Let's talk, people is a social media friendly event and you can keep up to date with all the latest proceedings, before during and after the event, by using our social media channels. We also encourage you to share your thoughts and comments and to network with others this way too.

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www.facebook.com/PublicServicePeopleManagersAssociation

www.youtube.com/user/ThePPMA

www.ppma.org.uk/viewpoint-blog/



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PUBLIC SERVICE PEOPLE MANAGERS' ASSOCIATION

In partnership with

Penna

Let's talk, people

THE SEMINAR FOR PEOPLE PEOPLE IN PUBLIC SERVICES

MERCURE GRAND HOTEL, BRISTOL, 27-28 APRIL 2017

Welcome

Welcome to Let's talk, people – the Seminar for people people in the public sector

We are delighted to welcome you to this year's PPMA Seminar at the Mercure Grand Hotel in Bristol. Located in the heart of Bristol, the UK's eighth most populous city, the venue is a very popular location with PPMA Members. Our focus this year is HR & OD's ability to operate in an ever changing landscape. With Article 50 and Brexit negotiations looming large for the UK as a whole and public sector specific challenges already front and centre, the rest of 2017 promises to keep us occupied and stretched.

And it's not just Brexit that occupies our thoughts. The new Apprentice Levy, IR35 changes, pay caps and changing operating models are key too. One of the hottest topics is the crisis in social care funding and the impact this has on our workforces. Media focus on this has been enormous and the focus on delivering critical services to the most vulnerable amongst us will be high.

We have keynote addresses focusing on all these key issues. Our agenda is packed – pretty much like our day jobs! A choice of main stage sessions and fringe workshops will provide the opportunity for in- depth discussion with peers and experts and the chance to hear about good practice and lessons learned across the sector.

There is much to think about but much to celebrate too. The Gala Awards Dinner will see us announcing our Annual Award winners and we will be welcoming our HR Apprentice of the Year, Matthew Wallis. We have a new award for Peer of the Year and we're looking forward to that.

As ever, connection and learning are the key aims as we come together to discuss, listen, share and explore ideas.

This is, without doubt, the best value event for HR and OD professionals in the public sector. It is a unique opportunity to network and learn from others, make connections and be inspired to lead the profession into a bright future.



CAROLINE NUGENT
President PPMA
2017/18



KAREN GRAVE
Vice President PPMA
2017/18

Day 1 - Programme of events

Time	Event	Speaker	Title	Location
09:00	Conference Registration			Lobby
09:30	AGM			Marlborough Suite
10.00	President's Welcome	Caroline Nugent		Wessex Suite
10:10	Keynote Session	Peter Cheese	**Keynote speaker – Conference context setting** The world in which Public Sector HR & OD professionals operate is becoming increasingly complex. We can have every expectation that political complexity at least, will continue in the year of Article 50 – and certainly budget challenges will remain. Our keynote speaker Peter Cheese in sharing his extensive experience working across organisations of all types, will set the context for our Annual Conference. Particularly, he will share his reflection on the challenges and opportunities for our HR & OD community.	Wessex Suite

Communication – The Human connection is the Key to personal and career success.
– Paul J. Myer

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Tell me and I will forget. Show me and I might remember. Involve me and I will understand.
– Benjamin Franklin

Day 1 - Programme of events

Time	Event	Speaker	Title	Location
10:45	Enabling Themes Sponsored by **The Guardian**	Karen Grave Sarah Messenger	**21st century public servant update** A lot of work has been undertaken since Walk Tall – Being a 21st Century Public Servant was launched in July 2016. We'll take a look at the work in this session. OR	Duchess Suite 1
	Sponsored by **JobsGoPublic**	Simon Pannell Philip Bundy	**Reward Strategies** This session will provide an update on where we are with all matters pay related: Progress of the Pay Spine/NLW negotiations for 2018, IR35 updates, £95k cap and £80k redundancy.	Duchess Suite 2
11:40			Coffee and Networking	Ballroom
12:00	Public Sector Landscape Theme Sponsored by **JobsGoPublic**	Joseph Owen Plus additional panelists to be confirmed	**Brexit – The challenges and opportunities for Public Sector** This important session will start with a presentation on UK plc's Article 50 proposition. Specifically we will focus on Public Sector impacts but we will also consider what the future might look like for our private sector partners. Our panel will look at the issues from a number of perspectives. We will be looking at Article 50 from the broadest perspective possible. The aim is to provide as broad an understanding of this critical matter to the HR & OD community as possible.	Wessex Suite

The most important thing in communication is hearing what isn't said.
– Peter Drucker

Time	Event	Speaker	Title	Location
13:00			**Networking Lunch with an opportunity to join the exhibition events**	Ballroom
14:00	Public Sector Landscape Theme Sponsored by **Penna**	Andrew Blake-Herbert Kim Bromley-Derry Darra Singh Tony Barnett	**Public Sector Operating Models** Restructuring, transforming, creating new models of designing and delivering public sector operating models is nothing new to us. We have been focused on this activity for several years, although the pace of change is different even across the public sector. With our panel members, this session will look at the models of delivery that deliver sustainable change and improvement. There will be a particular focus on what specific workforce development activity is necessary to support these models. Sharing best practice will help HR & OD professionals accelerate the pace of change in their organisations.	Wessex Suite
15:00	Enabling Themes Sponsored by **Solace**	Dr Catherine Mangan Trudy Birtwell	**21st century councillor update** The sister research to 21st Century Public Servant focuses on the role of Councillors. We know how important the relationship between our elected members and our leadership is. We're going to hear directly from the researchers who conducted this study about the work they did, their findings and also think through how we might use this in our Member Development work.	Duchess Suite 1
	Sponsored by **Matrix SCM**	Menzies Law	**Employment relations updates** Our popular annual update returns and will cover the latest understanding on Brexit and forthcoming Government consultations and employment law changes.	Duchess Suite 2

