



# ppma

PUBLIC SECTOR PEOPLE  
MANAGERS' ASSOCIATION

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# A time of opportunity



**Caroline Nugent**, new PPMA President, reveals her to-do list during a period of challenging times for the sector

Firstly on behalf of the PPMA my thoughts go out to all those impacted by the recent Manchester and London terrorist activities, and separately, the victims of the Grenfell Tower fire. There is certainly no place in society for the former and the public services yet again excelled themselves defending and treating those affected. They also showed a tremendous response to the latter. Simply put, we have great public servants.

As I began writing this we were also in the final stages of the General Election campaign and we were all intently waiting to know who will be leading the country during these challenging times. Of course, we all now know how events played out for Theresa May and the Conservative Party, but this is still a big chance to work with

those in the public sector to ensure that we have the resources and people to deal with so many issues – especially those in social care.

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As part of my year as PPMA President, we will be working with colleagues in our sister organisation for HR professionals in the health services, the HPMA, to look at synergies and similar issues which we can work together on. Recruitment issues are recruitment issues, leadership issues are leadership issues, and so on.

We need to share best practice

and I have meetings set up to look at how we work together as two professional bodies. I have also been asked to speak at the HPMA conference which gives us a good opportunity to look at how local government interacts on the ground.

After our really successful national PPMA conference in April, I will also be looking at how we can better work with the new apprenticeship levy. There are still lots of unanswered questions and practicalities to sort out, including potential nightmare procurement exercises, even though companies have been successful to end up on the skills register to administer apprentice programmes.

We need to find a better way, so we can work out where are big requirements for skills lies in order to link it to longer-term workforce planning and priorities. I will be

trying to get those in power to listen to the professional views we are raising. We all want apprenticeships to be successful and we need to find easier ways to do this. Enhanced partnership working again might be needed to ensure we are minimising administrative burdens.

Another priority for my year of presidency links to the introduction of the gender pay gap reporting. We know through all the research that women are still treated differently in certain organisations. Although the public sector has a really good record for employing women and flexible working practices encouraging women to remain or return to work (the national Back to Social Worker campaign is a great example of supporting returners to work whether female or male) we still have to recognise that for women to want to take on more

responsible roles we have to look at working practices.

Only recently I had someone tell me how they had faced really inappropriate comments because she was a young woman. This is 2017! I want to look at how we can empower women to want to become senior managers, especially with the increasing elderly parent issues we face as well as childcare issues.

So, I have a busy year ahead but hope to end it with at least good inroads into these issues.

You can contact me on [president@ppma.org.uk](mailto:president@ppma.org.uk) – please keep in touch; I'm always keen to hear from you.

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

