minister has agreed to open the event and I am sure you will welcome the President of Ireland, Mary McAleese's address to the Conference.

We have selected our speakers and designed the programme to address a wide range of issues within the context of this changing and challenging environment. A particular highlight of the event will be the talk by Dame Carol Black, National Director of Health and Work, who will draw on her ground-breaking report (2008) on the health of people of working age to highlight the economic and personal costs of ill-health, and will subsequently advocate a new approach to work, rehabilitation and well-being which will help to mitigate these costs.

We are confident that given the range of delegates from the private and public sectors, the conference, and the Gala Dinner, will provide an ideal forum for establishing new business and social acquaintances, and catching up with existing contacts. Delegates may also use the event to contribute towards their CPD record.

Futures (NI) is an entity established by the Police Rehabilitation and Retraining Trust (PRRT) for the purpose of responding to an identified need in the wider public and private sector market places. It was developed with the aim of utilising our existing expertise to support the wider demand for similar services that the Trust has been successfully delivering to its core clients for many years.

Futures (NI) will allow us to build on a proven model in order to diversify our activities and to spread the benefits of the skills and reputation we have developed.

Such an ambitious event would not have been possible without the generous support of our sponsors, particularly BDO Stoy Hayward, our primary sponsor. You are invited to visit their stands over the course of the day.

In view of the uniqueness of this event and the calibre of speakers, we believe the conference will assist you in how to effectively approach and successfully achieve the management of change within your organisation.

Eddie Gaw CIPFA CIPD
Chief Executive



CONFERENCE PROGRAMME

Monday 12 October 2009

Culloden Hotel, Cultra, County Down

CHANGE FOR SUCCESS

REGISTRATION

(11.15 - 11.45am) Tea/Coffee/Scones

CONFERENCE OPENING & WELCOME

Senior Government Representative

ADDRESS

The President of Ireland,
Mary McAleese

LUNCH

(1.00 - 2.00pm)

CONFERENCE CLOSE

(6.00pm)

NETWORKING RECEPTION

(7.00pm)

GALA DINNER

(8.00pm)

Success through Partnership

Paul Leighton

Former Deputy Chief Constable
Police Service of Northern Ireland

The Holistic Approach to Change

Sheamus Hamill

Chairman of Police Rehabilitation
and Retraining Trust

Work, Rehabilitation and Well Being

Dame Carol Black

National Director for Health and Work

Happy, Healthy & Here

Dr Geoff Crowther

PSNI Occupational Health & Welfare

Mobilising for Change

Francis Martin and Michael McDonnell

BDO Stoy Hayward

Change through Outsourcing

Ken Belshaw and Emma Zeeman

Grafton Recruitment & Grafton esp

Skills for Change

Dr Aideen McGinley

Permanent Secretary

Department for Employment and Learning

Making it Happen

Mark Pollock

Adventure Athlete and International Speaker

Panel Discussion



BDO Stoy Hayward



SHEAMUS HAMILL
Chairman PRRT



Sheamus was appointed as Chairman of the Trust in June 2006. Prior to that he had served as the Chief Constable's nominee on the Board of PRRT, and latterly as a director in his own right.

Sheamus completed a full career in the PSNI, retiring as a Chief Superintendent and having served as an acting Assistant Chief Constable for a period. During his police career he held a number of high level operational and staff appointments, including spells at Police Headquarters supporting a number of Chief Constables. He was awarded the Queen's Police Medal for services to policing in 2005.

PRESIDENT MARY McALEESE
President of Ireland



President Mary McAleese is the eighth President of Ireland and the first to come from Northern Ireland. 'Building Bridges' is the theme of her Presidency, demonstrating clearly her dedication to the principles of inclusion, reconciliation and anti-sectarianism.

President McAleese has long advocated respect for all traditions on this island and hosts an annual garden party at her residence, Áras an Uachtaráin, to mark events of 1690 and the resulting shared history of Ireland, North and South. Prior to becoming President, Mary McAleese forged successful careers in the areas of law, academia and broadcasting.



BDO Stoy Hayward is proud to sponsor the Police Rehabilitation and Retraining Trust (PRRT) 10th anniversary conference, 'Change for Success', which brings together all those involved in the retraining and support of former police officers over the last decade. The organisation's success over the years is deserving of great acknowledgement; thanks to PRRT over 5000 former police officers have received training, support and advice.

FRANCIS MARTIN
Managing Partner, BDO Stoy Hayward

We at BDO Stoy Hayward have been working with PRRT for some ten years, providing tax and financial services to its clients. BDO Stoy Hayward has supported PRRT clients through a wide range of services, including guidance on setting up a new business, assisting with the completion of tax returns and advice on investments and pension planning.

Working in partnership with PRRT, we have ensured that, within our areas of expertise, the process of readjustment is as straightforward and structured as possible. With training and professional advice, working with PRRT's full service offering has ensured that successful transitions have now become standard practice.