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Day 1 - Programme of events

Time	Event	Speaker	Title	Location
15:40			**Coffee and Networking**	Ballroom
16:10	Public Sector Landscape Theme Sponsored by **Matrix SCM**	Stephen Chandler John Readman	**Health and Social Care Integration** Integration is the way forward.... Well we hear that a lot about any number of Government policies and initiatives. For local government and other public sector organisations, cracking the integration conundrum is the $64,000 question. Or rather, a key path towards easing a £20bn NHS funding deficit and critical pressure on Local Authority Budgets. With our panel members, we will be considering what has worked in the Integration field, what doesn't work, what we can build on and how we can develop templates/tools that will help public sector as a whole deliver change consistently to all of our citizens.	Wessex Suite
17:00	PPMA Membership Showcase	Members	**Good practice showcase**	Duchess Suite
19:00			**Pre-Dinner Drinks whilst listening to the NHS Above and Beyond Choir**	Ballroom
19:30			**Black Tie Dinner and PPMA Excellence in People Management Awards**	Wessex Suite

Good leadership starts with good communication.
– Anon

Day 2 - Programme of events

Time	Event	Speaker	Title	Location
08:30			**Sponsors, partners and member networking event with breakfast for late risers**	Ballroom
09:00	Enabling Themes Sponsored by **The MJ**	Barry Pirie Mike Burton	**Current Research initiatives** This session will give you an update on our current PPMA sponsored research initiatives. We will also lay out the plan for 2017 and identify where you can help as members. OR	Duchess Suite 1
	Sponsored by **Gatenby Sanderson**	Tricia Palmer Alex Taskin	**Resilience and Mindfulness** A role in HR & OD is not for the faint hearted! We are going to use this session to equip you with practical tools for dealing with the considerable stresses of the job.	Duchess Suite 2

Coming together is a beginning. Keeping together is progress. Working together is success.
– Henry Ford

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Communication works for those who work at it.
– John Powell

Day 2 - Programme of events

Time	Event	Speaker	Title	Location
10:00	HR & OD Profession Theme Sponsored by **Acivico**	Shokat Lal Rob Whiteman	**Leadership – latest developments on creating leadership capacity and capability in a VUCA world** As HR and OD professionals, we know how important effective, consistent and visible leadership is to the overall success of our organisations. There are plenty of theories and research on different models of leadership. Arguably they all have their place. This session will consider an increasing focus on how we develop leaders who can operate effectively in a VUCA world, where the old rules don't necessarily apply. We'll look at what our key leaders need, what research can help and what role HR & OD professionals need to play.	Wessex Suite
11:10	Enabling Theme Sponsored by **Veredus**	Julia Tybura	**Developing your career as a Non Exec Director** Developing a professional career in HR is obviously important to all of us. But, it's also important to organisations to have senior leaders who have a thorough background in workforce matters. Following on from our 2016 session we will be hearing from Julia about her experiences in this important area. You'll leave the session with ideas about what to do if you want to take this important step in your career. OR	Duchess Suite 1

The art of communication is the language of leadership.
– James Humes

Time	Event	Speaker	Title	Location
11:10	Sponsored by **TMPW**	Eduserv	**Skills for the digital workplace** 'Digital for HR' has tended to focus on implementing manager and employee self service. However the benefits of these technologies have often not lived up to expectations. PPMA and our partner EduServ recently undertook some important research into what Digital Means for HR. We hope you'll be interested in the findings we will be sharing in this session. They are thought provoking and give the basis for future research into this important	Duchess Suite 2
12:00	HR & OD Profession Theme Sponsored by **Penna**	Selena Lansley Wendy Cartwright David Veale	**Developing the HR Public Service Professional of the Future** Offering development opportunities to our membership has always been a key aim of PPMA. Together with Penna, Manpower and Ernst & Young we have spent considerable time and effort on developing our Peer into the Future (Aspiring and current HRD's), Rising Stars and Apprentice programmes. In addition to the work PPMA has done, CIPD has embarked on an exercise to 'Shape the Future of the People Profession'. This session will introduce additions to current programmes and new programmes and discuss the CIPD activity.	Wessex Suite

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Your mind is a powerful thing. When you fill it with positive thoughts, your life will start to change.
– Anon

Day 2 - Programme of events

Time	Event	Speaker	Title	Location
13:00			**Networking Lunch with an opportunity to join the exhibition events**	Ballroom
13:45	HR & OD Profession Theme Sponsored by **Neyber**	Rob Briner	**Productivity – What role should HR & OD professionals play?** There is no easy – or indeed single – answer to what productivity means and how we achieve it. But what we know is that UK PLC has a productivity issue compared with other countries. Productivity is and should be a critical focus for Chief Executives and other senior leadership communities across public sector. But, HR & OD colleagues should be at the heart of this debate. We must play a leading role in helping Leadership design and deliver workforce changes that will improve and maintain productivity. And it must be evidence based and linked with performance management. We will start this session looking at what performance and productivity means in the Public Sector and more widely – how we can approach this from an evidence-based perspective – and the skills HR & OD professionals need to contribute to understanding and enhancing public sector performance.	Wessex Suite

Strive for progress not perfection.
– Anon

Time	Event	Speaker	Title	Location
14:35			**Coffee and Networking**	Ballroom
15:05	HR & OD Profession Theme Sponsored by **The Guardian**	Ruth Cane	**The Science of Learning, Emotional Intelligence and Innovation and Creativity** Our historical approach to L&D isn't effective but rather than cut back on it we need to do it differently and use brain friendly L&D strategies and interventions that enable us to transform the way we think and work. Traditionally our organisations have been bureaucratic and risk averse - now we have to think in more creative and innovative ways to transform the way we serve citizens. Our notions of hierarchy, authority and power are changing, also we are working more remotely from one another and likely to have less face to face communication all of which means we need to develop and use our emotional intelligence to build strong relationships and lead in different ways.	Wessex Suite
16:00		Caroline Nugent	**Conference close & afternoon tea**	Ballroom

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PPMYAY!

