

2026

# PPMA EXCELLENCE IN PEOPLE MANAGEMENT AWARDS

## SHORTLISTED ENTRIES

Awards Evening Dinner  
Thursday 23<sup>rd</sup> April 2026

The Hilton Birmingham Metropole NEC

# Thank You & Congratulations

**Thank you to everyone who submitted an entry this year. We're delighted to have received more entries than last year, a true reflection of the outstanding work of HR and OD teams across the sector.**

**Congratulations and best of luck to all shortlisted nominations. We look forward to welcoming you to our PPMA Awards Gala Dinner, held alongside our Annual Conference in April in Birmingham.**

**Spaces are in high demand – visit our website for more information and to book your place.**

**BOOK NOW**

# Thank you to our Judges

Our sincere thanks to our independent panel of expert judges

**Juliette Alban-Metcalfe**

Chief Executive  
Real World Group

**Claudia Beaumont**

Strategic HR Business Partner  
Wiltshire Council  
PPMA Joint Peer Winner 2025

**Sam Betts**

Assistant Director – HR & OD  
Salford City Council  
PPMA Ambassador

**Julie Biggs**

Awards & Talent Programme Manager  
PPMA

**Trudy Birtwell**

Director of Learning  
Solace

**Swati Bisht-Rawat**

Head of Talent, Performance & Innovation  
Westminster City Council  
PPMA Ambassador

**Natasha Brown**

Vice President  
PPMA

**Steve Davies**

Treasurer & Past President  
PPMA

**Rebecca Davis**

Chief Executive  
West Midlands Employers

**Sandra Farquharson**

Director of HR & OD  
Hackney Council  
PPMA President Elect

**Cheryl Graham**

HR Director & Regional Employer Secretary  
London Councils  
PPMA Joint Peer Winner 2025

**Nadira Hussain**

Chief Executive  
Socitm

**Heather Jameson**

Editor  
The MJ

**Akddus Khan**

Strategic Workforce Partner  
Oldham Council  
HR Rising Star Winner 2025

**Rebecca Lea**

Head of Workforce Collaboration  
Greater Manchester Combined Authority  
PPMA Ambassador

# Thank you to our Judges

**Victoria Lee**

HR Consultant & Coach  
PPMA Ambassador

**Molly Lucas**

Senior Organisational Development Associate  
Royal Borough of Kingston upon Thames

**Clive Mallon**

Organisational Development Manager  
Somerset County Council

**Nichola Mann**

Service Manager – People & OD  
Brentwood Borough Council &  
Rochford District Council  
PPMA Vice President

**Hannah Mason**

Head of Resourcing & Relations  
Central Bedfordshire Council  
PPMA Peer into the Future 2024

**Gordon McFarlane**

Director of HR & OD  
London Borough of Newham  
PPMA Past President

**Marie Mettam**

HR Consultant & Change Advisor  
PPMA Ambassador

**Caroline Nugent**

HR Executive consultant for NuGenHR  
PPMA Ambassador

**Maxine O'Mahoney**

Chief Executive  
Breckland Council

**Pam Parkes**

Commissioner  
Birmingham City Council  
PPMA President 2024-2026

**Barry Pirie**

Sponsorship Manager  
PPMA

**Nimisha Patel**

Senior HR Consultant – Policy & Projects  
OneSource  
PPMA Ambassador

**Neisha Porter**

Head of OD & Internal Communications  
Richmond & Wandsworth Councils  
PPMA Ambassador

**Helen Scott**

Executive Director  
UHR

**Chris Twigg**

Chief Executive  
Inner Circle Consulting

**Steve Walker-Whitehead**

Director of People, Equality & OD  
London Borough of Hounslow  
PPMA Vice President