PRRT, through its commercial entity Futures (NI), is seeking to extend the provision of its expertise to other sectors. BDO looks forward to working alongside Futures (NI) in other markets thereby providing support and training, and transferring acquired skills to new markets.

We are extremely proud of our association with PRRT, which has allowed our professionals to work closely with

a group of exceptional individuals who continue to make a huge contribution to society in Northern Ireland. We are honoured to sponsor this conference and look forward to continuing our relationship with PRRT long into the future.

Francis Martin
BDO Stoy Hayward

A Chartered Accountant and a Fellow of the Institute of Business Consulting, Francis is recognised as one of Northern Ireland's leading Business Advisers.

He is a highly experienced Corporate Finance and Strategy Adviser with expertise across a wide range of industries and projects, specifically due diligence, advising on company acquisitions and disposals, investigations, fundraising, assisting on management buyout transactions and business and strategy development.



PAUL LEIGHTON LLB
Former Deputy Chief Constable, PSNI

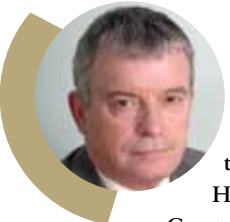


Paul Leighton was appointed Deputy Chief Constable of the Police Service of Northern Ireland in March 2003 and, until his retirement in May, was responsible for internal discipline, progressing the new police college and working closely with the Chief Constable in providing overall direction to the service.

Prior to this he held appointments as Assistant Chief Constable in Northumbria, and in 1994 had been seconded to the South West of England region of Her Majesty's Inspectorate of Constabulary.

In the 2005 Birthday Honours Paul was awarded the Queen's Police Medal in recognition of his services to policing.

DR GEOFF CROWTHER
Occupational Health & Welfare (OHW), PSNI



Dr Geoff Crowther has worked as an occupational physician for 23 years, starting originally with Harland and Wolff as Industrial Medical Officer before moving as a medical adviser to the newly formed Occupational Health Unit (OHU) of the Royal Ulster Constabulary GC in 1987.

This was the first Occupational Health Unit of its kind in Western Europe, and was seen as pushing the frontiers of occupational health in policing.

Dr Crowther has been Chief Medical Adviser to PSNI since January 2007 and leads a multidisciplinary team delivering occupational health and wellbeing services to PSNI. With a strong focus on supporting return to work by a case managed fit for work service, OHW has developed partnerships with providers of rehabilitation interventions, particularly PRRT.

Since 2001 lost working days for officers have fallen by over 60% and for staff by over 40%. This has been largely due to the commitment of all stakeholders, including OHW, in managing attendance and supporting officers and staff to remain at work on returning after illness or injury.

DAME CAROL BLACK FRCP, FMedSci
National Director for Health & Work



Professor Dame Carol Black is the National Director for Health and Work, Chairman of the Academy of Medical Royal Colleges and Chairman of the Nuffield Trust, and maintains a deep interest in both the clinical and research aspects of connective tissue diseases.

She trained in Medicine at Bristol and soon found that Rheumatology and Connective Tissue Disorders were to become her enduring interest. Out of her clinical work sprang a research interest in Systemic Sclerosis, a disorder for which little could then be done. Her unit at the Royal Free Hospital became the major centre for clinical care and research in Europe and is internationally renowned. In 2002 Dame Carol was awarded the CBE for her work in this field and in 2005 she was awarded the DBE for her services to Medicine.

In addition to being Professor of Rheumatology at the Centre for Rheumatology in the Royal Free & University College Medical School, Dame Carol became Medical Director at the Royal Free Hospital between 2000-2002. She was elected to the Council of the Royal College of Physicians in 1996 becoming Clinical Vice President in 1999, and ultimately President from 2002 - 2006.

Dame Carol completed a ground-breaking review in 2008 of the health of Britain's working age population, the aim of which was to identify the factors which stand in the way of good health and to elicit interventions, including changes in attitudes, behaviours and practices - as well as services - that can help overcome these factors.

MICHAEL McDONNELL
Partner, BDO Stoy Hayward



Michael is a Partner in BDO Stoy Hayward. He has previously worked with PA Consulting Group as Head of PA Management Development in Ireland.

Michael has also worked with the Institute of Chartered Accountants in Ireland (ICAI) as Director of Lifelong Learning and as Head of Innovation at the Institute of Chartered Accountants in England and Wales (ICAEW), the largest professional accountancy body in Europe. His experience covers, at an in-depth level, change management, innovation and strategic leadership.

KEN BELSHAW

Co-founder, Grafton Recruitment



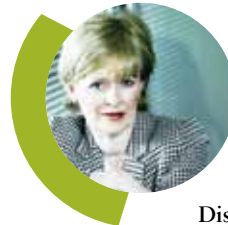
Ken Belshaw is co-founder of Grafton Recruitment. He has over 30 years' experience in the recruitment industry and has witnessed major changes in the work place, from the introduction of information technology to witnessing first hand changes made through the fall of communism in Central Europe.

For its work in this region, Grafton Recruitment has twice received the Queen's Award for Enterprise.