It's always wonderful to get together and celebrate the fantastic, game-changing work you've done. If you've been inspired by any of the talks or enabling sessions, why not continue the conversation at Penna? We're always happy to help. In the meantime, enjoy kicking back and feeling the HR love at your glittering, much-deserved awards evening.

Penna

penna.com @wearepenna Penna



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Gala Awards evening

Your chosen charity

In aid of Alzheimer's Society United Against Dementia

Dementia devastates lives. By 2021, 1 million people will be living with the condition. But dementia won't win. Until the day we find a cure, Alzheimer's Society will be here for anyone affected by dementia – wherever they are, whatever they're going through. Everything we do is informed and inspired by them.

We are the UK's leading dementia charity. Every day, we work tirelessly to find new treatments and, ultimately, a cure for dementia. We provide expert information, training, and support services to all those who need our help, and we are creating a more dementia-friendly society so people with the condition can live without fear and prejudice.

Let's take on dementia together. Volunteer. Donate. Campaign for change. Whatever you do, unite with us against dementia.



"I'm delighted that the Public Service People Managers Association has chosen to support the Alzheimer's Society. Dementia is the biggest health challenge facing society today. The Alzheimer's Society's mission is to transform the landscape of dementia forever. Until the day we find a cure, we will strive to create a society where those affected by dementia are supported, accepted, and able to live in their communities without fear or prejudice. Thank you for joining with us and Uniting Against Dementia."

Angela Rippon

We are pleased to be holding a fundraising raffle for the Alzheimer's Society this evening. There are some fantastic prizes to be won including a signed West Ham shirt, Manchester United tickets, a signed Lancashire County Cricket Bat, a complimentary weekend stay at the Mercure Bristol Grand Hotel for two.

Envelopes are on your tables, suggested donation £10.

If you would like to donate separately to the Alzheimer's Society, please visit their JustGiving page at : https://www.justgiving.com/alzheimerssoc

John Stapleton



The PPMA are pleased to have John Stapleton as the host of our Gala Awards evening.

John is a seasoned broadcaster with over 50 years' experience in newspapers and television. Presenting GMTV for 20 years, John Stapleton was made the Royal Television Society News Presenter of the Year in 2004 for his work on GMTV's News Hour. Prior to GMTV, John and his wife, Lynn Faulds Wood, presented the highly popular Watchdog programme for the BBC for eight years during which time John also anchored ITV's daily discussion programme The Time The Place. John began his career in local and national newspapers and from 1975 until 1980 worked as a reporter and presenter on BBC's Nationwide programme. He later became a foreign correspondent for both Panorama and Newsnight. John has interviewed every Prime Minister since James Callaghan and is the only presenter to have worked for all four major ITV breakfast shows: TV-am, GMTV, Daybreak and Good Morning Britain.

John can regularly be heard on LBC.

Above & Beyond

Above & Beyond Fundraising for Bristol city centre hospitals

Above & Beyond is the local charity fundraising for Bristol city centre hospitals. Each year we raise an estimated £3m for projects that make a real difference to patient care by creating welcoming hospital environments, funding innovative research, supporting staff training and development and providing state-of-the-art-equipment.

We hope you enjoy the performance from our very own Above & Beyond Singers who come together each week to exercise their lungs, strengthen their vocal chords and raise essential funds to improve patient care in our hospitals.

Cosmic Audio

cosmic audio

Cosmic Audio Ltd are a multi-faceted company, specialising in a wide range of services, from audio recording and production, to live events, from the smallest wedding to the largest festivals. Their clients include a wide range of professionals from the music industry and the corporate sector, as well as private individuals.

They have a strong, creative team and are adept at giving functions and events - as well as their own custom built recording studio facility - an imaginative flare. This creativity is extended to the external events that they undertake and every event is specifically tailored, both to the venue and the clients' demands.

The company have a large network of industry contacts and specialists and therefore offer a first-class service, tailor made to the occasion at a highly competitive rate.

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Biographies



Biographies



Tony Barnett

Tony Barnett was recently appointed to spearhead the newly created CORSERV organisation with responsibility for the Cornwall Council arms-length Group of Companies comprising CORMAC Solutions Ltd, CORMAC Contracting Ltd, Cornwall Housing Ltd, Cornwall Airport Ltd, Cornwall Development Company and Via East Midlands Ltd, with a combined turnover of £240m.

Tony has over 20 years' experience in international and domestic business working at a senior level in over 60 countries across both the public and private sectors from central government with the Home Office and The Dept of Communities of Local Government, to managing over 320,000 social housing units for Axis Europe Plc where his Group Change Programme strategy enjoyed a 48% growth in year 1 followed by a further 20% in year 2.

Tony has a keen focus on operational detail, optimisation and strategic goals, whether a business exit, merger, reorganisation or restructuring, entry into new sectors or geographies, or simply top line and EBITDA growth. He has a demonstrable track record of delivering innovative and client centric solutions across a diverse range of businesses.



Trudy Birtwell

Trudy has been Head of Leadership and Organisational Development at Solace since 2011. She leads and manages a range of successful programmes and assignments with Solace clients and is quick to establish effective and successful working relationships with clients to understand their requirements and to co design and provide appropriate solutions that deliver added value. She leads their partnership work with DCLG, LGA, INLOGOV, PPMA and a range of other strategic partners. Trudy is also a professional HR/OD practitioner with over 18 years' experience of working at board and executive level. She is a strong leader able to inspire and motivate individuals and multi-disciplinary teams.



Andrew Blake-Herbert

Andrew Blake-Herbert was appointed as Chief Executive of Havering Council in May 2016, and has been with the borough since 2009, holding the roles of Director of Resources, Managing Director of oneSource and Deputy Chief Executive Communities and Resources. In his time at Havering he has led on significant cross council transformation and culture change and the creation of the oneSource shared service between Havering and Newham Councils. Andrew is an accountant by background and has 25 years' experience in local government, formerly working at Hertfordshire County Council, The London Borough of Hillingdon and Slough Borough Council.

