



**PUBLIC SECTOR PEOPLE
MANAGERS' ASSOCIATION**

A PROMOTIONAL SUPPLEMENT BY **IMJ** ON BEHALF OF THE **ppma**

APRIL 2017

The next chapter

Caroline Nugent,
incoming PPMA
President, promises
a challenging but
rewarding year for the
sector

I am so proud to be serving as PPMA President 2017/18. I have spent my whole career in public service, starting as an apprentice and working my way up to HRD in fabulous organisations.

At the start of my career, I never imagined that I would one day be President of a national organisation representing so many talented professionals in the UK. I also could never have predicted the amount of change that has happened in public service and society as a whole.

The world is so different now and sometimes it's hard to grasp how much has changed even over the last five years. What hasn't changed is my belief that HR and OD colleagues are an incredibly powerful force within organisations. I salute all of the efforts that our members put in day in and day out for their organisations. We know we are often the service in every organisation whether private or public who people moan about –

but that's because we challenge the status quo.

You don't come into HR/OD if you are faint hearted. This year we will need all of our heart, our common sense and our years of knowledge, experience and resilience to support some profound national changes. Brexit is going to affect the public service workforce in multiple ways – likely some of which we haven't yet grasped – and the impact may be huge for service delivery. Other legislation, such as the new



Caroline Nugent is Director of HR and OD at OneSource and incoming PPMA President

apprentice levy, IR35 rules, and the likely cost increase involved and the constant competition for resources along with the restrictions in the Exit Cap is going to really challenge us.

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I will be spending my year on a number of areas that are close to my heart, but also to PPMA as a whole. I will be working with board colleagues and other key stakeholders to further increase our national profile. We are open to membership across the whole of public and third sector and as we work more closely together we need to make sure we reflect all the views of those in public services.

We also recognise the valuable role of independent consultants and sister associations, such as the Association of Directors of Adult Social Services. I will also

continue our lobbying efforts to make sure government policy is better informed by understanding the implications that policy ideas can have on our workforces – public

sector is not all the same.

An area particularly close to my heart is the ongoing development of our current and future HR and OD colleagues – and of those people in our organisations who have specific responsibility for leading and managing teams. I'm also a proud member of the CIPD, the SOLACE Women's Leadership network and Diversity UK and want to look at how we increase our offerings to all. Our new PPMA Apprentice of the Year, Matthew Wallis, has some great ideas on diversity in apprenticeships we will be looking at through my presidency.

My own experience working as an apprentice (my daughter is also a HR apprentice in Central Government so I must be doing something right in encouraging our next generation!) and undertaking my professional qualifications and graduate study has instilled in me a lifelong passion for learning.

I'm very committed to supporting the development of apprentices and making sure that across our profession we have the next generations of President, Vice President and Regional Chairs already being developed. So watch out – we need you and we are after you.

The trust that you have placed in me inspires and humbles me. Being your President is such a privilege and professional honour. I look forward to serving the organisation. **You can contact me on president@ppma.org.uk – please keep in touch; I'm always keen to hear from you.**