Ken has numerous accolades to his name including the first Irish person to be awarded the Gratias Agit Award for services to the Czech Republic.

DR AIDEEN MCGINLEY

Permanent Secretary,
Department for Employment and Learning



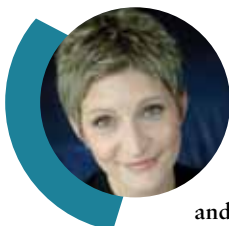
Aideen McGinley is Permanent Secretary of the Department for Employment and Learning and was Permanent Secretary in the Department of Culture, Arts and Leisure from 1999 - 2005.

Formerly Chief Executive of Fermanagh District Council, she spent 25 years in local government working in Community Services and Economic Development in Strabane and Fermanagh, and as a Planner in Donegal.

In 2000 she was awarded an OBE, became an Honorary member of the Royal Society of Ulster Architects in 2004 and received a 'Women of Inspiration' Award in 2007.

EMMA ZEEMAN

Managing Director, Grafton esp



Emma Zeeman, Managing Director of Grafton esp plays a key role in Grafton's global strategic direction and oversees the delivery of Recruitment Process Outsourcing and HR Consultancy locally and internationally.

Also acting as Director of Group HR, she has responsibility for HR Services across the Grafton Group, spanning 19 countries. Emma has over 14 years' experience within the HR industry and is a fellow of the CIPD.

MARK POLLOCK

Adventure Athlete and International Speaker



When Mark went blind at the age of 22, he had two choices: give up or get living. He chose to live life to the full and his is a story of triumph over adversity. He has competed in extreme sports events in the Arctic, Himalayas, Gobi Desert and the Dead Sea, and most recently completed a 1,000km trek to the South Pole.

Mark shares his experiences of overcoming incredible challenges to help individuals and businesses to redefine what's possible in uncertain times. His courage, tenacity and integrity have inspired audiences throughout the world.

DELEGATE BOOKING

Early booking for this exciting Change Management Conference is recommended.

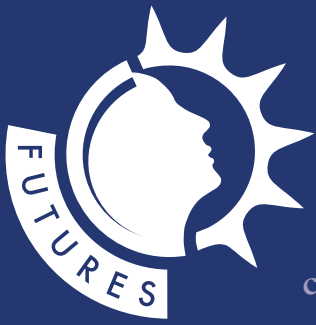
Discount rates are available for those who book early.

Full Delegate Package	£175	Day Delegate Only	£140
Early Booking (by Friday 31st July 2009)	£150	Early Booking (by Friday 31st July 2009)	£125

Networking Reception & Gala Dinner £45

For those unable to attend the conference, places are available at the evening event, which includes a networking drinks reception and a Gala Dinner with Guest VIP and entertainment.

All enquiries should be directed to: Conference Administration Team, PRRT, Maryfield Complex, 100 Belfast Road, Hollywood BT18 9QY T +44(0)28 9042 7788 F +44(0)28 9039 3576 E info@prrt.org



The Police Rehabilitation and Retraining Trust (PRRT) recently established a commercial entity, Futures (NI), as a vehicle through which similar services to those provided by PRRT to police clients could be offered to a wider market.



Futures (NI) provides 'best value' and 'best practice' services in support of organisations where change programmes will significantly impact upon staff.

Reskilling for redeployment, adapting to new working arrangements, taking a new approach to minimising lost working days through sickness absence, or redundancies are all issues which Futures (NI) can help manage.

Services Offered:

SPECIALIST CLINICAL HEALTHCARE SERVICES

- Sickness absence referrals for psychological therapies from Occupational Health practitioners
- Sickness absence referrals for physiotherapy from Occupational Health practitioners.

PERSONAL DEVELOPMENT AND EMPLOYMENT TRANSITION SERVICES

- Personal Development Programmes for individuals identified by line managers to be lacking in motivation and performance (enhances communication, interpersonal relationships and confidence)
- Employment Transition Services for employees who will not form part of new organisational structures
- Transitional counselling for staff being redeployed into new, unfamiliar employment roles, or for those being made redundant
- Retirement Planning which includes corporate and personal tax planning combined with individual financial advice



- Managing Change Workshops
- Employability Modules: workshops in Skills Assessment, C.V. Development, Job Search & Interview Skills
- Personal Career Coaching
- Career Development interventions for training staff undertaking internal interviews/boards for promotion.

TARGETED TRAINING

- Customised training courses to underpin the achievement of alternative career/employment goals for those leaving an organisation, and re-skilling of personnel being redeployed to another role in the organisation
- Examples include: accredited I.T. training, academic courses and a Management Development Programme
- Soft skills modules in Negotiation, Problem Solving, Time Management, Delegation and Project Management.



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CHANGE FOR SUCCESS



BDO Stoy Hayward



Police Federation
for Northern Ireland



Rehabilitation and
Retraining Trust



CHARTERED BUILDING SURVEYORS



EMPLOYMENT SOLUTIONS PORTFOLIO



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WHITENOISE



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