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Biographies



Rob Briner

Rob is Professor of Organisational Psychology at Queen Mary, University of London and also Scientific Director of the Centre for Evidence-Based Management (www.cebma.org).
His research has focused on several topics including well-being, emotions, stress, ethnicity, the psychological contract, absence from work, motivation, work-nonwork and everyday work behaviour. Beyond academic research Rob is passionate about helping practitioners and organisations make better use of evidence, including research evidence, in decision-making as well as encouraging academics to make research more accessible. He has written for and presented to practitioners on many aspects of HR and organisational psychology and is now involved in many initiatives aimed at developing and promoting evidence-based practice. He has received several awards for his work in this area including the British Psychological Society Division of Occupational Psychology *Academic Contribution to Practice Award* in 2014 and topped HR Magazine's *Most Influential Thinker* list in 2016.



Kim Bromley–Derry CBE

Kim Bromley-Derry is the Chief Executive of the London Borough of Newham, which was the main host London borough for the 2012 Olympic Games and Paralympic Games.
He joined Newham at the end of 2007 as Executive Director for Children and Young People's Services before being appointed as Chief Executive in 2010.

Kim has previously served as Director of Children's Services at South Tyneside Council. Prior to becoming director at South Tyneside, Kim was a service director for Children & Young People's Social Care at Leicester City Council.
Originally a social worker by profession, Kim has worked in a range of settings in local government at both practitioner and management level since 1981.

Kim has previously been the National President of the Association of Directors of Children's Services (ADCS); the chair of the National Children's Inter Agency Group which brought together the lead agencies in children's services from across local government, health services, police and the voluntary sector. He also previously chaired Government's Expert Group on Early Intervention and the National Family Intervention Group.

Kim is currently a member of the;

- IAAF World Athletics and the IPC Championships London 2017 Board
- Government's National Adoption Leadership Board
- London Olympic Stadium Board
- National College for Creative and Cultural Skills.

Kim was awarded a CBE in the 2016 New Year Honours for his services to local government.

Biographies



Philip Bundy

Philip is a Senior Employment Law Adviser at the Local Government Association, with responsibility for advising on employment law and HR policy issues. A solicitor by profession, Philip has extensive experience advising both public and private sector employers on complex employment law issues and he has particular expertise in equalities law and employment law issues arising from public sector reform, including TUPE-like COSOP transfers.



Ruth Cane

Ruth specialises in helping leaders develop their presence and personal impact through how they look, behave and communicate.

She has been helping individuals and organisations strengthen their leadership and management capability for over 20 years. Her broad professional experience in Learning and Development, Organisational Development and HR has included senior roles in local government and the wider public sector including the voluntary sector and research and training consultancy. She has designed and delivered corporate leadership development and talent programmes, led organisational change, introduced in-house career coaching and provided individual and team coaching to develop Emotional Intelligence, increase effectiveness, flexibility and resilience.

Ruth is a Chartered Fellow of the Chartered Institute of Personnel and Development, Executive and Career Coach (Association for Coaching), OD Practitioner (NTL) and Image Consultant (Federation of Image Professionals International). She is the Chair of the Thames Valley CIPD Coaching and Mentoring Group and Member of the Regional CIPD Committee.

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Biographies



Wendy Cartwright

Wendy Cartwright is currently the HR Lead for the Palace of Westminster Restoration & Renewal Programme, a Non-Executive Director on the MoD's Defence People and Training Board, and Chair of Global Diversity Practice's Advisory Board. She is the former HR Director for the Olympic Delivery Authority - the organisation responsible for developing and building the new venues and infrastructure for London 2012. Wendy has also held senior HR roles in higher education, the civil service, financial services, energy and retail sectors.

Wendy is a Chartered Fellow of the CIPD and has a Masters degree in Employment Strategy. She is a member of the Engage for Success Task Force, and sits on a number of HR-related advisory boards and panels. Wendy judges a number of HR and industry awards, and was named HR Director of the Year at the 2013 HR Distinction Awards.



Stephen Chandler

Director of Adult Social Services Somerset Council Lead Commissioner, Adults and Health ADSS Policy Lead Mental Health ADASS South West Region Co-chair

Stephen has enjoyed a varied career having initially worked within the NHS both as a nurse and in a variety of management roles including at Trust Board level. After a period as a joint commissioner his most recent roles have been within local government in a number of assistant director and director of adult services positions.

Stephen has developed innovative models of adult social care with a focus on earlier invention and strengths based approaches. Stephen has a real passion for co-production and engaging stakeholders in, not just shaping services, but developing services with a recognition that services will always have a need to evolve and develop and that people who experience services, as well as people that deliver them, have a really important role in design.

The challenges faced by individuals, communities, and systems can be well served by both co-production and innovative delivery vehicles and the passion for inclusivity involvement and ownership is must for future services. It is because of this that Stephen believes that system redesign as a means of ensuring modern person focused outcomes delivered in a cost effective manner is critical and essential.

With his background it is no surprise that he passionately believes in using integration and partnership to improve and deliver high quality health and care services and better outcomes overall.

Biographies



Peter Cheese

Peter is the Chief Executive of the CIPD, the professional body for more than 140,000 HR and people development professionals around the world. He writes and speaks widely on the development of HR, the future of work, and the key issues of leadership, culture and organisation, people and skills.

Peter is a visiting Professor at the University of Lancaster, a member of the Board of BPP University, and sits on the Advisory Board for the Open University Business School. He holds an honorary doctorate from Kingston University, and is a Fellow of the CIPD, AHRI (the Australian HR Institute) and the Academy of Social Sciences. He's also a Companion of the Institute of Leadership and Management, the Chartered Management Institute, and the British Academy of Management.

Prior to joining the CIPD in July 2012, he was Chairman of the Institute of Leadership and Management and a member of the Council of City & Guilds. Up until 2009 he had a long career at Accenture holding various leadership positions and culminating in a seven year spell as Global Managing Director, leading the firm's human capital and organisation consulting practice.

eduserv
IT for public good

Eduserv

Eduserv is a not-for-profit IT services provider dedicated to helping public sector organisations and charities make better use of their IT. The Local Government Executive Briefing Programme provides independent opinion and peer learning, helping the public sector take advantage of digital.