# Award Categories

**Best Creative Concept Recruitment Campaign**

**Best Candidate Experience**

**Public Sector HR & OD Team of the Year 2026**

**Best Organisation Development Programme**

**Best use of Technology and Data**

**Best Workforce Transformation / Change Initiative**

**Best Health & Wellbeing Initiative**

**Best Employer & Trade Unions / Employee Partnership**

**Best Learning & Development Award**

**Best Talent Programme**

**Best Inclusion & Diversity Programme / Initiative**

**Best Partnership / Collaboration**

**Gold Award**

# Best Creative Concept Recruitment Campaign



Sponsored by The MJ

# Shortlisted

**Fostering Southwest and Penna**

**Frimley Health NHS Foundation Trust**

**Salford City Council**

**Wigan Metropolitan Borough Council**

# Best Candidate Experience

Sponsored by My Money Matters



# Shortlisted

**Connect2Hackney / London Borough of Hackney**

**Real World Group & The Christie NHS Foundation Trust**

**Royal Borough of Kingston and London Borough of Sutton**

**SIS, The Secret Intelligence Service (MI6) with Penna**

**Southwark Council**

**Wigan Council**

# Best Public Sector HR & OD Team of the Year 2026



Sponsored by Tribepad

# Shortlisted

**Birmingham City Council**

**CMP Solutions on behalf of University of Manchester**

**Leicester City Council**

**London Borough of Newham**

*The Strategic Centre for Talent, Learning and Organisational Development*

**Sheffield City Council**

**Somerset Council**

**Westmorland and Furness Council HR & OD Team**

**Wigan Council**

# Best Organisation Development Programme

# Shortlisted

**Islington Council**

**London Borough of Barking and Dagenham**

**London Borough of Sutton**

**Norfolk County Council**

**Royal Borough of Kingston upon Thames**

**Salford City Council**

# Best use of Technology and Data



Sponsored by Matrix

# Shortlisted

**Cambridgeshire and Peterborough Combined Authority**

**Leicester City Council**

**Welsh Local Government Association (WLGA)**

# Best Workforce Transformation / Change Initiative



Sponsored by Indeed

# Shortlisted

**Buckinghamshire Council**

**Gloucestershire Fire and Rescue Service (GFRS)**  
***Gloucestershire County Council***

**London Borough of Hounslow**

**Rhondda Cynon Taf County Borough Council**

**Runnymede Borough Council and Real World Group**

# Best Health & Wellbeing Initiative

# Shortlisted

**Leicester City Council**

**London Borough of Harrow**

**Norfolk County Council**

**Walsall Council**

**Westmorland and Furness Council**

**Wigan Council**

# Best Employer & Trade Unions / Employee Partnership

# Shortlisted

**Birmingham City Council**

**Oxfordshire County Council**

**Sheffield City Council**

# Best Learning & Development Award

Sponsored by Commercial Services Group



# Shortlisted

**London Borough of Barking and Dagenham**

**London Borough of Newham Council**

**Norfolk County Council**

**Plymouth City Council**

# Best Talent Programme

# Shortlisted

**Birmingham City Council**

**London Borough of Newham**

**Richmond and Wandsworth Councils and Bailey & French**

**Stevenage Borough Council**

# Best Inclusion & Diversity Programme / Initiative

MCLEAN PUBLIC

Sponsored by McLean Public

# Shortlisted

**Birmingham City Council**

**Buckinghamshire Council**

**CMP Solutions on behalf of The King's Fund**

**London Borough of Hackney**

**London Borough of Newham**

**Salford City Council**

**Westmorland and Furness Council**

**Wigan Council**

# Best Partnership / Collaboration

Sponsored by Zellis



# Shortlisted

**Durham County Council, North East Ambulance Service**

*Durham Constabulary, County Durham and Darlington NHS Foundation Trust, Tees Esk and Wear Valleys NHS Foundation Trust, and County Durham and Darlington Fire and Rescue Service*

**Greater Manchester Combined Authority (GMCA)**

**London Borough of Newham / Adecco**

**Sheffield City Council**

**Welsh Local Government Association (WLGA)**

**West Midland Employers with Tribepad**

# GOLD AWARD

The ultimate accolade of the evening, awarded to the overall winner selected from all category winners. It celebrates the entry that sets the benchmark for excellence in people management.

The Silver and Bronze Awards are presented to the exceptional runner-up entries that have also demonstrated remarkable excellence and impact.

The winners will be announced at our Awards Evening Dinner

Thursday 23rd April  
The Hilton Birmingham Metropole NEC

[BOOK NOW](#)