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Biographies



Shokat Lal

Shokat is currently the Assistant Chief Executive at Rotherham Council and has worked in local government for over 28 years at a number of councils including Nottingham City Council and Coventry City Council. Within that time he has held a range of roles from working on the frontline moving to Research and Policy and then working in HR and Organisational Development and has led on a range of projects including supporting Coventry on its improvement journey, supporting a significant transformation programme through to leading on the successful 'Do it for Daniel' recruitment campaign.

Shokat was one of only seven people from the public sector named on the 2016 HR Most Influential list and is also Vice Chair of Southern Derbyshire CCG. He is also a Chartered Fellow of the CIPD.



Selena Lansley

Selena Lansley has recently been appointed as the Head of Workforce at the Local Government Association. Her key responsibility is to lead priority work programmes to support, promote and improve local government, shaping national pay and workforce policy on behalf of councils and representing the sector on workforce issues.

She previously worked at London Councils for 11 years undertaking a series of roles culminating in her promotion to the Head of the London Regional Employers' Organisation.

Selena has an excellent knowledge of the public sector and significant experience of engaging with councils to understand and address their workforce challenges and opportunities.

Nominated and selected by LGC as a Future Leader in 2011, she is an employment tribunal panel member and a Fellow of the CIPD.

Selena is proud to be working at the heart of public services to help councils build a workforce that is fit for the 21st Century.

Biographies



Catherine Mangan

Catherine is the Director of the Public Services Academy and Director of the Institute of Local Government Studies (INLOGOV) at the University of Birmingham. She has a particular research interest in delivering change within the public sector and her areas of interest include the integration of health and social care and developing the future workforce and leadership (she is a facilitator on the LGA's National Graduate Development Programme).

Menzies Law

Menzies Law is the leading specialist employment law firm in the South West and Wales. We work with a large number of public and third sector organisations across the region. We stand out by only offering you senior, 'head of department' level solicitors and barristers and by taking very pragmatic and also creative approaches to solving your legal challenges.



Sarah Messenger

Sarah is LGA Consultant (Workforce) for the Local Government Association. Her role is focused on working with organisations to address a range of workforce related challenges and opportunities in the context of fast paced public sector reform. Her expertise is based on a career spent in the fields of HR, OD and employee relations and she understands the need for organisations to have a clear vision for their workforce and equally importantly a fluid plan to ensure their people have the skills, confidence and resilience to develop and deliver the services that the wider public expect and deserve.

Prior to becoming a LGA Consultant, Sarah was Head of Workforce for the LGA. Her key responsibility was to lead priority work programmes to support, promote and improve local government, shape national pay and workforce policy on behalf of councils and represent the LGA and the sector on workforce issues.

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Biographies



Joe Owen

Joe leads the Institute for Government's research on Brexit and Whitehall. His main focus is on the implications of Brexit for Government departments and the work that is required to prepare for life outside of the European Union. He has previously worked on transformation in the civil service and on digital reforms in Government. Prior to joining the Institute, Joe spent five years as a consultant in the public sector.



Simon Pannell

Simon is Principal Adviser (Employment & Negotiations) at the Local Government Association. He manages the team involved in pay negotiations and the provision of employment law advice.

He plays a lead role in the development and implementation of employer policy in national negotiations with trade unions on pay, conditions of service and associated workforce issues. This includes advising the Employers' Sides of the national negotiating bodies covering a wide range of employee groups.

Prior to working at the LGA he was the Regional Employers' Secretary at London Councils. He has also worked in HR for the London Borough of Lewisham.



Tricia Palmers

Tricia has spent 30 years in the public sector in a wide variety of senior leadership roles. She has an MBA, a diploma in law and is a qualified programme manager and NLP practitioner.

She has a background in HR management, but has also led on significant projects from the transformation of adult learning services to the build of an Olympic training park. She now runs her own HR consultancy providing services to the public sector and her clients include charities, local authorities and the NHS. Her aim is to help organisations to improve in a self-sustaining way, leaving a lasting legacy of continuous development. She is particularly interested in value based leadership and providing an environment where everyone achieves their best.

Biographies



Barry Pirie

Barry Pirie is Director of People and Business at Wiltshire Council with responsibility for HR & OD, Strategic Assets and Property Operations, ICT, Customer Service and Registration Service.

Barry has a commercial and operational business background, having worked in the private, voluntary and public sectors during his career, including over 30 years in senior management and leadership roles.

A keen champion of continuing professional development he is MBA qualified, a fellow of the Chartered Institute of Management (CMI) and a fellow of the CIPD.

Barry was President of the Public Sector People Managers' Association (PPMA) April 2015-May 2016 and is passionate and proud still to be involved in the PPMA and continues to be involved in leading debate and shaping the public services workforce agenda.



John Readman

John is Strategic Director for People in Bristol City Council leading services across Education, Children's Services and Adults Social Care. John has a passion and track record of developing partnerships and integration and is currently leading from local authorities in West of England for the regional Health Sustainable Transformation plan.

Innovation and creativity for developing workforce strategies for a dramatically changing public sector world is core to John's DNA.

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Biographies



Darra Singh

Darra Singh joined EY in January 2012 and was appointed as the UK's Government and Public Sector lead in October 2016. He was formerly Chief Executive of Job Centre Plus and Chief Executive of Ealing and Luton Councils. He was awarded an OBE in 2004 for services to local government.

Darra chaired the Expert Working Group on Welfare Reform for the deputy first minister for Scotland. Darra was the Chair of the Panel investigating the UK riots in August 2011. He was appointed by the Prime Minister, Deputy Prime Minister and Leader of the Opposition.

Darra was the Chair of the Independent Commission for Local Government Finance.



Alex Taskin

A highly experienced coach and consultant, Alex has an impressive track record in organisation and team development. Her specialisms include Investors in People, Internal Review, Leadership and Management Development, Coaching, Organisational Change and Employee Engagement.

A qualified coach since 2001, Alex has worked with hundreds of clients, and supported the implementation of coaching programmes in public, private and non-profit sector organisations such as Medway Council, Sico Europe, London Golf Club , Charities Aid Foundation, Colorcon, Institute of Cancer Research and Kent Community Health NHS Trust to name a few. Her experience spans 1:1 coaching and team coaching, as well as design and delivery of coach training programmes.

Alex has developed a unique personal development programme "Personal Best" designed to help front-line staff discover how they can be at their best in and out of work—maximising their energy, relationships and performance in a complex world. Tapping into current evidence about mindset and human behaviour, Personal Best provides a supportive framework for participants to unlock their potential, working towards a defined breakthrough goal. This is an exciting time for Alex with hundreds going through the programme.

Biographies



Julia Tybura

As a leader, board director and charity trustee with over 25 years' experience in HR, OD and general management roles, Julia combines national policy level access and thinking with a deep understanding of specific culture issues and their solutions. Her skills lie in providing innovative support to organisations experiencing considerable change and her exposure to a variety of sectors (with a strong charity and NHS background) offers clients a wide range of support and tools in leadership, strategic HR, change management, facilitation and organisational development. She is passionate about people management and development and their role in transforming organisations and services.



David Veale

David started his HR career 28 years ago in food manufacturing and distribution after six years as a biology teacher. He cut his teeth in HR holding a variety of roles in a heavily unionised and fast paced environment over 15 years tackling a number of projects including overseeing the people aspects of a significant reengineering of the supply chain in London and the South East.

David joined local government 13 years ago as a strategic business partner to children and adult social care at Ealing which was a great introduction to how local government worked and a deep understanding of how councils support some of the most vulnerable people in our communities. David has provided strategic guidance and expert advice on all aspects of strategy and HR Management to a variety of services across Ealing Council in a number of senior roles heading up HR in his last role there.

David is currently Director of HR and OD at Brent Council. Brent is an extremely diverse borough served by a council with real ambition and potential and David is working on the workforce contribution needed to make a success of the council's 2020 vision. David chairs the London Heads of HR Network.

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Biographies



Rob Whiteman

Rob has been CEO of CIPFA since October 2013 during which time the institute has seen its accountancy student footprint extend to 80 countries and new specialisms launched in areas such as counter fraud.

Previously, Rob has held CEO roles at the Home Office for the UK Border Agency (UKBA) and the Improvement & Development Agency (IDeA). He was CEO of LB Barking & Dagenham from 2005 to 2010 and non-executive roles have included the Department of Energy & Climate Change (DECC).

He is presently the NHS chair of the North East London STP Board and also chairs Barking & Dagenham College.

A well-known UK and international commentator on public service finance and leadership, Rob is a Technical Adviser to the Board of the International Federation of Accountants (IFAC).

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Jobsgopublic set the standard for public sector recruitment solutions. Since 1999, they have developed a catalogue of innovative advertising, marketing and software services. This allows them to help employers recruit more effectively, saving them time and money in the process.

Matrix SCM

Matrix SCM specialises in the provision of tailored supply chain management solutions to the public sector. Through a combination of our people, process and technology, we streamline the process of recruiting agency staff.

Neyber

Neyber provide financial wellbeing solutions as a free staff benefit. Our mission is to give hard-working people access to practical online tools, education and fairer finance, when they want to borrow and save money.

We partner with organisations to offer staff access to affordable borrowing with repayments taken directly from salaries – all at no cost, or risk to their employer. Staff also access online content in the form of videos, podcasts and blogs to help improve their financial resilience.

Neyber believe financial wellbeing is a vital component of any wellbeing strategy to drive staff engagement, increase productivity and reduce stress.

Penna

We're your expert global partner who'll find, excite and secure the people (from students to executives), who will bring you success.

The Guardian

As the most trusted newsbrand in the UK, the Guardian has a unique relationship with our readers which means we're able to inspire them into action. With a longstanding commitment to the public sector, a monthly reach of 600,000 central and local government professionals and an award-winning job site, there is no better platform to tell your recruitment story and reach quality candidates.

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Sponsors

Acivico

The Acivico building consultancy arm of the company is a nationally recognised building regulations service which carries out the technical aspects of the building regulation and allied legislation services on behalf of the City Council.

Acivico Total Facilities management offers a wide range of services including engineering, building surveying and repairs and maintenance to Schools and other assets within Birmingham City Council, other local authorities and a wide range of private sector clients including Virgin trains. In 2015 Catering, Cleaning and Laboratories joined the wider facilities management portfolio.

Their recent move to new canal side premise, Louisa House in the heart of the Birmingham waterways is a landmark step towards independence, agility, improving customer experience and efficiency. Their sleek and modern new home is also the perfect showcase for their talents which was designed and project managed in house.

Adecco Group

Adecco Public Sector Division help clients recruit and manage their workforce.
We specialise in improving an organisation's talent. We manage the contingent workforce and statement of work resources on behalf of our clients, as well as source and recruit direct hires. Adecco's approach results in significant cost savings and revenue improvement, increased worker quality, workforce insight and greater regulatory compliance.

Being part of the Adecco Group we have access to more than 300 offices across the UK, enabling us to ensure that we continue to help our clients create local jobs for local people.

Sponsors

Bloom

We are Bloom. Our approach to procurement is different.

We specialise in bringing together a community of buyers and suppliers to help the public sector buy professional services better. We're transforming procurement by opening up the way it's done, giving the best choice for buyers and more business opportunities for suppliers, big or small.

We were established in 2012 as NEPRO Ltd and the exclusive partner of the NEPO Specialist Professional Services neutral vendor framework. Still the Nepro delivery partner, our business is now the trusted provider to over one hundred and thirty public sector organisations. Our approach offers buyers of professional services real-time control of their professional services projects. Suppliers benefit from accessing public sector opportunities through an efficient and cost effective route to the whole UK public sector market.

We're passionate about delivering better outcomes for all projects, so our people are free to think differently about the challenges you're facing, to offer more choice, more flexibility and better value. When you work with us, you're joining an ever-growing community of clients, connected through unique insights. We know that value, transparency and compliance are key factors in sourcing decisions, so you'll see us focus on these things throughout your journey with Bloom.

CMI

CMI is the only chartered professional body in the UK dedicated to promoting the highest standards in management and leadership excellence. With a member community of over 120,000, CMI has been providing forward-thinking advice and support for more than 60 years. We continue to give managers and leaders, and the organisations they work in, the tools they need to improve their performance and make an impact. We are a UK awarding body for management and leadership qualifications, and the only body that awards Chartered Manager, the hallmark of any professional manager.

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Sponsors

CIPD

The CIPD are the professional body for HR and people development. We are the voice of a worldwide community of more than 140,000 members committed to championing better work and working lives.

We've been setting the benchmark for excellence in people and organisation development for more than 100 years. Through our expertise and research we provide a valuable point of view on the rapidly changing world of work. And for our members we're the career partner of choice, setting professional standards and providing the know-how to drive the HR and L&D professions forward.

The CIPD are independent and not-for-profit and hold a highly respected Royal Charter. We exist to make work and working lives better. And at a time of unprecedented change we have the vision, agility and strength to make a real difference to our members, to businesses, to the economy and to all working people.

Community Care

More than just a jobs board, Community Care supports social care professionals to improve outcomes for children, young people and adults. Community Care Inform improves the quality and consistency of social care decisions through equipping professionals with the evidence they need to make decisions. We support learning and ongoing professional development through innovative social learning tools and face-to-face training at Community Care Live.

Our multi-award winning news website, communitycare.co.uk, sets the agenda in the sector and ensures professionals are up-to-date with the latest news and legal judgements.

Eduserv

Eduserv is a not-for-profit IT services provider dedicated to helping public sector organisations and charities make better use of their IT. The Local Government Executive Briefing Programme provides independent opinion and peer learning, helping the public sector take advantage of digital.

Sponsors

Ernst & Young

EY is one of the largest professional services firms globally. We provide assurance, tax, transaction and advisory services to build a better working world for our people, clients and communities.

GatenbySanderson

We find and develop leaders that shape a better society.

We are the UK's foremost public and not-for-profit search and selection and people development consultancy finding, placing and developing senior leaders to navigate complex challenges and transform public services.

Our focus is upon Chief Executives, senior management teams and Non-Executive board members within complex, highly visible and regulated markets that frequently undergo change and require substantial insight and operational knowledge.

Our detailed sector knowledge ensures very deep networks and we are known for our ability to successfully work within organisations subject to high degrees of governance, external audit and public scrutiny. As well as sector strength, we focus on a range of specialisms, including change and transformational management where our Technology and Transformation Practice is focused upon helping define and deliver digital transformation. Our Leadership and Talent Consultancy excels in people talent analytics to build future ready leadership.

Green Park

At Green Park, we're proud of helping Authorities shape their futures and meet their interim and permanent executive resourcing objectives. As one of Europe's most trusted executive recruitment firms, now ranked No.1 Public Sector provider by Recruiter Magazine, we are proudly setting a new benchmark for quality across our industry.

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Sponsors

Guidant Group

Guidant Group specialise in outsourced recruitment services and are proud to partner with many leading organisations in the public and private sectors. We pride ourselves on bringing simplicity and transparency to complex recruitment process and always align our hiring processes to every client's unique requirements.

All of our clients trust us to provide innovative, quality driven resourcing services that reduce their costs and allow them to concentrate on their core business.

Havas People

Whatever your recruitment challenge, we'll develop a strategy to help you reach and engage your audience - whether that's through a digital attraction strategy, our industry leading Engage ATS or our TalentMatch service. We have the expertise to help your audience develop a deeper understanding of, and stronger connection to, your brand – plus the analysis to prove it works.

We are appointed suppliers under a number of public sector frameworks and have a long heritage of working with public sector organisations.

Iken

Iken helps HR teams run more efficiently by supplying specialist case, document and email management, as well as key process workflows and detailed reporting software.

Learningpool

Specialising in providing affordable solutions, Learning Pool offer a complete learning technologies service that includes a library of responsive and editable content, Adapt Builder and innovative learning games to improve job performance. We're also a leading global partner of Totara LMS. Our award winning team work closely with each of our customers to deliver a high quality service that produces real benefits and tangible returns. We provide the whole package, delivered to you without the fuss. And with a 98% customer satisfaction rate and first class support, Learning Pool has you covered.

Sponsors

Local Government Association

The Local Government Association (LGA) is the national voice of local government. We work with councils to support, promote and improve local government.

We are a politically-led, cross party organisation which works on behalf of councils to ensure local government has a strong, credible voice with national government. We aim to influence and set the political agenda on the issues that matter to councils so they are able to deliver local solutions to national problems.

The LGA covers every part of England and Wales, supporting local government as the most efficient and accountable part of the public sector. www.local.gov.uk

LGC

LGC, the voice of local government since 1855, is the brand aimed at highest ranking officers running British councils, and their partners in the public and private sectors.

Engaging with our audience online, in print and face to face, we provide the information on policy, performance, finance and best practice required to take decisions on how billions worth of pounds of expenditure is spent.

We are the title local government chief executives, directors and assistant directors turn to for advice on innovation, excellence and entrepreneurship.

ManpowerGroup

ManpowerGroup has been the world's workforce expert, creating innovative workforce solutions, for nearly 70 years. As workforce experts, we connect more than 600,000 men and women to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands – Manpower, Experis, Right Management and ManpowerGroup Solutions – we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.co.uk

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Sponsors

Medigold Health

Medigold Health is one of the UK's most respected and established Occupational Health providers. Medigold Health has been involved in the management of sickness and absence from a healthcare perspective for over 19 years. We are a clinically-led organisation from top to bottom. Our Executive Chairman and Founder, Dr Mike Goldsmith – former health and work policy adviser to the British government – built our mode of occupational health service delivery on uncompromising principles of quality and integrity. We are setting the standard for employee wellbeing in the UK. We care about what we do, keeping people in work, safe and well.

Metro and Evening Standard

Metro and the Evening Standard allow you to reach more Londoners working in public sector occupations than any other national newspaper

MHR

MHR's solutions help you to embrace the operational and strategic challenges facing your people and organisations. We cover talent management, HR, payroll and business analytics. Our award winning iTrent software can move your business forward.

NGA Human Resources

NGA Human Resources is a leader in the UK and around the world in helping organisations to align their people strategy to their business strategy. We are the most knowledgeable partner to help identify the HR and Payroll solutions to take your organisation exactly where it wants to go.

We understand the business of HR and the role it plays within the public sector and it is this understanding, combined with our technological expertise and superior service delivery that ensure we deliver the greatest impact for our customers.

We are a leading provider in many industries including retail, finance and the public sector. Our flagship UK product is ResourceLink.

Sponsors

NHS Employers

NHS Employers keeps managers and employers up to date with the latest workforce thinking and expert opinion; providing practical advice and information through a range of tools and resources.

We actively seek the views of managers, employers and senior leaders on key issues in order to support them to develop a sustainable workforce, improve staff experience and provide high-quality care to patients.

Osborne Thomas

Osborne Thomas provides high quality HR and recruitment support across the public sector, focused around our four core services of HR consultancy, permanent recruitment, interim management, and recruitment support, which includes assessment, training, and development.

Solace

For over 40 years The Society of Local Authority Chief Executives and Senior Managers has been the UK's representative body for public sector Chief Executives and senior managers. Providing unparalleled professional and personal development through courses and events, support through knowledge-sharing and cross-sector networking, all whilst working to ensure policy and legislation is informed by the expertise of those on the front line of delivering public service excellence - our Members.

Solace Group proudly incorporates Solace in Business, the Society's high-performing commercial arm. Experts in connecting your organisation with the right talent through a customer-focused approach across all sectors, both in the UK and internationally.

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ER Tracker by Software Europe

A HR case management system designed to improve compliance, increase visibility and reduce case management errors. Turn your paper HR policies into manageable, visible stages and steps; featuring integrated emails, letter templates, reminder emails and SMS alerts and real-time dashboards.

Awarded HR Product of the Year at the UK Cloud Awards, ER Tracker by Software Europe is a configurable and flexible solution for tracking, recording and monitoring all your employee relations cases.

From the initial referral to HR, to the final step in policy, ER Tracker supports you all the way through the process. Discover how a proactive case management system can help to resolve cases quicker, reduce case costs and absence rates allowing with proactive analysis to prevent cases before they happen.

Ensure that procedures are correctly followed every time, providing compliant and consistent case outcomes.

Greater control means less risk!

THE MJ

The MJ

The MJ is the leading weekly news magazine for UK local government and the market leader for senior local government recruitment advertising, read by senior council executives, leading councillors and their suppliers across England, Scotland, Wales and Northern Ireland. Each week it covers news from across the sector including finance and budgeting, HR and recruitment policy, shared services, efficiency and management. The MJ also has regular focuses on finance and efficiency, adult care and health, children's services, shared services and climate change. Its recruitment pages are the most comprehensive of all magazines in the local government sector regularly carrying 14 + pages of the top jobs and also includes a weekly page on recruitment and retention issues. The MJ also host its own Annual Awards Seminar, now in its thirteenth year. (awards.themj.co.uk) plus has two associated websites themj.co.uk & localgov.co.uk.

The MJ is part of a portfolio of titles that include the Local Government News, Transport Network and the Municipal Year Book.

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tmp.worldwide

TMP Worldwide

TMP Worldwide (UK) are a leading partner for talent solutions. We work across the whole candidate lifecycle to find and deliver better talent for your organisation. Our solutions are grounded in science; pulling in detailed analysis, technical expertise and innovation, and then we blend in the art of branding, creative thinking and inspiring ideas.

We're fascinated by every stage of the candidate journey; from our creative and digital teams to our occupational psychologists, our capacity for full RPO provision, to niche specialist search and employer branding expertise – over decades, we've built a deep understanding of how to find and deliver better talent. Working across a broad mix of public and private sector organisations, our objective remains consistent; delivering direct sourcing strategies that help you attract, assess and retain great talent.

For further information visit www.tmpw.co.uk

Trinity Mirror

Trinity Mirror

Trinity Mirror is the largest national and regional multimedia content publisher in the UK, comprising national and regional newsbrands across the country. They are able to offer recruitment solutions using their truly national job board Fish4.co.uk, as well as across their digital network of leading news sites and also in more than 150 print titles.

VEREDUS

Veredus

At Veredus, we provide a range of services to help our clients, which include: Executive Search and Selection, Interim Management and Assessment & Development.

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Until we meet again....



Let's talk, people – the Seminar for people people in the public sector

We hope that you will enjoy this year's conference as much as we have enjoyed organising it. We have been thrilled by the support we have had from PPMA Board members, our membership community, Past President and sponsors alike.

The Annual Seminar heralds another busy year of PPMA events and more even more workforce challenges for our organisations to deal with. We are building on our successful National Roadshow programme and of course our Regional Event programmes as well. These networks thrive on your participation, so we welcome you to all of the events you can attend, and they are free to attend as part of your membership. We are also looking at how we can use technology more frequently, so we will be trialing some of our events as webinars to ensure we widen participation.

Together with Principal Officers and Board, I will continue the work of previous Presidents by lobbying government and working closely with other public service bodies to ensure that workforce issues are at the forefront of policy development, budget considerations and day to day service delivery.

I am humbled and excited to be serving as your President. I hope to meet as many of you as I can this year. And, I will definitely see you at our next conference, which.... Drumroll please... will be held in Newcastle-Gateshead on 19th & 20th April 2018.



CAROLINE NUGENT
President PPMA
2017/18



Caroline Nugent

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